

**VOLUNTARY WORK AMONG IMMIGRANTS IN HELSINKI
THE ROLES OF AFRICANS AND AFRICAN-EUROPEANS
ASSOCIATION (AFAES RY)**

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Thesis, Spring 2013

Diaconia University of Applied Science

Degree Programme in Social Services

Bachelor of Social Services (UAS)

ABSTRACT

Ayodeji Sunday Abel. Voluntary work among immigrants in Helsinki, The roles of Africans and African-Europeans Association (AFAES RY).

Language: English. Spring 2013. 52 pages. 3 appendixes.

Diaconia University of Applied Sciences. Degree: Programme in Social Services. Bachelor of Social Services.

This study talks about the roles of AFAES as a civil association that gives immigrants residing in Helsinki various opportunities to participate in voluntary work. It also looks at the activities of AFAES considering the impact it makes on the integration of immigrants in Helsinki. Questionnaire distribution and personal interviews were the methodological tools used in this qualitative study. A total of 8 people were interviewed, of which 6 were immigrants selected randomly and the remaining 2 were executives of AFAES.

The interviewees were from different cultural background but they all reside in Helsinki. The active participatory method of operation and the bottom top approach used in AFAES were considered through this study. The findings of the study show the effects of voluntary activities in the integration process of the immigrants in Helsinki. The findings also revealed that, the organization is made up of mostly immigrants; most of the members of the association are from different immigrant background. The study further revealed that the Finnish government, through various ministries encourages the integration of immigrants by making policies that would enhance their immigration process.

Key words: Volunteers, Voluntary association, Immigration and Integration
Qualitative Research

CONTENTS

ABSTRACT	3
1 INTRODUCTION	6
2 BACKGROUND	8
2.1 Immigration in Helsinki	8
2.2 Immigration Policy in European countries	12
2.3 Own interest in the topic	13
2.4 Research Questions	14
3 AFRICANS AND AFRICAN-EUROPEAN ASSOCIATION (AFAES RY)...	15
3.1 Activities	16
3.2 Networks of AFAES	17
3.3 Voluntary Activities of Immigrants in AFAES	19
3.4 Motivational factors	20
4 DEFINITION OF VOLUNTEERS AND VOLUNTARY ASSOCIATION CONCEPTS	22
4.1 Volunteering and Voluntary Actions	22
4.2 Volunteers	25
4.3 Integration	27
4.4 Immigrants	27
4.5 Motives and motivation for Voluntary activities	28
5 METHODOLOGY	30
5.1 Research Ethics	31
5.2 Reliability and Validity	32
5.3 Data Collection	32
5.4 Data Analysis	33
5.5 Weakness and Limitation of Research	33
6 FINDINGS AND DISCUSSION	34
6.1 Benefits of volunteering	34
6.2 Challenges of Volunteering	37
7 CONCLUSION AND RECOMMENDATIONS	39

7.1 Professional Development	40
8 REFERENCES	41
APPENDIX I, QUESTIONNAIRE AND INTERVIEW	48
APPENDIX II ANALYSIS OF THE BACKGROUND INTERVIEW QUESTIONS AND RESPONSES	50
APPENDIX III: LIST OF FIGURES	52

1 INTRODUCTION

Volunteering is a fundamental building block of civil society. It brings to life the noblest aspirations of humankind the pursuit of peace, freedom, opportunity, safety and justice for all people. (Universal Declaration on Volunteerism. 2001)

The concept of volunteering has gained an immense recognition and acceptance over the years. This has led to a great participation of people of all classes, race and gender across the globe, which can be attributed to the value that is attracted to volunteering. Majority of people who take off time to volunteer, do it because they see it has a means of giving back and impacting lives. This can either be to their immediate community, or other communities within and outside their geographical territory.

Volunteering can be done from various perspectives; examples are through neighborhood work, community and development work, humanitarian work, non-governmental organization work, charity organizations, and on international bases. This diversity of ways by which volunteering can be done has giving it a great stand to be able to impact peoples' life's directly and indirectly. These can be seen in direct services, goods and communities given to people in need. The provisions of services to get people engage (this can be people in and out of work) and the process that helps facilitate peaceful co-existence among people (groups, communities, societies and nations). From the public sector viewpoint, voluntary associations and voluntary work played only a marginal role in welfare and health services during the expansion period of the Finnish welfare state in 1970s and 1980s. (Nylund 2000, 13).

With the growing number of immigrants moving to Finland, though the authorities are making effort to ensure that all individuals or groups are being taken care of by providing a good social welfare system that would enable them integrate into the Finnish system, but the need for the civil society to play its role is increasingly needed to participate in delivering a good platform to enhance the

integration of the immigrants. Civil organizations in their various capacities are expected to work hand in hand with the authority to build a sustainable state with diversities. Barber sees civil society as a voluntary realm “devoted to public goods” – the “true domain” of “church, family, and voluntary association” (Barber 1998: 44).

Civil organizations such as voluntary associations in Finland as well as in other countries are needed to bridge the gap between the state and the people. In the case of immigrants in Helsinki, much would be achieved by multicultural organizations in dealing with immigrants from different backgrounds. Africans and Africans – Europeans association (AFAES), a non profit multicultural organization which has been in existence and functioning for about a decade, making sure that immigrants are getting helping hands at different level of their integration process.

Being a member of this Non-Governmental Organization which works within and outside its network to enhance a two way integration process by creating a platform upon which immigrants and the host society in Finland can easily relate and live harmoniously.

This study would be looking at the role of Africans and African European Association AFAES ry as it promotes voluntary work among immigrants in Helsinki.

The research will also focus on how voluntary activities help immigrants integrate into the Finnish society. It will shed more light on how the multicultural organization working on the grass root level could make a landmark impart in the state by motivating and empowering the immigrants.

2 BACKGROUND

2.1 Immigration in Helsinki

Helsinki been the capital of Finland serves has the country's global gateway. The city has Finland's largest immigrant population both in absolute and relative terms. There are over 130 nationalities represented in Helsinki. The largest groups are from Russia, Estonia, Sweden, Somalia, Serbia, China, Iraq and Germany.

Foreign citizens make up 5.2% (29,200) of the population, while foreign born make up 7.9% (44,400), Figure 1. Of the resident foreigners 33% are EU nationals. In 2008, 55,245 residents spoke a native language other than Finnish, Swedish or one of the three Sami languages spoken in Finland. As previously mentioned, the largest groups of residents with a non-Finnish background come from Estonia (5,900), Russia (5,633), Somalia (2,400), China (1,150) and Thailand (680). Half of the immigrant population in Finland lives in greater Helsinki, and one third in the city of Helsinki. 44% of the African population in Finland lives in Helsinki.

