

Limitations and challenges in migrant situations and ways to overcome



**Nordic Diversity Trainers, Research report,
Susheela Daniel 2018**

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1. Abstract:

Recent research has found migrants are facing challenges, relating to experiencing violence, health challenges (Myllyniemi, 2016) and losing out on opportunities (Yle, 2016).

A study by the Finnish health service THL showed that different migrant groups have different levels of challenges, mostly in lacking contacts within the Finnish born population and concerning mental and physical health, specially for women and a higher level of experience with physical violence and discrimination (THL, 2018).

Meanwhile Baumann and Cardoso (2016) reported to the European Commission (DG EAC) High Level Group (HLG) on Grassroots Sport about all respectable academic studies to be pointing to significant economic benefits from grassroots sport through positive impact on health, crime prevention and social cohesion. It was also stated that further research was needed in order to make recommendations for sustainable funding opportunities.

In order to understand the current situation and to find ways to improve on it, this research aimed to receive qualitative and quantitative data from all stakeholders. Two surveys were made in order to get the general public's opinion as well as persons in migrant situations, raising both quantitative and qualitative data and semi-structured interviews were made with decision makers on the governmental, municipal, federation and organisation level. The interviews analyses was made by coding the response into categories and gradually narrowing down the categories to a core. In order to validate the survey and interview data, secondary sources have been taken into consideration and data which was repeated in all three sectors of the research has been given priority.

As a main result it was found that the challenges and opportunities are in 3 categories: Structures (Agency), Motivation, Resources.

Racism, discrimination, xenophobia and prejudice were the major challenges in migrant situations, both in general as in sports. Those resulted in the sense of being rejected and were demotivating factors. Other factors have been lack of language skills and information. The challenges and limitations have been to resulting in limited access to employment, information and networks. Solutions have been mostly found through personal contacts and organizations and demanded the persons own initiative. Sports has been seen as a major contributor to improve personal networks, physical health and confidence. A lack of mentoring has been indicated in the interviews.

Regulations had been found to be discriminative. While sports have provided ways to overcome general challenges, within sports the demand for physical exposure, the home-grown rule and the high price are seen as challenges and limiting factors. Solutions had been mostly found through joining networks and through migrants own initiatives and organizations.

Efforts are wide spread and uncoordinated and do not reach a sufficient part of the population in order to make an impact on the large scale. The project and uncoordinated nature of almost all the efforts made so far and the lack of definition, do not support the development of sustainable structures, expertise and networks.

Costs, lack of access, bullying, racism and other demotivating factors as identified in this study need to be removed by the authorities. Full awareness of the topic seems to be lacking on most parts. Costs are a major factor as well.

There is a need for lobby, representation and agency for overcoming limitations in migrant situations and for grassroots sports to promote physical activity for health and social reasons and to coordinate between the different sectors involved, as well as to coordinate between the different sectors involved. Facilities need to be provided on a sufficient level and expertise should be maintained and developed. Social media, electronic tools and apps should be made use of in order to promote physical activity for social and health reasons.

Diversity training and other sensitizing training should be provided and attended on every level in the structures. Minorities should be empowered and their participation should be secured on all levels.

2. Resources and research question

2.1 Topic of interest

The topic of the research are challenges in migrant situations and sports as a promoter of migrant health, social inclusion and social cohesion and how effective concepts can achieve sustainability.

Recent research has shown the challenges migrants are facing, specially relating to experiencing violence, health challenges (Myllyniemi, 2016) and losing out on opportunities (Yle, 2016).

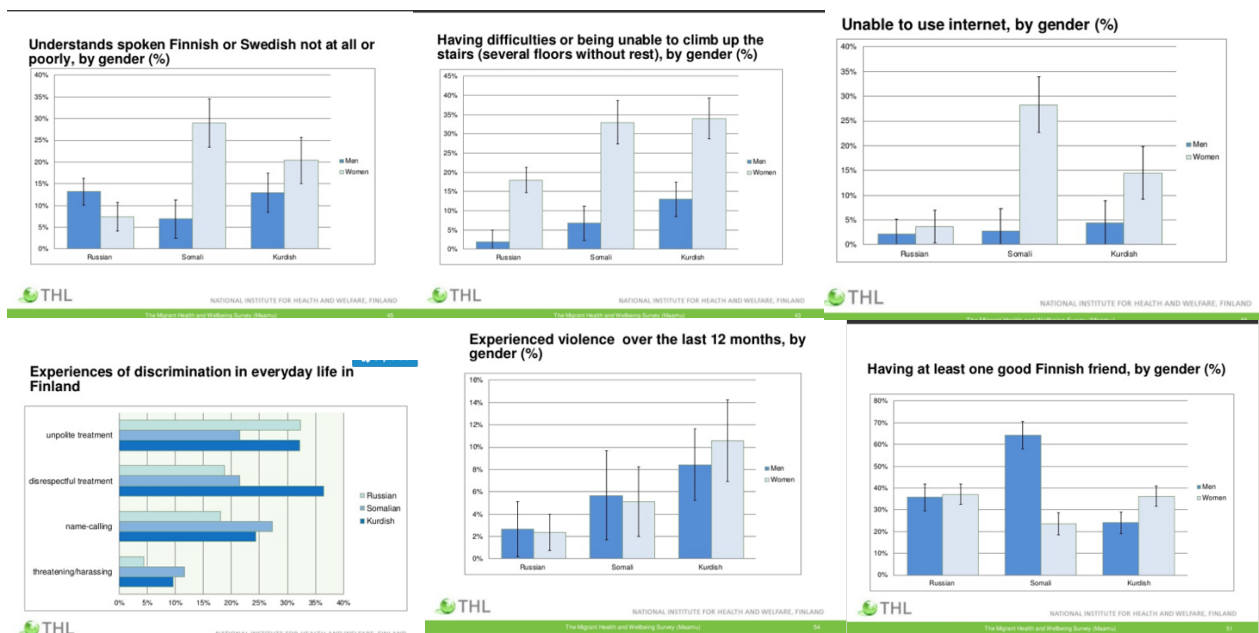
A study by the Finnish health service THL showed that different migrant groups have different levels of challenges, mostly in lacking contacts within the Finnish born population and concerning mental and physical health, specially for women and a higher level of experience with physical violence and discrimination. About 30% of the Somali women were not able to use the internet, to understand spoken Finnish or to climb the stairs (THL, 2018).

Meanwhile Baumann and Cardoso (2016) reported to the European Commission (DG EAC) High Level Group (HLG) on Grassroots Sport about all respectable academic studies to be pointing to significant economic benefits from grassroots sport through positive impact on health, crime prevention and social cohesion. It was also stated that further research was needed in order to make recommendations for sustainable funding opportunities.

The HLG defined Grassroots Sport as follows:

“Grassroots sport is physical leisure activity, organised and non-organised, practised regularly at non-professional level for health, educational or social purposes.”

This research has been interested in the sustainable funding opportunities for good practice and the challenges migrants are facing and how they can be overcome. We ask the questions how sports can be related to the answers and how sustainable financing for grassroots sport could be achieved.



2.2 The research questions were as follows:

Q1: What are the limitations and challenges for refugees and migrants?

Q2: What are the ways to overcome those?

Q3: How can the good practices be implemented in sustainable ways?

2.3 Aims

The aim of the study is to identify existing challenges in migrant situations and ways to overcome the obstacles and if sports is related to those and be used in a sustainable way.

2.4 Research idea, purpose of the study

Objectives are to:

- 1) identify challenges and solutions in migrant situations
- 2) explore the benefits and challenges to sustainable, inclusive and integrative sports
- 3) develop concepts and identify agents to promote sports contributions to migration

2.5 Data and resources

The data was collected through two surveys (2016 & 2018), two sets of interviews (2016 & 2018), and from secondary data. The surveys are focusing on challenges and solutions in migrant situations and on experiences with sports. The surveys had been distributed through different facebook groups and by direct messaging, through this the participation had been wide spread and a sufficient amount of answers had been provided.

For the second set of interviews (2018) seven persons in leading positions within organizations which focus on migrant participation and inclusion had been chosen, three from migrants own cultural organisations, two from migrants own sports initiatives and two from traditional sports clubs, in order to get different points of views. In the first set of interviews (2016) persons in responsibility on the governmental, ministerial, municipal, federation and organization level had been approached and at least one from each area had been interviewed, all together eight persons. The contacts had been established through the Liikkukaa – Sports For All network. All of the interviewees except two had been on the director level and two had been responsible for relevant areas to the research in their work. All of the interviewees had held responsibility and have large experience in the field.

The secondary data was mostly used in order to confirm the findings in the interviews and surveys. Through these resources it had been possible to gain data from all levels involved in the implementation and participation in sports in relation to migration. As the data from the different resources is corresponding, it was possible to make reliable conclusions.

2.6 Impetus and Key references

The scientific reports evaluate the roles and possibilities of sports for social inclusion and cohesion and recommend to sensitize professionals, while highlighting that the undeniable potential of sports is not being made use of.

Amara et.al. (n.d.) evaluate on the potential of sports and the benefits of diversity management, while stating that there is a lack of examples where this potential has been made use of in a large scale. Fink and Pastore (1999) conclude that “..there is a real need to invest in sensitising professionals from the respective camps as to the roles which sport can play in tackling social exclusion of these groups.”

Journal articles and interviews with researchers evaluating research and survey results, as “Nuoria liikkeellä!” (Myllyniemi and Berg, 2013) are indicating that the need for suitable concepts to be used widely in order to benefit of leisure activities for social cohesion is ever growing.

All research mentioned point out the special challenges in migrant situations and the importance and potential of Grassroots Sport, while calling for further research and suggestions in order to effectively implement best practice and secure sustainability.

3. Project specification

3.1 Type of research:

The research was combining quantitative and qualitative research methods. The combined data highlights opportunities and obstacles from different angles in support of effective suggestions.

3.2 Keywords:

Keywords were: Grassroots sport, fundraising, sustainable funding, social cohesion, inclusion, participation, society, sports, leisure activities, migration, minorities, mental and physical health, prevention, education, diversity, asylum seekers, refugees.

3.3 Methodology:

3.3.1 Data collection

Data collection was executed in three parts: Two Surveys, two sets of interviews and consulting secondary data.

A structured online survey (2018) was developed to explore the challenges in migrant situations and the role of sports in those to answer research question 1 and 2.

A second online survey (2016) was developed to explore sports participants’ satisfaction with the opportunities provided in Finland. The survey data aimed to answer research question 3.

The surveys were designed to highlight the current situation. The surveys provide information about several different aspects:

- Challenges in migrant situations
- Ways to overcome challenges in migrant situations
- The role of sports in migrant situations
- Challenges for migrants in sports
- Level of satisfaction with sports opportunities
- Suggestions for improvement
- Motives and attitude towards sports

As Football is the largest sport in Finland by number of participation and to focus the results, football was used as an example in the second survey, but questions did give the opportunity to comment on alternative sports.

