

**ASYLUM SEEKERS IN THE FINNISH FOOTBALL CLUBS. CASE STUDY OF THE
OPPORTUNITIES AND CHALLENGES IN THE COLLABORATION**

Nikita Goncharenko

University of Jyväskylä
Faculty of Sport Science
Social Sciences of Sport
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ABSTRACT

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The study refers to the social need of Finnish football clubs in learning how to collaborate with culturally distant asylum seekers from the Middle East. The recent influx of 30.000 asylum seekers happened in Finland, in 2015. Many of these asylum seekers intend to stay in Finland on a permanent basis. At the same time, the large number of asylum seekers from the Middle East possess a high interest in football. Finnish football clubs, obtaining a constant need in volunteers, start recruiting asylum seekers, as volunteers. However, there appears to be a gap in literature detailing the collaboration between football clubs and asylum seeker volunteers.

The main aim of this paper is to interpret reasons for engaging into a collaboration, describing benefits and challenges arising from it. In order to reach the main aim of this study, 9 theme interviews have been conducted with 5 representatives of Finnish football clubs and 4 volunteers with asylum seekers background. As the result of content analysis, seven inductive categories have been created.

Results of the study indicated reasons for football clubs (e.g. lack of volunteers), for asylum seekers (e.g. internal motivation to play), and common reasons (e.g. spare energy usage / consumption). In addition, results proclaim the main benefit for asylum seekers being the social integration, while football clubs receive the opportunities of utilizing football academy background and young age of asylum seekers, covering costs through potential governmental grant, and growing popularity through asylum seekers' community attraction. The downside of the collaboration is that football clubs constantly need to offer asylum seekers the supervision, while asylum seekers might experience loneliness, cultural shock, injuries, as well as prioritize other issues in life and experience certain unrealistic expectations from football clubs.

The identification of reasons, benefits and challenges demonstrates that football clubs might be lacking the competence and volunteers for mentoring asylum seekers, which promotes poor social integration and might even lead to the end of collaboration. In such context, the role of Manager of Reception Centre becomes central, as he mediates expectations of football clubs to asylum seekers, helping them to learn and integrate in Finnish culture. As the result, the team commitment of asylum seekers enhances, promoting rather mutually beneficial than challenging collaboration. Such collaboration can be seen as worthwhile for both parties.

Key words: football, volunteering, asylum seekers, collaboration

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1 FOOTBALL AND ASYLUM SEEKERS

An influx of asylum seekers from the Middle East took place in Finland, in 2015. Over 30.000 people have entered Finland seeking asylum, majorly, as a consequence of civil unrest in their countries. Some of these asylum seekers are interested in participating in football-related activities. On the other hand, some Finnish football clubs have found the impulse to use the opportunity to recruit volunteers, both as players and as officials. As a result, both parties have obtained certain benefits, as well as challenges, which is the main focus of this master's thesis.

Another interesting issue is that all players performing in officially registered and recognized nationally and/or internationally sport leagues are required to be registered by a football association. These regulations require Finnish football clubs to register asylum seekers, who have not been registered in their own national football associations, as Finnish football players. In other words, the majority of asylum seekers are being registered as Finnish football players, at the same time being foreigners outside of the football field. However, the majority of studies unite asylum seekers together with the broader concept of immigrants. This, consequently, creates an ambiguity for some football clubs in terms of asylum seekers' perception, as professional players.

The practical work of organizational development of the football club's structure and strategy has triggered an interest for conducting this study. Football clubs seem to recognize the opportunity from utilizing asylum seekers' interest in playing football. Same time, the particular examples reported in newspapers demonstrates the willingness of asylum seekers to use spare energy and time to perform, as volunteers for football clubs. Both factors demonstrate the potential for the collaboration between football clubs and asylum seekers. However, the initial stage for me to start learning about the topic was the concern on how ready football clubs are for the collaboration with culturally distant asylum seekers from the Middle East. Another issue is the growing intention of asylum seekers to stay in Finland on the permanent basis. From this perspective, it became interesting for me to identify the actual input of football clubs in

integration of asylum seekers. Those issues became the initial stage for starting to explore the topic.

1.1 Preoccupation and Past Observations

The process of this research started earlier than the thesis topic selection for this master's degree. As the starting point, I was observing the collaboration between football club and asylum seekers, while volunteering in the roles of sport manager and coach, organizing football activities for asylum seekers and immigrants, in 2016-2017. Once my work was complete, I wrote the report about main experiences I experienced over a year of on-field work with asylum seekers that became the initial stage for starting this master's thesis.

Once starting the master's degree in University of Jyväskylä, I have been actively engaged into local immigrants' football community that also includes asylum seekers. That time I was keeping a diary on the weekly basis for one and a half years of participation that helped keeping the contact with participants similar to participants of this study. In fact, I could not specifically identify the difference between refugees, refugee immigrants, and asylum seekers at that time. However, the involvement into the community helped in the creation and testing of the interview protocols for this Master thesis.

One of the greatest reasons studying football clubs' settings [rather than the one in the football community] is a certain difference I noticed between approaches utilized by different actors. Football clubs tended to recruit volunteers irrespectively of their ethnic origins for implementing a variety of football-related activities. Such activities offer possibilities for asylum seekers and locals to interact. The result of such interaction is the strained intergroup and interethnic relations in the community (Krouwel 2006). The football community tended to offer the space for immigrants only to play football separately from locals Deuchar (2011). claims that it promotes: "the associated excessive bonding social capital within asylum seeker groups which can limit integration". As a result, the football clubs seemed to offer asylum seekers better social integration than closed immigrant communities.

On the other hand, the fact that more than one football club demonstrated a particular interest in asylum seekers' recruitment, promoted the interest of research in the topic further. As a result of comprehensive process of literature review, there has not been sufficient amount of study pointing to the benefits of the recruitment of asylum seekers. In contrast, the variety of studies in Finland and globally identified the benefits of foreigners and immigrants who can offer football clubs. This consequently influences the method of the research utilized to answer the research questions of this thesis. After all, this is how the final title of the thesis has evaluated into the current version.

1.2 Outline of Thesis

This thesis consists of nine parts, starting with the introduction that defines the importance of the topic. The second part is the literature review chapter, which focuses on five main issues. It starts with the description of main issues within Finnish sport that influences football. Chapter continues with the significance of studying asylum seekers separately from immigrants and foreigners is being discussed. Then, five benefits for football clubs from employment of foreigners are introduced. Moving from benefits for football clubs, social integration and other benefits for asylum seekers are being identified. The last sub-chapter of literature review tells about negative issues appearing from the collaboration between foreign players and asylum seekers.

Further thesis moves on to discuss research task and methods. Starting from the research problem and questions, the chapter continues with explaining the choice of methods and thesis implementation process. The section also tells about how data was collected, analysed, what reliability and validity issues have been taken into consideration, and my role, as the researcher, in the process. This chapter ends with describing the background of two football clubs that are being studied within the thesis.

The three following chapters of reasons, benefits, and challenges represent results of the thesis. Each of these chapters answers one out of three research questions. Furthermore, the three sections follow a similar template, which tells first about football clubs' perspective, then

asylum seekers' perspective, and finally the common issues related to the research question. For example, reasons section first focuses on reasons for football clubs to engage into collaboration, later continues with reasons for asylum seekers' reason, and ends with the common reasons that seem to same for football clubs and asylum seekers. Each chapter is summed up with the table that contains all main issues related to the research question. The discussion chapter talks about the worthiness of the collaboration for football clubs and asylum seekers. It shares certain developmental ideas and areas for further research, as well. Conclusion combines main ideas of the thesis and answers the issues stated in the introduction. Finally, limitations state frameworks of the study, which does not offer the research to be too broad.

2 FOOTBALL AND FOREIGNERS: LITERATURE REVIEW

This section concentrates on the description of the main actors of this thesis: Finnish football clubs and asylum seekers. In addition, it describes the idea of voluntarism and its importance in Finnish sport context. As long as there is a limited number of studies about asylum seekers' recruitment as volunteers by sport clubs, the chapter shifts its focus to a broader concept of foreigners. Later, the chapter continues with detailing the benefits from the foreigners' recruitment by sport clubs from all over the world. Finally, the last part of this section highlights the challenges the collaboration with foreigners brings to sport clubs and the latter.

2.1 Current State of Football in Finnish Sport Context

To start with, football has never been neither the most valuable, nor a fully professional sport in Finland. The lack of international success at the early stages of its development, cold climate in the country, and poor urbanization leading to lack of the proper conditions for football environment, which have led to poor promotion of sport at the early stages. In addition, the factor of strong competition with other sports, especially winter sports that gained better results internationally, created a strong barrier for Finnish football. Another important factor is amateur-based, volunteering culture in developing Finnish sports, which was contrary to professionalism idea of football. (Itkonen and Nevala 2012) In fact, volunteers who enjoyed the game themselves have historically been organizers and promoters of Finnish sport. Voluntarism culture has been historically dominant at the grassroots levels and has not touched professional sport until recent years (Szerovay and Itkonen 2018). Still, Swarts (2014) determined that absolute majority of all Finnish sport clubs belong to not-profit organizations nowadays. As it is possible to see, the sport, in general, and football, in particular, in spite of slow shift towards professionalization, is still highly depended on volunteers and grassroots levels.

Nevertheless, recent decades seem to have changed the sport system in Finland and that affected the voluntary-based, amateur football clubs. Despite the number of volunteers in Finland is as high as now, there is a problem of long-term commitment that leads to growing "perception of shortage of volunteers". (Koski 2012) More recent studies by Koski and Mäenpää (2018, 53)

illustrated that more than 60% of sport clubs face this problem. The fact that the majority of sport clubs face the problem of finding sufficient number of volunteers go along with the fact that there are approximately 2.5 million registered memberships in sport clubs. However, this number does not fully reflect the situation with the number of volunteers as one person can be a member of different sport clubs. Taking into consideration the fact that the majority of Finnish football clubs is voluntary-based, it is reasonable to see the decrease in number of players in Finnish football clubs. Primarily to this fact, Besson, Poli, and Ravenel (2013) have found Finnish football clubs to obtain the strongest decrease rate of squad members among football clubs from European Union countries, with the average of 22,4 players per squad, in 2013. Consequently, in spite of high percentage of memberships in sport clubs, the problem of decreasing number of volunteers can clearly be seen in Finnish sport as well as in Finnish football.

At the same time, the process of urbanization together with construction of new facilities, changing parental practices, and changing sport clubs and association settings significantly influenced the way people start to practice sport. There appears to be a shift in the free time activities of Finns. Finns start to participate in organized activities within 'club level' more than in unorganized free time activities. (Salasuo, Piispa, and Huhta 2016, 86) Consequently, the voluntary-based, amateur football clubs are being under significant influences of the environment during the recent time.

Immigrants' input in Finnish sport seems to have grown in the past decades. According to Koski and Mäenpää (2018, 53), as much as 40% of sport clubs defined immigrants participating in their activities, 60% of whom were boys. It is assumed that the number will only grow in the future. 55% of sport clubs in Finland identified some importance for investing in activities for immigrants. In spite of increasing interest towards immigrants' involvement into sport clubs' activities, the share of immigrants per club seem to stay small still. (Koski and Mäenpää 2018, 53-54) The positive predictions considering the growth of immigrants in Finnish sport clubs identifies the value of this thesis telling about asylum seekers' recruitment.

One issue that should be mentioned here is the generalisation of concepts. The concept of immigrants often includes refugees and asylum seekers. Moreover, it is sometimes combined with the concept of foreigner. Consequently, the following section explains the difference between concepts and explain the target group of this thesis.

2.2 Asylum Seekers and Refugees Are Not Foreigner Players?

Finnish immigration system recognizes two different concepts when a person enters Finland with the search of protection: an asylum seeker and a refugee. An Asylum seeker [turvapaikanhakija in Finnish] is a person who requests for the right to stay in the country other than his or her origin due to humanitarian or protection reasons. “According to the Refugee Convention and the Finnish criminal law, a person cannot be penalized for illegal entry into the country. ... In Finland, an asylum application can be submitted at the border on arrival or with the police immediately after the arrival”. (City of Helsinki 2019) Following the Finnish immigration service Migri (2019), “an asylum seeker is granted refugee status if he or she is granted asylum.” Consequently, once received the asylum seeker status, a person is able to apply for the refugee status [pakolainen in Finnish].

The application process for receiving the refugee status might take an asylum seeker a few years. The main reason is the quota for refugees. Finnish government can accept certain number of refugees per year. The quota depends on the financial abilities of national Budget. The Finnish quota has included around 750-1050 people per year in recent times. (Migri 2019) As a result, it is possible to calculate that from 30.000 asylum seekers who entered Finland in 2015, only a small number of people have received the refugee status after their arrival by year 2019.

One issue that should be described within this part is reasons for the asylum seekers to apply for the refugee status. According to City of Helsinki (2019), there are two grounds for receiving the refugee status: “The Refugee status can be granted on the basis of the Refugee Convention (agreed in Geneva), or a person can be granted a residence permit for humanitarian reasons.” However, humanitarian reasons are no longer the reason for granting a residence permit in Finland (Migri 2019). As a result, asylum seekers might only receive the refugee status from

Finnish government or by United Nations High Commissioner of Refugees based on Finnish Budget.

The status of asylum seeker permits the person to stay in the country while his or her application for the refugee status is being considered. Once arrived, the majority of asylum seekers intend to stay in Finland. Among the possible ways to stay in Finland, there is an opportunity to receive the immigrant's status after or instead of the refugee status. Therefore, there is a need to describe the difference between the immigrant and refugee concepts and define how football can help the asylum seekers to integrate into the society where they are willing to permanently reside.

2.2.1 Refugees and Immigrants: International Perspective

The common point between the concepts of: 'immigrant' and 'refugee' is that a person migrates to the country other than the country of origin. One of the main differences between the concepts is reasoning for entering the foreign country. Oxford dictionary defines a refugee as a person who leaves the country of origin because he or she is forced or pushed to move away. At the same time, the concept does not define the time framework for a person to live in the country of destination. In comparison to refugee, the immigrant's main reason for migrating is to find a new permanent place of living. (Oxford University Press, 2019)

It is sometimes happening that the original reason of leaving the country due to being forced turn into willingness to stay and obtain immigrant status. According to Skogvang (2008), the footballer immigrant leaves the country of origin because of either "pull" factors (e.g. employment, "a search of the better life", etc.) or "push" factors (e.g. poverty, lack of human rights, war, etc.). As it is possible to see, "push" factors define similar reasons that the concept 'refugee' obtains. However, the difference between these two types is in the obtaining of the status of 'refugee' or 'immigrant'. Therefore, it is possible to say that once the refugee who was pushed to leave the country of origin receives a permanent residence permit to stay in the country of destination, his/her status changes from refugee to immigrant. Some sources define this type of refugees, as: 'refugee immigrant' (Lundborg 2013). This thesis concentrates on asylum seekers who aim at becoming immigrants.

2.2.2 Recruitment of Immigrants

The fact that the majority of studies use the concept ‘immigrant’ creates a difficulty for recognizing the issues related to asylum seekers, refugees, or immigrants. The Finnish term ‘maahanmuuttaja’ [immigrant] refers a person who decides to move to Finland (Migri 2019). It is a very broad concept. For example, I am Russian and came to Finland as an immigrant to study in a Finnish University. Four participants of this thesis are asylum seekers. Some of them might receive the refugee status in future. Most probably, they have come to Finland due to the risk for their lives in the country of origin. Me and four participants of this study are recognized as ‘immigrants’ in majority of studies. However, when volunteering for football clubs, our reasoning and collaboration’s effects differ.

One example could be the type of registration for foreign and asylum seeker footballers. In general, both foreigners and asylum seekers are included and studied as immigrants. However, the football registration divides them into different groups: ‘nationals’ and ‘expatriates’. ‘Expatriates’ include people who are being registered in the football association of the country that is different than the one they perform in. On the other hand, ‘nationals’ are those players who have been registered by local national association. (Besson, Poli, and Ravenel 2013) In other words, if asylum seekers or any other immigrants have not yet been registered by football association from the country of origin, they need to be registered by the country they currently live in. This rough division divides the immigrant players in two different categories when registering them as footballers.

The difference between immigrant ‘nationals’ and immigrant ‘expatriates’ creates the need to study them separately due to the difference between reasons, benefits, and challenges they bring to Finnish football clubs. The immigrant footballers who came for sport-related reasons might be seen as professionals who can enhance the performance of particular club. Itkonen and Nevala (2007) identified that the majority of the immigrant footballers perceive Finnish football as the first stage to enter the main football leagues. On the contrary, the immigrant footballers who came for life protection reasons might be more interested in doing a hobby activity. Those who moved to Finland as asylum seekers might even become professional footballers like

Shefki Kuqi or Përparim Hetemaj. However, their main reason for collaborating with Finnish football clubs might still differ from the reasons when the immigrants come for sport-related reasons. As a result, it is possible to conclude that the immigrants belonging to different categories obtain different reasons, benefits, and challenges when collaborating with football clubs.

As a matter of fact, the majority of studies in Finland unite the immigrants in one group. The reasoning is clear: it is easier to measure and define everyone who is not Finnish but moved to Finland as 'immigrant'. However, when focusing on studying the collaboration between football clubs and asylum seekers, it is difficult to find any information other than social integration of asylum seekers and refugees through sport participation. As long as there is a gap in literature discussing those immigrant footballers who possess the status of 'nationals' in Finnish football, the following sections focus on the issues coming from foreigners' recruitment by sport clubs from all over the world.

2.3 Benefits Sport Clubs Receive from Recruitment of Foreigners

One of the most common reasons for sport clubs to recruit a foreign player is to improve the performance of the team. According to Madichie (2009), the foreign players are able to improve the performance of particular teams, same time, not breaking the competitive balance of the whole league. Indeed, the example of Bundesliga [German's main football league] demonstrates foreigners' significant contribution to the development of German football. Kimmich (1976) confirms the attraction of foreign players who have brought skills and beauty, have positively influenced German football. One of the best examples is the attraction of the famous footballer Arien Robben, Dutch performer, who have managed to help his team, Bayer Munich, to win Bundesliga in the first season after his appearance in the club [2009] as well as other valuable cups (e.g. Champions League 2013). In addition, considering the issue of talent, foreigners often introduced as talented players and their appearance increased the pool of talents in the country. The World Cup 2002 illustrated the high proportion of foreigner footballers playing in Western European football clubs were also chosen by their national teams (Flores,

Forrest and Tena 2010). Thus, it is possible to conclude foreigners' recruitment often positively influence on the performance's improvement.