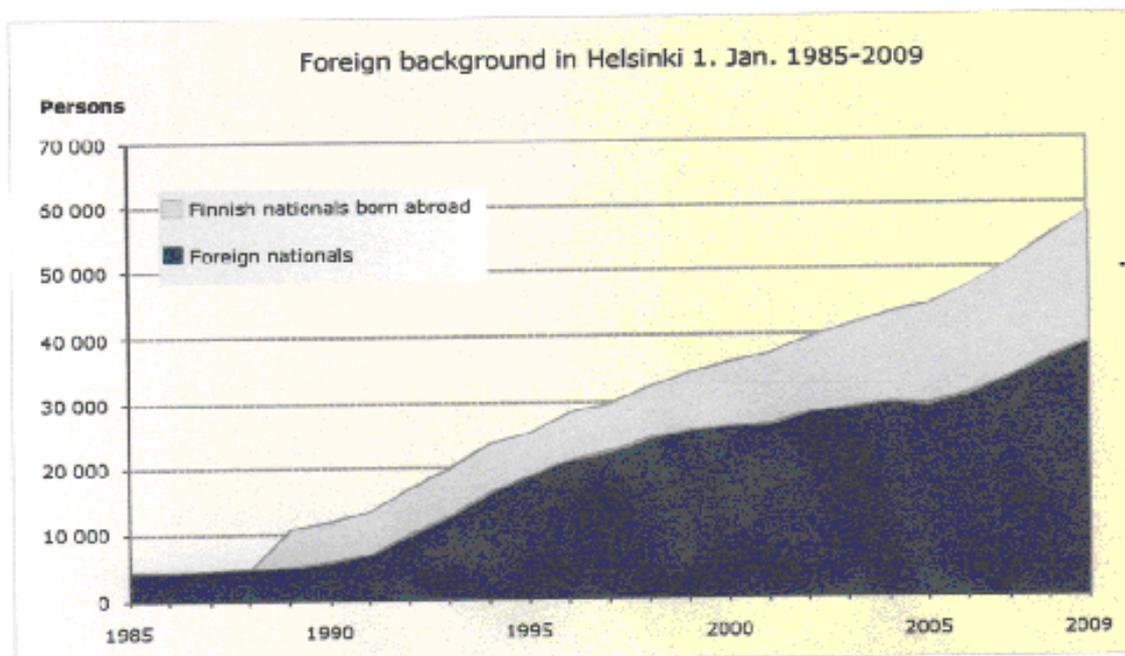


Figure 1: *Foreign background in Helsinki, Source: Statistics Finland*

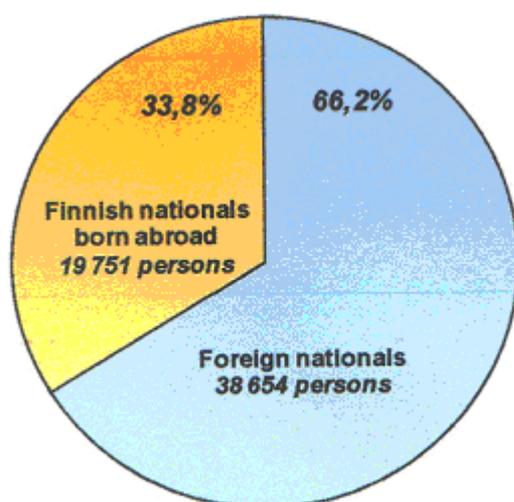


Figure 2: *Residents with a foreign background in Helsinki*

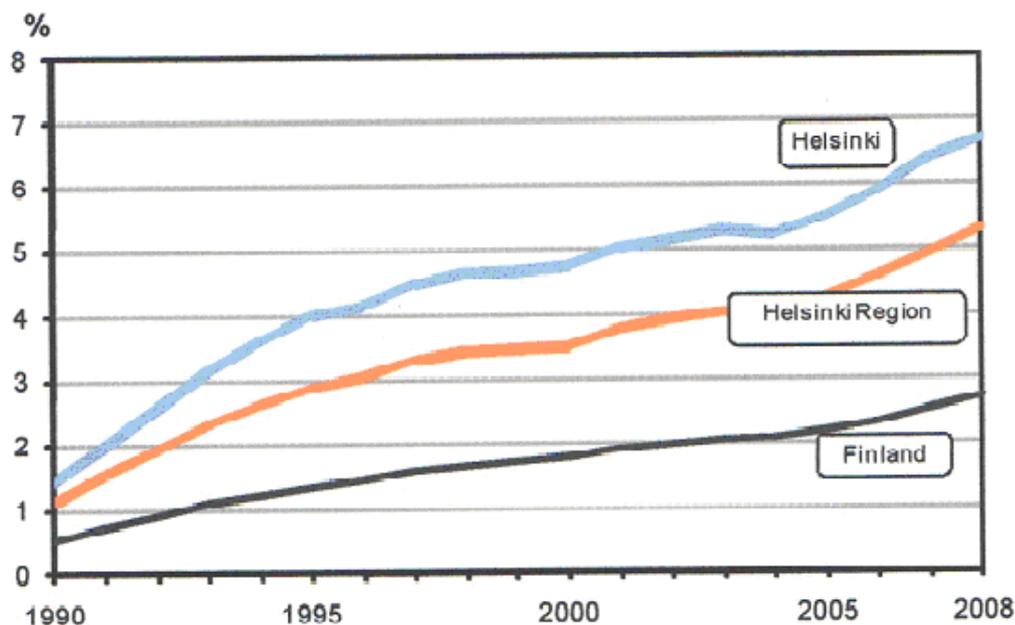


Figure 3: *Proportion of Foreign nationals in the population of Helsinki, the Helsinki Region and Finland, 1990-2008: Statistics Finland.*

As shown in the figures above, there was 38,654 foreign nationals in Helsinki during the year 2008/2009, which was about 6.7 percent of the city population (Figure 2). However, 10.1 percent ie. 58,405 of the residents of Helsinki had a foreign background (Figure 1), the largest group of which are Russians and Estonians. For a number of reasons, the number of foreigners in Helsinki has been growing rapidly since the early 1990s.

Statistics show that the number of immigrants coming into Finland was 30,420 out of which 22,750 are foreign citizens. 16,800 migrants, which is at the same level as the previous year. The rate of migrant from abroad to Finland is twice the population growth when compared to the excess of births and deaths. The preliminary population at the end of 2012 was 5,426,090.

Population increase by month 2010 – 2012

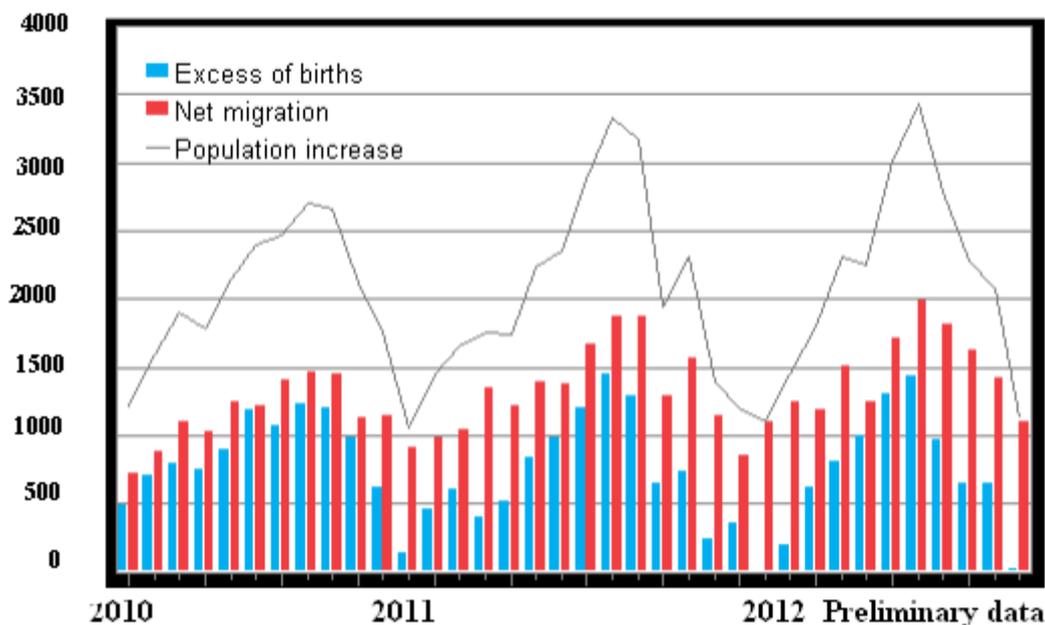


Figure 4: *Preliminary population statistics, Official statistics of Finland*
Population 2013

As illustrated in figure 4, in the year 2012, the population of Finland increased by 24,820, which is 1,370 less than the previous year. Increase in the number of migrant from abroad is the main reason for the population gain: the number of immigrants was 16,800 higher than that of emigrants.

The preliminary statistics of 2012 shows that 30,420 people immigrated to Finland while 13,620 people emigrated from Finland. For the year 2012, there was an increase of 940 immigrants in 2012 and increase of 960 emigrants compared to the previous year. Research shows that the number of migrant is increasing worldwide, in 1975 it was estimated that there were 84 million migrants worldwide. According to a recent UN report, worldwide international migrants numbered 191 million in 2005. Notice however that the proportion of international migrants in relation to world population has remained about the same 3-4%

Integration of Immigrants is an essential part of migration process, according to the Finnish ministry of interior, integration means immigrants adapt themselves to Finnish society and acquire new skills, competences and practices which help them actively participate in the life of their new home country. For some immigrants, the integration process is easy while some others need more time and support to integrate.

The only way an immigrant can benefit from migrating to a new country is by immigrating to the new society. Integration is the key to beneficial immigration. (Canoy M. Beutin R. Horvath A. Hubert A. Lerais F. Smith P. Sochacki M. 2006)

According to the handbook on Integration for policy makers and practitioners, 'Immigration and integration has grown from an issue of interest to a few specialized stakeholders to one at the top of the agenda of many more and different types of organizations. National and sub-national policies in many areas of integration are increasingly influenced by decisions taken at the EU level. The making of EU policies can be a lengthy and complicated exercise, with different levels of involvement of national governments, civil society and EU institutions. The European Commission plays a pivotal role, often as initiator and as coordinator. To understand their own situation, policy-makers and practitioners at the local, regional and national level must know how policies are shaped at European level and be able to take part in European cooperation mechanisms' (Handbook on Integration, 2010, p. 14).

