

Diverse Tipperary: An Integration Strategy

2023

Embracing Cultures
and Differences

2023-2025



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Foreword

As Chairperson of Tipperary Local Community Development Committee, I welcome the publication of this Strategy 'Diverse Tipperary'. Migration and Diversity offers a huge opportunity for Tipperary. Those who have come to live here from around the world have enriched our society in terms of culture, language, new business ideas, social activities and friendships and it is imperative that they continue to feel welcome and at home in Tipperary. This strategy and action plan reinforces Tipperary LCDCs commitment to creating a sustainable response to the challenges and opportunities posed by the changing population which it serves.

The aim of the new Integration Plan 2023-2025 is to work towards creating a vibrant, inclusive and truly intercultural society in which all residents belong and are valued equally, regardless of their nationality, culture or beliefs.

Tipperary Local Community Development Committee along with our partners Tipperary County Council is active in promoting diversity, equality and partnership. The celebration of different cultures in our county can be seen in activities including festivals and events, which are enriched by the participation and often leadership of migrant communities. This new strategy is an important next step in building a truly intercultural Tipperary, a Tipperary that will benefit everyone

We look forward to working together over the next three years to connect people and communities ensuring a sense of belonging in Tipperary for all our citizens.



Mr. Eoin Wolahan
Chair of Tipperary LCDC

Endorsement by Tipperary County Council

Tipperary County Council endorses and welcomes this Diverse Tipperary Migrant Integration Strategy. The process through which it was derived has harnessed much good will, expertise and commitment. This document gives effect to many voices and, as an organisation, we are strongly committed to driving and supporting its full implementation over the next two years.

We recognise that our communities, both urban and rural, are among the main enablers of interculturalism. Community consultations and participation together with the inclusion of migrants in community activities and decision-making, are hallmarks of this strategy and will be key to its delivery.

The values and principles articulated in this strategy are consistent with our organisation's core values and ways of working as set out in our Corporate Plan and in our Public Sector Duty Policy. We welcome, in particular, the integration of economic and social goals.

The actions proposed will ensure that services meet the needs of our diverse population and that services are accessible to all our citizens.

This strategy was developed to ensure that Tipperary County Council as a partner with the Local Community Development Committee meets the needs of our growing diverse population and it also sets out our commitment to promote migrant integration in the county.

We strongly commend this strategy and look forward to co-delivering it.



Joe Mac Grath
Chief Executive,
Tipperary County Council



Cllr Roger Kennedy
Cathaoirleach,
Tipperary County Council

Section 1: Introduction

Tipperary Local Community Development Committee welcomes and celebrates the rich contributions of different nationalities and ethnicities to the understanding and expression of what it means to be Irish in the twenty-first century.

Notwithstanding the overwhelming positives associated with migration, there are challenges. The migrant experience has not been homogenous, and while most are integrating well into life in Tipperary, some are falling behind and many migrants are vulnerable to economic and social exclusion. Migrants are more likely than Irish people to hit glass-ceilings with respect to the progression of their careers, and several are not employed in the sectors in which they are qualified. Migrant populations are under-represented in many facets of life, including civil society and political structures. Regrettably, racism, xenophobia and prejudice are features of Irish life, and migrants, particularly Roma and those who have come from Africa and Asia, have been on the receiving end of attitudes and behaviours that run counter to the norms and principles of integration.

The needs analysis underpinning this strategy identifies the importance of language – competence in English – to enable migrants to integrate and to feel more fully part of society.

Consultations with migrant communities also reveal the merits of ensuring adequate translation and interpretation services, and service providers in Tipperary indicate tremendous openness and willingness to embrace technological interfaces enabling better communication with migrants.

Stakeholder consultations point to the importance of engaging specifically with children and young people in promoting integration. While migrant children and youths may grow up in an Irish environment and have a better understanding of ‘Irish ways’ than their parents or grandparents, they can face considerable responsibilities as translators and interpreters for older relatives. Children also merit particular attention, in working with migrants, to ensure that diverse cultural expressions take place in Tipperary, but these need to be in line with EU / Irish norms, values and legal codes – particularly in respect of gender equality and bodily integrity.

The research carried out shows that the migrant population in Tipperary is highly diverse in terms of nationality, ethnicity and religious belief and non-belief. The situations of migrants in Tipperary varies considerably including where they have come from and the way they have come to the county. Some migrants come to our county on a short-term basis, others have made their home here. The use of ‘migrant’ for the purpose of this Strategy is broad and includes people who have moved to Ireland, the Irish-born children of migrants as well as those who have become Irish citizens as they may continue to face challenges.

The aim of this Migrant Integration Strategy is to work towards creating an inclusive and intercultural society where all residents of the county are valued equally. The actions included in this strategy involve a range of stakeholders from statutory agencies, community and voluntary organisations and members of the migrant communities. These actions attempt to address some of the barriers to full participation identified by these stakeholders.

Integration occurs when members of local and migrant communities can meet and interact, leading to respect and an appreciation of the advantages that diversity can bring to neighbourhoods, rural communities and the economy. Through enhancing migrant participation in community activities and engagement in democratic processes, community segregation can be combated, and positive relationships will develop through the communities. By raising awareness among policymakers, the media and the wider community on the benefits and opportunities arising from integration and challenging misinformation, Tipperary will become a more welcoming and inclusive society.



Soccer league as part of Africa Day 2022 – supported by Irish Aid, Tipperary Sport Partnership, North Tipperary Development Company and Tipperary County Council

Section 2: Policy Framework

2.1 European Ministerial Conference on Integration: Zaragoza Declaration (2010)

At the EU Ministerial Conference held in Zaragoza, Spain in April 2010, a declaration on integration was made which resulted in the drafting of the Zaragoza Declaration. Ministers from all EU Member States committed to “further developing the core idea of integration as a driver for development and social cohesion...[and] promote integration as a driver for development and social cohesion by incorporating integration issues in a comprehensive way in all relevant policy fields”. The Declaration gives particular attention to the areas of education, employment, comprehensive participation and an evaluation of integration policies based on the following core indicators: Employment, Education, Social Inclusion and Active Citizenship. Employment is a vital part of the integration process, and efforts in education are essential in helping people from ethnic minorities and new community backgrounds to become successful and more active participants in society. Social inclusion is important not only for access to the labour market, but also for entry into society more generally. The participation of people from ethnic minority and new community backgrounds in the democratic process as active citizens supports their integration and enhances their sense of belonging. In terms of participation, the declaration emphasises “the role of local authorities and cities in dealing with intercultural challenges and developing and implementing integration programmes”, as well as managing diversity and combating racism more effectively. (Integration and related policy at National Level ‘A Blueprint for the Future’)

2.2 The National Migrant Integration Strategy 2017–2020

In February 2017, the government launched Ireland’s Migrant Integration Strategy, ‘A Blueprint for the Future’. The strategy was the first detailed policy on migrant integration since 2002 and it outlines 76 actions spread across government departments and agencies, six of which specifically mention Local Authorities. These include the updating of integration Migrant Strategies and an action to increase migrant representation in local authority structures such as Joint Policing Committees. Actions applicable to all Government Departments include the provision of information to migrants in language-appropriate formats, ongoing intercultural awareness training for all frontline staff and creating awareness where interpretation is available. This strategy gives us a national definition of integration as the “ability to participate to the extent that a person needs and wishes in all of the major components of society without having to relinquish his or her own cultural identity”. It goes on to say that integration recognises the right of migrants to give expression to their own culture in a manner that does not conflict with the basic values of Irish society as reflected in Ireland’s Constitution and in law. The national strategy recognises that integration is a two-way process; it involves change for Irish society and institutions so that the benefits of greater diversity can be fully realised – this is in line with the EU Common Basic Principles on Integration.