Another important reason for recruiting international players is their influence on the development of young local players. Following Charyev (2016), the foreign players in Russian Premier League have been developing the quality of Russian young players. On the other hand, the attraction of many foreign players decreases the amount of time young native players perform on the field. This subsequently leads to attenuation of the national team's performance. (Niemann and Brand 2008) One of the clear examples of this problem can be the English national league which tends to be one of the largest in terms of the number of foreigner players. The English teams performing in national Premier League tend to recruit the best players in the world with the highest values with nine teams included in the 20 richest clubs in the world, in 2019. (Deloitte 2019) At the same time, the English national team has performed rather satisfactory in the recent decades. Having the large amount of extremely professional foreigners creates the barrier for locals to grow and compete for a playing time. (Charyev 2016) However, it is necessary to point out that the most recent World Cup 2018 in Russia was relatively successful for the English national football team as they managed to reach semi-finals. Nevertheless, there are still only few well-known, high quality English players in comparison with the foreign stars performing for clubs in English Premier League. Talking from the perspective of foreigner players' influence on the development of local players, the foreigners might both educate the local players and create unreachable competition for playing time that is required to progress.

Attractiveness of the game appears to be another important factor because fans often perceive foreigners as stronger players. Charyev (2016) claimed that fans are interested to watch the best players playing in their squads, whatever they come from. As long as FC Internazionale [professional Italian football club that had only foreigners at certain times] wins, their fans are happy to have the players irrespectively to their origins. However, fans often prefer local players to foreigners. For example, in case of equal abilities of both local and foreigner players fans would most likely prefer the local player. (Castillo 2007) Consequently, it is possible to say that when the fans are attracted by the game there is a positive result on the team they are cheering for and that foreign players are performing better than locals at the same positions.

Even though fans might prefer having locals in the squads of their favourite teams, clubs still need foreigners to promote the progress. Certain clubs believe that there should be ‘only locals’ which means that only locals can perform in their team squad. Following the words of Castillo (2007), such philosophy creates a limited pool of players leading to poor competition for the place in the squad. In other words, being born in a specific area and sharing similar mentality often offers the local players the safe place in the team due to the lack of the competition on the same level. In the agreement with his words, Charyev (2016) provides the example of negative impacts of the limit on foreign players in the Russian Premier League. He proposes that the limited number of the foreign players ensures playing time for average local players, which destroys the idea of equal competition for the place. Even if the foreign player is better, a local one will play because they hold the ‘correct’ passport. It is possible to conclude that philosophy of concentrating on locals only limits the pool of good players and destroys the idea of equal competition between the locals and the foreigners.

Finally, one of the reasons for hiring an immigrant player is the cheap labour force for rich sport clubs. According to Skogvang (2008), many rich European football clubs use African football academies, promoting so-called “sophisticated human trade”. Rich countries take an advantage of poor working conditions in the developing world where players’ labour relations reflect a ‘tortured history of slave trading and feudal servitude’. This trade takes its origins from the idea of imperialism with Western countries being superior to the undeveloped countries (Giulianotti 1999). Following the words of Rowe (2011, 100-101), imperialism that has been represented with colonies now being transformed into neocolonialism with football players from undeveloped countries being ‘trafficked’ into the main European leagues. As a result, there is an unethical, economic benefit that football clubs can receive from immigrants’ recruitment.

2.4 Social Integration of Asylum Seekers: Employment

As long as the absolute majority of asylum seekers obtain the intention to receive a refugee status and permanently stay in Finland, the integration process becomes one of the main issues in their lives. One of the roles of Finnish sport is to be the tool for socialization and integration of immigrants (Szerovay, Itkonen and Vehmas 2017). In addition, Hedges (2015) notes that

“sport is a powerful means of engaging the public in conversations about diversity and appropriate behaviour”. That is why, one of the strongest benefits of being engaged into activities of sport clubs can be assistance in the social integration process.

According to Spaaij (2012), social integration bases upon four main dimensions: housing, education, health, and employment. As long as the social integration is the area for separate study, this thesis limits the framework of social integration to employment dimension. One of the main reasons for preferring employment to health, housing or education is the opportunity to explore how volunteering in football clubs helps with receiving practical skills for the future job.

As long as asylum seekers are not leaving the country in the search of a working place, they might face certain difficulties finding a workplace in Finland. Lundborg (2013) identified that refugees might experience problems with finding an employment in Sweden even after having lived there for a long period of time. The main reasons included the lack of social connections with local people in the new country, the knowledge of the foreign language, and different forms of discrimination. Similar issues have been identified by Koski and Mäenpää (2018) who claims that the immigrants find it difficult to engage in the activities of sport clubs in Finland “at least by cultural, linguistic and economic considerations” (Koski and Mäenpää 2018, 54). In both cases language and cultural differences play an important role. However, there is a difference in time between two estimations: Lundborg (2013) identified those factors influencing refugees after living in Sweden for a prolonged period of time. Whereas, Koski and Mäenpää (2018) made their conclusions about recently entering Finland immigrants. Consequently, the asylum seeker immigrants might develop their language skills and cultural integration through long-term volunteering in sport clubs that would help them with the future employment. In addition, the interaction with the locals might be one of the solutions for decreasing the discrimination among local population.

2.4.1 Benefits for Asylum Seekers

Considering the fact that the **Finnish language** appears to be rather difficult for a foreigner to learn, voluntary-based football clubs could become a place for refugees to practice the language. According to Kim (2001), learning the foreign language leads to better adaptation in the host country. Nevertheless, the results of the similar thesis conducted by Swarts (2014), demonstrated that Finnish professional football clubs do not help their foreign players to learn the Finnish language. However, the majority of the participants of that study were foreign footballers who came for the employment purpose. Therefore, it is possible to suggest that the perception of representatives of football clubs would slightly differ in the case of asylum seeker immigrant footballers who have come in a search of protection and wish to permanently stay in Finland.

Social contacts play a significant role in the process of finding a working place. Football provides the opportunity to play and interact with locals that leads to building strong social connections. According to Hay (2006), the personal connections played a strong role in attraction and employment of the high number of foreign players from England to Australia in 1930s. In the similar study, Gonzalez (1996) and later Jones (2002) defined that the lack of social connections led to exclusion of ethnical minorities from working positions in the English football. Obtaining social connections is essential for the asylum seekers during the search of a working place and integrating into society.

2.5 Difficulties Appearing from Collaboration

Lundborg (2013) identified the existence of certain cultural distance between the Swedes and people from the Middle East. More specifically, he identifies cultural and ethnical differences between the Swedes and the refugees from the Middle East during their first 20 years of residence in the country. As long as Finland belongs to Nordic countries, there are certain cultural similarities between Finns and Swedes. Consequently, it is possible to suggest that there is a certain cultural distance between the Finns and the asylum seekers from the Middle East

cultures. Therefore, it is possible to suggest that the cultural difference might be one strong challenge for both the asylum seekers and Finnish football clubs.

Football is a global game played all over the world. It is perceived as one tool that helps ethnic minorities to build ethnic identity. (Krouwel 2006) However, many different people from different cultures coming to Finland create a conflict of interests between the people from different ethnic groups. The main reason for this is the aggravated relations between the countries which they are leaving. The tension on the football fields becomes one illustration of challenges happening due to the cultural differences.

Football clubs also become involved into tension when organizing different activities for the asylum seekers with different ethnical identities. Chen and Starosta (2005) determine the cultural conflicts as being one reason for companies to lose their image. Negative perceptions of the cultural conflicts might become the reason for a decreased interest in organization's activities. Therefore, certain cultural differences even between the asylum seekers can become one strong challenge for both sides that can appear from the collaboration.

2.5.1 Challenges for Football Clubs

One of the reasons for Finnish football clubs to recruit the asylum seekers is a dropout among the local volunteers. Salasuo, Piispa, and Huhta (2016, 196-197) identifies that the dropout has appeared to be a 'norm' in Finland in the last 100 years, with the largest dropout rates happening among the boys at the age of 15. The authors state that the main reasons for this 'norm' are certain age-related transitions and socio-psychological factors together with excluding acts of sport system that values winners over losers in the game. Some of recently entering asylum seekers might appear to be relatively young and ready to take over the vacant places appearing at the age of 15 and over. However, the collaboration with the asylum seekers should not only be seen as beneficial due to a number of challenges. This section tells you about the main challenges appearing from recruiting the foreigners by sport clubs.

Decreased Community Affiliation

Football appears to be a good tool for building an affiliation with local identities. Football teams are perceived to represent local values and consequently communities. Moreover, fans affiliate themselves with players, who obtain similar mentality with them and preferably born in the same place or area. (Castillo 2007) Indeed, Charaev (2016) specifies that seeing more local players makes fans more affiliated and results in the increase of the local identity. As a result, football clubs are perceived to obtain the role of representatives of local communities.

Nevertheless, the appearance of foreigners often leads to a decrease in connection between football clubs and their local communities. In fact, football already starts losing its influence on building local identity. (Crolley and Hand 2013, 6) For example, the president of FIFA, Mr. Blatter claims: “Over the years and decades, by signing more and more foreign players, clubs have gradually lost their identity, first locally and regionally, and today even nationally...” (FIFA, 2008b). Therefore, recruiting a high number of foreigners might have negative influence on local community’s affiliation. The decreased affiliation of locals with the club creates a challenge in gaining popularity for the football clubs.

Foreigners Lack Affiliation with Team

One of the main benefits of local players is the personal affiliation with the football club. Castillo (2007) defines that one of the main reasons for Athletic Bilbao [football club from the highest Spanish division ‘La Liiga’] to concentrate on locals is the fact “the players truly grow up dreaming of playing for Athletic”. Indeed, young boys grow up in the area with the football club that represents them and their relatives. (Castillo 2007) However, foreigner players do not usually obtain affiliation with football clubs. Lacking personal affiliation with the club might be seen as the challenge for football club, as volunteers might prefer other options that appear to be more appealing. As the result, foreigners, in comparison to locals, lacking the affiliation with the club might not be willing to play for the logo or represent the area that the club locates in.

Decrease of Investment in Locals

Castillo (2007) defines that there are similarities between ‘local players only’ philosophy by football club and ‘Eat fresh, eat local’ campaign. The researcher provides a parallel between examples of local food market and the football club Athletic Bilbao. The linking point appears to be the local economy that can grow when local people invest in local products. Taking such a perspective, the recruitment of foreigners is perceived as the challenge for local players to compete and receive sufficient playing time to develop in the future. Earlier in this chapter, it discussed the controversial point of the foreigners educating the locals while taking their playing time (Charyev 2016). As a result, it is possible to see the recruitment of foreigners as a challenge for the local players to receive playing time that is necessary for players’ development.

2.5.2 Challenges for Asylum Seekers from Collaboration

The asylum seekers might experience certain negative effects from collaboration with different sport clubs. Taking into consideration the fact that the majority of sport activities are not free of charge, the asylum seekers might struggle finding a space to do physical activities. In addition, it might affect their time when prioritizing their daily life activities. It will be described further.

Participation Fees

It is not common for the asylum seekers from the Middle East to pay for sport participation, which includes membership, equipment, and other fees. According to Hancock, Cooper and Bahn (2009), the cost of participation has been found the strongest barrier for refugees to join regular physical activity in England. Moreover, they mentioned that the high costs of fees to join the physical activity have been previously identified as the strongest barrier in earlier researches, too. Consequently, it is more logical to expect the refugees from the Middle East to participate in a free of charge sport activities.

Membership fee is one of the main sources of income for the club (Szerovay and Itkonen 2018). In the majority of cases, however, Finnish voluntary-based, amateur football clubs do not obligate players of the main team to pay any participation fees. Moreover, some clubs are able to pay small wages to their most valuable players. One of the main sources of funding tend to be governmental grants and sponsors' partnerships. Consequently, membership fees do not seem to be a barrier for the asylum seekers who aim to play in the main team of the amateur football club. However, it becomes the barrier for those asylum seekers who wish to play football at the hobby level.

Time Prioritizing

The time availability is inseparable from the activities that take most of the time from the asylum seekers. Hancock, Cooper and Bahn (2009) believe that the time available for the refugees for physical activity depends on family, work, education, and learning language dimensions. The authors claim these four activities often stand higher in priorities for the refugees than participation in physical activity. The time constrain for the people with family, work or education responsibilities is reasonable and it provides less space for volunteering in amateur football clubs.

Discrimination in Finnish Football Clubs

One reason to open up the discussion of discrimination in Finnish football is the fact that Finnish football clubs mostly consist of Finns. According to Swarts (2014), there is a rare phenomenon for European countries that some of Finnish professional football clubs do not have any foreigner players at all. One of the explanations is that Finnish football belongs to peripheries of the global football. In fact, it is less common for professional and international footballers to wish to play in Finland due to the lower status of the local leagues and relatively small salaries. (Szerovay, Itkonen and Vehmas, 2017)

This being said, some voluntary-based football clubs are not able to hire international players due to poor financial situation. According to Salasuo, Piispa, and Huhta (2016, 195), Finnish

voluntary-based sport clubs rely strongly on participation fees. Having an international player is luxury that not every single club can afford. In addition, Finnish football clubs obtain a high percentage of homegrown players i.e. the players who paid the participation fees for at least three years to that club during the youth stage of their career. As a result, the majority of adult amateur football teams consist of local players who, when lacking the interaction with foreigners, might obtain certain discriminative perceptions about refugees. (Swarts 2014) Hence, the asylum seekers might struggle when interacting with their local teammates in Finnish football clubs.

3 RESEARCH TASK AND METHODS

This chapter consists of six parts and starts with defining the research task, by telling research problem, purpose, and questions. Later, it justifies the reasons for choosing explorative research design and its dimensions. The implementation of the study defines the choice of methods, as well as data collection process. Further, the two cases of football clubs are being introduced with their background information. Moving on, the data analysis shares the four steps of inductive category creation. Finally, two last parts describe researcher's role within the thesis process, as well as important issues of reliability and validity that have been taken into account during the process of the thesis.

The research problem of this thesis reflects the need of Finnish football clubs to learn how to work with asylum seekers from the Middle East. In fact, Finnish football clubs engage in collaboration with asylum seekers when lacking local volunteers. However, there is a certain difference between recruiting local and foreign volunteers. The purpose of this study is to interpret factors promoting the collaboration with asylum seekers. Therefore, the study concentrates on answering the following research questions:

- 1) Why do Finnish football clubs and asylum seekers engage into collaboration?
- 2) What benefits does the collaboration bring to both sides?
- 3) What challenges does the cooperation bring to both sides?

The qualitative research method seems to be the most convenient for purposes of this study. In particular, it provides opportunity to concentrate in-depth on specific cases rather than measure big data volumes. As a matter of fact, "within interpretive paradigm, qualitative approaches have been dominant and have generally drawn on interviewing as a major method of data collection." (Mason, Andrews and Silk 2005, 104). Moreover, qualitative research might provide new description of sport practices and improve the human conditions for sport practices (Barker 2008). In fact, there is a limited number of football clubs recruiting asylum seekers. Consequently, I utilize the qualitative research in the form of in-depth interviews with participants from two specific cases.

3.1 Research Design

This is an explorative research design that originates from the idea of understanding realities of participants. This section defines the reasons for choosing interpretive paradigm as the basement for the explorative research design. Further, there are some explanations for choosing a case study and description of that approach. Finally, past observations and theme interviews appear to be the main methods within this study.

The research originates from the ideas of interpretive paradigm and postmodernism thoughts: every person obtains own interpretation of reality (Sparkes 1992); and there is no single truth that can be explained with the help of a grand theory (Rail 1998). Consequently, the research aimed at understanding and interpreting the realities of each participant including both football clubs' side and asylum seekers' side. More specifically, there were representatives of Finnish voluntary-based, amateur, male football clubs who were interested in recruiting the recently entering asylum seekers to volunteer in their clubs. From another side, there were asylum seekers who were interested in staying in Finland and were engaged in the sport activities of Finnish voluntary-based, amateur, male football clubs. In addition, there was also a researcher's own interpretation of reality, which was based on past observations. Following interpretive paradigm, both researcher and participants become creators of the socially constructed knowledge through the realities' interpretation within the defined context (Tracy 2012, 40-41).

The research design selected for this study was the case study, as it provided an opportunity to concentrate on two cases of football clubs. The research of two cases offers the opportunity to compare results from different cases (Mason, Andrews and Silk 2005, 118). However, in the scope of this study, the main reason for choosing two cases was not the comparison of them but rather opportunity to fulfil the knowledge of factors from both cases. Thus, benefits and challenges that might appear in one club were not compared with factors in the other club. On contrast, the cases expanded the knowledge on potential benefits and challenges that might be happening in one but not another football club. Therefore, this case study was based on the idea of studying two similar cases from similar backgrounds to identify any similarities than differences from the responses of main actors in those football clubs.

When building this case study, I obtained the benefit of obtaining a working experience within one club. In other words, I had been involved in regular contact with both representatives of the football club and asylum seekers for a long period of time, which could be equal to participant observation method. “Participant observation and ethnographic methods can also be very important forms of data collection when building case studies” (Mason, Andrews and Silk 2005, 105). In spite of Dutton, Ashford, O’Neill and Lawrence (2001) defined past events being less reliable, it was still valuable for the study purposes to utilize my knowledge of the context, which also had a certain influence on my perception and interpretation of the reality.

According to different sources, interviews provide the opportunity to receive in-depth information about particular issues. In specific, interviews helps gaining insights about inconsistencies, contradictions, and paradoxes within the sport setting. (Pettigrew, 1990; Pettus, 2001) Since the research aimed at understanding and interpreting the cooperation between participants, the open-ended approach was utilized for composing interview questions. Following words of Mason, Andrews and Silk (2005, 106), this approach helps the interviewee to express full, meaningful answer to questions related to the study. As such, my task, as the researcher was to facilitate a friendly discussion atmosphere, which helped participants to feel safe to express their opinions honestly.

One of the features of this study was the utilization of two different interview protocols because it was important to receive opinions from both asylum seekers and representatives of Finnish football clubs. Both interview protocols were tested before entering the process of data collection. Following words of Mason, Andrews and Silk (2005, 122-123), it is an important step to practice the interview for developing interview protocols. The participants of test interviews were similar to real case studies: refugees originally coming as asylum seekers, who possessed immigrants’ status for a long time and two representatives of a football club who obtained the experience in recruiting asylum seekers.

Testing interview protocols demonstrated that informal conversational interview type was the best option for interviews with participants from the club, in which I obtained personal working experience. According to Gaskell (2000), more general interview instrument offers the

interviewer to rely on contextual and theoretical knowledge. On the other hand, informal conversational interviews could be very time consuming, since many different themes emerge within the discussion. However, it was found especially effective when conducting an interview combined with participants' observation. (Mason, Andrews and Silk 2005, 108) As long as I obtained personal connection with participants, it was easy to conduct interviews keeping informal, conversational discussion, complemented with participants' observation in the past.