Yes/no, open-ended and multiple choice questions were used, anonymity was granted and efforts have been made in order to avoid leading questions. Questions were designed to raise both quantitative and qualitative data and were asked in different formats in order to get detailed and relevant data. The survey data was collected from August 2018 to September, 2018 through several facebook groups (RASMUS, LIIKKUKAA, COSMOS JUNIORS, HDS, International Migrants, Refugee Hospitality) some sports related but in order to meet a wide variety of potential customers also to non sports related groups. Some people have been contacted directly through messenger at different times of day, depending on their being online at the moment.

Two sets of semi-structured interviews with leaders of migrant initiatives, leaders of organisations for social inclusion, sports managers and civil servants were conducted for qualitative data. The themes of the interviews have been:

First set (2018, seven interviews):

- Challenges in migrant situations
- Ways to overcome challenges
- The role of sports
- Challenges within sports

Second set (2016, eight interviews):

- Cooperation and coordination
- Good practices
- Minority participation
- Service quality
- Challenges and achievements
- Sustainability

Interviews have been made with decision makers in the field at the director level. They represented social initiatives, migrant initiatives, cultural organisations, sports clubs, migrant sports umbrella organisations, sports federations, municipalities and government/ministry, always two of each area of responsibility, (some represented more than one area), in order to get balanced views. There were a total of 15 interviews, 11 of them face to face and 4 combining phone, facetime and e-mail.

Homepages, statistics, research and good practice reports were analyzed in order to confirm and validate data from the survey and interviews.

4. Process of the research investigation, specifications and procedures

4.1 Data analyses

4.1.1 Quantitative and secondary data:

Descriptive statistics (percentages, means and distributions) were used to investigate RQ1. (Saunders M. and Lewis P. Doing research for business & management 2012 p. 168.

Quantitative and secondary data has been used in order to validate primary and qualitative data.

4.1.2 Qualitative interview data:

A qualitative content analysis was used to analyze the qualitative data (Saunders M. and Lewis P. 2012 Doing research in management & business p. 187).

The analyses of the interviews and qualitative survey data were made by coding the answers and addressing them to relevant categories and subcategories. Some interview questions have been added in later interviews in order to validate statements made by previous interviewees.

Similar statements which had been made by several interviewees, as well as statements which concerned similar findings in the survey and the secondary data and statements which had been stressed by one or some of the interviewees have been regarded with priority.

The categories and coding had been created according to the research question(s), they are:

1) Obstacles and challenges, 2) minorities, 3) electronic tools and private enterprise, 4) possibilities, 5) sustainability, 6) recommendations, 7) representation, 8) social cohesion, 9) health, 10) projects and concepts, 11) facilities, 12) quality and standards.

Those sub-categories have then been re-organised into 8 larger categories. Eventually those 8 categories filtered into 5 main categories: Challenges, Ways to overcome, Motivation, Structures and Resources.

5. Data and findings (P2.3)

5.1 Surveys

5.1.1 Demographics

The number of response in the second survey (2018, Challenges) has been 90, 18,89% had migrated during the past three years, 40% during the past 20 years and 41,11% before that. answers have been provided by 4 participants under the age of 20, 49 over the age of 20 and 37 over the age of 40. The gender had been 43,33% had been male, 53,33% female and 3,33% other. This survey provides a balanced view also from the female migrant perspective.

The number of response in the first survey (2016, Role of sports) has been 120 and most answers have been provided by participants over the age of 20 (except 4) and 67.5% of them live in the Finnish capital region, so the data is mostly relevant for urban areas. 62.2% had been male, 37.8% female.

5.1.2 Survey results (Survey screenshots attached)

The leads given by the responds are backed up by using available secondary data.

Interesting statements have been made in the open question and commentary sections and some of them had been made repeatedly, bringing up issues not foreseen during the design of the surveys. The surveys can serve to further improve services and tackle some of the challenges. It can also serve sports in order to reach out to migrants and providers of sports equipment and facilities to better understand their stakeholders in migrant situations.

5.1.3 Challenges and limitations in migrant situations (2018 survey)

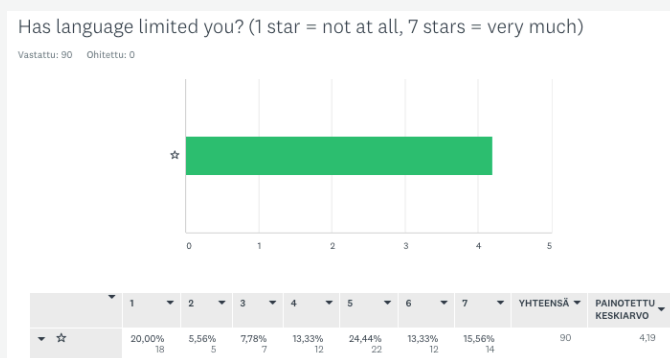
Language:

Language has been identified as the biggest limiting challenge in migrant situations.

53,3% of the those who responded felt that language had limited them much or very much. Lack of language skills had been cross-referenced several times in the context of making friends and having access to employment and information, which makes it an urgency to teach the language, to provide information in different languages, while also lowering the demand for language skills.

This was also several times expressed in the comments sections to different questions:

“Difficulty to read the legal letters and notification sent by Migration Office, bank, insurance, tax office and a lot (of) other office(s). Also inability to read newspapers and mix into the society. The lack of information about the offered programs by any governmental organizations etc.”



Other limitations have been almost as relevant as the demand for language skills and some of them have been seen in connection to limited knowledge of language:

Regulations:

24% experienced that regulations have limited them much or very much, specially when applying for work and for visa. EU citizens who had migrated within the EU found that EU regulations had not been implemented and followed, which led to confusion and uncertainty. Demand for language skills had been amongst those limiting regulations:

“Outrageous requirement of "native" Finnish language. What the (..) does that mean?”

“Home Grown rule in football, House owner(ship) limitation, Drivers license recognition, business owner limitations (for migrants)”

Lack of contacts:

About 40% of the persons who responded experienced that a lack of contacts has limited their opportunities much or very much. They felt that recruiters would prefer to hire persons who are known to their network and who can provide a recommendation by a Finnish person. There appears

to be a degree of discrimination based on the lack of contacts. Responders also felt that the lack of contacts kept them from learning the language and gaining information.

Comment:

“The job market is controlled by connections and blatant xenophobia. If you have a foreigner name, even though you speak A+ Finnish and you're white and Christian, you're done for. No one cares. Now, change your name to Finnish and voila, you got a job It's hard to make contacts when you dont speak the language.”

“Yes, in Finland you need to know someone to recommend you. In the Finnish job market, everything works via contacts. Networks make decisions and employ their own people”

Lack of information:

33.6 % of the persons who responded to the survey felt that lack of information limited their opportunities much or very much. Often the lack of language skills and difficulties with online information were pointed out as the reasons for this.

Comments:

“Often I feel that the websites are vague or over-explained on purpose so the navigation becomes difficult, therefore less people will search.”

Finance:

Financial difficulties were pointed out by 40.1% of the responders and a much or very much limiting factor.

Access to sports:

About 25% of the people who responded experienced much or very much limited access to sports. In this section the most comments were made. It was pointed out that the lack of protected privacy in the locker rooms and the demand for physical exposure in the sauna areas have been challenges. In the comment section it was explained that this was mostly due to language issues, but also due to difficult working hours while most team sports is conducted in the evenings, restrictive rules like the ‘home-grown’ rule and for sports being too expensive.

Comments (selection):

“Sometimes inability to join some places due to language but mostly time table and economic situations.”

“Everything is so expensive, even sports equipment for jogging is so expensive that I just exercise at home. Nothing like the wide range of activities I did back in my home country. No swimming, horseback riding, bicycling, zumba, none of that here. It's just unreasonably expensive.”

“I wanted to join 24/7 Fitness because of its convenient opening hours, three branches being in Tampere city centre (two near the university and one near our home), and one of our friends being an instructor there. However, when I finally worked up the courage to go in and ask about joining, there was a new employee there who seemed confused; and said that my social security number isn't enough, I need Finnish citizenship (!!!). That seemed strange, since I can work in Finland without Finnish citizenship, yet she (wrongly) said I need it to join the gym.”

“In Finland, people often go to the sauna naked (...). At first, I felt really uncomfortable about this, not just because of the cultural differences, but because I felt ashamed of my own body. (...) I feel like my comfort has improved since I've become more familiar with the Finnish culture, and since I've started exercising more and eating more healthily with local people and friends”

5.1.4 Ways to overcome challenges and limitations

The comment section in the survey gave some indication on ways persons in migrant situations have dealt with the challenges:

- Volunteered in organizations
- Joined network
- Had a mentor
- Joined migrant associations
- Found friends and contacts in sports
- Exercised alone at home
- Gave it time to learn language and understand regulations

The answers point at the important role of mentoring, networks and organizations and sports and migrants own associations. In the THL study Somali migrants had more Finnish friends and more ties to their own families and showed a higher level of satisfaction with their life situation than even Finns, despite of the highest level of discrimination, which confirms the role of migrant communities.

Comment:

“I volunteer with various initiatives and organisations, I joined the Business Tampere Ambassador network, and I participated in the Talent Tampere mentoring program.”

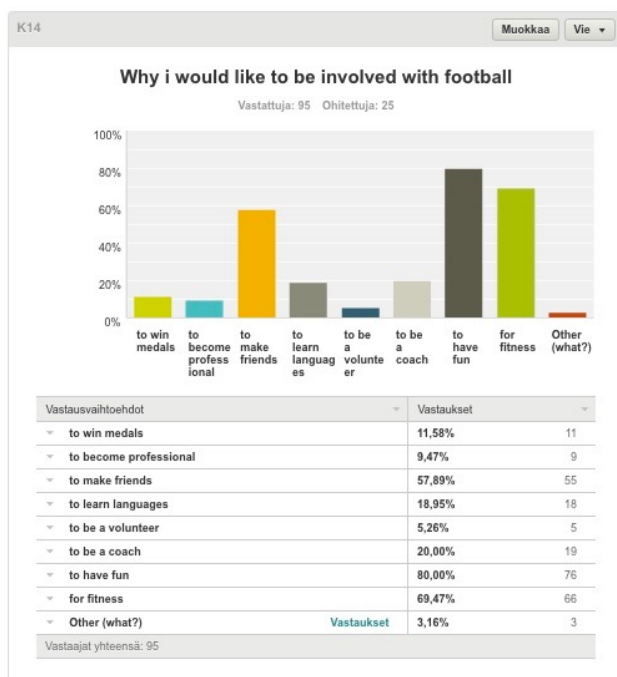
5.1.5 Conclusion (2018 survey)

In the survey about challenges in migrant situations most limitations had been connected to high demands of language skills and resulting in limited access to employment, information and friendships. Regulations had been found to be discriminative. While sports has provided ways to overcome general challenges, within sports the demand for physical exposure, the home-grown rule and the high price are seen as challenges and limiting factors. Solutions had been mostly found through mentoring, by joining networks and through migrants own initiatives and organizations.