AFAES through its range of activities motivates voluntary work among immigrants. Ensuring that the integration process of immigrants goes well and uninterrupted is one of the objectives of the AFAES. This study will be looking at how the voluntary activities of the immigrants promote their integration process with the help of AFAES.

2.2 Immigration Policy in European countries

In the Europe 2020 strategy executive summary in Brussels, 3.3.2010, amongst many other points raised, better integration of migrants in the work force was considered one of the ways to attain sustainability and inclusive growth in Europe which is part of the priorities that should be the heart of Europe 2020. The economic crisis in Europe could be said to be a moment of transformation. 'The crisis has wiped out years of economic and social progress and exposed structural weaknesses in Europe's economy'.

‘To achieve a sustainable future, we must already look beyond the short term. Europe needs to get back on track. Then it must stay on track. That is the purpose of Europe 2020. It's about more jobs and better lives. It shows how Europe has the capability to deliver smart, sustainable and inclusive growth, to find the path to create new jobs and to offer a sense of direction to our societies’. (Barroso, 2010)

According to the European integration forum statement on the contribution of migrants to economic growth, The third Common Basic Principle on integration of migrants refers to the contribution of migrants to society: “Employment is a key part of the integration process and is central to the participation of immigrants, to the contributions immigrants make to the host society, and to making such contributions visible.”

As described during the European Union summit in Brussels in 2011, Integration is a process that starts on the ground and integration policies should be developed with a genuine 'bottom-up' approach, close to the local level. Such policies include actions such as support for language learning, introductory measures, access to employment, education and vocational training and the fight against discrimination, which all aim at increasing migrants' participation in society. Integration requires the engagement by the receiving society in accommodating the migrants, respecting their rights and cultures and informing them about their obligations. At the same time, migrants need to show the willingness to integrate and to respect rules and values of the society in which they live. (European Commission, 2011).

2.3 Own interest in the topic

Apart from the fact that the topic is important and relevant, volunteering is part of integration process and it serves as a possibility to enter labor market and get to know the Finnish society.

The decision to carry out this thesis on immigrant voluntary work was initiated by the author's interest in the topic. As a migrant in Finland, having participated in different voluntary work with African and African European Association (AFAES) for quite a while and experienced the effect of immigrants voluntary

activities as it benefits the immigrants and the host community. The involvement in both national and international volunteering has continued for years. This involvement has enabled the author to witness the significant role volunteerism can have in contributing to the lives of the people and communities involved. Alongside others (Helander & Laaksonen 1999, 69-70; Rifkin 1997, 273-276 in Harju 2003, 35, 38-39, Kaldor 2003 & Sherraden et al 2006 in Sherraden et al 2006, 3), I view this role to be enforced in the future with the role of civil organizations and volunteering gaining importance globally and their role in promoting internationalism and multiculturalism increasing. Therefore, for the benefit of all, this thesis will encourage migrants on voluntary work and its benefits as in the case of African and African European Association (AFAES). Alongside others (e.g. Hofmann 2002, 13), there is also recognition that voluntary work is often connected to social field and used as a tool with governmental social work to address societal issues, whether its organizers, participants or social welfare professionals intend this. Therefore, from a migrant and social services student's perspective, understanding voluntary work is important, whether this voluntary work is within ones' ethnic group or not, in Finland or abroad. It is possible to approach a working life by starting up as a volunteer in the same field, experience as in voluntary work helps in the development of knowledge relevant to the author's vocational future.

2.4 Research Questions

- What role does AFAES play to improve voluntary work participation of immigrants in Helsinki?
- How does voluntary work help the integration of immigrants into the Finnish system?
- What are the benefits of voluntary work to the immigrants?

3 AFRICANS AND AFRICAN-EUROPEAN ASSOCIATION (AFAES RY)

Details of this chapter are from AFAES website, unpublished documents and reports, discussions with AFAES members and knowledge of the association being a board member.

Africans and African-Europeans Association was founded in the year 2003 in Helsinki, as a registered multicultural association in Finland. AFAES is a non-political and non-profit organization with over 130 members. AFAES as a grass-root civil organization carries out its activities to facilitate a more balanced multicultural society. It works in gap between the public sector, (which is run by the state) and the private sectors, to support immigrant communities in Finland. (Harju, 2006). Unlike in other sectors, people organize activities themselves, and it comprise of professionals and laypersons. The language of operation of AFAES is Finnish language and English language, but members are encouraged to learn and speak Finnish language.

The activities of the organization is run by the executive board members which consists of a Chairperson, Vice Chairperson, Secretary, Financial Secretary, and other board members, which makes decisions on various matters in the organization. The activities of the board are on voluntary basis. AFAES has a paid book keeper, auditor and sometimes full time and part time project workers. AFAES office is presently located in the heart of Hakaniemi, a multicultural vicinity in Helsinki city.

AFAES has its aims and objectives targeted at the immigrants and the Finnish society. The aims of AFAES are; to help immigrants find their place in the Finnish society by providing means of participating in different voluntary activities to enhance their integration process. On the other hand, AFAES educates the Finnish society on various cultural aspects to enable them understand how to deal with people from different cultural background.

AFAES uses different methods in carrying out its activities to reach its target groups. Organizing workshops, public seminars and conferences, cultural exhibitions and taking part in different festivals to introduce foods from various

cultures to the Finnish society. To reach its goals and achieve its aims AFAES uses participatory method in all its activities, involving immigrants in it's the level of operations. More than 70% of the members of AFAES are immigrants from immigrant backgrounds, mostly Africans.

The motto of AFAES is 'making a difference' which is a vital attribute of the organization. Members of the organization including its board members make it their target to make a positive difference in all they do. The activities of AFAES are based on voluntary work which immigrants themselves are the key actors, they do the planning and execution of various events and projects, such as teaching and taking part in workshops in form of drama, music, game, speeches, cooking class teaching etc. AFAES has different events and projects to promote different immigrant cultures.

3.1 Activities

Children workshop

AFAES organizes different workshops for children to teach them the reality of lively hood in Africa and different cultures. Dramas, storytelling, drama/stage performance, games, songs and dance performances are being used to educate the children about different cultures. This corrects the wrong information passed across by the media. Most of the performers and actors are members of AFAES.

Youth Activities

AFAES has series of activities organized for the youths of which musical events, workshops trainings and sport activities, piano classes are examples.

Adult events and Projects

Lots of events and projects are being organized by AFAES to educate the adults in the Finnish society in various disciplines, events such as cooking class, language classes, party organizing, and translation service and Finnish language courses amongst many others. AFAES organizes some annual events to promote multiculturalism: International Women's Day

Among other events like Africa Celebration Day, Asia Meets Africa, HerStory, and Multicultural Independence Day:

International Women's Day is a global celebration of women's past, present, and future ~ the largest gathering of women for International Women's Day in the history of the world! On March 8th, AFAES RY in collaboration with different migrant organizations will present fabulous LIVE celebrations in Helsinki. Women with different multicultural background will connect to celebrate and honor women past, present, and future, in many exciting ways. Amazing women celebrities, athletes, political leaders, and experts will be invited to celebrate the heritage of womanhood. Speeches will be given at the event to explore the struggles and achievements of women. Various issues facing women today would also be discussed in an open forum. There will be live multicultural musical entertainment and much more!

AFAES has a range of other services; details of the services could be found on the association's website, 'www.afaes.net'.

3.2 Networks of AFAES

AFAES has a network of partners and cooperators that play various roles in carrying out its functions. AFAES as a non profit organization works and carries out its activities within and outside its chain of network. Below is the network of AFAES:

AFAES Co-operates with the following organizations and offices; Cultural Centers in Helsinki, Prospect Women Resource Center, Universal Peace Federation (UPF) Finland, Suomen 4H-liitto, Funky Amigos ry, City of Turku, Kassandra ry, Moniheli ry, Pasilan nuorisotalo, Fonalisa Consult, Nelialpila etc. In addition AFAES cooperates with international organizations as well as Embassies of various countries.

Though AFAES through the voluntary participation of its members raises money through different performances, it also receive funding (support in cash and in cash) for different events and projects for example from The City of Helsinki, Ministry of Education and Culture, The Educational Association and Citizens' Forum SKAF's, European Union, Ministry of the Interior etc

AFAES is a Member of the following organizations,

Neliapila Yhdessä on Voima ry, The association is an association which consists of 4 member organizations AFAES, the Finnish-Philippine Friends organization, the Finnish-Thai Association and the Finnish-Chinese Association.