The original interview protocols used for the first case obtained several unclear questions, concentrating on more than one issue at a time. Nevertheless, the responses were adequate and provided a sufficient amount of relevant data. According to Patton (1990, 278), the response of participants strongly depends on the way the questions are asked by the interviewer. Therefore, interview questions were modified towards a more neutral and singular way and interview protocols have been slightly restructured. As a result, the structure of questions changed towards the flow from general facts down to specific and opinion-based questions. Thus, both interview protocols [for representatives of football clubs and asylum seekers of the second football club] evaluated into highly structured, general interview guidelines that still offered a space for new themes to emerge. This type of interviews obtains predetermined themes and flexibility for the interviewer in the forms of questions' order, asking additional questions, and keeping the pace of interview (Mason, Andrews and Silk 2005, 108). The developed interview protocols were used for conducting interviews with participants from the second football club. Both interview protocols can be found in the Appendixes 2 and 3.

One important issue of this study was the language. All interview protocols were composed with questions in the English language. As a matter of fact, some participants of the study possessed limited English language skills. According to the Mason, Andrews and Silk (2005, 116), the interviewer should learn technical language, colloquialisms, and slang terms prior to the interview. In fact, my level of the Finnish language was sufficient enough to translate questions and conduct interviews with some participants who did not feel comfortable speaking in English. Later, however, I scripted those interviews straight into English, as my Finnish writing skills were less developed.

3.2 Implementation of the Research

This part highlights the methods used in this study. The part explains the reasons for choosing an inductive type of study over a deductive approach. In addition, the section concentrates on the data collection process, which includes criteria for participants' selection. Overall, the part leads to the discussion of the analysis implemented within this study.

My past experience in the field of study combined with reading several topic-related articles became the initial stage for starting the process of thesis topic formation. Originally, the study concentrated on such business management aspects as: employment, human resources, and structuring of football clubs, which aimed at researching football clubs as employers of asylum seekers. The main purpose was to learn how football clubs could benefit from the recruitment of new market segment: asylum seekers. As a matter of fact, the research evolved into more comprehensive version. The new version concentrated on both sides: voluntary-based football clubs and asylum seeker volunteers. As a result, the study shifted its focus to aspects, including sport socialization, sport integration, and volunteers' recruitment. Consequently, the research obtained its current title and perspective.

Together with the process of thesis topic evolution, the six-month literature review process was taking place. This process was divided into two parts: the first one concentrated on the benefits of football clubs [sport management perspective] and the second part focused on the benefits of asylum seeker volunteers [sport sociology perspective]. This process demonstrated the lack of theoretical framework that could combine both sport management and sport sociology perspectives. That is why, the inductive approach turned out to be the most convenient way of conducting this research.

Moving to data collection process, the research combined both primarily and secondary source-based data collection processes. Starting with secondary source data collection, it provides sufficient knowledge on what is already known about the topic of interest in the section of literature review (Mason, Andrews and Silk 2005, 50). The University search engine "Finna" became the main tool for finding articles and writing literature review. In addition, Google

Scholar, as well as Taylor and Francis, became useful search databases at different stages of the secondary data collection process. The literature review shed light on the topic and offered new indicators for primary data collection.

Primary data was used in the form of face-to-face in-depth interviews with participants. I travelled to home towns of the interviewees. Still, two interviews were conducted through video call using popular social media channel Messenger due to unavailability of time during the personal visit to one of the places. According to the Mason, Andrews and Silk (2005, 115), the interviewer should obtain sufficient, “up-to-date” knowledge of the topic before entering the data collection process. This was achieved through literature review process, reading newspaper articles about particular participants of this study, and discussing with other people who has been engaged into social interaction with participants of this study. As a result, certain new themes and categories rose up from those interviews.

Moving on, there is a need to define the criteria for participants’ selection. Firstly, however, it is important to define cases to be included and excluded for the research purposes. (Mason, Andrews and Silk 2005, 117) Taking into consideration that there were two types of participants, selection criteria were separately presented for both representatives of Finnish football clubs’ representatives and asylum seeker volunteers.

Criteria for choosing football clubs:

1. Voluntary-based, male, amateur football clubs
2. At least 1-2 asylum seekers play(ed) in the main team
3. The destination of these two football clubs is Middle-East of Finland

Criteria for selecting participants among representatives of football clubs:

1. Obtaining constant contact with the asylum seeker participants of this study
2. Recent volunteering/working activity in the club (within 1 year)
3. Obtaining managing and decision-making position in the club

Criteria for selection participants among asylum seekers:

1. Possession or aiming at obtaining asylum seeker status
2. Recent volunteering in the club (within 1 year)
3. Strong involvement in club's activities: obtaining more than one role in the club
4. Being remarkable for representatives of Finnish football clubs
5. Personal performance in adult teams of the club

After describing the criteria, it is important to provide the rationale for selection criteria. To start with, this research utilized the purposive sampling. According to Berg (2004), purposeful sampling defines individuals should be chosen on particular insights that they can provide on the events being studied. Applying these words to this research, the research searched for participants who were involved into constant interaction with each other. For example, when football club's representative obtained a constant experience working with asylum seekers, this person could obtain particular insights in the form of stories, accidents, and life moments that contributed to the knowledge on benefits and challenges of recruiting asylum seeker volunteers in the football club. On the other hand, the asylum seekers who had recently been involved into volunteering in the football club obtained insights on particular experiences they had been through, which helped to shed light on benefits and challenges that sport participation brought to them.

The last issue here to discuss is the access to participants. I obtained personal connections with participants from one of the football clubs. This factor allowed proposing to two participants of that football clubs to conduct online video call interviews. However, the second club was firstly contacted through official email. Later, I arranged the personal meeting with football club representatives through phone call. Finally, one of the football club representatives acted as "gatekeeper", as he provided the opportunity to researcher to conduct interviews with asylum seekers. The "gatekeeper" was the ex-manager of the reception centre, which was closed in July 2018. However, he still obtained the contact information of the asylum seekers and, after filling the consent form, allowed me arranging the interview with them.

3.3 Background of Two Football Clubs

There were two cases of football clubs (later named as Club A and Club B) studied in this thesis. The main team of Club A was organized recently with the help of the influx of the asylum seekers from Reception Centre. That main team started its performance in the fifth best Finnish division [Nelonen, in 2018]. In contrast, the Club B started its history in the middle of the last century. The main team of Club B got promoted to the third best division in Finland [Kakkonen] for the next summer season [2019]. Both clubs' main teams could be described as local, amateur, and multicultural. The majority of players from each main team were local, home-grown players who were born in the area and managed to develop into footballers of the main team from local town. Both clubs did not pay salaries to football players, however, obtained coach-volunteers who allocated certain number of hours of their lives for weekly training sessions in return for certain compensation. Finally, the majority of players from both clubs were the Finns. However, almost as much as half of players obtained different than Finnish ethnic origins.

The main team of the Club A took its origins from a hobby group of players, known as "Höntsä" [Kickers], who had been training together for the period of 10 years. As it happened, the town, where the Club A was based, received the opportunity to host the large number of the asylum seekers in the Reception Centre, in 2015. The Manager of Reception Centre identified the potential from utilizing the interest of asylum seekers to play football for recruiting player-volunteers for joining local football community. Knowing that the town obtained a group of hobby players who played on regular basis, he had offered the Höntsä members to establish the main team of the town together with asylum seekers. Together the Höntsä group and the asylum seekers proceed through the successful first season managing to promote to the fifth best Finnish football league [Nelonen]. As a result of the second season, the main team managed to maintain its position in the Forth Finnish Division. However, the recent closing of Reception Centre [July 2018] put under the question the future existance of the main team due to the asylum seekers moved away to other places.

In comparison to Club A, the main team of the Club B had already been operating for over sixty years. Keeping such a long history, the main team of the club only once was close to promote to the highest Finnish division [Veikkausliiga], however, the loss in play-offs did not allow Club B to promote to higher league. As the matter of fact, the club's philosophy was to offer possibilities for local boys to grow and develop, as players, in the main team of the club. The junior academy of the club obtained a variety of hobby and amateur junior teams. The vast majority of coaches and instructors in the junior academy were volunteers, including parents of children, students of local university, and other volunteers who helped the team for a small compensation.

Talking about the main team of the Club B, the ethnical background of main team players had significantly changed in the recent decade. In fact, the main team still majorly consists of Finns who were born in the town. However, some players of the main team moved to Finland as asylum seekers in the early childhood, managed to receive refugee status, and went through the club's football academy all the way to the main team. Obtaining Finnish nationality and cultural education, those players were perceived as locals. In addition to those players, the main team had few immigrants who managed to move to Finland within the period of last five years. Finally, there was one asylum seeker who became the participant of this study. As a result, the current team could be described as multicultural.

The Club B obtained the history of recruiting volunteers among different nations. The asylum seekers from Iraq and Afghanistan had the biggest representation as volunteers of the Club B. However, the good relationship was built only with representatives of Afghanistan. Currently (season 2019), the asylum seekers from Afghanistan continue helping the club as sport instructors, learn to be coaches with the licence, and one of them even perform as the player of the main team. However, the asylum seekers from Iraq seem not to have any involvement with the club at the moment. Therefore, it was interesting to describe experiences that one of their representatives had been through whilst being the player of the main team.

Main features of both clubs were presented in the Table 1. In addition, the table clearly separated participants of this study into clubs. Manager of Reception Centre, Team Manager,

Akbar, and Abdullah belonged to Club A, while The President, Head of Instructors, Finnish Player, Ala, and Besmellah were part of Club B. The rest of main details described within this section could be found from the table.

TABLE 1. Main Features of Two Football Clubs

Club A	Club B
Main team established in 2016 in sixth best Finnish division	Main team possesses a long heritage
Together Hõntsä group and asylum seekers composed the squad of the main team	The club's philosophy is to offer possibilities for local boys to grow and develop, as players
Team got promoted in Nelonen [fifth best Finnish division]	Season 2019 they perform in Kakkonen [third best Finnish division]
Local team that majorly consists of local players	
Amateur team with regular trainings and no wages for players	
Coaches and instructors are volunteers who receive certain compensation	
A little less than half of players obtain different than Finnish ethnic origins	
Reception Centre got closed in July, 2018 and club lost asylum seeker volunteers, as they moved away	Main team consists of majorly Finns, few immigrants, several refugee immigrants, and one asylum seeker from Afghanistan
Lacking the players, the future of the main team is under the question for the season 2019	Several asylum seekers from Afghanistan volunteer, as sport instructors and coaches for junior academy
Codenames and nicknames of participants from this club: Team Manager, Manager of Reception Center, Abdullah, Akbar	Codenames and nicknames of participants from this club: The President, Head of Instructors, Finnish Player, Ala, Besmellah

3.4 Data Analysis

Despite the research within interpretive paradigm usually utilizes context analysis, this study has utilized the content analysis instead. The qualitative content analysis is characterized by working with categories or systems of categories. Foremost, the categories can be formulated inductively on the basis of the interviews' content rather than theoretical frameworks. (Mayring 2014, 12-13) For this reason, the data was analysed into inductive categories that helped interpreting the meaning of the text.

Starting with the transcription of the interviews, it was important to define the main sense out of the interviews. For this reason, I made word-by-word transcriptions excluding all utterances. The result of such transcription was the 58 pages of coherent text that completely transmitted the meaning of the messages of the interviewees. The negative impact of such transcription was certain loss of information. However, according to Mayring (2014, 43-45), these instructions promote the transcriptions to be most valuable for further analysis due to the content is the most important in this type of qualitative research. As such, such way of transcribing helped me in further stages to extract the most precise and useful citations from the text.

Once the data was transcribed, I moved to the inductive category formation. The process of inductive category formation was followed from the recommendations of Mayring (2014, 116) and consisted of four stages. First stage of coding included the creation of a table with four columns: an interviewee name, a page number in transcription, an original citation, its generalization, and reduction into a category. The second stage included the table with an interviewee name, citation code name, first generalization, first reduction, and second reductions. This stage helped to combine same generalizations from different interviewees under one reduction. Third stage included a table with the second reduction to be put under inductive categories that were built to answer the research questions. Finally, the last stage was to make the check of the link between created inductive categories and actual citations that they represented. All interpretations were made by me, as the researcher, whereas the computer program Microsoft Excel was utilized to support the operational work.

Finally, two main issues, which were utilized to analyse the material: level of abstraction and units of analysis. In fact, the text from transcription should analysed and interpreted, not as the whole, but as segments. Units of analysis are those segments that are being used with analysis process. (Mayring 2014, 51) Starting with minimum and maximum unit of analysis, I used one sentence as the smallest unit and the story that consisted of one paragraph as the biggest unit of analysis from the transcription. Those units of analysis were helpful to keep reliable work whereas the other research could also follow the same procedure to reach the same results.

Similarly, the level of abstraction illustrates to which extend citations from the transcription has been taken during reductions (Mayring 2014, 51). In fact, I made three reductions, which were organized based on three levels of abstraction. The first level was broad and included all the information related to the topic. The second level of abstraction was limited to the idea of answering research questions. The final level promoted the idea of fitting seven inductive categories, which included: reasons for football clubs and asylum seekers, benefits for football clubs, social integration of asylum seekers, mutual benefits from the collaboration, challenges for football clubs and asylum seekers, as well as the mutual challenge from the collaboration. Based on those categories, the results section was written.

3.5 Researcher's Role

As long as I am the part of the social world, I obtain own perspectives and interpretations of the reality, as well as personal answers to research the questions of this study. The literature review expands my knowledge and offers new perspective to the topic. Specifically, the literature review triggers my interest to compare the theoretical assumptions, considering sport settings in Finland as tools for socialization and integration. For this reason, I needed to organize interviews with the participants who offered their interpretations of reality. As Patton (1990, 278) proclaims “interviewing begins with assumption that the perspective of others is meaningful, knowable, and able to make explicit”. On the basis of this idea eight interviews have been organized with people who obtain insights and personal experiences related to the research questions of this study.

The process of changing the paradigm of thinking happened for me within the process of research. Originally designed, the research aimed at learning about participants of the research and providing own interpretation of their reality. Such perspective is based on constructivist paradigm, which can be defined by researcher seeing one single reality that tends to be the truth (Mason, Andrews and Silk 2005, 6-9). However, “given the recognition that all truth are “partial” and “incomplete” (Denzin and Lincoln, 2000), the researcher is being freed from the shackles of a single way of seeing the world”, which can be seen as interpretive way of seeing the social world (Tracy 2012, 37-64).

The shift from constructivist paradigm towards interpretive paradigm promoted the change in my mindset. Acting as the researcher, I am not the one who knows what the reality is, while participants of the study are the one who are being studied by me. In contrast, the researcher is the part of the social world and, therefore, not only studying but also shaping it (Slack, 1996). As long as I obtained certain insights of the field, I became one of interpreters of the reality. As the result, I perceived own role, as the facilitator of discussion for building socially-constructed knowledge together with participants through communication in the form of theme interviews. The received data is further interpreted by the researcher, abstracting from one's own opinion (Tracy 2012, 40-41). Therefore, I interpreted the reality, as much as participants of this thesis.

3.6 Reliability and Validity

There are four main ethical issues: veracity, privacy, notion of fidelity, and confidentiality to be taken into consideration with regard to the interviewing process. The issue of veracity can be shortly defined as a researcher's obligation to tell the truth and offer a possibility to interviewee to decide whether or not to participate in the study. Privacy refers to researcher's respect for the participants in the form of not pushing the participants to discuss issues they do not want to discuss. Third issue is notion of fidelity; defines keeping promises given to research's participants. Finally, the last issue is confidentiality which means keeping personal data of participants protected and anonymous. Further I discuss implications of these four issues to this study.

To start with, there was a certain challenge for me when interpreting the truth of participants since I was and stay the part of social world. According to Kent (2000), the issue of veracity means truthful presentation of results of the study and avoiding misleading of interviewees towards certain answers when interviewing. This provided a challenge in reporting the truth of the participants in the results part without including own interpretations. In order to ensure the truthful representation of results, the participants received a chance to look at the scripts of their own interviews and check the final version of this master's thesis before publishing.

The second issue related to veracity dimension is a voluntary consent form. Following the words of Seidman (1998), people involved into research should provide their voluntary consent for participation in the study. Kent (2000) agrees that a verbal or preferably written informed consent form to voluntary participate in the study should be obtained from participants before conducting an interview. The consent of this research (Appendix 1) included general information about the study purpose and participants' rights, empowering individuals with opportunity to withdraw from the study. In addition, I ensured that the participants understand the information written in the consent form. To mention here, the consent form was written in English and verbally translated into Finnish when required. To conclude, all participants received sufficient information about the study offering them the opportunity to understand potential risks and benefits from the participation.

In addition, it is necessary here to discuss two more issues: the information about the study might not be completely open for participants in order to receive "accurate data" (Punch 1994) and power relationships between the participants and the researcher should be taken into consideration (Crow 2000, 68-80). In practice, this study did not inform participants about the issues raised within the literature review process not to lead participants to "socially desirable answer but the accurate one" (Mason, Andrews and Silk 2005, 125). Secondly, I obtained a power position in one of the football clubs, which could influence answers of certain participants to be limited. To ensure that the participants were empowered to provide accurate answers, I aimed at facilitating the form of friendly interview discussion rather than formal interviewing.

Moving to the issue of privacy, the interview guideline included questions that have been modified for each individual specifically to ensure two main things: receiving most valuable insights from the person and to respect participant's privacy in the form of not asking pressuring or unpleasant questions. According to (Mason, Andrews and Silk 2005, 116), interviewer's credibility increases through learning about participants in advance. As the matter of fact, I obtained some sufficient background information about each participant through past observations of one case and reading newspaper articles about another. This fact equipped me with understanding what insights participants was able to provide and what questions might be pressuring or vulnerable. Therefore, I ensured the participants that they were able to skip certain

questions and they were not be under pressure to answer any questions they did not want to. As the matter of fact, there was only one time when the participant asked to stop audio recording for sharing the insight that he was not willing to answer otherwise.

Third dimension is the notion of fidelity. This dimension requires the interviewer to keep promises concerning the research (Mason, Andrews and Silk 2005, 113-127). For example, two participants of this research required providing the scripts of their interviews, as well as the link to final version of the thesis, due to the interest in results. My obligation was to keep those promises. In addition to this example, I had to be responsible for arranging face-to-face interviews with the participants, reminding the participants about the meeting in advance, and being punctual and accurate.

Finally, the fourth dimension is confidentiality. This issue includes the fact that personal information of the participants should be protected during and deleted after the completion of the research process (Mason, Andrews and Silk 2005, 113). Moreover, each asylum seeker participant received own nickname [Abdullah, Akbar, Besmellah, Ala] that identified the ethnical origins, however, not the personality of the person. This leads to certain limitation in describing the background information about areas where the participants come from. However, as long as there is a limited number of football clubs who recruit asylum seeker volunteers and obtain publicity, the identity of the participants could be easily uncovered. For this reason, the further section 3.6 describes the background of football clubs without identification of location or certain specifics of areas.

One more issue related to confidentiality was audio recording of interviews. The consent form defined that participants' identities stay uncovered throughout the research. However, audio recording of voice might still be a sensitive issue for some participants (Mason, Andrews and Silk 2005, 123). For this reason, the participants were asked to provide their permission for speech recording. Later, the audio recordings were deleted once the interviews scripting process was completed. Furthermore, the participants were able to request to stop audio recording at any time.