2.3 Public Sector Equality and Human Rights Duty

All public bodies in Ireland have a responsibility to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans. This is a legal obligation called the Public Sector Equality and Human Rights Duty, and it originated in Section 42 of the Irish Human Rights and Equality Act 2014. The Public Sector Equality and Human Rights Duty places equality and human rights at the heart of how a public body fulfils its purpose and delivers on its strategic plan. It imposes a statutory obligation on public bodies to eliminate discrimination and to promote equality of opportunity and treatment of its staff and the persons to whom it provides services. It is obliged to protect the human rights of its members, staff and the persons to whom it provides services. It acknowledges that certain people or groups of people may be more at risk than others of experiencing discrimination or human rights violations. Ensuring equality of opportunity may mean catering for the specific needs of people or groups of people who experience disadvantages in society.

2.4 White Paper to End Direct Provision and to Establish a New International Protection Accommodation Service (DCEDIY, 2021)

This White Paper sets out a new Government policy to replace Direct Provision, which will be phased out over the next four years. This will establish a new system for accommodation and supports for applicants for International Protection. Under this new system, people who are applying for protection will be helped to integrate into Ireland from day one, with health, housing, education and employment supports at the core of the system.

The new system will be grounded in the principles of human rights, respect for diversity and respect for privacy and family. It is being designed to offer greater support and greater autonomy to International Protection applicants. It will operate on a not-for-profit basis. The emphasis, according to the Government's plan, is on a person-centred approach to support people to integrate into local communities.

The new model proposes a two-phase approach. In phase one, the applicant will be accommodated in a Reception and Integration Centre for four months. These centres will be newly built to a high specification and will be operated by not-for-profit organisations on behalf of the State. The focus in phase one will be on identifying needs, defining pathways and linking applicants to appropriate services. The guiding principle for phase one will be an approach that seeks to encourage integration from day one in order to place people on the most successful pathway possible towards an independent life in Ireland. This will include English language tuition and employment activation supports. Applicants will be able to apply to open a bank account and will be provided with information on how to do this. Furthermore, applicants will be eligible to apply for an Irish driver's licence while in phase one accommodation.

Phase two will commence for applicants who have spent four months in Ireland and whose protection claims are still being processed. They will be moved to accommodation in the community which will be own-door or own-room accommodation for which they will pay a means-tested rent. Homes will be situated within the community, with supports to encourage interconnectedness. Applicants will be entitled to seek paid work after six months, and they will be encouraged and supported to do so. Integration supports will continue to be available to people who need them.

Support will be provided for vulnerable people throughout their application including education, healthcare, supports for children and victims of domestic violence. All cultural and religious sensitivities will be kept in mind throughout both the phases.

2.5 Sector Specific Integration Strategies

2.5.1 HSE Second National Intercultural Health Strategy 2018-2023

This strategy aims to address the many unique health and support needs experienced by the increasing numbers of HSE service users from diverse ethnic and cultural backgrounds who live in Ireland.

Five main goals are outlined in the strategy,

- Enhance accessibility of services to service users from diverse ethnic, cultural and religious backgrounds
- Address health issues experienced by service users from diverse ethnic, cultural and religious backgrounds
- Ensure provision of high quality, culturally responsive services to service users from diverse ethnic, cultural and religious backgrounds
- Build an evidence base
- Strengthen partnership working to enhance intercultural health.

2.5.2 An Garda Síochána: Diversity and Integration Strategy 2019-2021

This strategy aims to provide for a strategic approach by the Gardaí to diversity and integration. The strategy's themes are focused on protecting the community, developing robust data systems and upskilling members of the force, working in partnership and visibly communicating to members of the public that their complaints will be taken seriously. These themes aim to ensure that all groups and communities in a diverse society are confident that they are seen, valued and feel safe, whatever their ethnic or national origin or belief.

Section 3: Immigrant Status

Immigrant Status refers to the ways in which a person is present in Ireland. A migrant is an individual who was born outside the island of Ireland but is currently living in Ireland, irrespective of whether they have attained Irish citizenship. People coming to Ireland can have different rights depending on where they came from and under what circumstances they are coming into Ireland.

- Economic Migrants travel to other countries to secure employment and to attain a better quality of life for them and their families
- Asylum Seekers are people from outside the European Economic Area (EEA) who are seeking to be recognised as refugees and are waiting for the authorities to decide on their applications. People in this process are legally entitled to stay in the State until their application for protection is decided. They also have a right to a fair hearing of that application and to an appeal if necessary
- Refugees are people from outside the EEA who are forced to leave their country due to a well-founded fear of persecution. They are unable to return to their home country for reasons related to race, religion, nationality, membership of a particular social group or political opinion. Ireland has a legal responsibility to determine who is a refugee and to extend its protection to such a person. This includes those who have been given leave to remain in Ireland
- Undocumented – these are people outside of the EU or EEA and do not have permissions to be in Ireland. They may have had permission that expired such as a student visa or may never have had legal residence in Ireland.

From January 31st, 2022, a Regularisation Scheme for undocumented migrants was announced by the Minister for Justice. This permits the 'undocumented' to legally work in the country and provide a pathway to Irish citizenship. Under the guidelines, only people who have not had legal status for at least four years – or three years if they have children here – will be eligible to apply. There are many different reasons a person becomes undocumented in Ireland. Some arrive on tourist visas and overstay to work, others may come as students or on temporary work permits and illegally remain in the country after their permission has lapsed. Others could be victims of human trafficking.

Due to the invisible nature of many undocumented migrants, it is extremely difficult to quantify the number of people living and working in the country without permission to do so. A figure of between 15,000 and 20,000 undocumented people living in Ireland is usually referenced, based on estimates provided by the Migrant Rights Centre of Ireland.