Moniheli ry, Moniheli is an umbrella organization for over 40 member organizations.

CIMO, (Centre for International Mobility), CIMO promotes international cooperation and mobility with specific emphasis on education, training, working life, culture and young people.

KEPA, Kepa is the umbrella organization for Finnish civil society organizations (CSOs) who work with development cooperation or are otherwise interested in global affairs. At the moment Kepa has roughly 300 member organizations, ranging from small voluntary-based organizations to major national organizations. Though AFAES does not carry out advocacy work, it has a referral service which helps immigrants facing various challenges to get linked to a respective authority or organization that could render such service.

AFAES works with Ombudsman for Minorities and Discrimination Tribunal, in cases where immigrants have issues with racism, equality, harassment, or any form of discrimination, the immigrant in most cases are being referred to the Ombudsman for help. It is the task of the Ombudsman for Minorities to advance the status of ethnic minorities and foreign nationals in Finland and prevent and address ethnic discrimination. The Ombudsman also acts as the National Rapporteur on Trafficking in Human Beings. The Ombudsman's customer and target groups include immigrants, foreigners living in Finland and Finland's traditional ethnic minorities. In cases where an immigrant or a group of immigrants are being harassed, or ethnically agitated, discriminated, defamed and the case is being reported to AFAES, the case is referred to Ombudsman. Acts of law such as the ones stated below are used to deal with the cases referred to Ombudsman;

According to the Section 6 of the Constitution of Finland

Equality

No one shall, without an acceptable reason, be treated differently from other

persons on the ground of sex, age, origin, language, religion, conviction, opinion, health, disability or other reason that concerns his or her person.

Section 18 of the Constitution of Finland

Right to work and freedom to engage in commercial activity.

Everyone has the right, as provided by an Act, to earn his or her livelihood by the employment, occupation or commercial activity of his or her choice.

3.3 Voluntary Activities of Immigrants in AFAES

Over 70% of the members of AFAES are immigrants, with the participatory approach of work, except in cases where AFAES gets funding for its activities; the activities are being carried out on voluntary bases by the members of the association. A good example of project work AFAES do to empower and motivate immigrant to take part in voluntary work is an ongoing project which was started early this year and will run for one year. The name of the project is Helsinki Multicultural educational services, HELMO. The project is funded by the Solid Fund of the European Union through the Ministry of Interior, City of Helsinki and Afaes ry. It is a multicultural education project aiming to increase multicultural dialogue and cultural understanding via a range of activities in Helsinki.

The goals of the projects:

- increase the participation of the third country nationals in the host society
- strengthen intercultural dialogue
- foster the two-way integration process between the Finnish majority and the third country nationals
- Develop multicultural Helsinki

The purpose of the project

In the project we will contain 21 multicultural workshops, 4 public exhibitions and 2 public seminars that focus on multicultural issues, such as racism, stereotypes and integration. Professional immigrants who are experienced in

giving workshops run the workshops. These workshops draw on creative methods and are targeted for three groups of people: social workers, daycare professionals and third country nationals who are in process of entering the Finnish labor market in these sectors. The topics of the workshops are tailored in cooperation with social and day care professional in order to meet the needs in the field. The topics range from intercultural communication and racism to cultural understandings of health, family and marriage.

Additionally the project aims to increase the cultural dialogue between the Finnish majority and migrants by organizing three cultural exhibitions and public seminars on multiculturalism and racism.

The Beneficiaries of the project are the Third country nationals, Social workers and day care professionals, workshop teachers, Finnish people, Migrant organizations that work in partnership with the project

For this project, AFAES cooperates with Neliapila ry (made up of AFAES ry, the Finnish-Philippine Friends organization, the Finnish-Thai Association and the Finnish-Chinese Association) other multicultural organizations. The project is guided and monitored by a steering group. During the ongoing project cooperation is created with Diaconia University of Applied Sciences and Laurea School of Applied Sciences and volunteers too.

3.4 Motivational factors

Considering the position of organizations, any nonprofit organization which suffers a high volunteer attrition rate will find itself in a challenging position where accomplishing the organization's mission and goals will be difficult to accomplish (Tang, Morrow-Howell, & Hong, 2009). Despite this challenge, volunteer and nonprofit relationships are generally defined with high levels of ambiguity and uncertainty in the volunteer's role within the organization (Ashcraft & Kedrowicz, 2002). To the volunteer manager, understanding why a person volunteers and what his or her motivation allow's the manager to better serve the volunteer and their organization, while conversely failing to understand these motivations can have a profound negative impact on organizational effectiveness.

The question; What motivates a person to volunteer? Could be answered by saying; people volunteer in order to fulfill personal intrinsic or extrinsic personal needs (Ozorak, E. W., 2003, Celdrán, & Villar, 2007, Baytiyeh & Pfaffman, 2010). These needs are not monetary in nature, and instead feed into developing ones character. Various researchers have uncovered a variety of factors that motivates volunteers. A good example is the octagon model of volunteer motivation

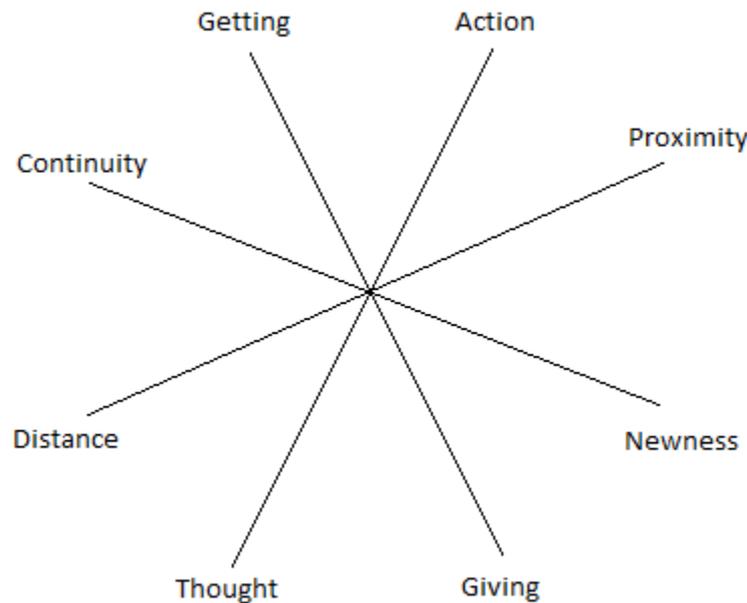


Figure 5: *The octagon model of volunteer motivation*

The figure above with its 8 dimensions illustrates that volunteer motivation lies in the interaction within the inward –outward meta-dimensions of a person, various researchers in different contexts have described this dimensions. Yeung (2004) described the four motivational poles pointing to the right (action, proximity, newness and giving) as directed outwards towards a social circles, activities, giving to others and new content, while she explained that the other the four motivational poles pointing to the left (getting, continuity, distance and thoughts) as more personal and inwards, towards internal reflection, distance from others, continuity of content and obtaining benefits.

4 DEFINITION OF VOLUNTEERS AND VOLUNTARY ASSOCIATION CONCEPTS

Various terms and concepts are been used in the study, often; the key words have different meaning based on the context it is being used. Moreover, different meanings are given to different terms in various cultures.

4.1 Volunteering and Voluntary Actions

The history of volunteering and voluntary actions in Finland can be traced to early efforts of Christians based on the biblical principles of given and rendering help to the other. This was demonstrated through various impulsive charity works of individuals. These efforts did not go without notice, which was why voluntary work became institutionalized in Finland ‘in the early 19th century’ (quoted in Nylund, 2000:30). A greater part of voluntary actions originate from observations of people and their responses to the needs of people in their communities. The modes and methods of delivering these services has been an ever-changing one because the need of people changes over time. This is one of the major reasons why emphasis was made to institutionalized volunteer work, which has help facilitate delivery process, thereby making it possible to serve the people better (Miligan and Conradson, 2011:7).

The emergence of civil societies also played a great role in the creation of voluntary activities in Finland. These efforts can be traced to various movements in the ‘1880s and 1890s’. The two major reasons that brought about these movements was the struggle for independence and the need to ascertain the language that should be spoken by the people (Nylund, 2000:30). All these activities later transformed into voluntary organizations, because the people realized the need for a collective and united front. Majority of the people that started these activities were the well read and citizens in the upper class of the

society. Initially, it had elements of top-bottom ideology, but it later transformed to a horizontal ideology, which was because of the need to ensure and facilitate equality (Nylund, 2000:30).