Finally, the information from one source should be compared with the information from another source. This factor ensures triangulation. (Mason, Andrews and Silk 2005, 125-126) In fact, certain stories from the events told by the representatives of Finnish football clubs were compared with the experiences and impressions the asylum seekers obtained. The issue of triangulation is going to be extended to external criticism by “establishing authenticity of the primary source” through background information checking when possible. In particular, the process of checking for misrepresentations of names, times, spaces, and so on takes place. (Mason, Andrews and Silk 2005, 53) This process is essential since human memory tends to be inaccurate when remembering past events even with the best intentions (Dutton et al 2001).

I expected that certain questions might recall emotional connections with the participants. The emotional connection might influence extreme representations of feeling about particular subject (Mason, Andrews and Silk 2005, 127). Therefore, the process of internal criticism of collected data also took place. In particular, the issues were compared with the documented articles to ensure the minimization of representation of opinions based on feelings rather than facts. Overall, the results section aimed at presenting the incontrovertible form of data analysis to promote trustworthiness.

4 REASONS FOR COLLABORATION

This chapter consists of three sub-chapters. The first sub-chapter descriptively explains reasons for football clubs to engage into the collaboration. The second defines reasons for asylum seekers. The third one shares common reasons for football clubs and asylum seekers. As the conclusion, the table summarizes the main issues reasons within the chapter.

4.1 Reasons for Football Clubs

One of the main reasons for football clubs to engage into collaboration is the lack of local volunteers. As it has been already mentioned, Club A managed to establish the main team only after the influx of the asylum seeker volunteer players. “Locals were interested but there were not enough guys to join the main team. ... Maybe about 10 years we didn’t have the main team in town”. (Team Manager of Club A) Since 2015, when the Reception Centre was arranged in the town, the club managed to gather the sufficient number of players to apply for playing in the sixth best Finnish Division. Manager of Reception Centre describes the situation, as following: “It was not enough for the locals to organize the team. They too few players. Then again, there were some asylum seekers who could not organize the team on their own. But all together they managed to organize one strong team.” (Manager of Reception Centre)

As for the Club B, the problem of lacking Finnish volunteers can be seen especially strong with the number of instructor-volunteers, in 2018. In fact, the Head of Instructors from Club B didn’t confirm the need in the asylum seekers but rather proclaimed the need in volunteers regardless of their ethnic origins, in general:

"Head of Instructors: if we don’t have the [asylum seekers], we need more Finnish boys. So, volunteers are important.

Interviewer: Do you have enough Finnish volunteers?

Head of Instructors: No, not enough.”

Moreover, according to the Head of Instructors from Club B, the president of club, when lacking sport instructors in 2018, had to perform in the role of the sport instructor of the club's football activity for families. The situation when one person has to combine the positions of the president of the club and the sport instructor seems to be rather extreme, in my opinion. To be mentioned here, the president of the Club B, performing as sport instructor, recruited Bismillah, whose main role in the club was to be the player of the main team, to help him with delivering practices for that project. As a result, the president of the Club B concludes: "the question is: we need volunteers regardless of their country of origin, whether they are immigrants, refugees, or locals. Whether they are foreigners or nationals, irrespectively to skin colour, they are needed here."

One of the reasoning for recruiting the asylum seeker volunteers is to meet certain particular club's needs. In case of Club B, the asylum seekers who are involved in playing in the main team are expected to 'wish' to develop as footballers. Their main example is Shefki Kuqi who moved to Finland as an asylum seeker and managed to become an international footballer due to his 'wish' to be sportsman. The President of the Club A defines: "Our club is still in the process of growing the culture of deliberate practice which means regular training process with the purpose of developing players. Any footballer, if he obtains similar mindset as we are building, is able to train with our main team." Similarly, Ala believes that he has been recruited due to the potential in growing and developing as the player for the main team: "They took me because they found something that can make it bigger in the future!"

Another reason for recruiting the asylum seekers is their availability. To support this statement, the Team Manager of the Club A defines that "there are many asylum seekers of the same football skill and who don't have much to do." In agreement with him, Manager of Reception Centre supports that asylum seekers truly seem to "have a lot of free time." The interviews with the asylum seekers defined that the situation with time varies from person to person. This statement would be correct to compare with activities asylum seekers possess in their routine life. I provide daily activities in routine life of the asylum seekers described by themselves in the table 2:

TABLE 2. Routine Activities of Asylum Seekers

Akbar	school, football training, gym, floorball or volleyball
Abdullah	school, food, gym, football training, meeting with friends
Besmellah	school, food, football training, gym, going for a walk, meeting with friends
Ala	Take the child to kindergarten, school, pick up the child, eat, gym, spend time with family, doing groceries or stay at home

The average day descriptions from the table 2 demonstrate that the asylum seekers who do not possess own children or family truly seem to have a lot of free time as the football training is one of their top 5-6 activities in their regular routine life. Consequently, time availability can be claimed to be the good reason for recruiting the asylum seekers.

4.2 Reasons for Asylum Seekers

With the appearance of large numbers of the asylum seekers from the Middle East, the number of people interested in football have grown tremendously. In particular, people from Iraq and Afghanistan seem to prioritize football to any other sport. “Football is not the main hobby in Finland whereas ice-hockey is the main hobby activity. But in Iraq football is the main sport hobby: everyone plays football. Therefore, there are many players with good skills.” (Abdullah) Considering such popularity of football in the Middle East, Finnish football clubs start recruiting the asylum seekers from the Middle East due to their internal motivation. That is why the internal motivation of the asylum seekers to volunteer in football clubs can be seen as the first strong reason to engage in collaboration with a local football club.

In addition to the motivation to play football, some asylum seekers dream to become a professional footballer one day. Like Akbar implied: “maybe I will become a good player someday”. Even though it is highly possible that the dream of becoming a professional player would stay the dream, playing football can become the main hobby in Finland and the player can become a local best player. Either way, the dream of becoming a good player is another significant reason for the asylum seekers to start collaborating.

4.3 Common Reasons for Collaboration between the Clubs and the Asylum Seekers

The asylum seekers need to invest their spare energy in some activities. The President of the Club B defines that “it’s important for them to use spare energy and football is one opportunity for this.” In consensus with the president, the ex-player of the main team of Club B (Ala) tells that football training “was one place, where I put my energy.” As football clubs generally need volunteers to perform in certain roles, the possession of spare energy becomes an important factor for recruiting the asylum seekers.

The internal motivation for the asylum seekers is an important reason for engaging in the collaboration. Team Manager of Club A claims: “If we talk about the asylum seekers first, they are quite motivated! They always come to practices and enjoy playing football.” However, the President of Club B argues with him, saying that there are two main orientations: motivation to play and motivation to train to play better. According to him, players often face the issue when “he needs to decide if he is a hobby player or sportsman”. The Head of Instructors of Club B notices “Asylum seeker boys, they like to play a lot. And when we have some drills, they don’t want to have drills, they want to play.” Therefore, it might be correct to say that one reason to recruit the asylum seekers is their internal motivation to play football.

TABLE 3: Reasons for Football Clubs and Asylum Seekers to Engage into Collaboration

Reasons for Football Clubs	Reasons for Asylum Seekers
<p>1. Need in Volunteers:</p> <ul style="list-style-type: none"> • Due to not enough local volunteers • Who possess the “wish” to develop <p>2. Opportunities to recruit:</p> <ul style="list-style-type: none"> • the volunteer, who possess free time 	<ul style="list-style-type: none"> • Motivation to Play • Dream to become footballer
Common Reasons	
<ul style="list-style-type: none"> • The volunteer who possess spare energy: 	<ul style="list-style-type: none"> • Opportunity to use spare energy
<ul style="list-style-type: none"> • Internally motivated volunteers: 	<ul style="list-style-type: none"> • Opportunity to play football • Opportunity develop into a footballer

5 BENEFITS FROM COLLABORATION

This chapter consists of three main sub-chapters, which are benefits for football clubs, benefits for asylum seekers, and common benefits. However, in comparison to reasons, sub-chapter includes several particular sub-sections that define main benefits one-by-one. Finally, the chapter ends with the table that summarizes the main benefits described within sub-sections.

5.1 Benefits from Recruitment of Asylum Seeker Volunteers

This section focuses on what benefits different football clubs obtain from the collaboration with the asylum seekers. Overall, the part consists of four main sections: football background, suitable age group, coverage of costs, and popularity growth. The first part describes how the asylum seekers influence on performance enhancement when possessing or lacking the football background. Later, it continues with explaining how suitable age of asylum seekers benefit football clubs to receive player volunteers. Following the age of the asylum seekers, the potential of receiving the grant, as well as the absence of compensation costs are being describe in terms of economic benefit for football clubs. Finally, the part defines how recruitment of the asylum seekers helps the football club to gain popularity among the asylum seekers' community.

5.1.1 Football Background and Suitable Age Group

Starting with football background, the asylum seekers bring their skills and different coaching perspectives to Finnish football. Two out of four participants of this study proclaimed being part of football academies in Iraq. Akbar shares: "Yes, I was playing there as the child in junior team of one football academy called Shabab. I was also playing in the hobby team for fun with my brother. I was playing there when I was in-between 10 and 14 years old." Another example is the ex-player of Club B, who also was part of football academy in Iraq: "When I was 14 years old, I started playing in official team. When I turned 17 years old, I entered the adult team. Then I was playing in the adult team for two years and then I came to Finland." (Ala) As long as

asylum seekers might obtain the experience playing in junior football academies in the home-countries, their football background might differ from one that Finnish footballers possess.

In fact, two other asylum seeker participants acknowledged that they did not belong to a football academy before entering Finland. For example, Abdullah shares his story: “I have been playing in a small team with friends. My brother was going (to train in football academy), but I was working at that time. I didn’t have much free time to do both working and playing football. I was just playing with friends without any team.” Still, lacking the football background, he managed to reach the main team and became the first goalkeeper of the squad. Therefore, even lacking good football background from the junior academy, asylum seekers might be recruited by the main team of the Finnish football clubs and be best at their position.

Talking about the young age, there comes another dimension: Human Resources benefit. The asylum seekers usually join the main teams of football clubs in a good football age: 17 to 22. Manager of Reception Centre confirms it, by saying that the “age of the asylum seekers in the main team: 15-29 years old” and Team Manager confirms saying that “Mostly [asylum seekers] are quite young”. Similar situation happens in the Club B. “The age is important thing also: they are like 17-19 years old.” (Head of Instructors) The young age offers the space for growth and development. The asylum seekers recruitment can be seen as the opportunity for developing good volunteers for the future.

5.1.2 Financial Opportunities

Football clubs certainly see the opportunity in applying for governmental grants to integrate immigrants of all types (refugees, asylum seekers, etc), which seems to be a hidden financial benefit. Receiving the grant offers football club to decrease participation fees. For example, Club A significantly benefits from the cooperation with the asylum seekers. Team Manager of Club A tells:

“Renting the inside hall doesn't cost much, very little actually. We have sponsors to pay for it. We can pay for renting summer fields to organize games, winter hall turns to train,

and for the whole equipment, including team clothes. We also have a season fee that players to pay themselves. In my opinion, it is really cheap: 150 EUR for the whole year.”

In a private talk, Manager of Reception Centre shared that the team’s budget was around €12.000 EUR last year. Taking into consideration the price of participation fees for team members, the part that local players, including Team Manager and Manager of Reception Centre pay, seems to be around 1.000 EUR per year, which is extremely low in comparison to facilities and activities players obtain. As a result, the asylum seekers interest offers an opportunity to receive the financial grant from the state that covers a large part of football club’s costs.

In addition to the potential in receiving the grant, there is a small benefit of decreasing the costs on volunteers. The Head of Instructors from Club B identifies that the asylum seekers, in comparison to the locals, are ready to volunteer as sport instructors free of charge. He clarifies: “Also, [asylum seekers] are volunteers, so, [football club] don’t have to pay them. Finnish boys usually ask some money [10 EUR per session] for this.” Recruiting the asylum seekers helps to avoid the costs for volunteers’ compensation. Therefore, if not the state financial support, then the compensation expenses can be decreased with the help of the asylum seekers’ recruitment.

5.1.3 Popularity Growth

Moving on, there is a growth of popularity of the club among the asylum seekers’ community. Obtaining the asylum seekers’ players promotes the increase in interest from their friends, increasing number of spectators on the field. For example, Ala confirms that many of his Iraq friends were coming to watch games of Club B: “Yes, they were coming and watching me.” More significantly, it can be seen on the example of the Club A. “We had a lot of local and foreigner spectators last seasons. When we were in the fifth division, we had more than 100 spectators per game. That is incredible result for that league! We received a huge boom in number of spectators!” (Team Manager) Consequently, the recruitment of the asylum seekers’ players has promoted the growth in the number of spectators in cases of both football clubs.

5.2 Social Integration of Asylum Seekers

The football club becomes the space for exploring Finnish culture for some asylum seekers. Ala claims: “I started to learn culture from [Club B]”. Football club is the space where both locals and foreigners meet and unite under a common goal: to play football. Moreover, Manager of Reception Centre claims that asylum seekers feel that “they have something to give to team” when performing as player-volunteers. As a result, football clubs offer a variety of benefits for the asylum seekers such as: socialization, localization, decreasing discrimination, practicing Finnish language, and shifting the focus from challenging issues in life. Those five issues will be described further.

5.2.1 Socialization

Asylum seekers often find difficult to interact with locals. The lack of common issues might be one reason for such difficulty. However, the sport participation might be one solution to such a problem. “Playing football, you can meet and interact with Finnish people” (Akbar). Continuing his idea, Manager of Reception Centre identifies: “it is going to give the [asylum seekers] something to talk: if they know people from the town, they can talk about routine stuff, and usual talks.” This way, the opportunity to interact with the locals can be seen as a socialising for the asylum seekers.

Another issue is that “football brings a lot of friends” (Manager of Reception Centre). Friends might offer closer connection and share some cultural features in a smoother way through friendly socializing. To agree with him, Ala tells us how friendship with Finnish player from Club B happened to help him in life. “I made two friends from the team: Juuso and Miika. That time I was hanging out with them and they became close friends: friends for life. And we still keep contact. We meet with Miika every day: even today we were in the gym with Miika.” (Ala) The story shared by Ala identifies the fact that sport participation offered him opportunity to find new local friends with whom he continues socializing.

Finnish Player from Club B shares his story of interaction with Besmellah:

“Football club is useful for Besmellah because it offers him contacts in town. Like me, when I see Besmellah in town, we can talk about basic stuff. Also, once we were with friends on the beach and saw Besmellah with friends from his country playing beach-volley. I knew him, so, I came and ask if we could play together. They we played 4vs4. That was fun!”

The story shared by Finnish Player from Club B tells how being part of Football Club B helps Besmellah within daily life. Overall, the opportunity of interaction with the locals brings the asylum seekers certain benefits of socializing, getting closer to Finns, finding new friends, and expanding social capital.

5.2.2 Localization

“Football helps to immigrants to become part of this town” (Team Manager from Club A). Such statement in different forms can be found from all participants of this study, who belongs to Club A. However, the process seems to be twofold: from one side, asylum seekers when volunteering for the football club start feeling localized themselves. From another side, locals start seeing asylum seekers, as locals rather than foreigner strangers. As a result, “guys start feeling that they belong to here”, Manager of Reception Centre says.

Taking the perspective of the locals, Manager of Reception Centre from Club A explains that

“it’s easy for the local people to see [asylum seekers] playing there. If [asylum seekers] just go in the market and they just sit there and do nothing, so, [locals] will look: ‘What that guy is doing? He is just staying here the whole day and doing nothing.’ But when [asylum seekers] are playing here and people see them playing and supporting local team and they become: ‘Omat Pojat’ [Our Boys].”

The sport participation in the main team of the football club perceived, as the useful activity that supports local team. The long-term participation leads to creation of positive image of the

team's members in the eyes of local community members. Manager of Reception Centre later adds:

“In my opinion, the big thing is that after first year of the main team local people have started to ask if the main team continues existing in the town. Those people, who I first thought were negative about the asylum seekers, started to ask if boys were still on the team next year. It was a very big thing and still is! I think these guys became locals through this football club.”

In comparison to Club A, there has not been found the support for this argument in the Club B. Nevertheless, Finnish Player from Club B still believes that: “the main team offers asylum seekers an opportunity to get involved into society.” Overall, being part of a football club seems to have the positive impact on the process of localization due to the positive image of the locals.

5.2.3 Decrease of Discrimination

Football helps to tackle the issue of discrimination. Both clubs from this research promote anti-discriminative behaviour. However, Club A tends to show an especially clear example of tackling discrimination. In particular, the football club promotes the idea of no tolerance for discriminative behaviour and Manager of Reception Centre personally takes care of its implementation. He describes how it works in his team when someone acts in any discriminative form: “Of course, first I will talk and tell how things are here in the team. ... [Then] if anyone acted discriminative, then he was out of the team.” What is more, he shares that there were cases of people who decided to drop-out due to the negative opinion about asylum seekers' recruitment: “sometimes it happens that some of Finnish guys get out of the team because they can't be on the team where there are Arabic or Somali players. It's normal. There are some racists in every place.” In other words, the cases of racism happen and will continue happening. However, Club A tackles it immediately promoting anti-discriminative behaviour within the main team.

Taking the asylum seekers' perspective, the volunteer players from Club A start feeling more included into society and do not feel any form of discrimination within the local town. Akbar states: "This town was very good place for us. Not me, not my brother, not our family see any bad in this town. We didn't experience any racism. It's a good place with good people. When I walk in the street, everyone knows me and say: 'Hi!'" The positive attitude of people from the local town is also noticed by another player of Club A: "Maybe in Helsinki it happens more than here. This never happened during games or in our team. Everyone likes me." (Abdullah) Consequently, the good care of anti-discriminative behaviour within football club promotes the social integration of the asylum seekers.

5.2.4 Practicing Finnish Language

Studying the Finnish language is essential for the asylum seekers. Abdullah proclaims: "language is the key for life!" As the matter of fact, living in Finland, especially in rural areas, requires the Finnish language because almost no one speaks Arabic, Persian and not all can speak English. Football in such a context becomes one potential place for improving your language abilities. Team Manager of Club A believes that the asylum seekers "can learn the language" while playing football. Similarly, Finnish Player from Club B states that playing football in the main team of the Finnish club "improves their language abilities as we speak with each other in Finnish in the team trainings and outside, too." Some of the asylum seekers agree with that point. "I started learning the Finnish language in the football club" (Ala). In addition, Akbar formulates that "playing football helps learning Finnish because every person has their own vocabulary. I was listening and new words appear in different contexts from every new person." The fact that members of Finnish clubs often interact in their local language creates a possibility for asylum seekers to expand the vocabulary and get started with studying Finnish.