5.2.1 Motivation for participation in sports (2016)

The (2016) survey shows that football almost lives up to expectations. 60.5% of the responders play football weekly or at least sometimes. 19.3% are not interested in football, 20.2% prefer other sports and hobbies, ice hockey and American football, tennis and swimming as well as cycling had been mentioned in the comments. The 3 main reasons for playing football are:

1. to have fun
2. to increase or maintain fitness
3. to make friends



Fitness could not be measured in this survey, but fun (80% to 81,05%) and making friends (57,89% to 57,89) have been achieved slightly over the expectations.

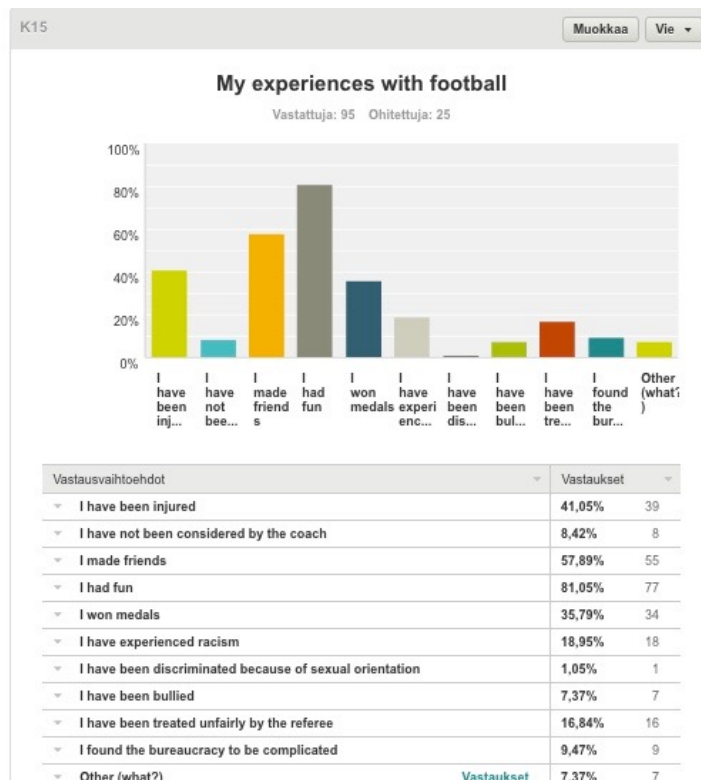
Interestingly, also learning languages had been a strong reason for many to play football (18,95%). While only 5,26% are ready to volunteer, 20% wanted to be coaches.

An interesting fact is that while only 11,58% expected to win medals, 35,79% of the responders had actually received medals. This would point at an inflation of medals, maybe decreasing their worth, or a misunderstanding between the organizers of football and the participants as for their motive to play football. Here is an opportunity for clubs, if they could offer less competitive football at the right price, to reach out to migrants.

Responders comments:

“You forget all your problems and get in a better condition when playing football. That's what i like. As a pastime hobby amongst friends, it would be nicer to have more smaller fields for playing football.”

“Football brings people of all race together but I dislike difficulty of playing space in Finland.”



5.2.2 Facilities

The availability and condition of facilities has also been a major concern for the interviewees and had been mentioned repeatedly. Also the lack of sheltered dressing rooms for individual intimacy had been pointed out as a challenge.

Responders comments: *“Hate the fact there is limited grass pitches also the 3G pitches should be watered before playing a game as when it is dry there is the risk of burns and I dislocated my shoulder as the dry rubber gripped body when I was tackled.”*

“Open lockers and open showers (basically, absence of options) is a limiting factor.”

Through cross examining different parts of the participation survey it was possible to make conclusions on how factors relate to each others and about segments and groups of customers.

96.5% of the responders play football during summers, but only 42.7% at winter.

The biggest concern in football is the high amount of injuries. 41.05% of the responders have been injured in football. In the commentary sections the poor condition of the fields and facilities is repeatedly blamed for injuries.

5.2.3 Electronic tools and private enterprise

Some comments said that games have been organized through facebook, others have organized football through the work place or simply with friends.

Responders comment: “ (I play football through a Facebook group for women to find others to play with (we agree date and time weekly))”

Equipment has been seen as fairly easy to come by, anyway 33.33% answered that it would be too expensive. (In Finland it might be compared to the more expensive but popular ice hockey) and there are troubles to come by certain sizes and customers find a solution in buying online.

Responders comments:

“It is easy while you don't need equipment.”

“Buy online at SportsDirect better choice cheaper and better quality”

“I'd like to by Fair trade balls.”

5.2.4 Costs

Responders would be ready to spend more money on football as they are actually doing. While 42.3% of the responders tell that they would be able to spend 20-50€ monthly on football only 23.3% are actually spending this much. Anyway, only 12.3% are being able to spend more than the Finnish ministry of education recommended maximum of 50€ monthly (TULaviisi 2013, Seuratuki ja 50€), while the actual cost to participate in organized football is 80–250€ monthly.

In the open commentary section some responders replied that organized football is expensive, but 41.86% of the responders said they could spend more than 20€ monthly for playing football.

Responders comment:

“In Finland playing football in a club is expensive, specially if ur parents have little income”

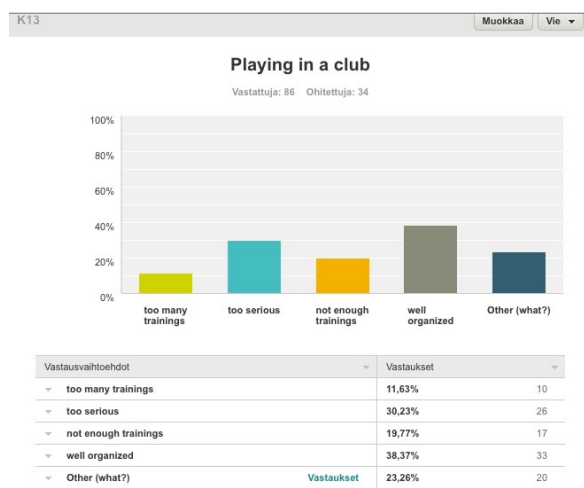
5.2.5 Structures

When it comes to organized football, as concerning mostly clubs, federations and municipalities, the situation is complex.

Several factors can be seen as challenging. Organized football is partly seen as being too competitive or serious 30.23% and/or to bureaucratic 9.47%.

While 35% of the responders play football in a club, 53.75% play outside organized football.

It has been remarked to be somewhat difficult to find footballing opportunities (25.2 %) and that families have not found what they needed (31.6%).



5.2.6 Minorities and social cohesion

Next to the high amount of injuries, the experience of racism has been the second biggest challenge (18,95%). We had asked if at least one of the parents had been born outside Finland and 22.5 % of the non EU citizens and 27.3% of the not Finnish but EU citizens had experienced racism. As this is the only growing group within the Finnish population, it will be crucial for the future of Finnish football to eradicate racism. Similar problems have been found in bullying, being treated unfairly by referees and not being considered by a coach.

Responders comments:

“We need more referees and linesmen at all levels so referee is not alone. We need control mechanisms to punish racism ..”

“..my experience of racism was not directed to me, but to a team mate.”

“What I like is the exercising, meeting new people. What I don't like is as it is a competitive sports people easily manifest their ugly side.”

5.2.7 Conclusion (2016 survey):

There is a large potential for organized football to include more participants, a large part of them even willing to pay a fair price, but only 10.6% are able to pay more than 50€ monthly. Costs should be arranged accordingly. Organized club football is received as fairly well managed, 38.4% appreciate that it is well organized, but there are challenges in the services build around it and in the monopoly position of organized football and the municipalities. For the monopolist to maintain the popularity of its product and to secure its position, the quality of facilities and refereeing and a less competitive atmosphere in order to avoid injuries should be provided. Racism, bullying and discrimination should be erased.

5.3 Interviews with organization leaders (2018)

Interviews have been conducted in early September 2018 with seven leaders of different organizations which are involving migrants. 2 Interviewees have been from mainstream sports clubs, 3 from organizations involved in culture and integration and two from migrant self-initiated sports clubs. This mix was chosen to get answers from different points of view. The interview answers have been categorised for analyses in the following:

- Challenges in migrant situations
- Ways to overcome challenges
- Opportunities to overcome challenges through sports
- Challenges within sports

5.3.1 Challenges in migrant situations

Facing prejudice and discrimination have been the factors mentioned by almost all interviewees, along with a non supportive environment, financial challenges and lack of information. Also lack of language skills, problems to understand local regulations and the experience of racism had been pointed out. It was said that the lack of finance and the fear of being discriminated and to experience racism prevents migrants from joining mainstream organizations and leads them to retreat into their own circles. Another result of the limitations was said to be the sense of being rejected, stress because of racism and loneliness. The lack of agency and lobby for persons in migrant situations was felt as a challenge when trying to overcome limitations.

5.3.2 Ways to overcome challenges

The most stressed answer for overcoming challenges was to have friends and family and to participate in organizations, or start up own organizations. All of the interviewees pointed out that it takes initiative by the person in migrant situation. Two interviewees answered that government initiatives and programs have been helpful in the past, another that it is important to recognize sources for useful information. Mentoring was not mentioned and seems to be an underused resource.

5.3.3 Opportunities to overcome challenges through sports

Sports was seen as a major contributor in order to overcome challenges. Sports helped to find friends and build networks. It also helped to feel mentally healthy by improving confidence and autonomy over own actions and improved physical health. Building up confidence and staying positive minded was the factor mentioned by all interviewees.

5.3.4 Challenges within sports

Homegrown rules, xenophobia and discrimination were pointed out by all interviewees as limiting factors within sports. Also the challenge of non protected privacy at dressing rooms and showers were mentioned several times, also in connection with Muslim women in swimming. . The small amount of migrant role models as coaches, managers, board members, mainstream club leaders and employees was seen as a challenge regarding motivation and trust. Lack of information and guidance and socio-cultural barriers were pointed out by a manager of a mainstream sports club.

5.3.5 Organization leaders interviews (2018) conclusion

Racism, discrimination, xenophobia and prejudice were the major challenges in migrant situations, both in general as in sports. Those resulted in the sense of being rejected and were demotivating factors. Other factors have been lack of language skills and information. Solutions have been mostly found through personal contacts and organizations and demanded the persons own initiative. Sports has been seen as a major contributor to improve personal networks, physical health and confidence. A lack of mentoring has been indicated in the interviews.