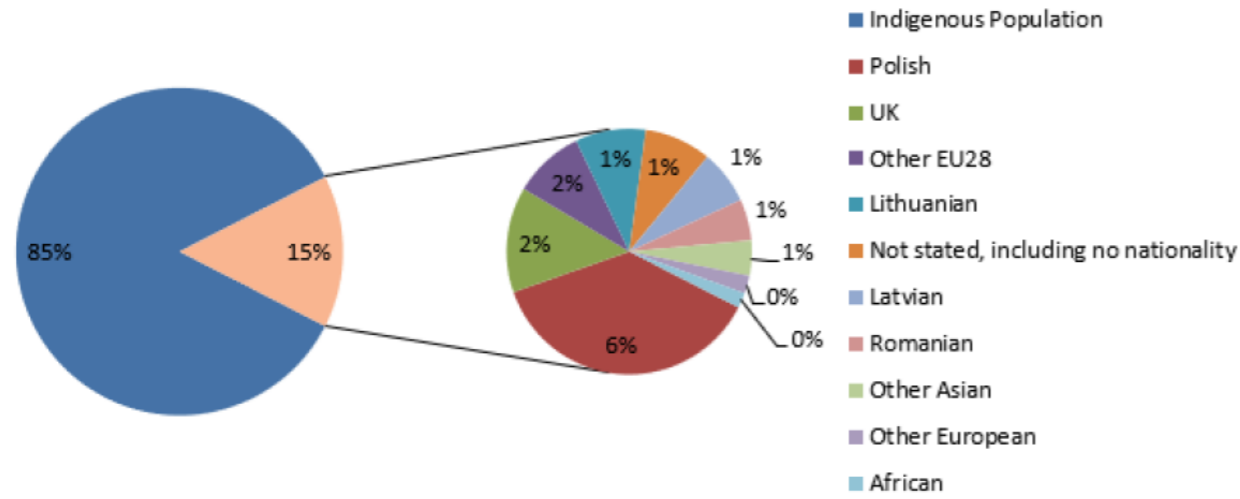
Section 4: Migrant Population in Co Tipperary

Tipperary has a population of 159,296 persons, with approximately 42% living in our large to medium-sized towns, and 58% living in our many smaller towns, villages and rural areas. The migrant populations (which includes the UK) makes up just less than 9.98% of that population (Census 2016). However, the data shows that the non-Irish population prefer living in towns and the population data is skewed in favour of urban settlement with 15.78% of the town population being from the migrant communities.

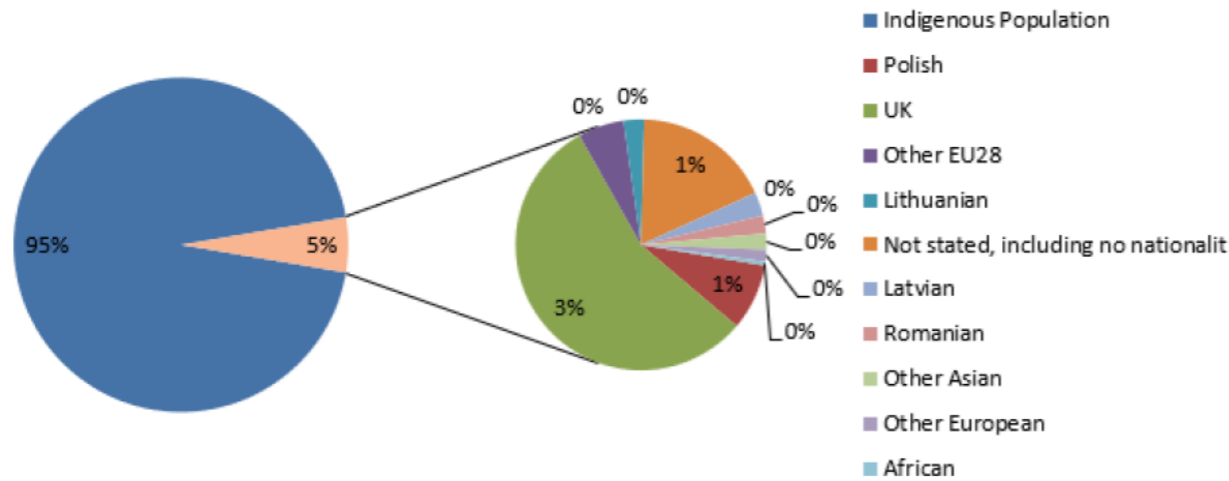
	Tipperary County	Towns	Rural Areas
Total Population	159,296	65,982	93,314
Total Migrant Population	15,900	10,414	5,486
Migrants as % of the Population	9.98%	15.78%	5.88%

- A migrant is three times more likely to live in a town than in a rural setting in Tipperary
- When we look at the rural setting almost 50% of the migrants in this setting are from the United Kingdom (this is very different from the urban setting). The next highest in the rural setting is not stated including no nationality, followed by Polish
- The diversity is much lower in the rural setting.

Total Breakdown of Nationalities in all towns as % of the population



Total Breakdown of Nationalities outside of the main towns as % of the population



The largest migrant group in the county is Polish who make up 26% of the migrant population followed closely by those from the UK. The Census allows individuals to select 'EU28' as a group, so some are not identified within the data.

Identified Nationality	Total across the county(E7003)	Of all migrants living in the county % that are this nationality(s)
Indigenous Population	143,396	
Polish	4,071	26%
UK	4,104	26%
Other EU28	1,211	8%
Lithuanian	1,044	7%
Not stated, including no nationality	1,743	11%
Latvian	847	5%
Romanian	648	4%
Other Asian	558	4%
Other European	305	2%
African	223	1%
Other Nationalities	246	2%
Indian	139	1%
American (US)	179	1%
German	188	1%
Italian	78	0%
Spanish	88	1%
Brazilian	63	0%
Other American	77	0%
French	88	1%
Total Migrant Population	15,900	
Total Population	159,296	
Migrants as % of the Population	9.98%	