In comparison with the majority of participants, Manager of Reception Centre identifies that playing in a football club does not help to study the language, however, offers the space for talking. "We only talk.", Manager of Reception Centre argues. From his perspective, talking does not develop person's ability to speak Finnish properly because certain grammar, reading,

and writing skills are missing completely. Yet, the football helps the asylum seekers to develop their speaking and listening abilities.

One important issue that should be mentioned here is the issue of practicing the Finnish language. It is common for football clubs to start speaking Finnish after a certain period of time. Ala explains that when he just entered the main team, players were speaking to him in “English mostly and little words I was speaking in Finnish. ... There was the guy called Jimmy who was helping me all the time with translating. When the coach started to explain the exercise, Jimmy was describing to me what we need to do like a translator for me.” In other words, he was not practicing Finnish but rather receiving ready translations in English. The similar situation has been observed in the Club A during the first year of the asylum seekers’ involvement. Team Manager of Club A defines: “first, we were speaking Finnish, English and then those who don’t know neither language, they got translations in their language.” Manager of Reception Centre from Club A continues the story by telling how it developed from first to second year: “But second year we only practice to talk in Finnish. We started with easy words we were using and that we use all the time, like pass and give ball and so on.” It is possible to see that the Finnish language is being introduced slowly to new players in both clubs.

Overall, the football clubs offer the asylum seekers a chance to immerse in the Finnish language. First it starts with listening to Finnish speakers talking between each other. Later, it becomes the space for the asylum seekers to talk and practice the language. Team Manager of Club A concludes: “Now we speak quite much in Finnish in the main team because those asylum seekers who are now at the place, they speak quite good level of Finnish.” Akbar confirms that team members speak “always Finnish language. So, I have to speak Finnish.” The need to speak Finnish during the trainings can be seen as a push effect to develop the language abilities. “Yes, this helps a lot when someone speaks to you or ask you stuff in Finnish. ... it is very helpful. You play football and same time you speak Finnish and then all friends speak Finnish with you.” (Besmellah) To conclude, sport participation in football activities of Finnish football clubs does not seem to teach the Finnish language but rather offers the space for developing it through the constant practicing of speaking, listening, and interacting with the locals that increases their vocabulary and supports their language education.

5.2.5 Shifting Focus from Challenging Issues in Life

Football helps to forget about serious issues such as: an asylum-seeking process and homesickness. Manager of Reception Centre Club A explains the situation with the asylum seekers: “asylum seekers go through difficult stage of life and some kind of other activity is offered for them than just waiting and being afraid of receiving positive or negative decision.” Football distracts them from worrying and waiting by focusing on enjoyable activity they like. “When [asylum seekers] are inside the game, they forget about those issues” (Manager of Reception Centre). Being part of the football team has a positive impact on lives of the asylum seekers as it shifts their focus from negative to positive issues.

Playing football promotes certain differentiation of daily routine. Team Manager of Club A defines sport being “important for [asylum seekers] because it helps to change the day rhythm” which often lacks the diversity in terms of activities. “In other words, the daily rhythm receives more than only routine processing: waking up in the morning, make food, maybe, in the evening make second food and go to sleep. The opportunity to do something else.” (Manager of Reception Centre) Truly, the asylum seekers gain something to do with their time that helps shifting their focus from challenging issues in life. As such, sport participation makes their lives more meaningful.

In addition to meaningful activity, football can also be seen as very enjoyable for the asylum seekers. Team Manager from Club A notifies that the asylum seekers “get something to do rather than just walking around the town without the sense.” Resonating with his opinion, Akbar affirms that “football is very good for enriching good mood and feelings.” Consequently, playing football offers the opportunity for doing pleasant, interesting activity that can be seen as the benefit for the asylum seekers. Overall, doing favourite and meaningful activity helps the asylum seekers to forget about their challenging issues in life.

5.3 Mutual Benefits from Asylum Seekers' Volunteering Roles

When talking about cooperation between the asylum seekers and football clubs, it is common that people start thinking of players as the main role the asylum seekers can perform. However, the reality shows that there are versatile tasks the asylum seekers can be responsible for. Among the three main categories, it is possible to name: player, instructor, and sort of a handyman (person for any position). In fact, the handyman role does not go separately from the player's or instructor's role. In other words, the asylum seekers identify themselves as players or instructors as the main role, and, additionally, are ready to volunteer in the roles of community leaders, cleaners, referees, kitmans, or shop sellers. Nevertheless, for the purposes of this study, the minor roles should also be described as they sometimes offer more benefits to football club than the main positions.

5.3.1 Player Volunteer

Starting with a player volunteer, this role tends to be the most popular among the asylum seekers. All four participants of this study identified themselves as player volunteers. For example, both asylum seeker participants from Club A identify themselves as players: "My role is a football player, I am a striker." (Akbar) and "I am only a player. I am a goalkeeper." (Abdullah) The role of the player seems to be most beneficial for football club from the perspective of football performance. As such, that is valuable to look at the strong sides of the asylum seekers in the football field.

Interestingly, the strong sides of the asylum seekers from Iraq and Afghanistan appear to obtain certain differences in perceptions of Finnish representatives from both football clubs. Iraq players are found to possess good ball control and game vision, whereas the player from Afghanistan described, as the fighter for ball with good dribbling skills. Team Manager from Club A shares his opinion on this matter: "[Iraq guys] want to be with the ball more, to play with ball more." Manager of Reception Centre proposes the following explanation: "You can find many legendary phrases, like: 'Live on the football ball!' When you receive the ball on the

field, you notice many options on the football field. But when you do not have the ball, then it's quite... But you receive the ball again and you can do a lot of stuff."

Having such mentality, Iraq players are found to be especially strong with the ball control and vision skills. On contrast, Finnish Player from Club B shares his experience playing with Besmellah: "he obtains good dribbling and, obviously, fighting skills." Having the lack of football background, Besmellah compensates it with his passion, energy, and dribbling abilities. Consequently, the asylum seekers tend to obtain certain strong sides that can be seen as the benefit for the football club in terms of enhancing the game performance of the main team.

From the asylum seekers' perspective, football is a space for energy consumption. The President of Club B notices that "it's important for [asylum seekers] to use spare energy and football is an opportunity for this." In agreement with the President of the Club, Ala states that football "was one place, where I put my energy." By spending the spare energy, the asylum seekers perform for the main team and help the club to reach a performance result, which substantially creates a mutual benefit.

Another benefit that the asylum seekers receive in return for performing as player volunteers is the physical support. Besmellah exemplifies "They give me everything I need: T-shirt, shirt, socks, boots... Everything I use for doing the sport." Such support is necessary, as asylum seekers might not possess much clothes while being in Finland. Moreover, it creates the affiliation with the club that the asylum seeker performs for. That creates a mutual benefit of offering clothes in return for weekly sport participation and possible performance enhance.

5.3.2 Instructor Volunteer

Unlike, the player volunteer, instructor's types differ in three main types: sport instructor, assistant coach, and head coach. Starting with the role of sport instructor, Manager of Reception Centre from Club A describes it, as following: "they give practices to younger players. They have been doing it for two years: 1 winter time and 2 summer time. They are like instructors." Akbar tells about the same role in his eyes as the instructor:

“I have been helping at the trainings, as the exercise instructor. We have been organizing the summer school as volunteers. It was going for 2 months for 1-2 times per week. There were about 50 children coming every time. We have organized a circuit training and I have been responsible for one station. Every five minutes children were changing the section and I had to explain the same exercises to new children. I had about 5-6 children every turn.”

Interestingly, Ala, the volunteer from Club B, has also been performing in such a role. He defines the content of the activity as follows: “it was like watching kids. It was like every two players [of the main team] have to make trainings with kids. ... So, we were giving just simple stuff. I have had it only maybe three or four times in my life.” The examples from two football clubs demonstrate that it is common practice for football clubs to recruit sport instructors among asylum seekers couple times per year. It is also clear that this role is not too difficult for the asylum seekers and introduces them to the opportunity for becoming an assistant coach.

The role of the assistant coach does not necessarily follow the sport instructor’s role in chronological order. In fact, it might happen in combination with the sport instructor role. For example, Akbar combined the role of the sport instructor for a special event and the assistant coach for one of junior academy teams of the club A. “I have been helping to the coach in trainings to coordinate trainings like putting equipment to places, helping children in cases of small pains, etc.” (Akbar) Having an additional coach helps the head coach to lead the training because all minor issues can be relegated on the assistant coach. Consequently, the football club receives the benefit in terms of additional volunteer and better services offered to its children.

Finally, there is a role of the head coach. The President of Club B claims asylum seekers studying to become licenced coaches with the help of Club B: “They are part of our club’s junior coaching group nowadays. Moreover, they are going to receive the coaching licenses at the lower levels.” In resonance with Presidents opinion, Besmellah confirms: “If he needs help, for example, for coaching small boys, I am going there and help. For example, last time was last week, Monday. There were two trainings in [the stadium].” Helping the asylum seekers in

becoming the head coaches, the football club receives the benefit of recruiting volunteers with professional skills for performing the voluntary work.

Overall, variations of sport instructor roles can be seen beneficial for football clubs. When lacking the volunteers, football clubs can engage the asylum seekers for the simple instructing positions that does not require specific knowledge in the field. Having assistant coach volunteers, untie the hands for head coaches to focus on realization of training plans and leave small issues for the assistant. Finally, engaging the asylum seekers in process of learning to become head coach offers additional human resources for clubs to operate its activities to larger groups of children. Offering such a significant number of benefits to the football clubs, the asylum seekers also receive benefits when acting in the role of sport instructors.

Starting with the issues of discrimination, the role of sport instructor offers asylum seekers to be seen as humans, not certain type of people. One reason for that is the children's perception of asylum seekers instructors. Manager of Reception centre explains that "the young local children like 8 to 10 years old get to know [asylum seekers], like normal local instructors. Children do not know about the asylum- seeking process. So, the asylum seekers are like local town guys." Resonating with his words, Ala proclaims: "They are kids, so, they see me as human, not as my colour or my skin." In other words, children will not differentiate the asylum seekers from the local people that also decreases the discrimination level. Ala adds his experience about effects of instructing for Club B: "People are less scared when you walk on the street and [they] stop thinking that this is an asylum seeker and he is dangerous and stuff like that. I was feeling comfortable when I was coaching those kids." Consequently, the role of instructors in any of three variations benefits the asylum seekers in the form of decreased racism and improved perception from locals, which substantially leads to better social integration in the local community.

Volunteering for football clubs as sport instructors offer rewards for the asylum seekers. Taking an example of Besmellah from Club B, "I was helping many times this summer. I have been even nominated for a good job with training kids with the international reward." The president of Club B explains further: "They received 'The International Award' for being active, as

coaching football volunteers. The reason for that is their active participation in volunteering activities for our club's academy.” In addition to the asylum seekers including Besmellah, the Head of Instructor was nominated for a good job with their integration. He explains why rewards are important for asylum seekers: “They get medals for good volunteering. This is one way of increasing commitment of the refugees.” As it is possible to see that volunteering in the role of sport instructors promotes the benefit for the asylum seekers in receiving a positive feedback and even rewards that in return enhances their external motivation to continue volunteering for the football club.

Summing up, the role of sport instructors appears to be mutually beneficial both for the asylum seekers and the football clubs. When acting as sport instructors, the asylum seekers integrate into the local community and decrease the negative stereotypes. Moreover, it promotes a positive feedback and some opportunities in receiving the rewards that keeps their external motivation to continue practicing. The Football clubs, in return, receive the influx of positively-charged volunteers, develop their services for junior teams as well as increase the human resources of the club.

5.3.3 Other Roles of Volunteering

Finally, the asylum seekers, as much as local volunteers, can be responsible for a variety of smaller tasks outside of their main roles of players and sport instructors. For example, Abdullah describes what he does in addition to the role of a player: “Every time before games we talk with our ‘boss’ [Manager of Reception Centre from Club A]. If he needs any help, he says what is needed to be done and we come and do it.” The President of Club B finds such attitude very beneficial for football clubs, saying: “we always have things to do here for volunteers and it is never enough.” However, such perspective cannot be seen solely beneficial for football clubs, asylum seekers also receive certain benefits from it. For example, Besmellah believes that being open for helping the football club helps him because the President of Club B helps him in return. “[President of Club B] asks me if I need any help or if he needs some help, I go and help, too.” (Besmellah) Consequently, the roles of a community leader, cleaner, shop sellers, and kitman that are included into the concept handyman tend to offer mutual benefits for both parties.

The role of a **community leader** is important for football clubs as it provides the connection between communities of the football club and the local asylum seekers. Creating better relationships between communities attract new spectators and promotes the recruitment of new volunteers. Taking the example of Ala, his performance in the football club attracted the spectators to the stadium. Moreover, his volunteering in the role of Iraqis community leader offered football club the connection to new volunteers for the club.

“We [Iraqis guys who played football] were like team. But because they can’t speak Finnish or English, I was only helping them with translating. But same time we are like friends. So, I was helping them to organize the football turn and activity. I was their representative and translator.” (Ala)

Having representative of the Iraqis community, helped the football club to recruit referees for children’s tournaments. The football club managed to communicate the message that in return for participation they will receive the free of charge access to participation in club’s hobby football tournament. Ala, as the community leader, was helping in recruiting and communicating messages to volunteers offering them mutually beneficial agreement.

Best way to describe the role of the **cleaner** is to use the words of Abdullah: “We always clean after football games. But that is not the job. We take all football related things, clean the field, and take all wastes from the spectator places.” In other words, asylum seekers might not perceive it as the separate role. However, they still perform it and help the club as cleaners. Consequently, the club receives a free of charge cleaning volunteer. In return, the asylum seekers volunteer together with local volunteers and get to know about Finnish workspace culture.

The food and beverages slots during the football games in Finland are often organized by volunteers from the local club. However, it is also possible that sometimes there is a lack of available people to perform in such a role. One of the possible solutions is to recruit one of the players who cannot take part in the game. Such situation happened with Abdullah during one of the games of Club A. “Once I have had a little pain in hand and couldn’t play. I couldn’t play

in the team and I volunteered as **seller of snacks and drinks** in the shop during the game.” Such practice demonstrates that football club can trust their players, making them responsible for selling stuff and dealing with money. The asylum seekers, in return, receive an opportunity to experience working with money and customers. Consequently, the role of a shop seller can be another example of mutually beneficial collaboration between the football clubs and the asylum seekers.

Finally, Abdullah tells that the common practice is to take care of clothes, water bottles, and other equipment that is needed for the football club. He shares: “sometimes [Manager of Reception Centre] asks to fill up bottles with water, bring balls or transport snacks, etc.” This is usually known to be the task of **kitman**. However, some clubs might experience problems finding a volunteer who would like to take care of balls, T-shirts, water bottles and other equipment. As a result, the players often take care of those tasks. By doing so, the asylum seekers can fulfil the idea of being equal members of the club and offer the football club benefit performing in the role of a kitman.

TABLE 4: Benefits from Collaboration for Football Clubs and Asylum Seekers

Benefits from Recruitment of Asylum Seeker Volunteers	Social Integration of Asylum Seekers
<ul style="list-style-type: none"> ❖ Football Academy Background & Suitable Age Group ❖ Financial Opportunities ❖ Popularity Growth 	<ul style="list-style-type: none"> ❖ Socialization ❖ Localization ❖ Decrease of Discrimination ❖ Practicing Finnish Language ❖ Forgetting Challenging Life Issues
Mutual Benefits of Asylum Seekers' Roles	
<ul style="list-style-type: none"> • <u>Player-volunteers</u> enhance performance <ul style="list-style-type: none"> ➢ Asylum seekers use spare energy ➢ Asylum seekers receive sport equipment 	
<ul style="list-style-type: none"> • <u>Instructor-volunteers</u> help club's academy <ul style="list-style-type: none"> ➢ Asylum seekers integrate into community ➢ Asylum seekers receive rewards 	
<ul style="list-style-type: none"> • <u>Community Leader</u> (recruits volunteers) → Communication Skills Improve • <u>Cleaner</u> (helps cleaning field after games) → Reliability Improve • <u>Shop Seller</u> (sell snacks during games) → Responsibility Improve • <u>Kitman</u> (helps to take care of equipment) → Work Commitment Improve 	

6 CHALLENGES IN THE COLLABORATION

This chapter, similarly to reasons and benefits chapters, is divided into three main sub-chapters, which are challenges for football clubs, challenges for asylum seekers, and common challenges for both parties. The chapter offers the final table 5 with all main challenging and difficult issues discussed within sub-sections.

6.1 Challenges for Football Clubs: Asylum Seekers Need Supervision

Finnish football clubs tend to obtain quite high expectation from their volunteers. In fact, those expectations might not be present within the asylum seekers due to different cultural and social background. As such, this part presents findings about five main unsatisfied expectations related to the asylum seekers, including: team commitment, punctuality, responsibility and reliability, emotions control, and professionalism. Knowing that some or all of those expectations happen to be unsatisfied, football clubs face the issue of providing the supervision to the asylum seekers, which can be seen as the major challenge for football clubs from the collaboration. This section aims to describe each of six expectations as well as offering examples of the asylum seekers' behaviour that has been found challenging by football clubs' representatives.

6.1.1 Team Commitment

One of the key expectations of the football clubs is the team commitment. Having committed the volunteers ensures the football clubs to have the volunteers for the whole season and saves time to search for more additional volunteers. For this purpose, the volunteers are expected to be part of building, accepting and following the rules of the team for the season. Manager of Reception Centre tells: "Me and the team manager as main team representatives called for making a joint effort to build some commitment rules." Agreeing with the commitment rules, however, does not mean accepting them. The President of Club B notices that "it is important that the player is ready to accept practices of the working place: when you come to training, how the training is organized, issues of different temperamental people, etc." Of course, those rules vary across clubs, however, the main point is that once agreed, the volunteers are expected

to follow them for the whole season. Taking an example of training attendance, the President of Club B explains why following the rules is so important for the football club: “These issues build up the commitment: coming to training sessions, informing if not coming, informing about the reasons: knee pain, job, etc. It is important because if the coach comes to a training session and no one else is there, what should he do?” This example illustrates how lacking commitment from the player-volunteers would eventually lead to the decrease in commitment with the coach. However, if the volunteer is committed, there appears to be a chance to concentrate on other issues, for example punctuality. That is why, the teamwork commitment appears to be one of the most significant expectations for the football clubs.

Unfortunately, the reality demonstrate that the asylum seekers might often be losing their motivation and commitment towards volunteering in a football club. Following the words of Finnish Player of Club B,

“after one or two weeks [Bismillah] might disappear from training sessions at all. In general, he skips training sometimes. Once, I met him in the town and asked him why he was not at the last training. He said he was off and was playing volleyball with his friends.”

Such behaviour is found to be deviant and not appreciated by the other football clubs’ members. Lacking the volunteer at certain trainings, however, is not the worst scenario that can happen. The ex-player of Club B (Ala) tells about his own performance: “Second year I was already playing following the system: one-month training, then three months I don’t go.” He explains such an attitude towards training by lacking the affiliation with the team. However, having this or another reason, the football club faces the challenge of having to build up team commitment for the asylum seeker volunteers. Moreover, lacking the supervision endangers the football club to face another challenge: decreasing equality in offering practices to the club’s members.