5.4 Interviews with sports authorities (2016)

The interview answers have been categorised for analyses in the following:

- Cross-sectionalism and representation
- Facilities
- Health
- Minorities and social cohesion
- Electronic tools and private enterprise
- Sustainability, projects and concepts, benefits
- Costs
- Quality, standards and evaluation

5.4.1 Cross-sectionalism and representation

One interviewee had a very strong opinion that it is not possible to mix health and social oriented sports with elite-sports or competitive sports. *“They are like fire and water.”* In his opinion Grassroots Sport should have their own organisations and be supported through the health and social structures rather than the sports sector.

This was supported by several of the other interviewees, while others had been suggesting that the work should be done cross-sectional. It was also said that Sports representatives do not have a strong voice in the cross-sectional dialog and that within sports, those stakeholders who would be the most important target groups do not have a voice within sports. It was also pointed out that parents have an important role in how children and youth relate to physical activity.

5.4.2 Facilities

Almost all of the interviewees stressed the importance of sports facilities. There should be a sufficient amount of those, they should be easy to reach and provide a safe environment.

It was said that elite sports is over-using the available facilities, leaving little space for grassroots sport.

One interviewee pointed out the development of free-to-use outdoor facilities in nature and in parks, like climbing walls, frisbee golf areas and skate parks, which are gaining popularity with young people outside of organised sports.

5.4.3 Health

Two of the interviewees pointed out that people who are in the most need for physical exercise are often the ones actively rejecting it, because physical activity is out of their perceived comfort zone. Naturally they do not lobby for their possibilities to participate in physical activities and it takes a lot of effort and resource in order to initiate their participation in sports activities. It was said that often medication seems to be the easier and initially less costly way in order to treat those stakeholders. It was also pointed out, that those costs will eventually be much higher than for the initial efforts to support the person in starting a physically active life-style.

5.4.4 Minorities and social cohesion

Most interviewees reported that they have a good participation of migrants, often through projects and through football because it is the most popular sport with migrants. Some reported that they had good participation in their Grassroots program, but not by migrants, suggesting that the participation in those would be too expensive for migrants.

One interview partner reported that racist attitudes within the municipal population has led to challenges in implementing their programs.

Minorities and migrants are almost not participating in leadership and planning at all. Only one interviewee could identify one person who's father had been born in another country in a sub-committee of their organisation, but suggested that there might be some more migrants and minorities participating in some planning groups which concern their specific topics. One interviewee reported on sports institutes, training and competition build for disabled people.

In migrant self organised organisations, this was mirrored by almost all of the decision makers and participants being migrants. Next to municipalities, migrants own organisations have the most concepts and highest number participation of migrants in Grassroots Sports activities, except the one sport which is very popular amongst migrants.

One interviewee said that migrants are a heterogeneous group and should be represented better on all levels. Swimming for migrant women has been the most mentioned in the interviews additional to football.

5.4.5 Electronic tools and private enterprise

One interviewee said, somewhat mockingly: "Maybe 'Pokemon Go' is our solution." and one sports federation has recently developed an app in order to promote grassroots sports and to make their sport more popular.

Also opportunities provided by private enterprise, such as gyms and game-parks had been mentioned.

5.4.6 Sustainability, projects and concepts, benefits

There had been different opinions about the value of projects. Although almost all the existing activities had so far been run through projects almost all the interviewees expressed frustration in the short term effects of temporary funding.

Anyhow some interviewees pointed out the benefits their organisations had by being able to initiate activities, to build new networks, learn about a new approach and to gain relevance within society. Also some of the gained network, experiences and methods had been carried on, once the project funding had ceased. Most of the interviewees had organised some Grassroots initiatives in their organisations and the migrant organisations had been specialised on those. Also municipalities had a lot of different groups and concepts. One interviewee said that motivating volunteers would support sustainability. Although most of the concepts described by the interviewees had low threshold, low demand on commitment for the participants and except one, low cost as well as some other elements in common, all of the concepts had been self-developed by the respective organisations and none of them had been shared or coordinated with other actors. The only one sustainable concept runs on covering the costs or actually providing a profit, "We provide attractive grassroots sport at the right price!", but is seen as being too expensive for migrants and other groups with low income at average.

5.4.7 Costs

Costs are a frequently repeated topic in the interview answers. It is generally agreed that no costs or low costs for the participant are a significant factor in order to increase physical activity and participation in Grassroots Sport.

The immense savings for the economy in the health and social sector, as well as in crime prevention are repeatedly pointed out. One interviewee said: “Solely the annual increase of health costs is as large as the whole budget for sports.”

Another interviewee reported that although the benefits are well known, the results of prevention are not as tangible as medals and that decision makers have recently increased the support for elite sports and decreased the support for health oriented and social sports.

5.4.8 Quality, standards and evaluation

None of the interviewees was aware of any generally and largely implemented standards and guidelines.

On the governmental level the ministry makes recommendations to the organisations which are funded through government to follow the legal equality standards and to promote sports for health.

The effect of those is evaluated by research organisations.

Municipalities and organisations specialised in providing sports opportunities for migrants have reported to follow up through annual reporting and evaluation. Others simply follow the numbers of participation and assume to be on the right track, as long as participation numbers are going up annually.

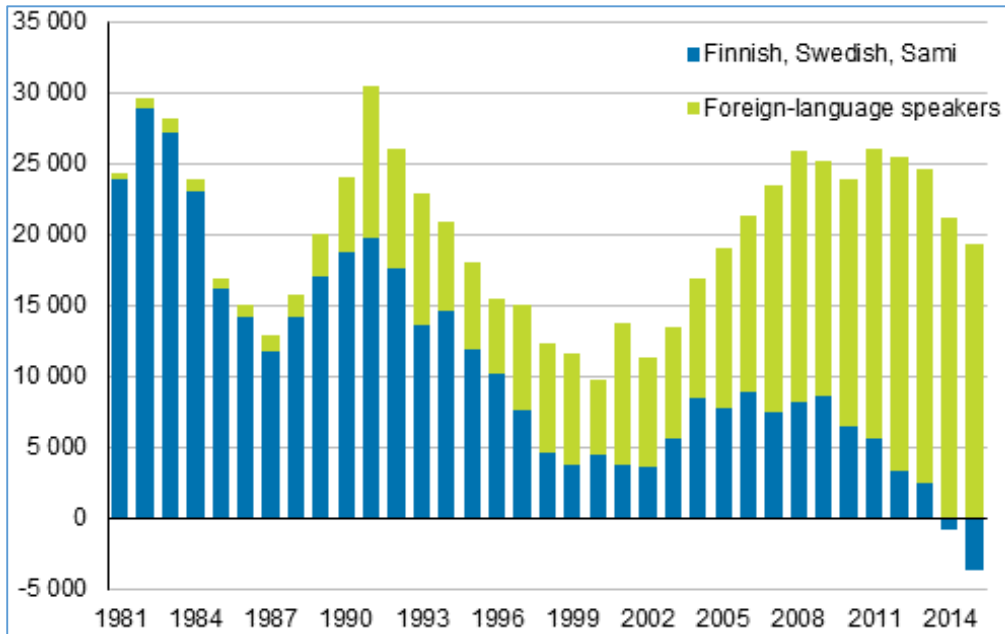
5.5 Secondary data

In order to follow up and to validate data which has been produced through survey and interviews secondary data has been examined for this research. The secondary data which has been consulted concerns population growth, participation in sports activities, usage of online tools, racism and discrimination and the benefits of sports for social cohesion. The data stems from homepages, previous research reports, statistics and articles.

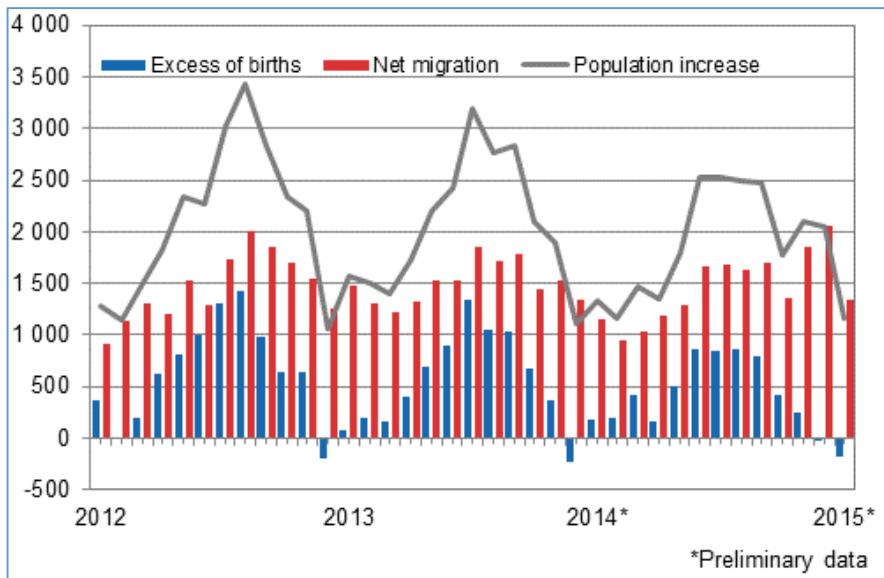
5.5.1 Minorities and social cohesion

Bellos (2002) describes how football has had a crucial role in unifying the diverse society of Brazil and the obstacles it had to overcome over a period of 50 years in order to do so. Those obstacles were mainly poverty, racism and prejudice.

As diversity in the Finnish population is growing, there are also growing concerns over the potential of grassroots sports not being benefitted of and the negative effects of sports being too exclusive, as described by (Berg, April 2016) in her research on sports opportunities in Finland.

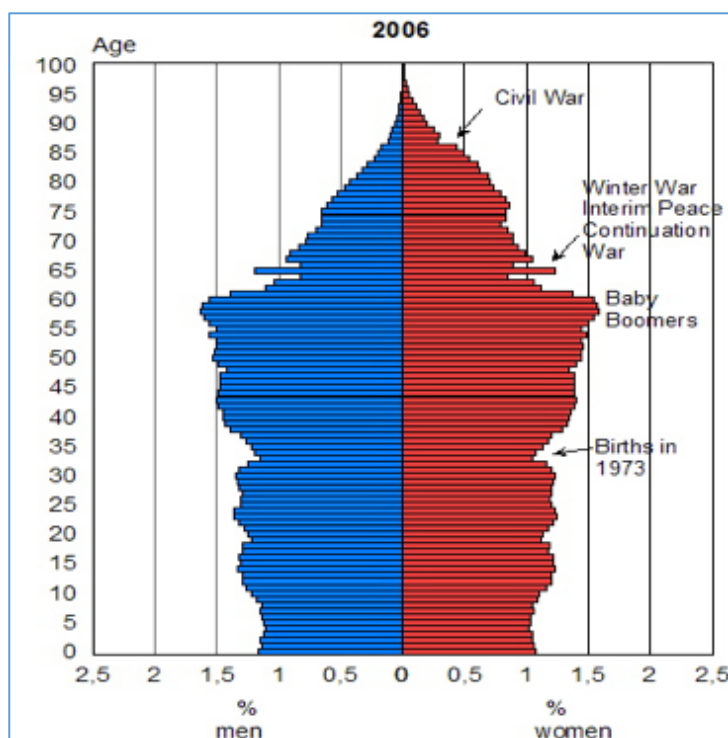


Elling and De Knop (2011) state that the topic of social inclusion and social cohesion to be promoted through sports is far too complex to be given an easy answer to or to fit into an all too narrow concept. In their opinion both migrants own initiatives as well as mainstream sports initiatives can contribute to social inclusion and cohesion.