Although, volunteering is generally seen as a positive force, but over the years there have been various controversies about volunteerism in regards to the definition, purpose and methodology used to raise funds and how these funds are spent. Also, various nations and institutions have used volunteerism to facilitate different interests. In some regards, volunteerism is attributed to non-governmental organizations (NGOs), non-profit making organizations, community based organizations (CBOs), charity organizations, organized civil societies, pressure groups, self-help groups and third sector, and all this duplications creates loopholes that various nations and individuals have used to facilitate their own personal motives. Also, the dominance of elites in voluntary services has also contributed to the inability to ensure a peoples-led process for what we have is an ‘elite-led process’ and this has greatly affected the functionality and purpose of volunteer organizations (Miligan and Conradson, 2011:3).

To response to the question raised above, I will like to take a look from the view point of horizontal support and vertical help, which was talked about by Marianne Nylund in her book: *Variety of Mutual Support and Voluntary Actions*.

	Historical roots	Organizational frame in the 1990s
Horizontal support	Self-help Mutual aid / support	Self-help groups
Vertical help	Christian charity Philanthropy	Voluntary organizations

(Nylund, 2000:33).

The horizontal support is based on bottom-up approach which has a good power relation because it has great emphasis on mutual support to ensure a common goal, whereby the process of decision making and definition of purpose and goals is diversify, making it possible for everybody to have equal say. It can be agreed that horizontal support has a democratic undertone which makes it more

effectible. But, Vertical help has dictatorship elements because it is based on top-down approach, which makes it difficult for people to query the purpose and process, because the process is driving by those who have, who desire to give to those who do not have. This kind of orientation tends to have a negative effect on the power relation, because the receivers do not have rights and are not seen as being equal (Nylund, 2000:34).

Marianne Nylund (2000), referred voluntary association to registered, non-profit, and non-governmental social welfare and health care association. Examples are Red Cross, Boys Scout, Girls Guide, Peace Corps, Rotary International, Lions Clubs.

For the purpose of this study, Voluntary activities is understood to be activities that is undertaken by a group or by an individual of his or her own free will, of benefit of the wider community and organised through a non-profit organization (Cordingley, 2000; Lyons, 2001). Moreover, Voluntarism has a vital role to play in the creation of a community with diverse ethnicity, as in the case of voluntary development in Sydney, which reflects the successful transfer of immigrant cultures, lifestyle and customs to a new city. The presence of such places in the city landscape is an important signifier that immigrant involvement in urban changes and in the provision of social and welfare services. Alongside other forms of ethnic involvement in city life, ethnic communal places form a good indication of growth of Sydney from a colonial outpost with inadequate public space and semi-rural suburbs to a global and multicultural city (Powell, 1993; Burnley 2000).

Just as in the case of Wales; the work of the voluntary and community organization is central to the government's mission to make this the Giving Age. They enable individuals to contribute to the development of their communities. By so doing, they promote citizenship, help to re-establish a sense of community and make a crucial contribution to the shared aim of a just and inclusive society. (Welsh Office, 1998, p 3). Voluntary action commonly develops in response to localized need and interests that change over time and space, hence the geographies of voluntarism are often uneven. (Christine M. & David C. 2011). The National Survey of Volunteering, Australia carried out an open on-line survey, in the findings of the research it was stated that Volunteering contributes to social inclusion in Australia because result shows that the majority of volunteer

respondents have an increased sense of belonging to their communities, opportunities to use their skills, to make a difference to the organization's work, and to learn and develop. Volunteerism contributes to inclusion in Australian society. It can help reduce feelings of personal isolation, offer people skills, social contacts, support a greater sense of self worth, and challenge the stereotypes most Australians have about different social groups. Below are some comments from correspondence of the research;

'I feel that they accept me for who I am and what I am doing. They value my work, but above all accept me and what I can offer them. As a person with a disability this is rare'.

'I relocated from Melbourne to a country town, knowing very few people. Volunteer work has helped me fit into the community, feel that I belonged, helped filled a void, make friends and know that I was doing a worthwhile job in helping the community'.

'I have met a wide cross section of people and I have come to understand why people are different and how communities can work together to make everyone's life better'.

'I have the opportunity to interact, learn from and assist an older person in our community I would not have met otherwise'.

4.2 Volunteers

The individuals or group of people who participate in voluntary activities willingly without getting paid are referred to as volunteers. Volunteer service can be expressed in various forms, for example; tutoring for free, offering free medical services, and working in a disadvantage environment, and teaching a language course for free. The idea of organizations using voluntary service to maximum cost has generated debates and this has undermined the effort and value attracted to volunteerism. Van Til (1988) describes volunteering as a "helping action of an individual that is valued by him or her, and yet not aimed directly at material gain or mandated or coerced by others".

According to a survey in Australia, it was found out that the four most common types of institution for which people volunteered were: Sport and physical recreation, Education and training, Community/welfare and Religious groups. Tasks that volunteers take part in varies, the most frequently reported in 2006 were: Fundraising 48%, Preparing and serving food 31%, Teaching/providing information 28%, Administration 26%. Figure 6 below shows the percentage of Adult Volunteer Population by country Income level.

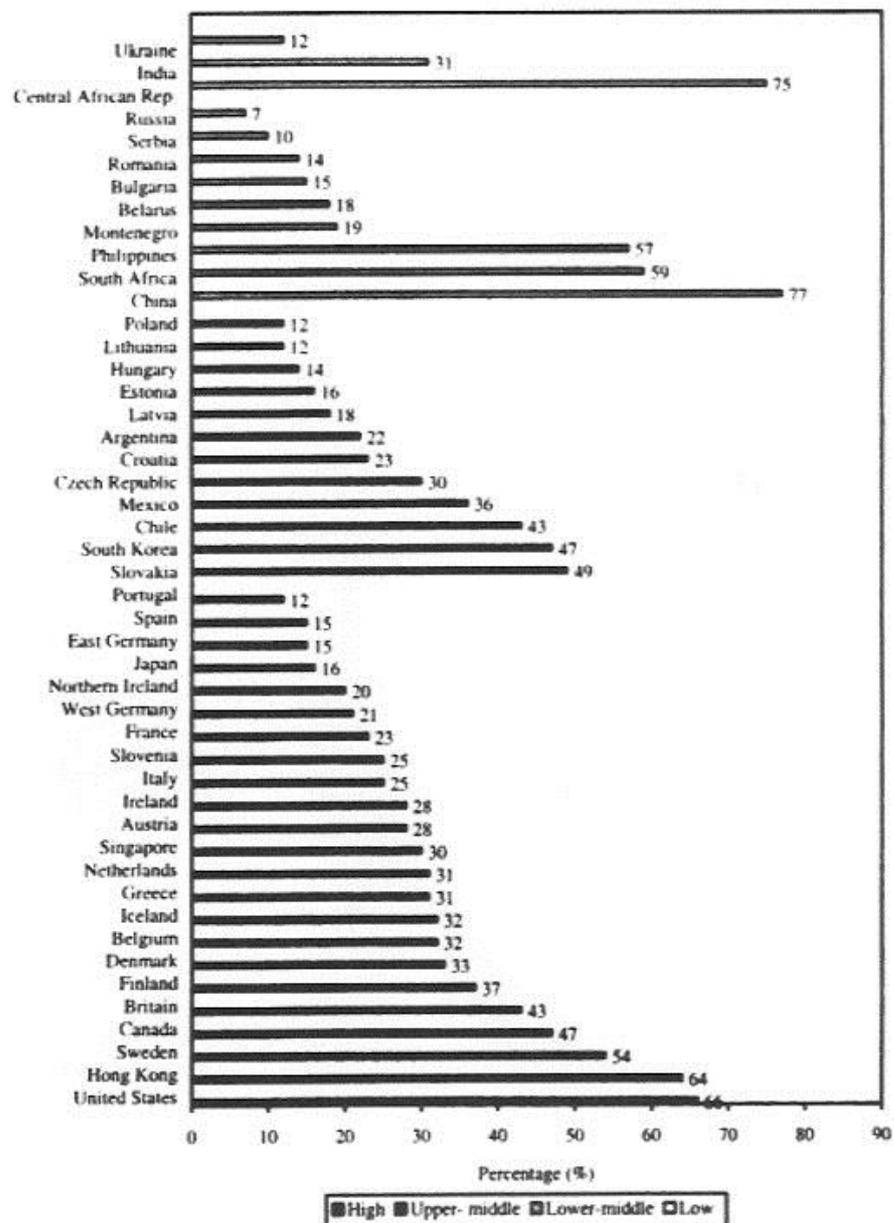


Figure 6: Volunteers as Percentage of Adult Population by Country Income Level.