Following the rules is so important because of the **equality** value. Manager of Reception Centre explains that it is important to follow the agreed rules “because this is part of commitment that is equal for everyone. And if you can agree with these rules, but cannot do it, most probably

you realize: 'I cannot be on the team like that.' So, I have to accept, or I have to finish, or I have to do something else." In a similar way, President of Club B formulates: "There should be same rights for every member of the group. That's why if someone is a talented player, but has no interest to train with the group, it is better to exclude this player from the training group." In other words, team commitment rules obtain almost sacred importance due to its direct influence on expectation of equality and same rights of every member of the group.

The example of how the equality can be endangered is offered by Finnish Player from Club B. He shares the story in which Besmellah was not training with the team for the whole week, but still got the chance to go with the team to play a game away. He started as substitution player, but constantly was asking the coach to put him on the field. "As a result, he managed to get to field when another Finnish player who was training all week and was originally expected to play but could not enter the field [due to limited number of substitutions] and had to watch the game." The example identifies how not following the team commitment rules influences on the equality in the team. Facing a challenge of not offering equal practices for all members of the team can lead to the football clubs challenge to supervise the asylum seekers in this direction.

6.1.2 Punctuality

According to all five clubs' representatives of this study, being punctual is an extremely important issue for the Finns. As Team Manager of Club A says: "a Finn is always on time and watches the time." In consensus with his words, the Head of Instructors of Club B defines: "When you are an instructor with children, you are expected to be on time. It's very strict with time." Therefore, being on time appears to be one of the main expectations of the Finns from its volunteers, whatever role the volunteer performs in the club.

This issue seems to differ for people from the Middle East as all five Finnish participants of this study noticed the "approximate" attitude of the asylum seekers` towards being punctual. Team Manager of Club A offers a general comparison between an average Finn and average Iraqis, saying that a Finn would most likely come 5 minutes earlier the scheduled time. However, "this doesn't mean the same, for example, for an Iraqis person. Generally speaking,

he comes 10 minutes later. That is what I mean by approximate.” Sharing the same opinion, the Head of Instructors from Club B exemplifies: “if I say: ‘You have to be here at 12 o’clock’, [asylum seekers from Afghanistan] will be there at 12:10. Always late.” As a result, punctuality can be claimed to be a challenge of unsatisfied expectation.

Once the issue is being recognized, the Finnish football clubs aim to change the pattern of so-called ‘approximative’ behaviour of the asylum seekers towards being punctual. The Manager of Reception Centre provides the example of the discussion with some asylum seekers: “You are on time, if you are not, so... If it happens about 10 times, you will be out.” This approach aims to make the asylum seekers come on time to training and demonstrates the importance of being punctual. Moreover, he believes that punctuality is part of the team commitment: “The teamwork commitment is very tricky. I mean, you have to be on time when agreed: you have to come to the training every time on time.” Issues of teamwork commitment and punctuality might have certain connection. As such, the football clubs might also face problems with commitment of the asylum seekers.

6.1.3 Responsibility and Reliability

Once being in the training, the volunteers are expected to be responsible for the job they are doing. Manager of Reception Centre describes it, as following: “You do things as good as you can. You have to be motivated while at the trainings. You have to do what you are told/expected, not a little bit work here, a little bit there.” In other words, there is a certain perception of how the volunteer should behave within the sport practice. In addition, there is an expectation of being reliable. Manager of Reception Centre defines that sometimes the club obtains certain obligations for its volunteers. Those obligation might appear suddenly from the context of the situation and the club expects to be able to rely on its volunteers in those cases. He exemplifies: “it could be selling snacks at the game day when you are not playing or cleaning the field after the game, or something like that.” Of course, players obtain the possibility to refuse those, however, the general principle is to help team members, whenever you can. Head of Instructors from Club B defends the position that both the Finns and the asylum seekers sometimes forget about their training. However, the asylum seekers, in his opinion, are less eager to be

responsible for their keeping agreements: “I have to ask everyone if they are coming. I have to remember to tell them, like: ‘Today is when I need you.’ If I ask, they always come and help me. But if I don’t ask them, they might not come. I have to remember all the time. It is less with Finnish boys.” That example demonstrates that asylum seekers might be reliable once asked. Same time, they might be missing responsibility for the action of missing the training.

As for the reliability, there are sometimes certain issues in which the asylum seekers might not be reliable even after they agreed to follow the rule. Taking the simple example of raining, it might become the issue! President of Club B announces: “If it’s raining, they are not coming; if it’s not raining, they are coming!”. Ironically, issues, like rain, might truly become the real reason for the asylum seekers to skip an instructing session. Finnish Player for Club B tells another a story happened in the main team:

“We also made the agreement in-between members of the main team that everyone who comes late to trainings have to pay a certain suspension fee. Besmellah agreed to follow this rule. But he was so many times late that we had the joke that he will never pay that. That appeared to be true. He never paid those bills even though he heard, understood and agreed with this sanction. I think he just didn't realize that he is expected to follow the rules and keep promises.”

This example illustrates the chain of challenges appearing for football club that lacks in offering the supervision for asylum seekers. First of all, Besmellah was not punctual and instead of teaching him, football club was keeping the record of his ‘late’ appearances. Secondly, he brought the commitment rules when refused to follow the rule that he agreed previously. This influenced on equality in the team, as other members were following the rules and paying fees for not being on time. Finally, that promoted the unreliability of Besmellah in terms of following commitment rules. As a consequence, the football club faced the problems of unsolved challenges that should be dealt in the future.

6.1.4 Emotional Frameworks

Moving on, there is an expectation of acting emotionally only within the Finnish social codes. Football, being an emotional activity, still obtains certain frames of how its participants can and cannot behave. The idea of game reasoning demonstrates that participants of the sport game might lower their morality for the moment of performing in sport roles (Shields & Bredemeier 1995). The President of Club B agrees with that saying, “there should be feelings in the game! But you need to understand there are still frames, in which you can act emotional in Finland. This is also important to learn it because you obtain it from your homeland.” Thus, there are certain emotional expressions that look inappropriate or deviant within the Finnish football environment. Some of those expressions have been identified, as challenging issues, when collaborating with the asylum seekers.

Starting with an emotional overflow, this often happens within the context of tough tackles. Team Manager of Club A explains: “because they are so into game, sometimes, they have emotions overflow. Maybe a Finn can control emotions a bit better than them.” Later he adds that most commonly emotions overflow happens within the context of tackle. He explains why “southerners ignite easier. If someone hits them, they get angry very fast. In the same case a Finnish guy can say or shout something to the one who kicked them and that’s it. But ‘southerners’, they get very angry and start to shout very, very loud when someone kicks them.” Team Manager perceives this behaviour, as deviant. However, such behaviour itself also happens in the professional football. Therefore, such issue might be perceived as the minor challenge for the football club.

Within game context, ‘southerners’ seem to perceive opponents from other teams more aggressively than Finns. Team Manager of Club A when talking about current situation in the team notices: “When we play hobby games and someone kicks accidentally someone else, I think it is not a big deal. Maybe someone can say something. But when we play again other team: that is a big deal!” One of the consequences of such attitude is the risk to receive suspensions from the field. As the result, the football club risks to lose players during this and coming game(s). President of Football Club B shares his way of tackling this challenge. He believes

that “while learning Finnish framework, there could be red cards [suspensions], sometimes yellow cards [warnings] and if everything works and goes well let’s show the green card [Fair Play reward card]. Of course, green is still better than red card for education, in my opinion.” Experiencing effects of different actions, the asylum seekers learn how a footballer in Finland is expected to behave and what is prohibited even when feeling emotional.

A pure example of inappropriate behaviour can be fighting. As President of the Club B defines emotional framework “depends on the content. It goes wrong if someone starts to fight at the field.” Unfortunately, both clubs’ representatives confirmed that they faced the problem of fighting. Interestingly, they mention that all fights were in-between asylum seekers due to national and/or ethnical origins (e.g. Kurds vs Iraqis). Manager in Reception Centre defines how they needed to tackle that challenge in Club A:

“We had fights maybe only one or two or three months. When we made the main team, we didn't have fights from the beginning. Me and team manager, we said that this should finish. But we had to make it hard way: if you can’t be like that, you can’t be at the team... It finished completely after one year since we started.”

The issue of fighting tends to be dealt in a very strict way because it creates a negative atmosphere in the club and does not offer other members to feel safe within the team. To conclude, fighting together with emotions overflow and aggressive opponents’ perception build up the challenge of inducting the asylum seekers to Finnish football’s emotional framework.

6.1.5 Professionalism

The challenge of lacking professionalism has been identified by Club B. “If we have enough volunteer-instructors, who are able to give football sessions and be a good sport example, then we are able to offer good activities”, president of Club B says. As a matter of fact, the asylum seekers do not come to Finland to be specialists in their field. That is why, a football club can’t expect them to act like professionals. However, when recruiting the volunteers for certain roles like coaches or instructors, there are expectations from those volunteering roles. For example,

the Head of Instructors sheds light on the issue of professionalism: “[Asylum seekers] need to experience and learn how to instruct children. When they get that experience, maybe they have more courage to communicate/speak more.” Lacking language skills, the asylum seekers cannot compensate it with professional skills. As a result, the football clubs face the challenge of having volunteers with relatively poor language abilities and lacking the basic experience in working with children. Referring to this issue, President of the Club B concludes about the importance of team commitment: “That’s why, we want to teach them to commit to work for the whole season.”

6.2 Challenges for Asylum Seekers

The previously discussed benefit of forgetting challenging issues in life might not always be the case. The evidence from the Club B shows how sport participation can promote the negative effects on wellbeing of the asylum seekers. President of Club B believes that “if [asylum seekers] come to play together with their group, it helps them to forget difficult and challenging issues.” Arguing with this opinion, Ala describes how enhancing negative feeling coming from practicing with the main team promoted his intention to quit volunteering. Ala shares that in the main team: “[he] was always feeling like in a wrong place. Plus, always bad news coming about your country, you miss your family, this put you in a bad situation.” It is possible to see that sport participation might not just become the benefit to tackle negative life issues, but also enhance the negative effects on wellbeing of asylum seekers, which can be seen, as the challenge from the collaboration. This section concentrates on main challenges influencing the asylum seekers: unrealistic expectations of football clubs, cultural shock, loneliness, time prioritizing, and the risk of injuries.

As identified before, some asylum seekers are perceived equal to immigrants who came for employment reasons. One of the ex-players from Club B (Ala) tells about the challenge that he believes was one of the strongest him: **unrealistic expectations of football clubs from the asylum seekers**. He shares that non-locals are perceived to be professional players even if they are not:

“If you play in the main team and you are not Finnish, you have to do your job like 100%. And if you make a simple mistake, all of them start speaking to you negatively. When you score goals, you are like king and everyone loves you. But a simple mistake happens and they start saying that they lost because of you and something like that.”

Interestingly, 100% of work involvement has been mentioned already in the part of Finns expectations from the volunteers under the title of Responsibility. However, the attitude towards the asylum seekers as general immigrants is also quite popular. Here, another issue arise, i.e. once talking about professional players, they should be treated as professionals. The asylum seekers, on the contrary, do not come to play football professionally. It is rather a hobby for them. Later Ala describes his position in the club: “I was a normal player. Sometimes I was playing, sometimes I was on the bench, not very important.” The high, unrealistic expectations of him, as professional, might be connected with general perception of foreign players as immigrants, who came due to employment reasons. Consequently, that can be seen as a challenging issue for the asylum seekers.

In addition to unrealistic expectations of football clubs, there is a challenge of experiencing **cultural shock** when entering a new country.

“First month it was so hard because I couldn’t speak any Finnish and I was not in a good relationship with guys. I was new at the main team. When you are new in the team, it is hard to start, to make friends. Plus, it was so different from what I am used to in my country.” (Ala)

In other words, entering football team was another interface point for Ala with unfamiliar Finnish culture. Possessing less in common with the team, his feeling of cultural shock enhanced. He continues that “the first year was very difficult because it was other country, other culture, other language and other people.” Having less in common, Ala could not affiliate with the team that led to his decision to stop volunteering.

“I did not feel like playing alone anymore. I didn’t feel welcome in the main team.”, concludes Ala his story. His experience of feeling **loneliness** seems to be connected with the problem of making new social connections within the team. Team Manager from Club A agrees: “Yes, if you can’t find friends in the main team, it gets difficult.” Moreover, the Finnish Player from Club B points out that similar to Ala, Besmellah also has the problem with finding friends in the team: “I think also that it would have been easier if he had at least one good friend in the team.” It is possible to see that usual benefit of finding new friends among teammates might not be such a strong issue within Finnish football clubs for some asylum seekers.

Another reason for the football clubs to recruit the asylum seekers is their time availability. However, the time availability of the asylum seekers is also connected to the fact they do usually have their own families. The fact that Ala had his own family strongly influenced on his time availability for sport participation. He reflects: “When you get a baby, you start looking after your child. I was alone and I took bigger responsibility than I could take, especially when I got my baby. So, I had to prioritize things.” As a result, another reason for quitting volunteering for Club B was time prioritizing for his family. **Time prioritising** for your own family, in such a case, can be seen as the challenge for the asylum seekers to collaborate with the football clubs.

As long as **getting injured in football** is a relatively popular issue, playing football can be seen as the risk activity for game participants. This issue, however, is especially significant for the asylum seekers. “Sometimes I am afraid that something goes wrong with my body when I play football. Players should be careful because a lot of stuff can go wrong in football.” (Akbar) Moreover, Finnish players, in particular, perceived to be tough at the football field, which causes the fear of receiving injury by asylum seekers. Following words of Abdullah,

“Finnish players sometimes play too tough. Don’t get me wrong, but this is just the game. One time my shoulder got injured. It happened in the game. I wanted to get the ball and Finnish player came very fast and hit me in my shoulder. He didn’t want to hit me, but this happened because he wanted to win that ball. This is just the game. He wanted to win, I wanted to win, and this happened.”

Having an injury might also be caused by different weather conditions. Ala finds cold weather conditions one of the main reasons for getting injured often within first months of playing in Finland: “I was getting injuries every two weeks because I was not used for that cold weather. It is too hot in my country and we have sun almost all the time, not like here. So, that’s why, it was very difficult first months.” Having an injury is a big problem not only for a footballer, but also for a human. However, unlike the local people, the asylum seekers might experience the problem of not knowing of what to do in cases of injuries. It is also possible that the services might cost additional money that the asylum seekers might not have. Therefore, some injuries as a significant risk can be seen as a challenge for the asylum seekers from the collaboration with the football club.

6.3 Mutual Challenges

This section describes mutually challenging issues that negatively impact both parties and make them adjust or accept certain practices of each other. Some of those issues lead to conflict situations or negative consequences. The last thing that is described is the reasons for a dropout of the asylum seekers, which can be seen as mutually negative consequence as the collaboration ends.

6.3.1 Cultural Differences

Cultural differences are points where the asylum seekers and the Finnish football clubs experience certain problems with each other due to different cultural backgrounds and origins. Possessing different cultural norms and codes from the country of origins, the asylum seekers perceive certain practices from the Finnish football clubs as difficult or different. Similarly, the football clubs might find the behaviour of the asylum seekers as odd or deviant in cases when their cultural background differs. The main point of this part is to describe those issues and explain different opinions from both football clubs’ representatives and the asylum seekers.

Taking into consideration the opinions from both side, there appears that the Finns and the asylum seekers perceive football slightly different. Finnish representatives of the research

identified that the asylum seekers sometimes can be selfish at the football field. For example, Team Manager of Club A claims: “If we speak from football experience, Finnish and Iraq orientation to the game in a team is totally different, maybe. For example, Iraqi players, they play more by themselves when Finns are playing in team.” Supporting Team Manager, Manager of Reception Centre from Club A states that “the Finnish way of understanding the team sport includes the idea of ‘putting team first’. But in many cases, boys from Somali, Iraq, and Afghanistan, when playing football, love playing with the ball on their own. They put themselves first and then comes the team.” Same time, the Iraqi players, partly agreeing, still perceive themselves being to some extent team players. Abdullah claims “the Iraqi players play both for themselves and for the team.” Later he explains that “sometimes the Iraqi players want to play more for themselves than for the team: to show own skill and not to pass. This is more difficult in Finland. The Finnish football system is different.” As the result of the difference in perception of football, as **teamwork vs individual performance**, the collaboration becomes mutually challenging for both parties. Asylum seekers feel the need to adjust for Finnish football mentality, as the team sport, while football clubs need to accept natural attitude of asylum seekers towards football.

The fact that the asylum seekers perceive football performance differently than the Finns promotes certain levels of frustration from the Finns. Team Manager openly says that “sometimes even the Finns get frustrated of it because [asylum seekers] try to demonstrate that much” during hobby or training games. The demonstration of personal abilities by the asylum seekers in such case is not perceived as a good action. Opposite, it promotes the conflict between the Finns and the asylum seekers that can be seen as one negative consequence of the challenge.

“The Finnish players are maybe more **introverts than extraverts**. On the other hand, the Iraqis or Kurdish or Afghanis cultures often obtain extraverts orientation.” (Team Manager) This difference between personality traits turns out to influence the communication between the asylum seekers and the Finns outside the football field, which consequently promotes the difficulty for the asylum seekers to socially integrate. Akbar suggests “when you are a foreigner, not everyone wants to be a close friend with you and invite you home and be friendly.” He also believes that “some Finns are afraid of me because they don’t know who I am and why I am

here.” In response, Ala proposes: “[Finns] need time before becoming friends with you.” As a result, the difference in personality traits promotes the common challenge for both the Finns and the asylum seekers to make friends during the first time of collaborating with each other.

Language is one of the most important parts of culture. That is why, the **language barrier** between the asylum seekers and the Finns promotes certain problems with understanding and communicating messages to each other. Lacking the understanding during training and games, the asylum seekers might lose motivation to continue volunteering. Moreover, the issue of language barrier might not allow the asylum seekers to perform as sport instructors since local children might only be able to communicate in Finnish. On the other hand, lacking the knowledge of Arabic, Persian, and other languages, the Finnish football clubs might experience some problems with understanding, explaining, and supervising the asylum seekers. All those examples are being discussed further in this chapter.

Ala shared that one of the main reasons for leaving the club was not-understanding of the Finnish language. He shares: “most difficult thing was the language because you don’t understand anything around. This is the most important” for making friends and feel belonging to the team. In addition, lacking the understanding have become the reason for Besmellah to dropout from football activities during first months of his practicing with football club. He explains: “we liked to play football at the time, but it was a little problem with the Finnish language and coach was talking to us in Finnish.” Once the communication problem appears, it causes the training process in a negative way. The coach needs to spend more time for explaining. Players need to listen. As a result, the playing time decreases as well as motivation.