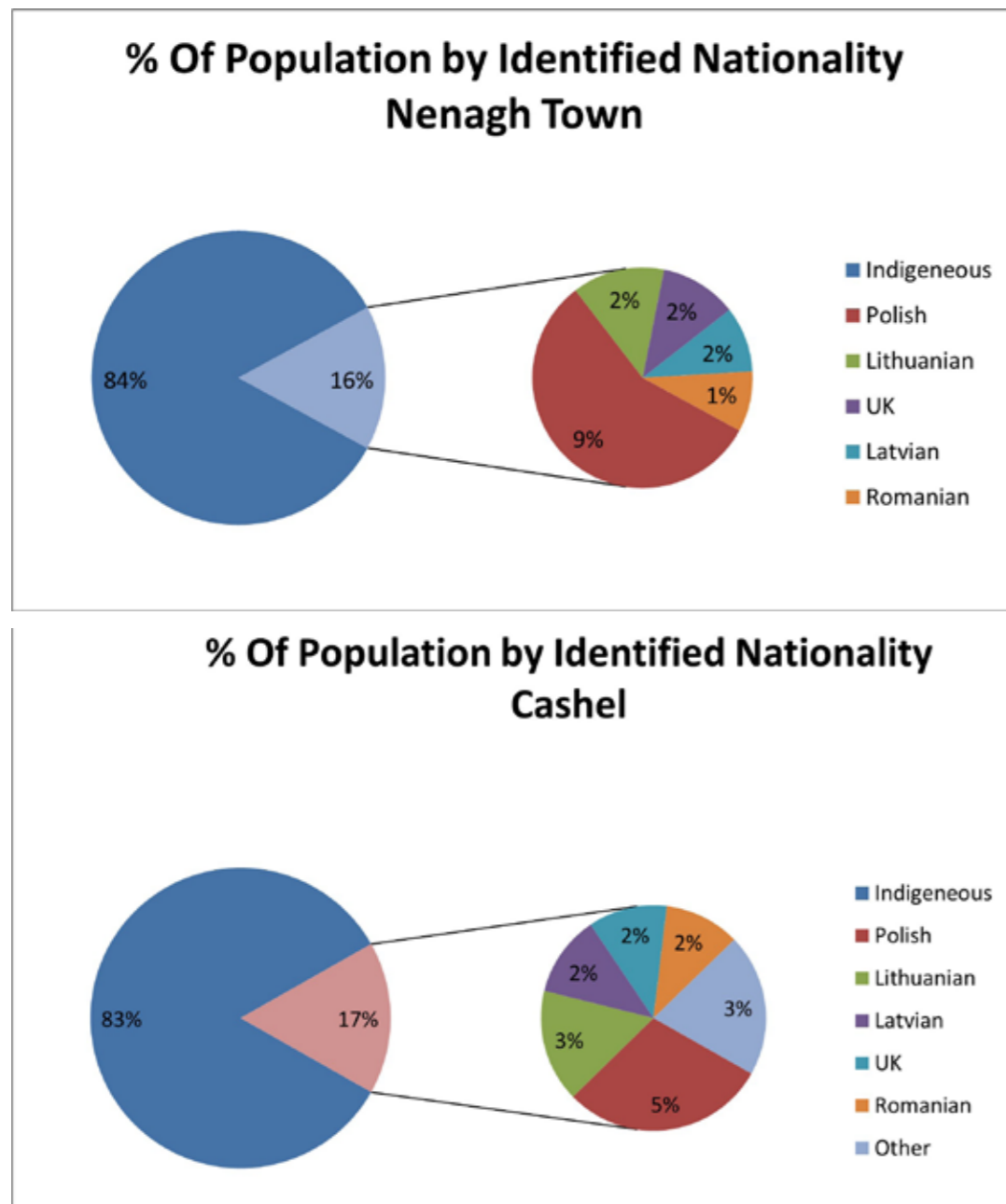
The data shows that the population is particularly high in some towns. Cahir has a migrant population of 29.81% and Nenagh and Cashel have over 20% of the population coming from the non-Irish Communities while Fethard, Newport and Templemore all have migrant populations of less than 10%.

Town	Migrants as % of the Population
Cahir	29.81%
Cashel	20.48%
Nenagh	20.23%
Roscrea	17.85%
Tipperary	16.40%
Clonmel	14.37%
Ballina (North Tipperary)	13.37%
Carrick-on-Suir	12.56%
Thurles	12.01%
Templemore	8.21%
Newport	7.14%
Fethard	6.45%

A detailed breakdown of the numbers can be seen on the Table below. However, the data is based on the 2016 Census so there may be some changes across some towns. For example, the table shows that since 2016, the meat processing plant in Cahir has actively recruited in Brazil, therefore the numbers of Brazilians in Cahir have significantly increased since 2016. Similarly, the Syrian Resettlement Programme of 2019-2020 has not been identified within this data.

Identified Nationality	Clonmel	Nenagh	Thurles	Carrick-on-Suir	Roscrea	Tipperary	Cashel	Cahir	Ballina (North Tipperary)	Newport	Templemore	Fethard	Total in towns
Indigenous Population	14,480	7,113	6,928	5,042	4,469	4,184	3,478	2,520	2,268	1,846	1,790	1,450	55,568
Polish	1,037	760	351	153	199	242	319	340	137	36	72	5	3,651
UK	331	152	122	143	80	93	97	115	92	44	39	57	1,365
Other EU28	217	81	59	62	297	43	71	45	19	5	8	13	920
Lithuanian	122	182	50	42	158	133	78	137	4	2	3	2	913
Not stated, including no nationality	174	164	70	142	81	59	40	91	13	18	10	6	868
Latvian	84	129	116	10	59	96	100	89	11	0	3	1	698
Romanian	67	119	6	12	22	89	79	134	2	2	2	0	534
Other Asian	131	46	108	32	17	16	34	38	17	8	9	0	456
Other European	16	67	14	23	21	17	11	42	10	1	1	8	231
African	61	10	9	70	10	6	12	9	1	5	2	2	197
Other Nationalities	25	31	13	11	12	11	5	10	3	1	3	2	127
Indian	58	23	5	4	0	2	18	0	4	7	0	0	121
American (US)	22	4	3	3	8	4	5	4	11	4	2	1	71
German	17	9	4	0	5	1	5	1	10	2	1	0	55
Italian	23	4	2	2	0	4	8	1	3	0	2	0	49
Spanish	9	5	6	2	1	2	6	5	8	3	0	0	47
Brazilian	12	12	2	2	1	1	7	1	1	1	1	2	43
Other American	18	5	3	6	0	1	0	1	0	1	2	1	38
French	6	1	3	5	0	1	1	7	4	2	0	0	30
Total Migrant Population	2,430	1,804	946	724	971	821	896	1,070	350	142	160	100	10,414
Total Population	16,910	8,917	7,874	5,766	5,440	5,005	4,374	3,590	2,618	1,988	1,950	1,550	65,982
Migrants as % of the Population	14.37%	20.23%	12.01%	12.56%	17.85%	16.40%	20.48%	29.81%	13.37%	7.14%	8.21%	6.45%	15.78%

There is considerable difference between the makeup of the migrant groupings within the towns. For example, Nenagh shows a higher percentage of Polish than Clonmel with almost half the migrants being from Poland while Cashel, with a very similar migrant population, shows a more balanced representation of nationalities.



4.1 Ethnic Groups

The Census of 2016 also gathered data on ethnicity including travellers, white Irish, any other white backgrounds and Black or Asian backgrounds.

The data shows the concentration of Ethnic groups near the large towns and villages with the majority of black Irish near Clonmel, Carrick-on-Suir and Cahir while Asian or Asian Irish populations have a higher percentage presence in Nenagh and Thurles. Nenagh also has a very high population of ‘Other White’ mostly Economic Migrants (1573) for its population size. Please note the International Protection accommodation in Borrisokane is not represented in the 2016 Census.

Country of Settlement

Location	White Irish	White Irish Traveller	Other White	Asian or Asian Irish	Black or Black Irish	Other
Ardfinnan	849	1	36			2
Ballina	2,158	11	320	35	4	32
Ballyclerihan	800		41	5	7	5
Ballyporeen	271		22	17		
Bansha	305	9	15			1
Borrisokane	818	14	47	4	1	9
Borrisoleigh	595	4	56	9		7
Cahir	2,221	51	904	59	62	85
Cappawhite	331		9			
Carrick-on-Suir Town	4,928	4	441	43	81	60
Cashel Town	3,254	26	807	117	26	71
Clogheen	401		52	7		4
Clonmel Town	13,779	147	1,924	449	136	248
Cloughjordan	506		73	12		7
Emly	295		6	1		
Fethard	1,389	25	90	2	10	16
Golden	233	1	23	2		5
Gortnahoe	272		8		1	1
Killenaule	603		13	6	2	12
Kilsheelan	767		31		1	5
Littleton	359	23	6	1		2
Mullinahone	454	6	31	4		1
Nenagh Town	6,556	54	1,573	187	43	140
Newcastle	309		29			2
Newport (Tipp)	1,794		97	33	6	25
Newtown	240		25			1
Portroe	411	1	21	3	1	13
Puckaun	229		17			
Roscrea	4,183	110	838	60	15	58
Silvermines	293	1	12			3
Templemore Town	1,703	26	135	11	1	20
Thurles Town	6,597	98	692	147	38	110
Tipperary Town	3,906	78	751	45	10	78
Toomevara	254	4	10	4		

Section 5: Targeting Actions

The main nationalities to target in the first tranche of actions are Polish, UK, Lithuanian, Latvian and Romanian migrants in a county context as such actions have the potential to reach 67% of the migrant population.