4.3 Integration

The term integration is a good example of key concepts that can have various meanings in different cultural context. Integrating into a new society is that act of settling into a new country and culture, and adopting new practices. The time taken to integrate varies from person to person.

In Finland, as of the beginning of 2012, the integration affairs were transferred from the Ministry of the Interior to the Ministry of Employment and Economy. Responsibility for integration affairs lies with the Minister of Labor.

According to the Ministry of Interior, Integration means that immigrants adapt themselves to Finnish society and acquire new skills, competences and practices which help them actively participate in the life of their new home country. Integration in the Finnish legislation context means the personal development of immigrants, with the aimed for them to take part in the working life and society while preserving their own language and culture. It also means the actions taken and the resources and services provided by authorities to promote and support such integration and the consideration for the needs of immigrants in planning and providing other public services and measures (Integration of Immigrant and Reception of Asylum seekers Act, 2005)

4.4 Immigrants

Immigrant is referred to a person who moves from one country to another. Respectively, Immigrants may signify migrants, refugees, and other foreigners and in some cases, asylum seekers as well (Finnish National Board of Education). According to the municipality of residence act, a person who moves to Finland and have a home municipality is referred to as an immigrant and is entitled to integration measures (Municipality Residence Act 201/1994). Immigrants move for several reasons. Some move in order to improve their standard of living. Some people move to give their children better opportunities. Nowadays, with modern technology in transportation and telecommunications, more people are motivated to move. The less privileged can see that the wide difference of the standard of

living of the poor and rich are getting wider. In this regard the poor turn to move to other area for better life opportunities. The less privilege want to share in the wealth, and by the means of modern transportation, they are able to get to the richer lands in a very short period of time. Also with economic globalization and propagation of international business, there is increasing need for movement of professionals. (International Migration Organization, 2011.)

Due to oppression or violence, war, persecution, environmental disaster and poverty some people move from their country to another (Amnesty International, 2000). Others are sent abroad for various reasons like training for a period of time by their company (employer), while some just like to travel abroad for a short period.

4.5 Motives and motivation for Voluntary activities

From a study made by Marianne Nylund (2000), she wrote an article on, Volunteering in Finland- volunteers involved in helping and learning. The aim of the article was to find out which people undertake voluntary activities in voluntary associations are and what kind of motive they have towards the voluntary work. I choose to refer to this study because it is similar to my study.

This same study has also been carried out as part of the Comparative Nordic Research Project on Volunteers' motives (Andersen 1996; Juliusdottir & Sigurdardottir 1998; Lorentzen & Rogstad 1994). In five Nordic countries, Denmark, Finland, Iceland, Norway and Sweden. I agree with her findings that shows that out of the main five categories motives considered for undergoing voluntary activity, most people go into voluntary work because of their values, learning, esteem, social and career respectively. Conclusively, it was agreed that most people do voluntary work for their value and their self-interest. An approach to understanding volunteering has been the use of a more generic model of behavior, the Theory of Planned Behavior (Ajzen, 1988), to explain the relationship between attitudes, social norms, and perceived behavioral control, and the way these three constructs combine to influence volunteering behavior. This approach has been found to be superior to Clary and

Snyder's Volunteers Function Interventions (VFI) in its ability to predict above-average participation in volunteering activities (Greenslade & White, 2005). While there have been many prior studies of volunteer motivations they have received criticism because of various limitations in their sampling and measurement techniques (Okun, Barr, & Herzog, 1998). Although there are many conflicting approaches and findings in the study of volunteering motivations, the one thing that researchers do seem to agree upon is that a nonprofit organization must understand and continually reevaluate its volunteer base in terms of underlying motivations (Hibbert, Piacentini, & Dajani, 2003) and needs (Heinz & Robinson, 1999) in order to continue delivering an offering that will meet their needs better than the competing alternatives.

When it comes to volunteering, most researchers acknowledge that volunteers are extremely heterogeneous (Bussell & Forbes, 2002; Wilson & Pimm, 1996) and a significant number of studies have investigated a wide variety of characteristics of volunteers and their association with volunteering behavior.

To further explain the motivations volunteers, below (Figure 7) is the tabulated result of a research by Femida Handy and Itay Greenspan, published on *Nonprofit and Voluntary Sector Quarterly* 2009.

Motivation to Volunteer (% answering yes)	All immigrants	Established immigrants (≥ 5 years) 78%	Recent immigrants (< 5 years) 22%	Differences Between Established and Recent Immigrants (χ^2 Test)
To satisfy my religious beliefs	63	65	52	9.792**
To make social connections in congregation	50	50	46	ns
To make social connections in the community	46	45	43	ns
I was asked to volunteer	37	37	36	ns
I had some free time and so I volunteered	37	35	42	ns
To volunteer in a program where friends volunteer	30	30	29	ns
I was encouraged by clergy to volunteer	28	28	23	ns
To obtain job training skills/ professional reasons	25	23	36	8.979*
To volunteer in an organization close to home	25	25	24	ns

* $p < .05$. ** $p < .01$.

Figure 7: Motivation of Volunteers response

However, another way of understanding the motivations to volunteer is in terms of three incentives: purposive, solidary, and material (Knoke & Prenskey, 1984, as seen in Caldwell & Andereck, 1994). Purposive incentives refer to the social interactions and interpersonal relationships that result from volunteerism. Solidary incentives entail contributing to the common good or fulfilling a civic responsibility. Material incentives refer to tangible rewards that oftentimes can be translated into monetary value. The findings from this study showed that participants had no material incentives in their volunteering.

The second theoretical implication of this study pertains to social capital. Putnam (1993; 1995; 2000) primarily discussed social capital in terms of voluntary associations. Putnam also lamented the changes in society that led to the decline of social capital in the U.S. Specifically.

5 METHODOLOGY

The data collection method used in the study is distribution of questionnaires and personal interviews. Maso (1987) defined interview as a type of communication where one person (interviewer) reserves the duty of asking questions relating to actions, thoughts, approach, and understanding in relation to social occurrences, to an individual or more persons (Participants or interviewee) who provides answers to the questions asked (Maso 1987,63).

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. Qualitative research method will be used in this study. Interviewing gives an interviewer opportunity to get a clearer picture of the responses made by the interviewee. By observing the external feature of the interviewee, the interviewer could get the information passed non-verbally by reading the body language. 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).

5.1 Research Ethics

Throughout this study, ethical issues were taken in to considerations; ethical boundaries and existing norms of academic research were duly followed. Ethical deliberation comprises protecting confidentiality and secrecy of the people information on publication and in the use of the finding. Ethical considerations ensure that the laws require is practice. The data protection act requires that the right of individual to privacy with respect to the processing of personal data be protected (Data Protection Act, 1998). It also includes the responsibility of offering informants a chance to hear about the findings of the study (De Raeve 1996, 53).

Emphasis was laid in getting consent of the respondents. All the respondents were informed about the aim and the research topic, its use and implications, their participation, protection of their identity and assurance of confidentiality and their voluntary participation. Their interviewee's identities were protected and confidentiality was given a top priority ensuring that their names and other data, which could reveal their identity would not be, released anywhere. The interviews were conducted in English language

To ascertain the confidentiality and safety of the participants, their identities were not disclosed and their names were not used so that the participants cannot be identified from the study.

Tape recorder was used with permission from the participants during the interview process. The recorder was later destroyed after several times of listening very attentively to the responses and transcribing the information and the data analyzed.

In addition, the author informed that full copy of the study would be submitted to the University of social services and each organization that participated in the study if needed. The data was coded according to the questions and themes were developed that will be used to analyses the interviews.

5.2 Reliability and Validity

Reliability could be referred to the extent to which methods and measures used in the research convey reliable and useful data (Mateo, Karin & Kirchholff 2009, 214). Qualitative researcher should be anxious about validity and reliability while planning a study, analyzing results and judging the quality of the study (Patton 2001 cited in Golafshani 2003.) while validity questions if we are really measuring what we want to measure (Muijs 2000, 65).

Reliability and validity were needed for this research in order to come out with accurate results. Therefore the author ensures that the interview questions are not too short, nor too long and not vague to ensure that the questions are clear enough to be understood for adequate responses. The interview questions address the research problem and provide adequate answers to the research questions. For better understanding of the study, the results were grouped into themes in order to organize relevant information.

5.3 Data Collection

For the purpose of this study, data was collected through questionnaire distribution and personal interview, which were recorded and later transcribed.