There is also an issue of instructing in the Finnish language. The Head of Instructors of Club B claims that “the language is one of the biggest challenges for the asylum seekers ... because they don’t speak it very well.” When working with Finnish children, a sport instructor is expected to communicate his ideas for children on the field. However, missing certain Finnish language skills, the asylum seekers might not be able to lead the session so well, which promotes the decrease of motivation for both asylum seekers and children. Therefore, the issue

of language should be taken into account when recruiting the asylum seekers as sport instructors, assistant coaches, or head coaches.

The football clubs also express the problem of lacking understanding of what the asylum seekers talk about sometimes. In certain occasions, Team Manager of Club A says, it might lead to problematic situation. “When guys from other countries shout in Arabic something we don’t know if they are arguing or is it just a discussion.”, he concludes. Having a trouble with understanding the language, the Finnish football clubs might not understand issues such as: racism shootings, humiliations, and other forms of discrimination. On the other hand, the asylum seekers might not find some support from the Finnish clubs when someone acts unfairly or discriminatively.

Lacking the knowledge of the asylum seekers’ languages can promote fights in-between the asylum seekers. As long as conflicts at the football field happen very often, issues like “arguing with words, shouting, and some sorts of angry curses” can be common due to the nature of the game, says Team Manager from Club A. However, when lacking the language, it is difficult to understand what those arguments are related to. Moreover, Manager of Reception Centre identified a certain level of racism in-between members of different ethnical groups: “I teach them how to play together, not to look that: ‘You are white, I am black. We can’t play’ – ‘Of course you can!’.” Keeping in mind that fights did happen, the language barrier becomes one serious challenge in preventing conflict situations, which influences both the reputation of football clubs and personal lives of the asylum seekers.

Another issue is the difference between **motivation to train (Finns) vs motivation to play (asylum seekers)** during training sessions. The Head of Instructors of Club B mentions:

“There are certain differences, of course. I don’t know how to explain. [Asylum seeker] boys, they like to play a lot. And when we have some drills, they don’t want to have drills, they want to play. It’s different to teach them how to play football. Because they go to play, they don’t want to listen coaches.”

In consensus with him, Finnish Player from Club B says that perception of football training is often as the fun space, rather than developing: “Besmellah has a very specific attitude towards training sessions. He sees it as the field for playing football. And training is more the space to increase your abilities to perform better in the field. But he sees training as fun place.” The same situation occurred in the Club A.

“Once we had such situation during the training. One guy didn’t like the training. He left to do stuff on his own with the ball, like own training. He didn’t join the group training. He didn’t want to train with the group. He was very technical and obtained fantastic ball control, but his running abilities were not so good as others obtained. He did not like the physical part of the training.” (Team Manager)

As the matter of fact, that can be the issue of lacking the football training background in the country of origin. Lacking the football training background, some of asylum seekers face the challenge of having to learn how to act in the organized-training environment. From the other side, as long as football clubs recruit asylum seekers without football background it turns out to be the challenge of having to experience such conflicts.

The Football clubs need committed volunteers. The asylum seekers often want to play more than train. Committed to training, the Finns might perceive the behaviour of the asylum seekers who want to play as deviant. “If half is committed and half is not committed, then, of course, there comes conflict situations, or speaking” (Manager of Reception Centre). As a result, having different types of motivations might promote conflict situations in the football clubs as the consequence.

6.3.2 Dropout

The biggest reason for the dropout from the collaboration with the football clubs appears to be **moving out** from the Reception Centre. Manager of Reception Centre identifies: “There is no one in the team with the refugee status. There were some guys who started practicing with us, but when they received the status of refugee and could stay in Finland, of course, they moved

away.” Talking about life priorities, the asylum seekers, once they receive refugee status, face the reality of staying in a small town and volunteer for local team or move away to their friends, who share the same origins, find a workplace, and search for life opportunities. Manager of Reception Centre explains the intention of the asylum seekers who turn into refugees to leave their town as following: “Our town is a small place. [This is] main reason! If you get the refugee permit, nobody stays in here because it is a small place and there is no job. Some guys go to Helsinki or Turku because their friends are there.” Another reason that the President of Club B believes to be important is studies in other cities: “Other issue is the dropout: people often go to study something in September. We have had 2 people moving to Jyväskylä, 5 people moving to Oulu, and so on. It happens when the school starts.” Once receiving the refugee status, volunteers feel the need to search for better life opportunities in bigger cities. As a result, the collaboration with the local football clubs ends.

Another dimension of the dropout is **changing interests of young asylum seekers**. As it has been mentioned, the majority of the asylum seekers from the Middle East are boys aged 17 -22. As this is the case, their interests change at some point of life. Manager of Reception Centre identifies that: “Dropout happens because of girls, motorcycles, computer games, and else”. In solidarity with him, Head of Instructors from Club B describes the same problem from the perspective that football becomes more serious and start requiring more time: “School changes, friendship changes, football becomes serious, and we don’t have low level practices.” Therefore, changing interests and higher demand of time and skills promote some asylum seeker players to dropout from the collaboration with the football club.

Finally, the dropout can happen due to **overestimation of their own performance or team performance**. Some players tend to overestimate their own performance. Unfortunately, their believes do not always meets the reality. Manager of Reception Centre from Club A claims: “It happens and will happen all the time because guys come and think: ‘I am good and I can play’. Of course, their perception is not always the true.” On the other hand, there are players who might aim to become professional footballers. Being good at the amateur level, they assume the team will grow and develop into a professional club. Interestingly, some clubs do not share this dream. Manager of Reception Centre identifies: “Another possible overestimation of the team and over expectations: someone might expect playing in Veikkausliiga or that this team is better

than it actually is.” Lacking some understanding about team’s actual level, the asylum seekers might be disappointed and prefer to dropout at the end.

TABLE 5: Challenges from Collaboration for Football Clubs and Asylum Seekers

Asylum Seekers Need Supervision	Challenges for Asylum Seekers
<ul style="list-style-type: none"> ❖ Team Commitment ❖ Punctuality ❖ Responsibility and Reliability ❖ Emotional Frameworks ❖ Professionalism 	<ul style="list-style-type: none"> ❖ Unrealistic Expectations ❖ Cultural Shock ❖ Loneliness ❖ Time Prioritising ❖ Risk of Injuries
<p>Cultural Differences and Dropout</p> <p>Teamwork vs Individual Performance</p> <p>Introverts vs Extraverts</p> <p>Arabic and Persian Languages Barrier vs Finnish Language Barrier</p> <p>Training Orientation vs Playing Motivation</p>	
<p>Reasons for End of Collaboration:</p> <ul style="list-style-type: none"> • Moving-Out • Changing Interests of Asylum Seekers • Overestimation of Collaboration 	

7 DISCUSSION: WORTHINESS OF COLLABORATION

Taking to consideration the decreasing of the volunteers and an increasing number of organized activities in the Finnish sport, the recruitment of the asylum seeker volunteers becomes one reasonable action. However, when observing the benefits and challenges from the collaboration, it is possible to see that the collaboration might not worth it as much as it first looks. Moreover, some asylum seekers identify the intention to end the collaboration as it brings them more challenges in lives. Thus, it is important to identify if benefits from the collaboration overweight the challenges for both the football clubs and the asylum seekers. Consequently, this section discusses the worthiness of such collaboration in two parts, showing first the perspective of Finnish football clubs and later focusing on perspective of asylum seekers from the Middle East.

7.1 Perspective of Football Clubs

Starting with the benefits of the collaboration, performance enhance that has been found as one of the most significant benefits from foreigners' recruitment might not be the case of the asylum seekers. In fact, foreigners enter the country of destination for the purpose to improve the performance of particular teams in the league (Madichie 2009). Whilst, that might not be the case of asylum seekers, who enter for not-employment reasons (Lundborg 2013). Confirming that issue, Ala told he was just a normal player, with average football skills for the level of the main team of Club B. Moreover, similar situation happened in Club A when some of the players, believing 'I am good and I can play', faced the reality of being below the average of main team's players due to ordinary football skills. Consequently, it is possible to conclude that the benefit of performance enhance might be limited to the case or chance that a particular asylum seeker possesses professional football skills from the home country, like in the case of Shefki Kuqi. As a matter of fact, that seems to be an unusual, exceptional case.

It is necessary to mention that two out of four asylum seeker participants of this study identified to be part of junior football academy in the country of origin. Having a different football education than the locals might be beneficial due to its promotion of the cultural exchange in

terms of football knowledge. As it has been demonstrated, the Iraqi players were found to obtain high ball control skills and good game vision, while the Afghani player was identified as the ‘fighter’ on the field with good dribbling skills. Both examples demonstrate that the asylum seeker player are able to offer their strong sides to football clubs to enhance the team performance. Same time, other two asylum seeker participants of the study defined being players of the main team when lacking the football background from the country of origin. In other words, even when lacking football background, asylum seeker players appear to enhance the main team’s performance in the lower tiers of Finnish football.

Moving to the point of education of younger locals that also appears to be less likely to happen as the asylum seekers are usually very young themselves. According to Charyev (2016), more-experienced and highly-skilled foreigner footballers positively influence on the development of young local players. In fact, it has been noticed that “mostly [asylum seekers] are quite young” (Team Manager of Club B). The average age of the asylum seekers who participate in football activities of the main team is between 17 and 22 years old. As such, their influence on local players might be limited to skills they gained during junior years in a football academy.

Although some representatives of the Finnish football clubs notice the existence of strong sides of the asylum seekers, there is clearly some absence of feedback about the influence of the asylum seekers on the development of young local players. As Finnish Player from Club B defines strong sides of Besmellah: “good dribbling and ... fighting skills.” Nevertheless, it is hard to estimate if those strong sides really positively influence young Finnish players. That is why, such benefit might not be as strong from the asylum seekers’ recruitment as in the case of professional footballers.

One of the reasons for attracting foreigners is the increase in game attractiveness, as that creates the perception among fans that the strongest players play in the main team (Charyev 2016). Interestingly, game attractiveness tends to be truly enhanced with the recruitment of asylum seekers! Still, the game attractiveness increases mostly among asylum seekers community. As Ala mentions about his friends from Iraq: “Yes, they were coming and watching me.” Similar results have been identified in Club A: “We had a lot of local and foreigner spectators last

seasons” (Team Manager). Even though the reasoning might differ, the benefit of game attractiveness stays strong reason from the recruitment of foreigners or asylum seekers.

It is, however, should be mentioned that the game attractiveness increases only while the asylum seekers are present and play for the main team of the club. The results illustrate that once the asylum seekers receive their refugee status, they tend to move-away from the town (where the local team performs) to bigger cities in search of opportunities: friends, job, and studies. As the situation in the club A shows: “There is no one in the team with the refugee status. ... when they received the status of refugee ... of course, they move away ... because it is small place and there is no job ... because their friends are there.” (Manager of Reception Centre) In such case, the benefit of game attractiveness for local asylum seeker community dissolves. Once there are no players with asylum seeker background, the spectators from asylum seeker community also vanish. It is possible to conclude that the benefit of game attractiveness lasts as much as the collaboration between the football clubs and the asylum seekers continues. In other words, the end of the collaboration means the loose of the benefit for the Finnish football club.

Another benefit from the recruitment of foreigners is the healthy competition for local players. It challenges local players to compete for the place in the first eleven with larger pool of talented players. (Castillo 2007) The recruitment of asylum seekers is reasoned mostly with the absence of locals to cover all positions in the field. As such, the benefit of increased competition appears to be substituted with the benefit of having sufficient number players/sportspeople, who are ready to spend their time and energy playing for the main team. For example, the club B claims to be searching for sportspeople who are motivated to train regularly and aim at developing, as footballers. “Any footballer, if he obtains similar mindset as we are building, is able to train with our main team” (President of Club B). Consequently, the recruitment of the asylum seekers might be seen as the benefit of obtaining internally motivated sportsman who wants to progress in football, but not necessary offer the healthy competition for local players.

Finally, the last benefit that has been identified from the recruitment of the foreigners is the opportunity to decrease costs due to cheaper labour force. Such benefit has been recognized by

Skogvang (2008) who claimed that rich European football clubs recruit cheap players from countries with poor living conditions. Itkonen and Nevala (2007) argue that might not be the case of Finnish football, as most of the foreign footballers might not be dreaming to play in the Finnish football clubs due to their low recognition in the world and relatively small, in comparison to other European football leagues, opportunities to earn money. Either way, the asylum seeker footballers should not be compared with foreign professional footballers from this perspective due to asylum seekers are volunteers, not employees.

Nevertheless, there appears to be several interesting issues related to benefit of the decreased costs. First of all, there is an opportunity to cover the costs for volunteers' compensation as the asylum seekers are ready to volunteer for free. It often happens that, when lacking volunteers, the football clubs recruit sport instructors among its players for a certain compensation (10 EUR per session). The Head of Instructors defined the recruitment of the asylum seeker instructors being mutually beneficial activity. The football club saves money by not paying the compensation and asylum seekers receive the experience and social integration through volunteering. In addition, he proclaims that the asylum seekers possess better attitude than the locals due to an internal motivation for this volunteering role: "[Asylum seeker boys] are always smiling ... Finnish boys perceive it more in the way: 'Do I have to come here?'" That is why, in addition to coverage of costs, football clubs receive volunteers with a positive attitude.

Moreover, there has been identified the potential for the Finnish football clubs to receive the financial support from the ministry of Education and Culture to integrate asylum seekers into Finnish society. Having the grant can lower annual costs of football club's operations and members' participation fees. As Team Manager claims about the annual participation fees: "In my opinion, it is really cheap: 150 EUR for the whole year." Consequently, some clubs might find appealing to significantly cover their annual costs with applying such a grant. Nevertheless, as practice illustrates, there are certain downsides for football clubs from collaborating with asylum seekers.

As it is possible to see from the results of this study, the challenges that referred to foreigners' employment might not be same with the asylum seeker volunteers' recruitment. The literature

review identified three main challenges from the foreigners' employment: decreased community affiliation, poor affiliation of foreigners with the club, and decreasing investment in the locals. In fact, none or almost none information has been confirmed by the participants of this study referring to those three issues. In comparison, the supervision of the asylum seekers raised up as the main challenge with five dimensions. In particular, the asylum seekers might lack the team commitment, punctuality, responsibility and reliability, emotions control, and professionalism when volunteering. As a matter of fact, those issues are often expected by the football clubs when hiring professional foreign footballers or recruiting the local volunteers. As long as the asylum seekers might lack one or several of those issues, the challenge of supervising them might overcome the benefits the collaboration brings.

Issue of supervision might be challenging because the football clubs often lack the knowledge and competence in working with the asylum seekers. The clear example could be fights between the asylum seekers, which belongs to dimension of emotions control. As Krouwel (2006) identified, sport can be the tool for ethnical minorities to build ethnic identity. In fact, that also promotes one ethnic minority to express the negative emotions towards another ethnic minority in the form of fight. Both clubs from this research have identified that fights in-between asylum seekers with different ethnical origins happened very often within first months of the collaboration. Moreover, as Manager of Reception Centre identified, "[fights] finished completely [only] after one year since we started." Cultural conflicts have been defined to be one reason for companies to lose their image (Chen & Starosta 2005). Lacking the knowledge of how to supervise the asylum seekers not to fight, football clubs face the issue of continuous negative effects on the image of the football club as its members fights between each other.

Still, the most significant challenge for football clubs appears to be team commitment. Keeping in mind that, for example, the process of educating the asylum seekers to control emotions takes on average one year, it is necessary to keep the volunteers committed within the whole year. However, as Salasuo, Piispa, and Huhta (2016, 196-197) found out, the dropout is the 'norm' that cannot be seen as the challenge as it happens regularly in Finland. Similarly, the results of this study claim that the asylum seeker volunteers often dropout from the volunteering in the football club. Most commonly, the reason is moving-out to a bigger city after receiving their refugee status to have more opportunities in terms of work, study, and being closer to friends.

Two other reasons include change of interests and overestimation of own or team performance. Castillo (2007) argues that one benefit of recruiting locals only is their strong affiliation with the local team. In support to his words, asylum seekers tend to dropout when lacking the affiliation with the club due to the preference of other life opportunities. In other words, once starting to invest resources in supervision of the asylum seekers, football clubs risk losing less affiliated with the club volunteers due to poor team commitment.

The significant role in the collaboration is played by the person who offers the supervision to the asylum seekers. While President of Club B seems to be responsible for supervising the asylum seekers to certain extent, Club A obtains the Manager of Reception Centre involved into main team's activities as coach and supervisor. The comparison between two clubs illustrates that Club A manages to keep the asylum seeker volunteers committed due to supervision that promotes power balance between the locals and the asylum seekers, and decreased discrimination in the main team. As Manager of Reception Centre claims: "Because everyone knows that I am a strong personality there behind the asylum seeker boys, other responsible members of the team do not really want to overcome this in conflict situations. They know I am there in-between two groups." Another example is his words about zero tolerance to racism in the main team: "sometimes it happens that some of the Finnish guys get out of the team because they can't be on the team where there are Arabic or Somali players. It's normal. There are some racists in every place." As a result, football club A receives non-discriminative, balanced atmosphere in the main team that enhances team commitment.

Lacking the separate supervisor-volunteer, Club B tries to enhance team commitment through offering rewards to asylum seekers, such as: International Award for volunteering. As it has been mentioned by Head of Instructors, "[asylum seekers] get medals for good volunteering. This is one way of increasing commitment of the refugees." Similarly, President of Club B states: "They received 'The International Award' for being active, as coaching football volunteers." Moreover, the positive attitude on the field is promoted by Club B with green 'Fair Play' cards that promote both asylum seekers and locals to play fair. The President of Club B explains the importance of Fair Play cards, as educators of behaviour that is appreciated in Finnish culture. Overall, offering rewards, such as: medals and certificates, nominations, and

Fair Play cards, Club B enhances asylum seekers external motivation to be committed to football club activities.

Overall, the good supervision, as much as external motivation, appears to be two ways to enhance the team commitment of the asylum seekers. Such findings support the idea of Stewart and Smith (1999) who claimed, "volunteers are human resources who should be inducted, rewarded, trained, and counseled, like staff". The processes of induction, training, and counselling can be compared with supervision and education that club A offer to the asylum seeker volunteers, which creates a better relationship with club members. Although, enhanced team commitment of the asylum seekers does not always prevent the football clubs losing volunteers from dropping out due to many reasons (e.g. moving out), it still offers enhanced benefits of committed for the club on a long-term basis even if/when dropped out.

7.2 Perspective of Asylum Seekers

As Szerovay, Itkonen and Vehmas (2017) determined, Finnish sport can be seen the tool for socialization and integration of immigrants. Similarly, one of the participants of this study Ala proves that playing in the main team of Club B became an initial stage for him for start learning the Finnish culture. It is difficult to estimate the precise impact of sport participation on social integration of asylum seekers. Lundborg (2013) defines three main dimensions of integration in terms of employment: social contacts, language, and discrimination. This section discusses if those three positive impacts of integration override the negative issues appearing from the collaboration.