On this basis, reference was made to ‘Origin and Integration: A Study of Migrants’ in the 2016 Irish Census, June 2020 (Frances McGinnity, Ivan Privalko, Éamonn Fahey, Shannen Enright, Doireann O’Brien). To examine the potential outcomes for migrants in Ireland, this report noted the following.

The report looks at poor outcomes from the following criteria,

1. Education and English Language Skills
2. Labour Market Outcomes
3. Disadvantage and Discrimination.

It may be summarised as follows:

The best outcomes can be expected for migrants from the EEA countries and migrants with high levels of education and English Language skills. On this basis, the risk factor for groups most at risk of poor outcomes are in the following categories,

- Sub-Saharan
- Asylum Seekers
- Non-English speaking / low English proficiency Syrians, Roma
- Non-White Ethnicity.

On this basis a targeted approach should be made towards these migrant groups to minimise the risk of marginalisation.

5.1 Migrant Communities and the Impact of Covid-19

The Covid-19 pandemic has tended to worsen the disadvantage experienced by migrants and ethnic minorities in Ireland.

The National Economic and Social Council (NESC) said in a working paper that direct provision centres are not conducive to Covid-19 public health guidelines such as social distancing. It said some residents had to share rooms with non-family members, some use canteens that cater for all residents at once at mealtimes and others use shared washing and laundry spaces.

There have been a number of Covid-19 outbreaks across direct provision centres which can be linked to the aforementioned issues, the NESC found. The report notes that changes made in response to the disease in direct provision centres included additional beds, self-isolation facilities and PPE distribution. Around 5,000 asylum seekers are living in direct provision centres.

On average, migrant families have a lower level of income than Irish families and so are likely to feel the financial effects of the Covid-19 lockdown “more strongly”, the report notes.

The NESC research has found that the lack of ability to travel in 2020 or visit families has had a big impact on migrants. Families are unable to visit, to support childcare or to see new family members.

The migrant community is more likely to be in employment within secure jobs such as hospitality or retail. Lockdowns of the economy have been especially challenging for these sectors and therefore the impact on the migrant community has been disproportionately greater vis a vis the Irish born populations.

5.2 Vaccination Hesitance

Central Statistics Office (CSO) data shows that just 44% of Eastern European immigrants living in Ireland were vaccinated up to September 10th, 2021. The figures are particularly low for men from Eastern European countries with just 39% vaccinated compared to 49% of women. Just 26% of Eastern European employees in agriculture, forestry and fishing are vaccinated. By comparison, vaccination rates in the adult Irish population were upwards of 90% by Quarter 4 2021. The HSE is to target migrant communities in an attempt to increase vaccination uptake which is running far behind the general population.

Section 6: Migrant Supports Programmes in Tipperary

There are currently a number of programmes and services in Co Tipperary.

Section 6.1 Tipperary Education and Training Board

Total ESOL Beneficiaries 494

Total Refugee Resettlement 40

ESOL in Tipperary ETB

Tipperary ETB (Educational Training Board) is the main provider of English classes for non-Irish nationals in the county. It offers a range of ESOL (English for Speakers of Other Languages) provisions across the county. It has classes running in Nenagh, Thurles, Templemore, Roscrea, Cahir, Clonmel, Cashel, Carrick on Suir and Tipperary town. These include both daytime and evening classes. Tipperary ETB uses the Common European Framework of Reference for Language Learning (CEFRL) as a guide when assessing learners, supporting learners to move on and supporting learners across FET (Further Education and Training) This is a 6-point scale of language proficiency that is used across Europe. It is mapped to Cambridge ESOL and is recognised worldwide. In 2020, TETB offered classes to 535 learners from pre-A1 to B1 levels. Pre-A1 generally refers to learners who need support with learning to write the Roman alphabet. Students mostly come to class for 6 hours a week and focus on all aspects of language learning: reading, writing, listening and speaking.

TETB Community Education

TETB Community Education has also worked closely with community partners and the ESOL service within TETB to provide opportunities for migrants to integrate into the community. Currently TETB Community Education is working with the Ukrainian refugees in Dundrum House to provide Pilates and Arts & Crafts - they are also providing Art classes for the residents of the Convent in Fethard. Community Education supported the integration of the Syrian refugees through Healthy Cookery programmes with STDC in both Clonmel and Tipperary. For the Clonmel Applefest, Community Education ran Flag, Banner & Pattern Making workshops with an emphasis on integrating migrant communities. Community Education has also worked in association in Knockanrawley Resource Centre to put on Beauty & Self Care, Art and Fitness & Exercise Classes. In addition to this they ran a First Aid for Ukrainian men in conjunction with KRC.

In the north of the county, Community Education is working in Roscrea in collaboration with NTCD. In terms of preparedness for work they have delivered 6 Manual Handling courses to in excess of 60 learners since October 2022. In addition to this, from a mental health perspective, they delivered Wood Carving classes to learners which proved to be much needed. Community Education has also delivered Bike Maintenance classes to learners in Roscrea in conjunction with the REACH fund and this has proved to be a very successful initiative.

TETB Family Learning

TETB Family Learning works with DEIS primary schools across the county to provide support for parents of school-going children. As well as offering parents the opportunity to engage in English language classes locally, TETB Family Learning offers a variety of classes into which the English language learning is integrated. This allows for parents from all different cultural backgrounds to work together to support their child's learning. Some of the Family Learning programmes that are currently running are Maths for Parents, Storybags and Settling Into Junior Infants.

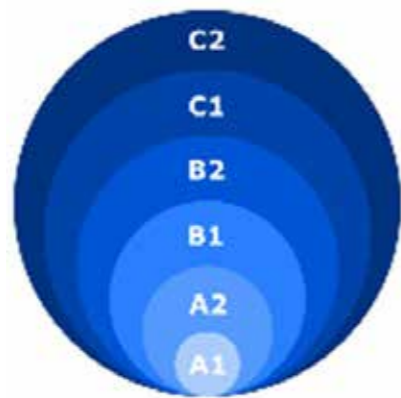
TETB FET Courses

TETB provides a wealth of Further Education and Training (FET) Courses which are accessed by migrants across the county. For many migrants English is not a barrier and they arrive in Ireland with high levels of both spoken and written English. The migrants wish to further their education to enhance both job opportunities and social integration. As FET courses are designed for native English speakers and translators aren't used, TETB assesses language levels of all non-native speakers before offering them a place. Where language levels are not high enough to take part in classes, TETB offers English language classes.