Statistics Finland, 2016, development in the Population

Some European and national regulations as the Football federations 'homegrown' rule are restricting the possibilities of migrants to participate in Football. In Finland the 'homegrown' rule restricts the number of players who have not played in Finnish football for at least 3 years before they turned 19.



Liikkukaa – Sports For All (2012) has published results of secondary data research the organisation has done on the participation of migrants in football in Helsinki in their 2012 Annual report.

According to this migrants in the higher leagues are receiving a similar amount of warnings and sanctions through the referees than non-migrants, but in the lower leagues, the difference is significant, from 1.7 in the 4th highest league to 3.3 times more in the 5th highest.

This could confirm the claims in the survey regarding the level of refereeing. It was further found that migrants own organisations offer the least expensive services to their members and that those organisations are decreasing in number even though the number of migrants in the region has doubled in the past 10 years.

Migrants were not participating in mainstream clubs in equal numbers to their share of the population. There have been reports by the European Union Agency for Fundamental Rights (2011) about court cases in Finland concerning racism and discrimination in sports, racism at football games, as well as discrimination against Muslim women in sports.

An article published by YLE on the findings of researcher Päivi Berg “Children outside sports clubs: The 2010s new discriminated!” (Berg, April 2016) has called for lively debate.

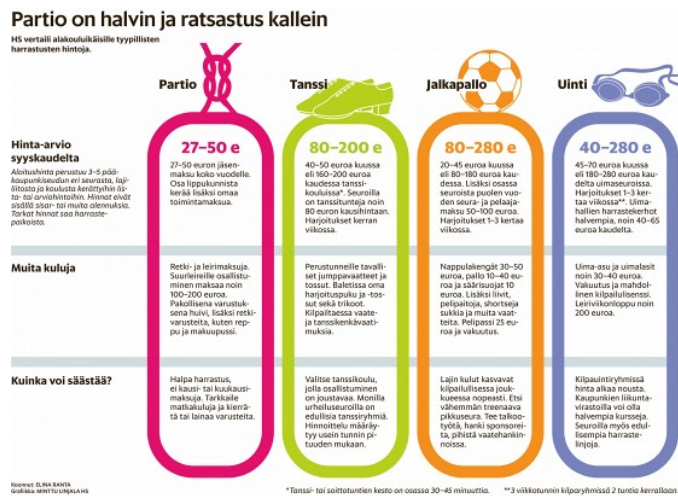
The article focused on the hypothesis that children who are left out of sports clubs, are disadvantaged towards others, because of the life experience and social skills as well as networks gained through participating in sports clubs.

Myllyniemi, P (2016) stated that only 56% of young people feel they are part of society compared to 76% only 3 years earlier.

5.5.2 Costs

Costs have been identified as a major obstacle to sports participation, Helsingin Sanomat has published a statistic in 2013 pointing out that costs for one family member participating in organised

sports can be up to 300 € monthly, not considering the even more expensive sports, as for example ice hockey.



Helsingin Sanomat, 2013, monthly cost for scouting, dance, football and swimming

While cost is a significant obstacle in the participation in Grassroots Sport, competitive sports is making healthy profits. The soccer federations are a **huge economic** force in their regions. For example the umbrella organization FIFA alone had a revenue of USD 5,718 million within 2014 (2007-2010: USD 4,189 million).

Both the soccer market as well as the app market are growing billion dollar industries. According to Panja T. and Cruz J. (2013) Nike alone had a turnover in soccer related products of 2 Billions in 2011, FIFA had a revenue of 5.7 Billion in 2014. Both numbers had grown up to than and since than. There is no combined data on all soccer related revenue worldwide in total, but it can be expected to be several hundred billions.

5.5.3 Sustainability, projects and concepts, benefits

A large range of good practices are listed by Maijala and Fagerlund (2012), SPIN EU-project report and Good Practice guide 2014 and Liikkukaa – Sports For All (2012), some of them also show how for example migrant women can be encouraged to change to a physical active lifestyle.

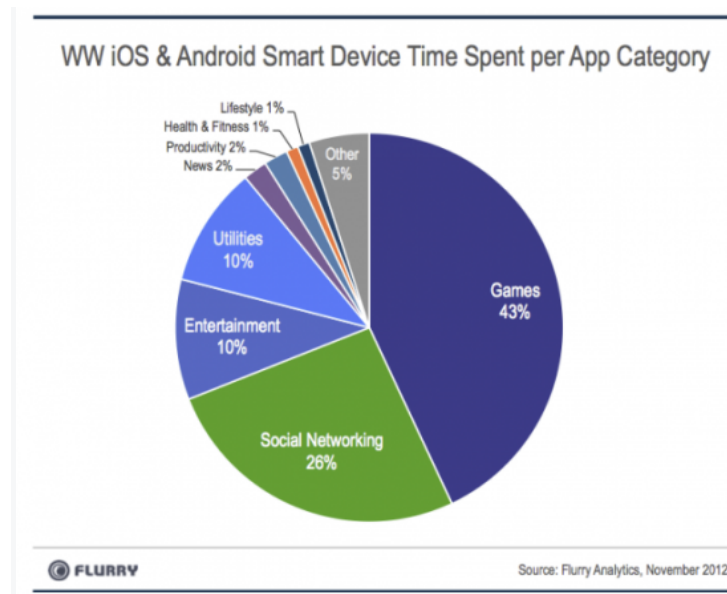
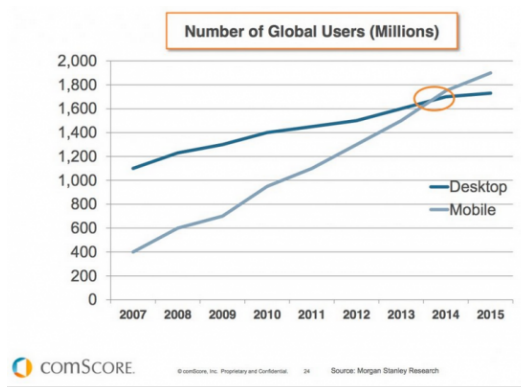
A prime example is a group of Muslim women who had difficulties to make their families agree to their wish to exercise sports. The example shows how the families could be convinced to support the women participation in physical exercise and how this has led to a change in lifestyle involving the whole family.

There is no lack of Good Practice examples. Most of them have been conducted as part of projects and not many could have been continued once the project was over, anyhow they had increased experience and build networks.

5.5.4 Electronic tools and private enterprise

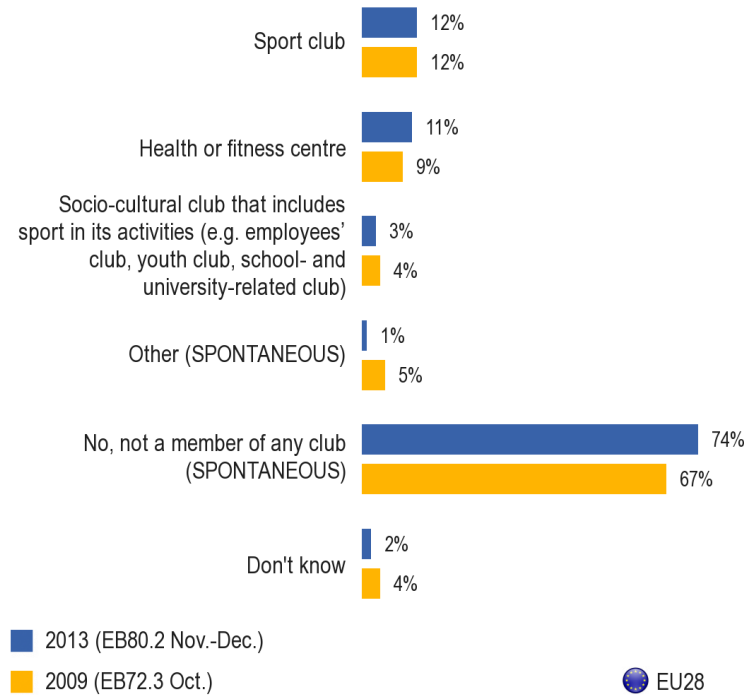
The recent success of the `Pokemon Go´ mobile app and some of the survey results motivated this research to take a look at the app market. The app market is expected to be a 77 billion industry by 2017 involving a significant amount of users.

Social media, such as facebook are often used to arrange events.



As reported through the European commissions 'Eurobarometer: Sport and physical activity' in 2014 the participation in organized sports and sports in general on the European level has decreased from 2009, it will be interesting to follow up what is leading to this trend. The Eurobarometer also shows that the use of privately held sports facilities like gyms and health clubs is slightly increasing while physical activities through social or cultural organisations is strongly decreasing, thus the economic factor is of increased importance.

QD10. Are you a member of any of the following clubs where you participate in sport or recreational physical activity?



6. Research evaluation and summary of the techniques used and resulting evaluation

6.1 Meeting aims and objectives

The research was able to identify existing challenges in migrant situations and ways to overcome limitations, obstacles and possibilities for a sustainable grassroots sport concept on the large scale and to make recommendations in order to promote migrants access to society, public spaces and employment, to promote social cohesion, to prevent crime and to achieve substantial savings in the public health sector through grassroots sport.

6.2 Methods

Methods have been appropriate and the coding and using categories for the analyses has supported the comparability of the results.

A qualitative content analysis (Saunders M. and Lewis P. 2012 Doing research in management & business p. 187) was conducted and compared with existing literature on best practices to develop a tool/concept/brand to be marketed at large scale in order to promote social inclusion through sports in Finland. The interviews revealed obstacles and opportunities and even provided unexpected views, which lead to more secondary data to be analyzed then originally planned in order to verify those leads.

7. Interpretation and analyses of the results in terms of original research specification

The research questions were asking about the level challenges and limitations, ways to overcome those and opportunities provided in grassroots sport and the level of understanding with decision makers.

Additionally the research wanted to find out how the best practices in Grassroots Sports can be promoted on a large scale and how can (a) marketable and feasible concept(s) could be developed to gain sustainable financing for promoting social cohesion through sports.

As a main result it was found that the challenges and the opportunities can be found in 3 categories: Structures (Agency), Motivation and Resources.