Starting with the issue of socialization, it appears to be essential for the asylum seekers in terms of building new connections with the local people. Following the words of Jones (2002), lacking social connections leads to exclusion of ethnic minorities. The football clubs, however, seem to be one place to gain contacts with the local people. As Finnish player from club B indicated, being a team mate with Besmellah made it possible to have routine discussions outside the training sessions and even develop a stronger interest to play a hobby volleyball with his friends.

The connection Besmellah and the Finnish player created promoted some space for socialization and expanding the social connections.

The benefit of socialization, however, might be less significant for the asylum seekers due to certain loneliness in the team in the first months. It was discovered by several players that commonly the Finns need some time to make friends with a new person. Team Manager of Club A supposed that this might be connected with the fact that the majority of Finns are introverts while the majority of asylum seekers from the Middle East are extroverts. Having a lack of social connections in the team also was identified as a common reason for some asylum seekers to dropout from the collaboration with the football clubs. That is why, the benefit of socialization can only be beneficial when the issue of loneliness is either absent or do not overcome the internal motivation to continue volunteering with the football club until the Finns are ready to start socializing.

Another issue that was emphasized by Swarts (2014): the discriminative perception of the foreigner footballers by the Finns. In fact, the results of this study illustrated that the discrimination of the asylum seekers might be controversial. Three out of four asylum seeker participants defined very good relationship with their teammates and feeling of no racism in the main team. However, Ala believed there was some racism towards him in the main team of Club B. "They don't show it to you, but you can feel it." That can be characterised, as symbolic racism, since his teammates, while not saying, demonstrated with actions that he was not welcome in the team. Moreover, even though both Abdullah and Akbar denied experiencing any form of racism in the Club A, Manager of Reception Centre acknowledged that he personally needed to exclude certain Finnish players due to racism attitude towards the asylum seekers. Based on those two examples, it is possible to concluded once lacking the person who takes care of keeping non-discriminative atmosphere in the main team, there might be certain level of racism towards the asylum seeker players.

When discussing the issue of discrimination, there appeared an interesting finding that non-discriminative atmosphere in the club can't be transferred to daily lives of asylum seekers after the end of the collaboration. As a matter of fact, after receiving the refugee status a large number

of the asylum seekers demonstrated the intention to leave for other bigger cities. The benefit of non-discriminative atmosphere inside the football team stayed and obtained its effect only within local town. Abdullah pointed out that everyone liked him in the local town and in the main team whereas there was some racism that he experienced in Helsinki. Based on that, he concluded that there could be more discrimination in bigger cities. Therefore, the end of the collaboration due to the common reason of moving-out from the local town proved to be one reason for losing the benefit of non-discriminative atmosphere in daily life. As such, it could obtain certain negative effect on employment capability of asylum seekers that cannot be tackled with the help of collaboration with the football club.

Learning the Finnish language was the last and possibly most important dimension in terms of integration into the Finnish culture. Kim (2001) explained that learning the local language significantly helped with adaptation of refugees in the new country. In support to this statement, all four asylum seeker participants of the study identified the importance of learning the Finnish language in their lives. The words of Abdullah could be a particularly clear example: “Language is the key for life!” That is why, learning the language truly should be seen as an essential issue for the asylum seekers for the purpose of integration in the Finnish society.

It was, however, noticed that the Finnish football clubs might not be helping immigrants with learning the Finnish language (Swarts 2014). To agree with him, Manager of Reception Centre questioned the input of the Club A in the learning process of asylum seekers of the Finnish language. In his opinion, the football club only offered the asylum seekers the space to talk. Although, the rest of the study’s participants identified that the football clubs helped learning the language, the collaboration with football clubs might be limited to speaking and listening, lacking practices of writing and reading. Issues, like learning the grammar, could be completely missed within the collaboration process with Finnish football clubs. As such, volunteering for football club can rather be seen beneficial for the asylum seekers in terms of practicing the language, improving understanding, and expanding vocabulary.

The issue of language barrier should be discussed in connection with benefit of learning the Finnish language by asylum seekers through the collaboration. As it was defined by Koski and

Mäenpää (2018, 54) the certain linguistic consideration kept immigrants away from joining activities of sport clubs in Finland. Supporting their findings, the results of this thesis confirmed the existence of language barrier during first months of the collaboration. In comparison to Club A, where initially all team members were speaking English, the asylum seekers in Club B had to adjust for practices in the Finnish language from the very first day of collaboration. As the result, both asylum seeker volunteers of Club B (Ala and Besmellah) identified the difficulty to understand things around at the beginning. Lacking the language skills to understand things around, both Ala and Besmellah stopped practicing for a certain period of time. Therefore, the issue of the language barrier at the beginning of the collaboration could become a significant challenge for asylum seekers' commitment to continue the engagement into the collaboration.

The results also identified two benefits (localization and shifting focus from challenging issues), which were not included in the literature review. Manager of Reception Centre from Club A described the localization benefit as the asylum seekers turning from foreigners or immigrants into 'Our boys' for locals. This benefit, however, was not indicated neither by representatives of the club, nor by the players of Club B. On the contrary, the interviews with Finnish representatives of Club B illustrated the confusion between the terms of asylum seekers, refugees, and immigrants, however, neither Ala, nor Besmellah was defined as the local. One of the key differences in creation of perception might be the involvement of Manager of Reception Centre in the coaching process. However, this might be a separate topic for future studies.

One of the positive effects of sport participation was found to be the shifting focus from challenging towards positive issues in lives of asylum seekers. In particular, football was argued to be a meaningful and a pleasant activity that helped the asylum seekers to forget some challenges they had experienced while traveling to Finland. What is more, the football activity could be seen as an additional activity in the routine lives of asylum seekers that could be helpful for distracting from the uncertainty with the future. Overall, the majority of study participants implied that the sport participation helped them with focusing on positive side of lives in Finland.

On the other hand, there was an example of Ala who emphasized that playing for the main team of the football Club B enhanced the feeling of homesickness. Partly supporting the findings of Koski and Mäenpää (2018, 54) about the negative effects of the cultural difference on sport participation, Ala hypothesized that he had experienced the cultural shock when taking part in collaboration with the Club B. In his opinion, the collaboration with football Club B was significantly connected to the feeling of “other country, other culture, other language and other people” in the main team. Main differences between Ala and other asylum seekers might be language barrier and lacking the social connections with teammates, as well as lacking the support from teammates and club staff. As a result, the sport participation in Club B even worsened his life in Finland. Consequently, the positive effect of shifting focus from challenging issues towards positive aspects might not always be the case and lacking the supervision, social connections, and language skills can be one reason for asylum seekers to enhance the feeling of the cultural shock.

In fact, none of the four asylum seekers from this study identified an economic issue to be the challenge from the sport participation. As long as the main team of Club B was able to afford the free of charge services for its players, Ala and Besmellah were able to play with the main team of the club for free. Similarly, the asylum seekers from the Club A received a free of charge access to trainings and games of the main team due to the grant support. Therefore, the participation fees might not be a stronger factor for the asylum seekers who play in the main team of football clubs that obtain sufficient financial support from sponsors or grant.

In comparison with the participation fees, there was found a certain support for time prioritising challenge. Hancock, Cooper and Bahn (2009) pointed out four factors of family, work, education, and learning the language that refugees tended to prioritize over sport participation. In spite of all four asylum seeker participants of this study considered two out four of those issues (school education and Finnish language courses), only Ala admitted lacking the time resource for sport participation. In comparison to others, Ala also possessed own family, including wife and a child. In fact, Ala became the only participant who completely dropped out from the sport participation. As such, the conclusion could be that obtaining own family, in addition to language studying and education, leads to the lack of time for sport participation.

In addition to the participation fees and time prioritizing, the results indicated some challenges of unrealistic expectations and injuries. Starting with the unrealistic expectations, Club B revealed the need in recruiting high-quality, maybe even professional, player-volunteers. Two issues Club B discovered were professional attitude towards trainings and high-quality sessions. As a matter of fact, the asylum seekers did not enter Finland in the search of an employment. Thus, they should not be perceived as professionals (Lundborg 2013). Yet, President of Club B believed that, for example, Ala should “decide if he is a hobby player or sportsman” which demonstrated that the asylum seekers could be perceived, as professionals.

Same time, it was also noticed that the asylum seekers themselves often perceived training as a hobby activity rather than serious leisure. According to the Head of Instructors from Club B, “asylum seeker boys ... don’t want to have drills, they want to play.” Team Manager from Club A shared a similar story when one asylum seeker player decided to skip training he did not like and played with the ball alone. The asylum seekers might find organized setting of training in the Finnish football club rather challenging than an enjoyable hobby activity. This, consequently, could lead to a dropout from the collaboration.

Last but not least, the chance of getting injured, while performing for a football club, was discovered as another significant challenge in lives of asylum seekers. Obtaining a certain degree of serious leisure, players from the Finnish football clubs often found to play tough which could lead to injuries of players. Moreover, keeping in mind the different weather conditions in Finland and Middle East, the asylum seekers from southern countries might experience a higher chance of injuries in harsh, cold climate in Finland. What is more, the asylum seekers might lack the knowledge of what to do in cases of injuries. They might struggle finding hospital, as well as lacking the financial resources to pay for medical expenses. As such, the injuries should be seen as a significant challenge for the asylum seekers while playing for the Finnish football clubs.

Overall, the collaboration with football clubs might be seen as the preparation for working environment in Finland. As long as the majority of the asylum seeker volunteers belong to the suitable age group of 16 to 29 years old, it seems to be logical that they would need to search

for work. According to Lundborg (2013), three main issues influencing refugees to find working place in Sweden are the language, social contacts, and discrimination. The collaboration with the Finnish football clubs offers the asylum seekers an opportunity to build up social connections with the locals and practise the Finnish language. As the matter of fact, the decrease of the discrimination among the locals might be controversial due to once moving to bigger cities asylum seekers experience more discrimination. Moreover, as President of Club B claimed: “learning the Finnish working environment ... comes together, indirectly with football activity!” Issues, like commitment, punctuality, responsibility and reliability and so on could be met in the working life, as much as in the collaboration with Finnish football clubs. As such, even when dropping out or ending the collaboration with a football club, asylum seekers receive the experience of what could be expected from them in the future workplace that should be helpful to them long-after in life. Therefore, I believe, the collaboration with the Finnish football clubs seems to be rather valuable for the asylum seekers regardless of certain challenges and negative issues.

8 CONCLUSION

As it was identified in the introduction, as much as 30.000 asylum seekers entered Finland in the search for asylum in 2015, many of whom obtained the intention to play football. Some football clubs recognized such an interest and offered asylum seekers the opportunity to use spare energy and time for doing a meaningful and pleasant activity. Same time, the large number of asylum seekers possessed the intention to permanently reside in Finland. From this perspective, football clubs became one place for introducing asylum seekers to Finnish culture and starting the process of social integration.

While asylum seekers often lacked the football registration from own country's football association, Finnish football clubs were required to register asylum seekers, as Finnish football players. Even though asylum seekers were often registered as local players, football club members still often perceived asylum seeker players as immigrants due to lacking the knowledge of the asylum-seeking process. The confusion between concepts of asylum seeker and immigrant promoted football clubs possessing unrealistic expectations, such as: professionalism, punctuality, etc. Same time, asylum seekers, who were not entering Finland, as professionals, were missing the supervision on expectations of football clubs.

The study demonstrated that football clubs often lacked the volunteers, who would indicate their time and competence for mentoring asylum seeker volunteers. As such, the role of the Manager of Reception Centre appeared to obtain a strong impact on creation of the mutually beneficial collaboration. From one side, Manager of Reception Centre could be helpful for football club members to understand that asylum seekers, on contrast to immigrants, might not be professionals. From another side, Manager of Reception Centre might keep the power balance between locals and asylum seekers by defending asylum seekers in conflict situations, as well as promoting zero tolerance for discrimination within the team. As the matter of fact, this role could be described as the mediator of football club's messages to asylum seekers, which could help asylum seekers to learn and integrate in the Finnish working culture.

Obtaining the supervision could promote the higher team commitment of the asylum seekers for volunteering in the football club. The team commitment appeared to essential for keeping the asylum seeker volunteers engaged into the collaboration. Keeping asylum seekers engaged in and committed to club's activities appeared to be paramount for football clubs, as the three main benefits of performance enhance, gaining financial opportunities, and popularity growth could only be received during the on-going collaboration. From another side, the team commitment promoted the enrichment of asylum seekers' experiences and knowledge of teamwork environment in Finland. That could be helpful for finding the future workplace, as well as developing skills and knowledge that might be useful once being employed. It should be stated that another way to enhance the team commitment found within this thesis could be enhancement of the external motivation in the form of rewards. This might offer less benefits for asylum seekers in terms of integration, however, would still be highly beneficial for football clubs for keeping asylum seeker engaged into collaboration.

9 LIMITATIONS

As it appeared, the topic lacked the relevant literature on football clubs' interests from the collaboration with the asylum seekers. As the matter of fact, football and sport clubs, in general, were mostly studied together with foreigners' rather than asylum seekers' recruitment. Concentration on the foreigners, instead of the asylum seekers, brought up certain limitations to this thesis. In particular, the foreigners, in comparison to the asylum seekers, were mostly hired, as paid professional athletes, who entered the country for the purpose of employment. Hence, the asylum seeker players might obtain different reasons, benefits, and challenges than the one identified within literature review section.

Another issue is that previous studies strongly focused on benefits of asylum seekers, in the form of integration and assimilation to, as well as acculturation with Finnish society. The main focus of this study was to describe a variety of reasons, benefits, and challenges appearing from the collaboration. Social integration, socialization, and integration of the asylum seekers discussed within the framework of benefits. There was a lack of studies telling why sport clubs should be interested in involving the asylum seekers and why the asylum seekers were interested in joining sport clubs besides the integration reasons. Consequently, it was hard to base this study on the previous research.

Finally, the research mainly concentrated on asylum seeker player volunteers. The main reason for such focus was that all four asylum seeker participants identified their main role as 'Player'. Lacking the instructor-volunteers, this study could not fully describe the worthiness of the collaboration with asylum seekers, as instructors might be more essential volunteers for football clubs than players in certain cases. As the result, the future studies might expand the knowledge by collecting data on asylum seeker instructors, as the main volunteering role.

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APPENDIX 1

Consent Form

Nikita Goncharenko

Master's Degree Student

Sport and Exercise Promotion

Contact information: nikita.p.goncharenko@student.jyu.fi

Purpose of the study:

The aim of this study is to interpret reasons of football clubs for engaging into collaboration with asylum seekers and describe benefits and challenges appearing from it. There are 30.000 asylum seekers entered Finland in 2015. Many of them possess the intention to stay in Finland on the permanent basis. Therefore, there is a need to integrate them into society.

It is also noticed that asylum seekers from Middle East possess a high interest in football. At the same time, Finnish football clubs experience a constant need in recruiting volunteers. As the result, football clubs start recruiting asylum seekers, as volunteers. This study is designed to identify benefits and challenges both sides receive from the mutual collaboration.

Study is conducted by using face-to-face interviews. The names of the participant will be changed to ensure anonymity. Data will be stored on university servers and secured with university security system.

Participants' rights:

Participation to this study is voluntary. Participants have the right to withdraw from participation at any given moment. They also have the rights to deny publication of any information in relation to them. Participants also will be provided with the findings of the study if desired.

I agree to participate in this study, and I am informed about the study.

Signature: _____

Name: _____

Date: _____

APPENDIX 2:

General interview guideline: Refugee Volunteers

Purpose of the study:

The aim of this study is to interpret reasons of football clubs for engaging into collaboration with asylum seekers and describe benefits and challenges appearing from it. There are 30.000 asylum seekers entered Finland in 2015. Many of them possess the intention to stay in Finland on the permanent basis. Therefore, there is a need to integrate them into society.

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N = case of specific town/club

General life part

1. Could you describe your normal day?
2. What kind of other activities do you have N town?
 - 2.1 Do you work or study?
3. What kind of social life do you have in N town?
 - 3.1 Do you have family?
 - 3.2 How often do you spend time with friends?
4. How do you study Finnish language?
 - 4.1 How easy/hard is it to study Finnish?

Football life Part

5. What is your football background in your country?
6. How did you find your way to N club?
7. What is your role and tasks in N club?
8. What kind of benefits do you find from volunteering in N club?
9. What language do you speak in the N club?
 - 9.1 How helpful do you find playing in Finnish environment for studying Finnish language?
10. How often do you communicate with people from N club outside the field?

Challenges

11. What challenges appear from the participation in activities of N club?
 - 11.1 Have you ever experienced any form of discrimination?
 - 11.2 Have you ever experienced any language barrier?
 - 11.3 Have you ever felt that your teammates are less passionate about game than you are?
12. How do you think people around you in N club see you?
13. How do you feel about paying membership fees to N club for volunteering?
14. How much time do you have for volunteering in N club?
15. Would you like to add something else?

APPENDIX 3

General interview guideline: Representatives of Finnish football clubs

Purpose of the study:

The aim of this study is to interpret reasons of football clubs for engaging into collaboration with asylum seekers and describe benefits and challenges appearing from it. There are 30.000 asylum seekers entered Finland in 2015. Many of them possess the intention to stay in Finland on the permanent basis. Therefore, there is a need to integrate them into society.

It is also noticed that asylum seekers from Middle East possess a high interest in football. At the same time, Finnish football clubs experience a constant need in recruiting volunteers. As the result, football clubs start recruiting asylum seekers, as volunteers. This study is designed to identify benefits and challenges both sides receive from the mutual collaboration.

Study is conducted by using face-to-face interviews. The names of the participant will be changed to ensure anonymity. Data will be stored on university servers and secured with university security system.

Participants' rights:

Participation to this study is voluntary. Participants have the right to withdraw from participation at any given moment. They also have the rights to deny publication of any information in relation to them. Participants also will be provided with the findings of the study if desired.

1. What is the situation with player-volunteers in the main team?
 - 1.1 How many players do you have?
 - 1.2 How committed your players are to play the whole season?
 - 1.3 How often player-volunteers' dropout from the main team? And Why?
 - 1.4 How do you find new players?
2. How many refugees do you have in your adult, male teams?
 - 2.1 How did you recruit refugees?
 - 2.2 Why did you recruit those refugees?
 - 2.3. How do you feel about refugees being registered as Finnish national players after only few month/years living in Finland?
3. What challenges appear from the attraction of refugees to your team?
 - 3.1. What kind of cultural differences do you see between local and refugee players?
 - 3.1.1 Have there ever happened of any problem with commitment?
 - 3.1.2 Have there ever happened of any language barrier?
 - 3.1.3 Have there ever happened of any communication problem?
 - 3.2 How does your local community see the appearance of refugees in the main team?
 - 3.3 Were there any stories happening with refugees when they just join the team?
4. Would like to add something else?