Eight people were interviewed for the cause of the study, six of which are immigrants selected randomly and the other two are executive members of AFAES. The background information was collected with the aid of questionnaire while the interview was conducted face to face. (See appendix 1) The questionnaire for background information and the interview questions used in the interview.

5.4 Data Analysis

In order to analyze the data collected the researcher decided that the most appropriate method of analysis to be used for this study would be a thematic analysis. However, there have been criticisms of this approach in the past due to the lack of clear guidelines for researchers employing such methods. This has subsequently contributed to some researchers omitting “how” they actually analyzed their results (Attride-Stirling, 2001). It was of utmost importance to the author in this current study to employ a clear, replicable, and transparent methodology of analysis to ascertain clarity and understanding.

Braun and Clarke (2006) outline a series of phases through which researchers must pass in order to produce a thematic analysis. This procedure gives a room for a clear demarcation of thematic analysis, providing researchers with a well-defined explanation of what it is and how it is carried out whilst maintaining possible flexibility and transparency. For the purpose of this study, the authors in take a position that acknowledges the desire to incorporate the individual experiences of the participants and the meanings they attach to them.

This research employed the theme-centered (Thagaard, 2003) or category-based analysis (Holter, 1996). Braun and Clarke (2006) describe a specific theme-centered analysis they call thematic analysis. One of the advantages of this type of analysis is its theoretical freedom (Braun & Clarke, 2006). Thematic analysis can be either inductive or theory-driven. This analysis was driven both by theoretical interest and the nature of the data; consequently, the thesis reports a type of abductive analysis (Thagaard, 2003, Alvesson & Sköldbberg, 2008, 2009). At the same time, the focus is on the respondents’ own experiences, and the study thus builds on principles from inductive research.

5.5 Weakness and Limitation of Research

The results of this study do, however, have limited potential for generalization to other countries or other parts of Finland as the data collection was done only in Helsinki. Beyond the borders of Helsinki, the findings of similar study might have

drastic differences. Using AFAES as a case study in the study does not provide an overall insight on the possibilities of voluntary work among immigrants within the civil society.

6 FINDINGS AND DISCUSSION

Knowing that each individual is in possession of different motivations which will underlie human behavior (Millette & Gagne, 2008), the researcher decided to thematise the findings from the interviews conducted. (See appendix 2) the analysis of the background questions collected with the questionnaire. Findings of this study will be categorized under two main themes; benefits of volunteering and consequences of volunteering, which will examination questions of individuals when considering volunteering; why become involved, the experience of volunteering and the consequences of volunteering (MacNeela, 2008). Though the interview correspondents were selected randomly, the researcher had no clue if the correspondents (the immigrants) have taken part in any voluntary activity or are presently volunteering, from the background information of correspondents collected with questionnaires, it was discovered that all the interviewees are taking parts in different voluntary activities respectively. As a result of this, the two themes selected would be suitable to analyze the responses of the correspondences.

6.1 Benefits of volunteering

According to the study of Chris Carmon, he explained in his paper that boost of self-esteem, strengthening of leadership skills, creation of positive attitude and enhancement of problem solving skills are benefits of volunteering. A

volunteer in Australia gave testimony of his experience as an immigrant volunteer:

'I become a volunteer because of the good job they do in supporting people who face various difficulties. When I got to this country, I was in the same situation as many IHSS clients with no English and I was foreign to the culture. Volunteers helped me to overcome all these problems. It's good to give back something to the society. I enjoy supporting those in needs if I can'.

Extract from volunteer testimony in Australia.

All the correspondents interviewed in this study considered several things listed as benefits of volunteering, as did various researchers who had carried out various studies on volunteering related topics around the world, the first interviewee mentioned that her experience in volunteering has not only given her an inside knowledge of the charity which eventually facilitated her career change and gave her the awareness she needed to change roles. But she was also able to build a strong relationship with staff members and so when paid positions were made available, she had a clear advantage over other applicants. She also mentioned that volunteering with an NGO is an excellent way to advance a career in humanitarian aid- and put one' practical skills and experience in helping humanitarian causes. The second interviewee who is currently taking a non-paid internship at the Pierce Research Center at the University of Helsinki was of the opinion that Volunteering is a chance to develop existing skills or gain new skills. The intrinsic satisfaction of contributing to something which would value and worthwhile is also rewarding.

According to the third interviewee, he has benefited from volunteering as it has developed his network skills by making new friends, though he speaks English and his Finnish language skill is poor, volunteering has given him a possibility to integrate into the society and improve his Finnish language skills, the fourth interviewee made same point as the third interviewee and also explained that volunteering serves as a platform to open up and meet people of other culture since he is from South Korea he is shy and most times keeps to himself but he

learnt to relate with Finns and other immigrants while volunteering. The fifth correspondent commented that Volunteering is an opportunity to learn more about one's self and capabilities as well as gain self-confidence in a hidden skill. It is also a plus to one's CV, she also considered Volunteering with NGOs is definitely a good way of contributing a voice to causes in need. The sixth interviewee spoke of his experience in voluntary work and said it serves as a chance to develop an existing skill as well as experience working in a different environment.

The two executive board members of AFAES interviewed were of similar opinion about the benefits of volunteering, using the activities of AFAES as a reference point, as immigrants themselves, they said volunteering prepares and improve immigrants chances of employment in Finland as it also facilitates the integration process of immigrants.

The figure below (Figure 8) shows the tabulated result of a research by Femida Handy and Itay Greenspan on the benefits of volunteering, published on Nonprofit and Voluntary Sector Quarterly 2009.

Benefits ^a	All Immigrants	Established Immigrants (≥ 5 years) 78%	Recent Immigrants (< 5 years) 22%	Differences Between Established and Recent Immigrants (t Test)
Meeting new friends	4.22	4.20	4.26	<i>ns</i>
Making social connections	4.08	4.08	4.04	<i>ns</i>
Learning new skills	3.90	3.90	3.88	<i>ns</i>
Improving language skills	3.44	3.37	3.66	2.264*
Learning more about Canada	3.09	2.98	3.40	3.104**
Getting Canadian work experience	2.80	2.68	3.17	3.727***
Help me get a paid job	2.24	2.11	2.71	4.595***
References for employment	2.57	2.44	3.01	4.079***

a. A scale of 1 to 5, 1 = *not at all beneficial*, 5 = *extremely beneficial*.

* $p < .05$. ** $p < .01$. *** $p < .001$.

Figure 8: Benefits of Volunteering

6.2 Challenges of Volunteering

The study by Elder and Conger (2000) described that it is unwise to think of volunteer work as being the cause of social conformity, as if this behavior exists independently. More accurately, they are behaviors that tend to go together: they are both the result of some common factors, probably having to do with family background.

The interview correspondents shared their views on factors that makes their volunteering challenging, The first interviewee said balancing her volunteer activity with the former job she had was somewhat challenging while the second interviewee with no previous experience in voluntary work said it is challenging starting something she dose not have much of a background in. The forth interviewee had no challenges volunteering. The fifth volunteer mentioned that inadequate language skills could make volunteering challenging while the sixth correspondence said time factor is the only challenge he is facing, as the first interviewee mentioned, combining their paid jobs schedule with volunteering has not been easy.

Based on the above Findings, the researcher proposed a preliminary conceptual framework of immigrant volunteering as illustrated below:(Figure 9). The framework proposed was drawn from the model of congregational volunteering proposed by Cnaan and Colleagues. The framework is to describe and identify individual and organization factors that enhance and facilitate volunteering done by immigrants.

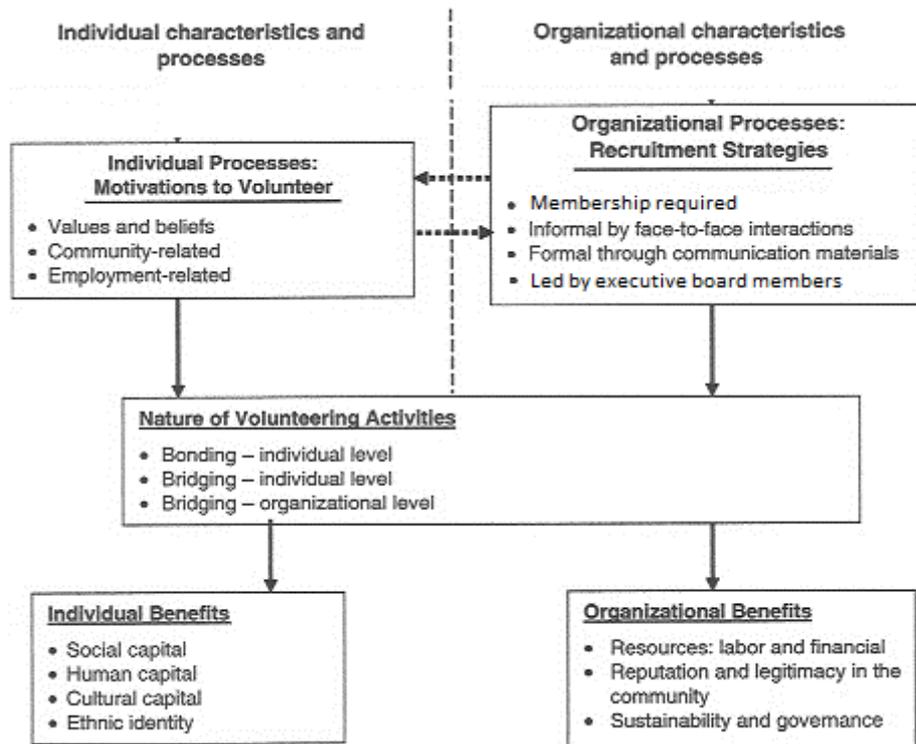


Figure 9: Conceptual Framework of Immigrant Volunteering in AFAES RY.