7.1 Structures

Structures have been limiting migrants access to public space and employment. The lack of a lobby and representation for migrants needs has been identified. Also in sports there seems to be no true agency in order to promote physical activity for health and social reasons and to coordinate between the different sectors involved. Efforts are wide spread and uncoordinated and do not reach a sufficient part of the population in order to make an impact on the large scale. The project and uncoordinated nature of almost all the efforts made so far and the lack of definition, do not support the development of sustainable structures and networks. Support is mostly found through friends, families and migrants own initiatives. Some organizations provide ways to deal with the challenges. Rules like the homegrown rule and language requirements are still part of the structural limitations.

7.2 Motivation

Discrimination, racism and prejudice, along with facilities which have limited access for minorities are major demotivating factors. Motivation is mostly found once efforts have been made and first signs of success promote confidence in further initiative.

For sports we can identify 3 main groups in the population, those who are physically exercising on a regular basis already, those who would like to exercise but get de-motivated by obstacles like costs, lack of possibilities, bullying and racism in sports and poor service quality in sports and those who are not interested, or even reject physical activities, the latest group being the most important in order to achieve an impact on the public economy. Full awareness of the topic seems to be lacking on most parts. The project nature of almost all the efforts made so far, does rather de-motivate than motivate in the long run.

7.3 Resources

Both, surveys and interviews have shown a significant lack of facilities and the complexity of the challenge demands for expertise from different sectors. The project nature of almost all the efforts so far does not support sustainability of expertise. Costs are a major factor as well. There also is a lack of services such as mentoring.

7.4 Validity and reliability of the results

The research analyses used data which had been repeated by several interviewees and validated by the survey results and secondary data. Survey participants had been randomized and the research structure followed Saunders M. and Lewis P. 'Doing research in business & management' (2012). The same results have been found by previous research (Elling A., De Knop P. and Knoppers A., 2001) as well as (Warburton D., Whitney C., Shannon N., Bredin S., 2006) and (Slofstra P., 2013) have the same findings. Also governmental expert groups (*ETNO thesis on young peoples leisure activities, 2014*) and (Baumann W. and Cardoso C., 2016. Report to Commissioner Tibor Navracsics , 'Grassroots Sport - Shaping Europe') *have come to the same results.*

The sample size of 120 and 90 for the surveys has been sufficient as well as the number of interviews (15). The interviewees had all been in relevant positions and experienced in the topic of the research and the results of the interview analyzes and the survey have been confirmed by comparing them to secondary data and are thus reliable and valid.

8.1 Recommendations and areas for further consideration (P3.3)

Demotivating factors as identified in this research should be erased and efforts for motivating the most needy groups should be financed. A lobby, or representation for persons in migrant situations needs to be established and empowered in order to promote the ways that limitations and challenges can be overcome.

Facilities need to be provided on a sufficient level and expertise should be maintained and developed. Social media, electronic tools and apps should be made use of in order to promote physical activity for social and health reasons.

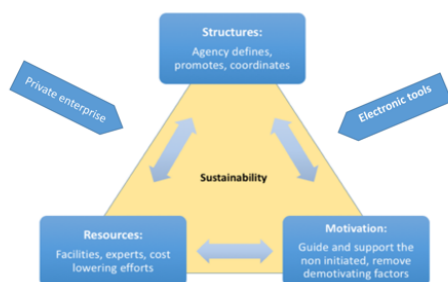
Diversity training and other sensitizing training should be provided and attended on every level in the structures. Minorities should be empowered and their participation should be secured on all levels.

There might be some resistance to a change in the structures and some of the existing organizations might need to be convinced of the long term benefits of implementing those steps.

An agency and/or a cross-sectional high level round table for the promotion of physical activity for social and health reasons should be established apart from the competitive sports structures, in order to be able to focus on this important topic and to coordinate between the different sectors involved. The agency should also define and brand sports for health and social reasons.

Project funding should be continued in order to initiate efforts, but in order to achieve sustainability organizations focused on grassroots sports should receive regular funding. Also private enterprise should be encouraged to engage.

Figure: Summary of the key findings



8.2 Recommendation for future research:

Costs in the health and social sector caused by traumatizing and demotivating factors for people in migrant situations and the lack of physical activity outgrow versus the costs of providing access, as well as to overcome challenges and motivating those in need to embrace a more physically active lifestyle should be researched.

There is a sufficient amount of good practice reports. The best practices should be analyzed, common factors identified and quality marks developed. The results should be branded for large scale use and promoted through an agency.

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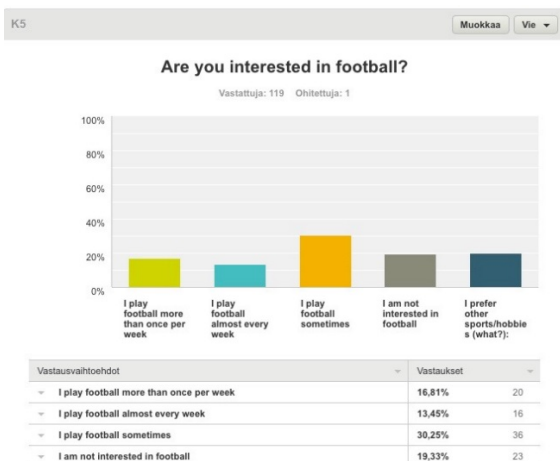
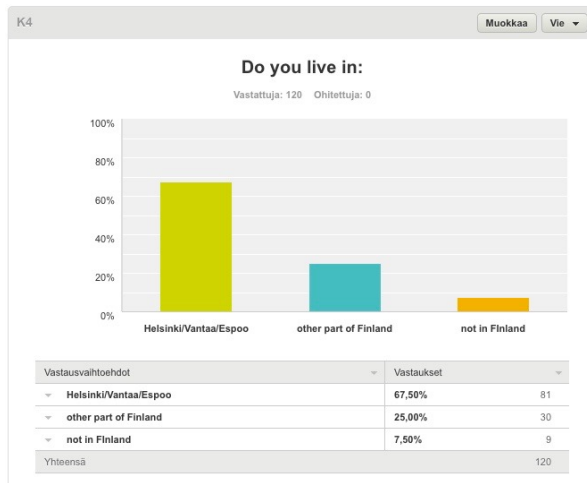
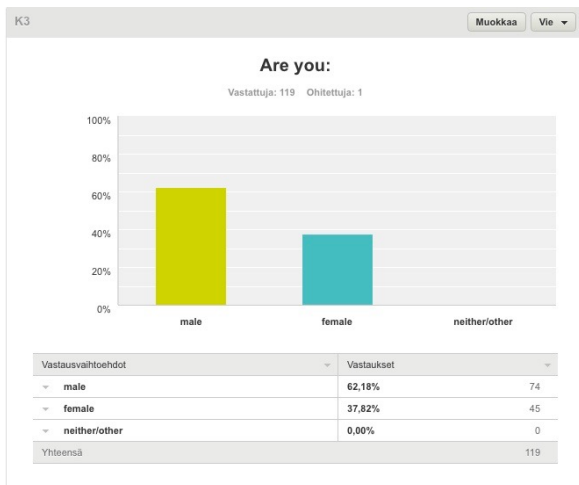
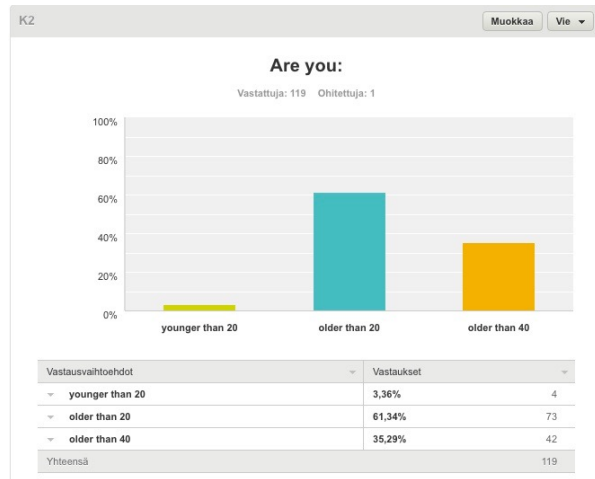
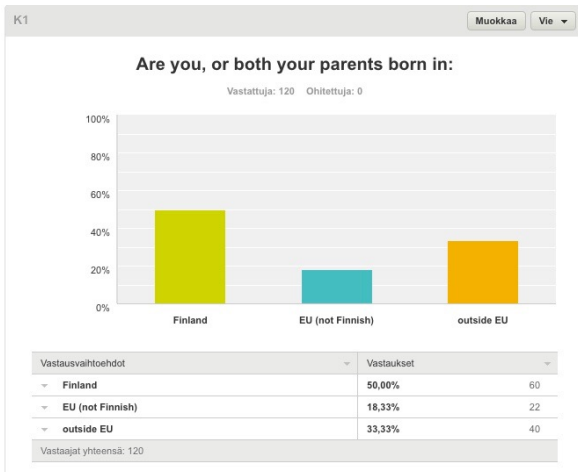
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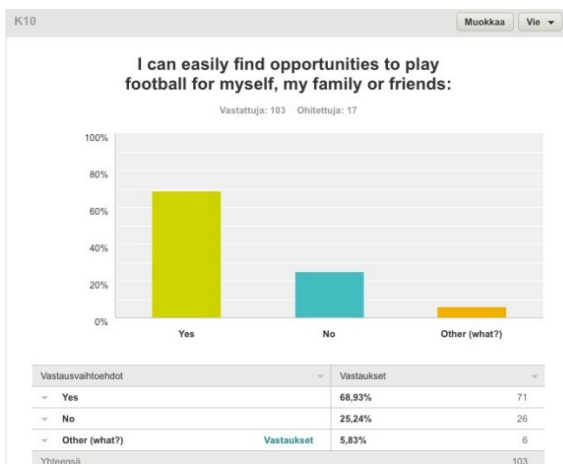
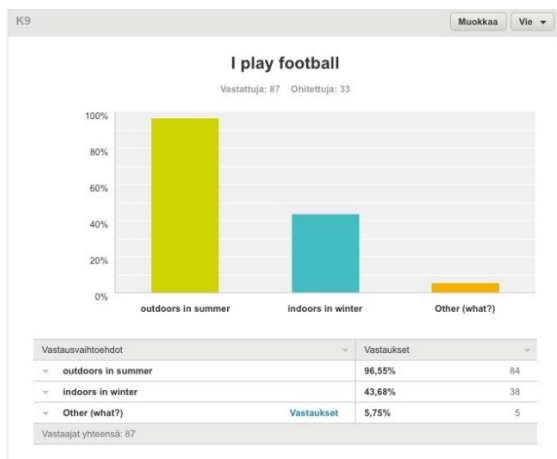
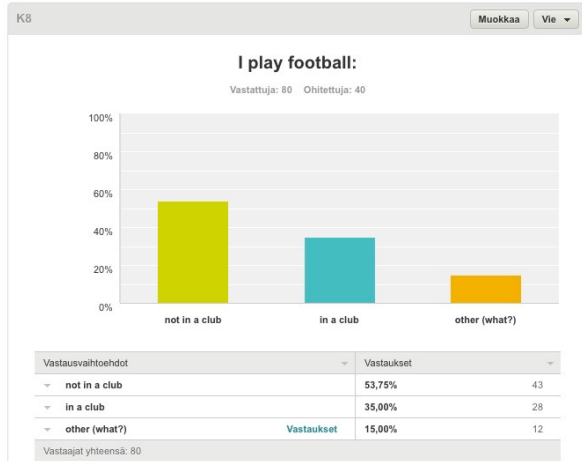
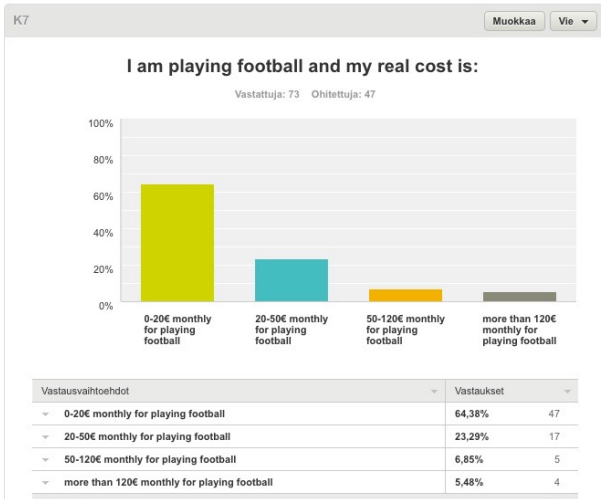
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10. Attachments:

9.1 Survey screenshots

9.1.1 Sports participation (2016) survey:





What i like/dislike about playing football:

Vastattu: 64 Ohitettu: 56

Vastaukset (64) | Tekstianalyysi | Omat luokat

PRO-OMINAISUUS
 Tekstin analysoinnin avulla voit hakea ja luokitella vastauksia sekä tarkastella usein käytettyjä sanoja ja lauseita. Voit käyttää tekstin analysointia korottamalla tilisi GOLD- tai PLATINUM-tasolle.

[Korota tasoa](#) | [Lisätietoja >](#)

Luokittele... | Suodata luokittain |

Näkyvissä 64 vastausta

It creates joy in my life and a way for me to relax. And it brings diverse people together
 20.5.2016 18:13 [Katso vastaajan vastaukset](#)

I dislike playing football because it's a "contact sport."
 20.5.2016 10:30 [Katso vastaajan vastaukset](#)

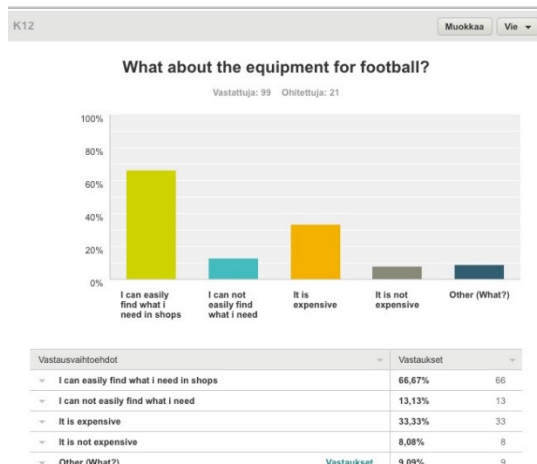
The organisation is good, however is difficult to play because one must the right group of people to play with.
 20.5.2016 9:02 [Katso vastaajan vastaukset](#)

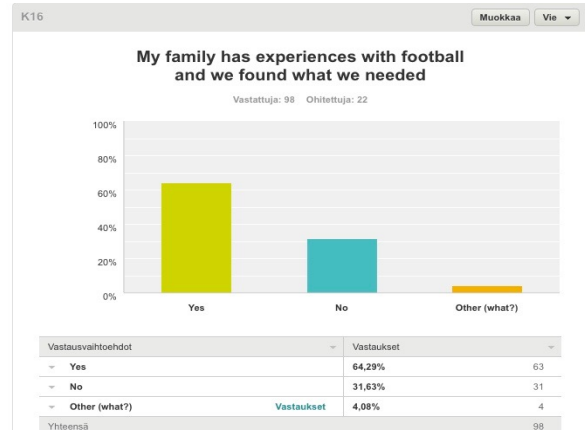
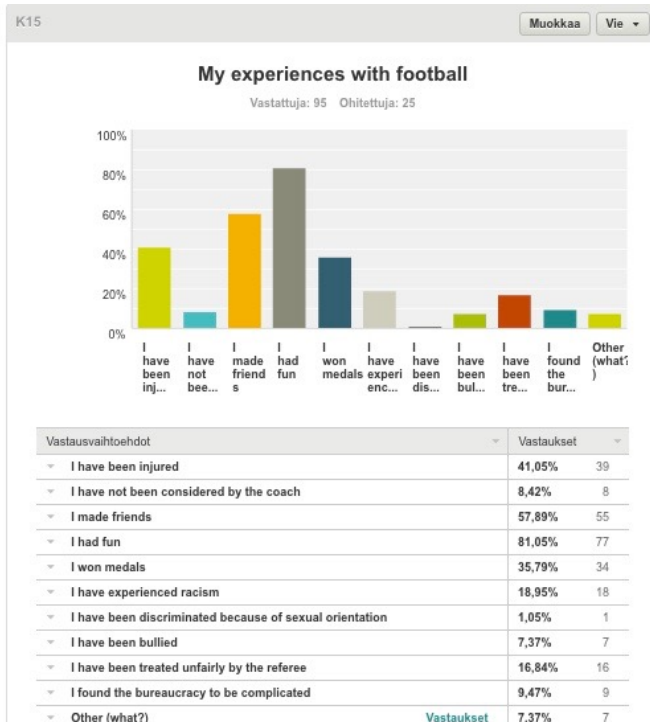
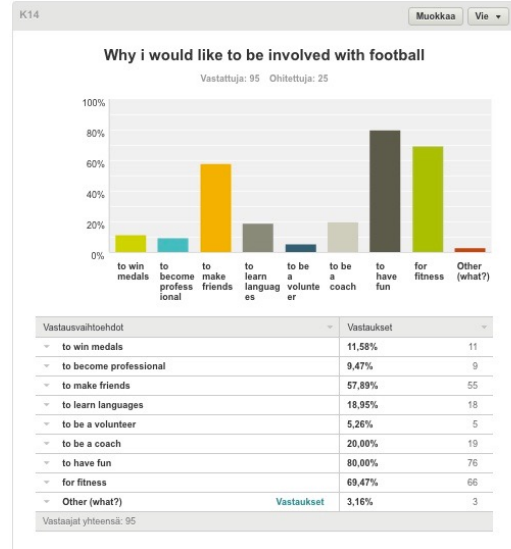
Football is social game that I like. High costs I dont like.
 20.5.2016 8:11 [Katso vastaajan vastaukset](#)

Team spirit, challenge, physical and mental health benefits.
 20.5.2016 0:40 [Katso vastaajan vastaukset](#)

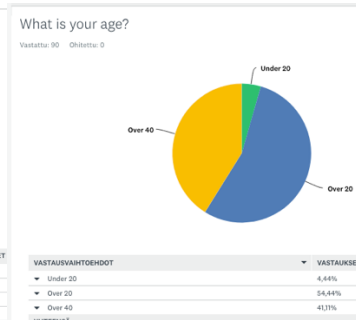
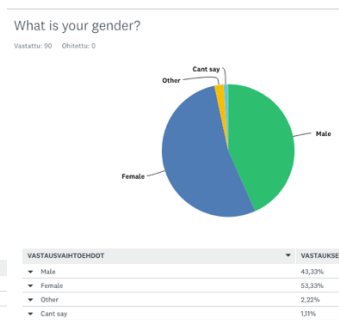
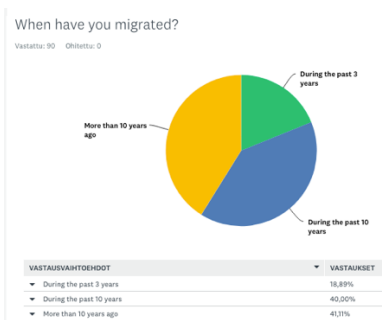
If you have to play in the sand field
 20.5.2016 0:34 [Katso vastaajan vastaukset](#)

I like the opportunity of socialising with others.
 19.5.2016 23:39 [Katso vastaajan vastaukset](#)



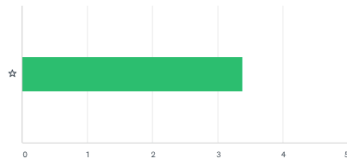


9.1.2 Limitations (2018) survey:



Have regulations limited you? (1 star = not at all, 7 stars = very much)

Vastattu: 89 Ohitettu: 1

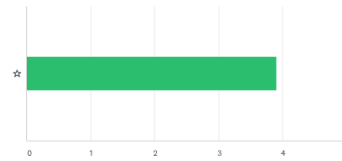


	1	2	3	4	5	6	7	YHTEENSÄ	PAINOTETTU KESKIARVO
☆	28,09% 25	11,24% 10	10,11% 9	22,47% 20	13,48% 12	2,25% 2	12,36% 11	89	3,38

Kommentit (21)

Has lack of information limited you? (1 star = not at all, 7 stars = very much)

Vastattu: 90 Ohitettu: 0

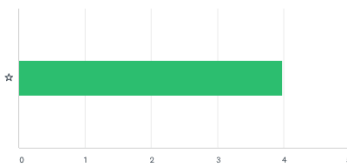


	1	2	3	4	5	6	7	YHTEENSÄ	PAINOTETTU KESKIARVO
☆	16,67% 15	12,22% 11	14,44% 13	21,11% 19	10,00% 9	7,78% 7	17,78% 16	90	3,90

Kommentit (19)

Has lack of contacts limited you? (1 star = not at all, 7 stars = very much)

Vastattu: 90 Ohitettu: 0

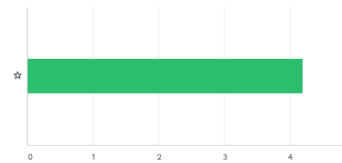


	1	2	3	4	5	6	7	YHTEENSÄ	PAINOTETTU KESKIARVO
☆	18,89% 17	8,89% 8	14,44% 13	15,56% 14	16,67% 15	6,67% 6	18,89% 17	90	3,98

Kommentit (18)

Has language limited you? (1 star = not at all, 7 stars = very much)