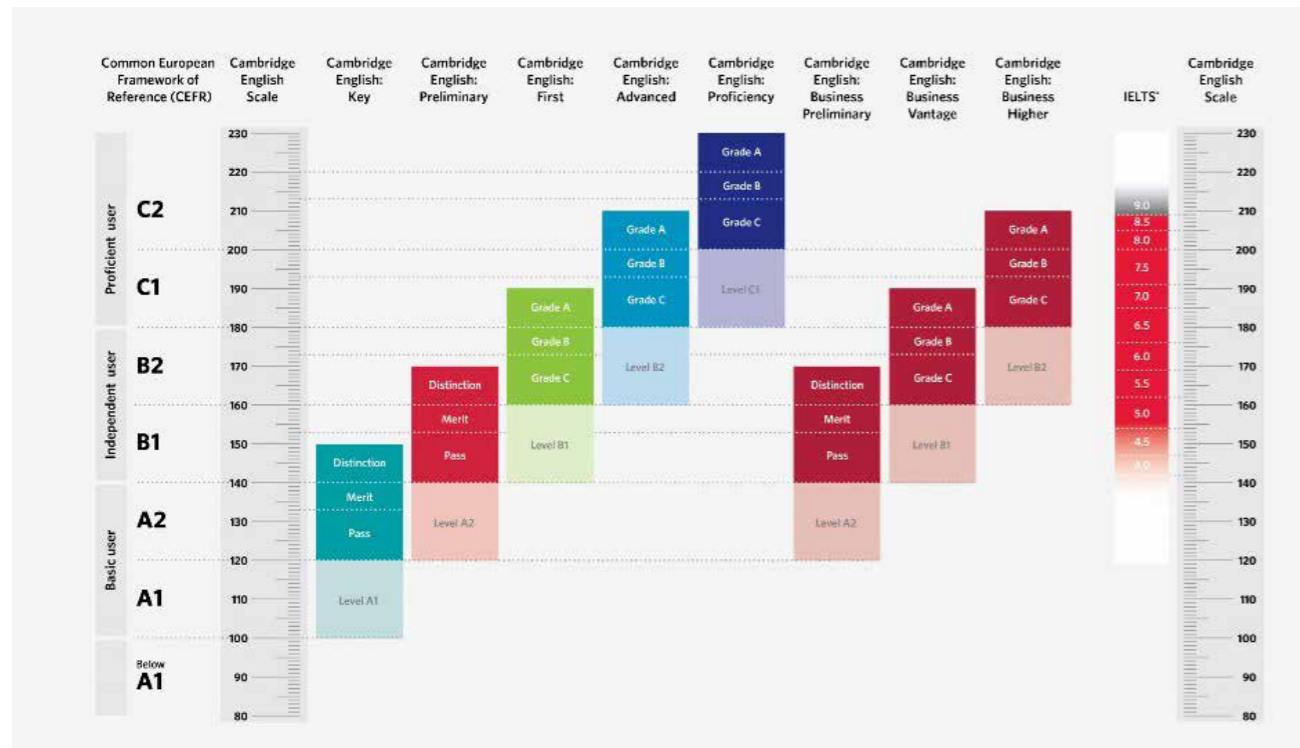
TETB Guidance and Information

TETB Guidance and Information Service works with migrants from all across county Tipperary to help them find a course that suits their needs and abilities. The Guidance service also works with migrants to help them to get their qualifications from other countries recognised in Ireland.

The Common European Framework of Reference for Language Learning



Cambridge ESOL Exam Scale



TETB learners come from a variety of backgrounds and cultures. In the last few years, TETB has offered intensive language support to two Refugee Resettlement Projects from Syria. It also provides classes for other Refugees, Asylum Seekers and Migrant Workers. At the time of writing, TETB is putting plans in place to offer language support to Ukrainian Refugees.

While the TETB does have some unaccredited classes, most of the classes are accredited. At the lower levels learners are offered QQI accreditation in Reading, Writing, Listening and Speaking. TETB also offers Cambridge ESOL exams to A2 and B1 learners. Classes are taught by ESOL tutors who have primary degrees and a CELTA (Certificate in English Language Teaching for Adults). All the classes are multicultural and are taught through English. They provide a welcoming and supportive environment for all their learners. They encourage learners to continue to learn outside of the classroom by engaging in their local community as much as possible, reading and using language apps. The TETB ESOL service also works closely with TETB Community Education to provide learning opportunities, through English, for non-native speakers. In the past, these have included Cooking, Beauty and CV Preparation.

The ESOL service also provides English language assessment for learners who would like to enroll in FET courses that were designed for native speakers. Where support is needed to continue with a course, it is offered. FET courses are designed for native speakers who have a much wider understanding of the English language, in particular academic English, than many learners who are learning English as a second or additional language. It is important that learners have a sufficient grasp of English if they are to enroll on one of these courses. They also provide language support for non-native speakers who are in employment and who want to upskill. These workers come from a variety of industries here in Tipperary.

TETB also works with local primary DEIS schools to provide English language support for parents where needed.

Section 6.2 Roma Health Project

The Tipperary Roma Health Project is a collaboration with Youth Work Ireland Tipperary and HSE Social Inclusion Mid-West Community Healthcare which aims to identify and respond to the health needs of Roma in County Tipperary, specifically in the Clonmel, Tipperary Town and Thurles areas.

The aims of the project are to,

- Support Youth Work Ireland Tipperary to implement the Roma Health Project which aims to:
 - Protect Roma from the threat of Covid-19 infection, to limit the spread of the disease and to minimise mortality and morbidity
 - Undertake mapping for the purpose of service planning
- Support the strategic development of Roma health work in County Tipperary, informed by the National Traveller and Roma Inclusion Strategy, the National Roma Needs Assessment and the Second National Intercultural Health Strategy 2018-2023
- Identify issues that need to be progressed at Regional or National level
- Share best practice in the area of Roma Health.



Roma art made as part of the Roma Community Celebration, Cahir 2022

By the 1st of October 2022, there were 293 Roma people identified through the project. Currently, there are 223 Roma people in County Tipperary, as identified by the Roma Health Project which has engaged 138 people (October 1st, 2022). 70 Roma have left the county. The project also provided supports to other EU citizens and Ukrainians (7) and linked them to the other services.

The programme has found that 75% of the Roma population in Tipperary are homeless and/or living in insecure housing tenure with a fear of homelessness being present daily for them. Sourcing suitable and secure accommodation has been identified as the most urgent need for the majority of Roma engaged with the project. To address this need funding has been secured for the Tipperary Roma Health and Accommodation project from the HSE to,

- Work collaboratively to prevent homelessness through enhancing access to services by Roma living in unstable or unsuitable accommodation
- Develop integrated pathways of care to support Roma experiencing homelessness as well as those living in unstable or unsuitable accommodation
- Provide targeted supports to Roma in unstable or unsuitable housing to improve their access to health services and health information (including Covid-19 appropriate responses)
- To identify good practice as a demonstration project and apply it in Tipperary and then share learning, outputs and outcomes with other CHO areas and Local Authorities.