All the correspondents of the interview commended the activities of AFAES and other organizations in their respective activities and their roles in the civil society.

7 CONCLUSION AND RECOMMENDATIONS

To develop a community, immigrants rely solely on their voluntary input of time, energy, various material collection and skills. The collective act in turn enhance their community satisfaction, empowerment and create new social capital which goes ahead to expand the communal livelihood of the immigrant community. The resulting places constitute a major element of ethnic institutional completeness, but their significance often extend beyond ethnic boundaries to impact on the local environment and transitional social space more generally (Smith and Guarnizo 1998).

The study has shown the diverse effort of AFAES in enhancing and building a more multicultural society, bridging the gap between the immigrants and the Finnish (host) society. With its events and projects work, encouraging immigrants to take part in different voluntary activities irrespective of their motives. The participatory method of operation used in AFAES empowers the immigrants and in turn helps to create a soft landing for them in their integration process.

The author believes that through voluntary collective action, immigrants will enrich the social, cultural, religious and sporting life of Helsinki.

There is always a room for development in the social work discipline as new theories and methods emanates due to the results of various research work. In practice, the following points are recommendations worth considering;

- Immigrants would be more willing to volunteer for causes that promote their culture which would sustain their identities.
- Educating immigrants on the social benefit of volunteering (such as social networking)
- An effective way of getting immigrants of a particular nationality to volunteer might be for an association to solicit the support of the nationality's embassy for such a cause

- By incorporating cultural factors of several nationalities in volunteer projects
- More emphasis should be laid and Finnish language courses in the English language tuition and institutions should provide more Finnish classes
- Corporate volunteering, Skills based volunteering, environmental volunteering, virtual volunteering should be encouraged among immigrants

The researcher in his cause to carry out this research discovered that Australia has an impressive and well advanced model of volunteerism as has it has been integrated into the system, this shows that the gap between the different sectors (3rd sector, public sector and the private sectors) has been well bridged. The researcher thus recommend actors in the field should emulate the model of volunteerism in Australia. The researcher also students and researchers to study more on the role and model of volunteering in Australia.

7.1 Professional Development

This research has increased my knowledge on various aspects of volunteerism and how to conduct a research. The research process was interesting and challenging. It offered me a chance to see voluntary work from others perspectives and thus improve capability. With my experience in voluntary activities over the years, I can say this study has helped me create another perception to voluntary work. This study also made me realize why immigrants need to be motivated to taking part in different voluntary activities. On a more personal level, this research has made me see how different motives are the backbone of voluntary work. I have gained an enormous knowledge in the cause of carrying out this study, as an immigrant, I have learnt different factors affecting the volunteerism of immigrants. I developed a better understanding of qualitative research in general. On the other hand, it was also an opportunity to developing my communication skills such as listening skills, empathy, the use of proper language, is important for conducting a successful research work as well as observing the practicalities of research ethics.

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APPENDIX I, QUESTIONNAIRE AND INTERVIEW

Questionnaire for Thesis Research

VOLUNTARY WORK AMONG IMMIGRANTS IN HELSINKI, THE ROLE OF AFRICANS AND AFRICAN-EUROPEANS ASSOCIATION (AFAES RY)

This questionnaire is designed for the Thesis of Sunday Abel Ayodeji, an undergraduate student of Diaconia University of Applied Sciences, Järvenpää, Finland.

BACKGROUND QUESTIONS

Kindly fill in the gap.

1. Your gender.....
2. Marital Status (optional).....
3. Where are you from?
4. How long have you lived in Finland/Helsinki?
5. Why did you move to Finland?
6. How would you describe your Finnish language skills?.....
7. Are you aware or related to AFAES or any other NGO?.....
8. Do you think voluntary work helps immigrant integrate effectively?.....
9. Would you recommend voluntary activities to other immigrants?
10. Do you think the longer you stay in Finland the more integrated you become?.

INTERVIEW QUESTIONS

FOR THE ORGANISATION OFFICIALS

1. What are the aims and objectives of the organization?
2. What method does the organization use in reaching its goals?
3. How involved are immigrants in the organization?
4. How does the organization help the integration process of immigrants?

5. What kind of voluntary activity do you encourage the immigrants to get involved in?
6. How does the organization reach the immigrants?
7. Can you describe the commitment of immigrants to voluntary activities?
8. Can you describe the role played by the government in the activities of AFAES?
9. How does the immigrants benefit from voluntary activities organized by the organization?
10. Are there projects or plans made by the organization to help immigrants integrate to the Finnish system apart from voluntary activities?

FOR IMMIGRANTS

1. What voluntary activities have you been involved with in Finland?
 - 1b. Has those activities helped you in any way?
 - 1c. What were the challenges you experienced during your volunteer service?
2. In your view, what are the benefits of voluntary activities?
3. From the scale of 1 – 10 how would you rate your present integration level into the Finnish society, can you explain why you choose that level?
4. What factors do you think could improve your integration level?
5. What is your view about NGOs e.g. AFAES ry or any other association?
6. What do you think about voluntary work with NGOs?
7. What kind of voluntary activity are you interested in?
8. How would you relate your integration level to your duration of stay in Finland?
9. Any idea or suggestion on how voluntary activities could be encouraged among immigrants?

APPENDIX II ANALYSIS OF THE BACKGROUND INTERVIEW QUESTIONS AND RESPONSES

	Gender	Marital Status	Where are you from	How long have you lived in Finland / Helsinki?	Why did you move to Finland?	How would you describe your Finnish language skills?	Are you aware or related to AFAES or any other NGO?	Do you think voluntary work helps immigrant integrate effectively?	Would you recommend voluntary activities to other immigrants?	Do you think the longer you stay in Finland the more integrated you become?
Int. 1	Female	Married	South Africa	4 years	Work	Intermediate	AFAES and others	Yes	Yes	Yes
Int. 2	Female	Single	Nigeria	7 months	For studies	Zero level	I know AFAES	Yes	Yes	Yes
Int. 3	Male	Single	Vietnam	3 years	Study	Beginner	AFAES and a couple other NGOs	Yes	Yes	Yes

Int. 4	Male	Single	South Korea	18 mth	Study	Beginner	No	Kind of	Perhaps	Yes
Int. 5	Female	Single	Haiti	11 mth	Study	Beginner	No	Yes	Yes	Yes
Int. 6	Male	Married	Kenya	9 mth	Work related project	Beginner	I know AFAES	Yes	Yes	Definitely
Int. 7	Female	Married	Ethiopia	16 years	Family reunion	Fluent	AFAES and others	Yes	Yes	Yes
Int. 8	Male	Single	My parents are from African but am African-Finnish (Born in Finland)	All my life	I have always being in Finland	Fluent	Yes	Yes	Yes	Yes

APPENDIX III: LIST OF FIGURES

Figure 1: *Foreign background in Helsinki, Source: Statistics Finland*

Figure 2: *Residents with a foreign background in Helsinki*

Figure 3: *Proportion of Foreign nationals in the population of Helsinki, the Helsinki Region and Finland, 1990-2008: Statistics Finland.*

Figure 4: *Preliminary population statistics, Official statistics of Finland Population 2013*

Figure 5: *The octagon model of volunteer motivation*

Figure 6: *Volunteers as Percentage of Adult Population by Country Income Level.*

Figure 7: *Motivation of Volunteers response*

Figure 8: *Benefits of Volunteering*

Figure 9: *Conceptual Framework of Immigrant Volunteering in AFAES RY.*