Vastattu: 90 Ohitettu: 0

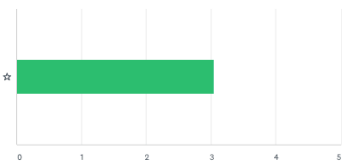


	1	2	3	4	5	6	7	YHTEENSÄ	PAINOTETTU KESKIARVO
☆	20,00% 18	5,56% 5	7,78% 7	13,33% 12	24,44% 22	13,33% 12	15,56% 14	90	4,19

Kommentit (17)

Did you experience limitations in your access to sports? (1 star = not at all, 7 stars = very much)

Vastattu: 90 Ohitettu: 0

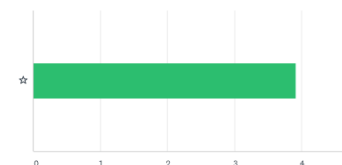


	1	2	3	4	5	6	7	YHTEENSÄ	PAINOTETTU KESKIARVO
☆	34,44% 31	14,44% 13	12,22% 11	12,22% 11	13,33% 12	4,44% 4	8,89% 8	90	3,04

Kommentit (20)

Has sports been useful in your situation? (1 star = not at all, 7 stars = very much)

Vastattu: 89 Ohitettu: 1



	1	2	3	4	5	6	7	YHTEENSÄ	PAINOTETTU KESKIARVO
☆	22,47% 20	12,36% 11	10,11% 9	10,11% 9	15,73% 14	10,11% 9	19,10% 17	89	3,91

Kommentit (17)

9.1.3 Survey comments:

Immigration bureaucracy is crazy

Language integration studies are only possible if done in the first three years of migration. So, I could not get language studies as I started working in a place that did not need language skills as soon as I got my residence permit. I lost the job and now am stuck at 0

As an EU citizen, working and studying here and still not having a social security card after 5 years is insulting. Like I haven't been paying taxes and learned the customs and the language yet

Contradictory EU rules in Finland

I don't know if they are genuine regulations, but banks have used them as a reason to deny me services as a non-EU citizen

Outrageous requirement of "native" Finnish language. What the hell does that mean?

Home Grown rule in football, House owner limitation, Drivers license recognition, business owner limitations (for migrants)

Not very much as most are fairly ok only there is need to improve for non-natives to adjust to them.

Often I feel that the websites are vague or over-explained on purpose so the navigation becomes difficult, therefore less people will search.

Difficulty to read the legal letters and notification sent by Migration Office, bank, insurance, tax office and a lot other office. Also inability to read newspapers and mix into the society. The lack of information about the offered programs by any governmental organizations etc.

information is available mostly in Finnish and noone has the complete picture of how things work.

Not having a support net is a big thing

The job market is controlled by connections and blatant xenophobia. If you have a foreigner name, even though you speak A+ Finnish and you're white and Christian, you're done for. No one cares. Now, change your name to Finnish and voila, you got a job

*I
it's hard to make contacts when you dont speak the language*

I volunteer with various initiatives and organisations, I joined the Business Tampere Ambassador network, and I participated in the Talent Tampere mentoring programme

Yes, in Finland you need to know someone to recommend you

In the Finnish job market, everything works via contacts

Networks make decisions and employ their own people

Everything is so expensive, even sports equipment for jogging is so expensive that I just exercise at home. Nothing like the wide range of activities I did back in my home country. No swimming, horseback riding, bicycling, zumba, none of that here. It's just unreasonably expensive.

I wanted to join 24/7 Fitness because of its convenient opening hours, three branches being in Tampere city centre (two near the university and one near our home), and one of our friends being an instructor there. However, when I finally worked up the courage to go in and ask about joining, there was a new employee there who seemed confused; and said that my social security number isn't enough, I need Finnish citizenship (!!!). That seemed strange, since I can work in Finland without Finnish citizenship, yet she (wrongly) said I need it to join the gym

Sometimes inability to join some places due to language but mostly time table and economic situation

Mainstream Clubs not accessible, finally found good migrants clubs

Timetable, shift work long working days

open lockers and open showers (basically, absence of options) is a limiting factor

Keeping healthy and not depresses

I actually feel more productive afterwards, especially when I come home and do laundry and cooking. Even before I noticed any change in my appearance, I already felt better about myself, and I felt less inclined to try and cover up my body. In Finland, people often go to the sauna naked (unless it's mixed gender). At first, I felt really uncomfortable about this, not just because of the cultural differences, but because I felt ashamed of my own body. I'm not sure whether it will ever be something I'm fully comfortable with, but I feel like my comfort has improved since I've become more familiar with the Finnish culture, and since I've started exercising more and eating more healthily

with local people and friends

They've been good for my mental health but I have yet to make good local friends or contacts through them

Got some acquaintances, releases stress, make you feel part of a group (group sports)

Found friends and contacts, had fun, stayed fit, felt i could be myself

Know people and get integrated

- take stress off

10. Interview questions sports structures, (English/Finnish):

Date:

Name:

Type of organization:

Position in organization:

1. A. Does your organization have a grassroots program?

B. If it has, are you using a concept shared with others, or did you develop your own concept?

2. What are your organizations experiences with grassroots sports?

- A. What are the benefits your organization is expecting or already having?
 - B. What are the challenges and obstacles you expect or already having?
 - C. What are the objectives you have reached?
3. Does your organization have a concept for non competitive sports for people between the age of 13 and 29?
 - 4.
 5. A. What is the rough percentage of people with recent migrant background (at least one grandparent born outside of Finland) participating in your sports?
B. Other minorities
 6. A. What is the percentage of employees with migrant background in your paid staff?
B. Other minorities
 7. A. What is the percentage of board members with migrant background in your organization?
B. Other minorities
 8. A. What is the percentage of committee members with migrant background in your organization?
B. Other minorities
 9. Where do you see possibilities and needs in order to achieve sustainability for grassroots sports programs?
 10. The EU commission has received a report stating that although grassroots sports is highly beneficial to society, there is no concept for it at the large scale. Why do you think that is?
 11. What would you suggest in order to promote grassroots sports?
 12. How do activities you are supporting promote social inclusion, health cost savings and crime prevention?

13.

A. How do you monitor the quality of the services you are providing or promoting?

B. Are there any quality standards established for grassroots sports in your area of responsibility?

14. Do you know about the MKLA-program (maahanmuuttajien kotouttaminen liikunnan avulla), what are the experiences?

HAASTATTELUKYSYMYKSET

Nimi:

Organisaation tyyppi:

Asema organisaatiossa:

1. A. Onko organisaatiolla ruohonjuuritason toimintaohjelma?

B. Jos on, käytättekö samaa toimintamallia jonkun muun kanssa, vaiko itse kehittämäänne omaa konseptia?

2. Millaisia kokemuksia organisaatiollanne on moninaisuudesta ruohonjuuritason liikunnasta?

3. Onko organisaatiollanne konsepti ei-kilpailullisen liikunnan järjestämiseksi 13 - 29 -vuotiaille?

4. A. Mikä suunnilleen on järjestämänne toiminnan osallistujista sellaisten ihmisten osuus, joilla on lähihistorian maahanmuuttajataustaa (väh. yksi isovanhemmista syntynyt Suomen ulkopuolella)?

B. Entä muiden vähemmistöjen osuus?

5. A. Mikä on maahanmuuttajataustaisten osuus palkatun henkilöstön osalta?

B. Entä muiden vähemmistöjen osuus?

6. A. Mikä on maahanmuuttajataustaisten osuus palkatun organisaationne hallituksessa?

B. Entä muiden vähemmistöjen osuus?

7. A. Mikä on maahanmuuttajataustaisten osuus organisaationne komiteoissa, valiokunnissa vapaaehtoisissa tms. toimijaryhmissä?

B. Entä muiden vähemmistöjen osuus?

8. Missä näet mahdollisuuksia ja tarpeita kehittää kestävästä ruohonjuuritason urheilu- ja liikuntatoimintaa?

A. Millaisia etuja organisaatiollenne on odotettavissa tai jo realisoitunut?

B. Millaisia haasteita organisaatiollenne on odotettavissa tai jo realisoitunut?

C. Mitä päämääriä olette saavuttaneet?

9. A. Millä tavoin arvioitte tarjoamienne tai markkinoimiennen palvelujen laatua?

B. Onko ruohonjuuritason liikunnalle omalla vastuualueellanne vakiintuneita laatustandardeja?

10. Missä näet (vaillinaisesti hyödynnettyjä) rahoitusmahdollisuuksia ruohonjuuritason liikunnalle?

11. EU:n komissio on vastaanottanut raportin 'Grassroots Sport - Shaping Europe', jonka mukaan ruohonjuuritason liikunta on erittäin hyödyllistä yhteiskunnalle, sen organisoinnilta puuttuu laajamittainen toimintamalli. Miksi luulet, että näin on?

12. Mitä keinoja ehdotatte ruohonjuuritason urheilun ja liikunnan edistämiseksi?

13. Onko MKLA-ohjelma tuttu (maahanmuuttajien kotouttaminen liikunnan avulla)?
Kokemuksia?

9.2 2018 Interview, challenges in migrant situations:

From your point of view as leaders in organizations involving or working with migrants and refugees, could you give me some input on those four questions:

What are the limitations and challenges refugees and migrants are facing?

A: money, language, logistics, alienation, discrimination, prejudice

E: lack of information, prejudice, finance

D: language, knowledge, migrant folklore, migrant bubble (you are stuck inside it): hostility

I: financial, sense of rejection

J: unfamiliar and non supportive environment

C: Access to job market, loneliness, stress because of racism, migrants have no lobby

K: language problems, problems to understand and adopt local rules and cultural demands

lack of information financial challenges sometimes migrants and refugees seem to be afraid to join local groups and teams - even if they are warmly welcomed

How did refugees and migrants overcome those limitations and challenges?

A: networking, support from organizations, support from governmental agencies

E: participating social inclusion programs, taking first step, initiative

D: learning to recognize sources of reliable information

I: participating in activities that organizations organize

J: starting own clubs,

C: through friends and family, if at all, else they moved away

K: Very often through the children of families, or friends who already found a place in sports clubs or organizations.

What is the role of sports in overcoming those limitations and challenges?

A: making friends and networking

E: connection, health

D: builds confidence, feeling of autonomy over outcome of own actions

I: coaching, experience success

J: give more confidence, pull out your abilities, gives a sense of being welcome

C: Finding friends, taking roles, staying positive minded

K: Sports is a universal language and brings people together easily

Sports helps to build up self confidence

What limitations and challenges do refugees and migrants face in sports?

A: discrimination, homegrown rules

E: xenophobia, not used to procedures, socio cultural barriers

D: prejudism, attitude and expectation, don't get to be coaches, managers, board members

I: access to facilities

J: financial barriers, home grown rule, don't reach decision making positions, lack of role models

C: homegrown rule, expensive, facilities not protecting intimacy, clubs not culturally sensitive, racism through referees and sports organizations

K:

sometimes it might be to find a suitable group (swimming for Muslim women for example)

the wish to get own local sport activities organized, there might be no facilities