6.3 Syrian Resettlement Tipperary (ended February 2022)

The Irish Refugee Protection Programme (IRPP) was established in September 2015 as a key part of Ireland's response to the migration crisis in southern Europe. It committed Ireland to accept up to 4,000 persons under various strands, including the EU Relocation Mechanism and the UNHCR-led Resettlement Programme. A commitment was made to accept a further 2,900 refugees under Phase 2 of the programme.

A total of 230 refugees admitted under the IRPP have been allocated for resettlement in County Tipperary. The process of resettlement was managed by Tipperary County Council (who have contracted Youth Work Ireland Tipperary) in accordance with processes agreed by the Cross-Departmental Taskforce to manage and coordinate the logistical aspects of resettling people in Ireland under the IRPP.

Youth Work Ireland Tipperary was contracted to run the Resettlement Programme for the county until 2021 which was subsequently extended to 2022, as a result of delays to the resettlement process due to Covid-19. The Resettlement Team in Tipperary was made up of two Resettlement Workers (RSW's) and two Intercultural Workers (ISW's).

The purpose of the programme was to integrate Syrian refugees into their new homes and local community. This involves a wide range of work, from providing day-to-day support to linking with services and agencies.

A TOTAL NUMBER OF 44 FAMILIES RESETTLED AGE COHORTS



Clonmel – 16 families	Nenagh – 12 families	Tipperary Town – 12 families	Templemore – 4 families
+25yrs- 23	+25yrs- 16	+25yrs- 21	+25yrs- 10
18-24yrs- 10	18-24yrs- 8	18-24yrs- 9	18-24yrs- 1
13-17yrs- 6	13-17yrs- 4	13-17yrs- 10	13-17yrs- 5
10-12yrs- 8	10-12yrs- 5	10-12yrs- 5	10-12yrs- 3
5-9yrs- 9	5-9yrs- 14	5-9yrs- 7	5-9yrs- 7
0-4yrs- 10	0-4yrs- 12	0-4yrs- 6	0-4yrs- 4
Total individuals: 66	Total individuals: 59	Total individuals: 58	Total individuals: 30

As a result of the Programme, all children have preschool places and YWIT is working with providers in all towns to access places for the pre-ECCE (Early Childhood Care and Education Scheme) provision of childcare.

Children also have places in schools and YWIT is setting back up afterschool provision now that children are settling back to school.

Key achievements of the programme are:

- Individuals were supported to complete Safe Pass
- A number of individuals have gained part-time employment and in receipt of part payments through social welfare schemes
- An English Language Programme took place
- All individuals have been allocated GP's
- There was a strong uptake in the Covid-19 vaccination programme across age ranges
- The development of ways to communicate with parents and children of other cultures/minority groups
- Individuals continue to work towards gaining their full driver's license
- A number of prominent Befrienders exist in each town and these relationships have been extremely important to the families
- As part of the integration support, families transitioned from the support of the Resettlement Team to that of existing services and agencies.

Section 6.4 Displaced Ukrainians

On 24 February 2022, Russia invaded Ukraine in a major escalation of the Russo-Ukrainian War that began in 2014. The invasion caused Europe's largest refugee crisis since World War II, with more than 9.6 million Ukrainians fleeing the country and a third of the population displaced. The invasion also caused global food shortages.

The invasion has received widespread international condemnation. The United Nations General Assembly passed a resolution condemning the invasion and demanding a full withdrawal of Russian forces. The International Court of Justice ordered Russia to suspend military operations and the Council of Europe expelled Russia. Many countries imposed sanctions on Russia, which have affected the economies of Russia and the world, and provided humanitarian and military aid to Ukraine.

The Temporary Protection Directive was activated by EU Council Decision on March 2022 to provide immediate protection in EU countries for people displaced by the Russian invasion of Ukraine. Temporary protection will last for at least one year; this may be extended depending on the situation in Ukraine. Rights under the Temporary Protection Directive include a residence permit, access to the labour market and housing, medical assistance and access to education for children. Anyone residing legally in the EU also has a right to open a basic bank account.

Section 6.5 Ukrainians in Co Tipperary

Within County Tipperary, the displaced Ukrainians are housed in Rest Centres which are temporary accommodation, such as pledged houses/rooms which private property owners have volunteered, or in other accommodation which includes convents, hostels, hotels and B&Bs. A Community Forum made up of all the key agencies and chaired by the Chief Executive oversees the accommodation process as well as other service areas.

Daily data from the Department of Children, Equality, Disability Integration and Youth (DCEDIY) indicates that there were 281 displaced in non-pledged accommodation (e.g., hostels, hotels and guest houses) on October 3rd, 2022.

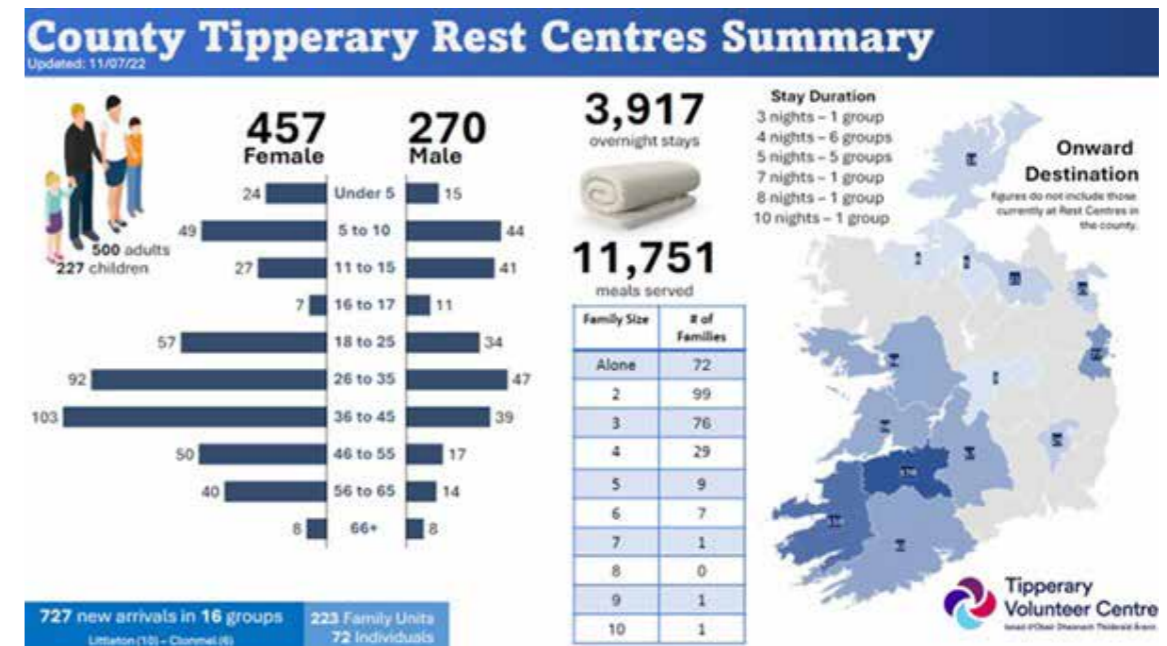
There are between 500 - 800 Ukrainians in Co Tipperary (October 2022). This is based on 883 Personal Public Service Numbers (PPSN) that have been provided through the Department of Employment Affairs and Social Protection, but some of these have moved to other counties. Information from the Department of Children Equality, Disability, Integration and Youth indicate that there are 446 in the county. However, this does not include those in pledged accommodation or some guest houses such as those in Killusty or in Hillcrest B&B in Clonmel.

Service Provider	Total
TIPPERARY	904
Abbey Court Hotel	29
Anner Hotel	89
Clonacody House - full board	30
Clonmel Emergency Rest Centre	90
Fethard Convent Building	5
Moycarkey-Borris Community Centre	48
Pat Costello - The Arch	2
Sisters of Mercy Convent Templemore	21
Swallows	
The Swallows	12
18 Bolton Street Clonmel	12
Hotel Minella	51
Dundrum House Hotel	236
Bailey House	18
Ballyporeen	4
County Council accommodation, Thurles	8
Littleton	3
An Teach	18
The Arch Accommodation	3
The Porter House	27
Birdhill House And Gardens	32
Ballinacourty House	12
Coolbawn Quay	47
Sunflower House	36
Hillcrest Guesthouse (Full Board)	6
Graham House	20
Rosendale	24
Market Stone	21
GRAND TOTAL	1187

The DCEDIY data base included Ukrainians hotel accommodation, hostels, guest houses, convent accommodation and rest centres. Those staying in pledged or volunteered housing or staying with their families are not included. One of the key challenges associated with providing services (including accommodation) to the Ukrainians has been the difficulties accessing information on the numbers in the county and where they are located. The Housing Section of Tipperary County Council are the lead section with this programme, and they are currently working with statutory services and the Local Development Companies to get an accurate picture of the numbers of Ukrainians in County Tipperary.

Rest Centres in the county are in Moycarkey-Borris Community Centre and on the Cashel Road, Clonmel. These provide a safe secure environment and bed spaces for 120 displaced persons as well as,

- On-site meals, shower and washing facilities
- Links with Dept of Social Protection / local outreach resources of the HSE
- Covid-19 vaccinations in Clonmel centre
- Transportation to various appointments, for onwards journey and limited social outings
- Basic essential clothing and play area / family area for children that are displaced
- Facilitation of meetings with housing section for onward housing
- Information on ongoing life in Ireland.



Pledged or Vacant Properties

As of July 2022, 58 Ukrainians had been housed in the above properties,

- 5 of them were housed into shared and 53 into vacant accommodation.
- 20 people were moved to rural and 38 to urban accommodation.

The resettlement in the properties is supported by two workers and a lead worker from Tipperary County Council. These provide support by,

- Assistance in setting up utility bills
- Tours of the locality, links to social clubs / other Ukrainian people in the area
- Changing social welfare payments to new branches/getting them set up with SW payments they are entitled to e.g., back to school allowance
- Linking in with HSE colleagues on medical issues
- Organising school / pre-school / university places where needed and liaising with providers re: same
- Helping with employment opportunities or FET courses to better their chances at employment
- Organising English Language courses with local ETBs
- Act as a point of contact for any questions / reassurances the Ukrainian residents need.

SICAP (Social Inclusion Community Activation Programme) Supports

In June 2022, an additional €5M in funding was provided for SICAP in recognition of the ongoing contribution being made by the programme to the local community responses to people arriving from Ukraine. Tipperary has two SICAP lots that are implemented through South Tipperary Development Company and North Tipperary Development Company. Costs could include,

- Salary for staff to work directly with this community
- Transport to and from activities
- Translation services or a translator
- English language supports in addition to existing services
- Events or initiatives to engage with the wider community.

The North Tipperary Development Company was allocated €56,686.00 while South Tipperary was allocated €55,691. Generally, SICAP budgets must be spent by year end, but flexibility was provided so that the budgets could be spent into 2023. Both companies had opted to recruit staff with the funding with a view to having the positions filled by September 2023. They have also allocated a combined budget of approximately €220,000 for project costs and activities.

Section 6.6 Failte Isteach Language Supports

Failte Isteach is implemented in Tipperary by NTDC and STDC. Failte Isteach Language Supports is a community project involving welcoming migrants through conversational English classes. The groups provide a space for those who are isolated to connect; for perspectives to evolve; for attitudes to change. The informal, relaxed approach to learning allows the most marginalised in our society to engage with others and truly integrate into life in Ireland.

The classes improve language and reduce loneliness for over 3,200 migrants, allowing for long-lasting, authentic community integration. Fáilte Isteach embraces a relaxed, unstructured learning environment. Flexible classes allow our volunteers to support participants in their immediate language requirements while offering a warm welcome.

Section 7: Direct Provision / International Protection Accommodation Service

Direct provision is the means by which the State seeks to meet its obligations to provide for the material needs of people seeking international protection in the State. It is a largely cashless system, with the State assuming responsibility for providing accommodation on a full board basis for 'protection applicants' until such time as they are granted some form of status and move into the community, leave the State voluntarily or are returned.

It is predicated on the fact that protection applicants have a limited right to work and at the same time are excluded from most social welfare entitlements. Instead, protection applicants receive assistance-in-kind: their basic subsistence needs are met by way of bed, board (three set meals a day plus snacks) and a direct provision weekly allowance of €38.80 per adult and €29.80 per child for personal requisites. Protection applicants are also entitled to a medical card and children have access to pre-school, primary and secondary education and ancillary supports, such as school transport, on the same basis as Irish citizens.



Children from Borrisokane Direct Provision who were supported by SICAP North Tipperary Development Company and Tipperary County Council to participate in their GAA club through provision of equipment.

All protection applicants are offered direct provision accommodation following the submission of an application at the International Protection Office (IPO) but there is no legal requirement to accept the offer of accommodation. Applicants who accept direct provision accommodation receive a Daily Expenses Allowance (paid weekly) which is not means tested. A person who does not avail of direct provision is ineligible for the weekly allowance. A protection applicant who avails of direct provision may leave it at any time and a person who does not accept the initial offer may change his/her mind subsequently. Irrespective of whether a person avails of direct provision, they are not entitled to access most mainstream social welfare supports and are prohibited from taking up employment unless they have been waiting 9 months for a first instance recommendation on their application. As of end July 2020, over half of all protection applicants resided in direct provision.

7.1 Direct Provision in County Tipperary

Two centres exist in County Tipperary: Bridgewater House, Carrick-on-Suir and Riverside, Borrisokane.

- Bridgewater House had 130 residents of which 64 were children (10 teenagers and 54 under 12)
- There were 87 residents in Riverside, Borrisokane, 59 of which were children under the age of 17. (Centre managers, November 2021.)

7.2 Ireland's White Paper to End Direct Provision (2021): Migrant Accommodation and Control

In early 2021, the Government of Ireland announced its intention to abolish this DP accommodation system and present a series of radical proposals for the future reception and accommodation of IP applicants. These were set out in Ireland's White Paper to End Direct Provision (2021): Migrant Accommodation and Control.

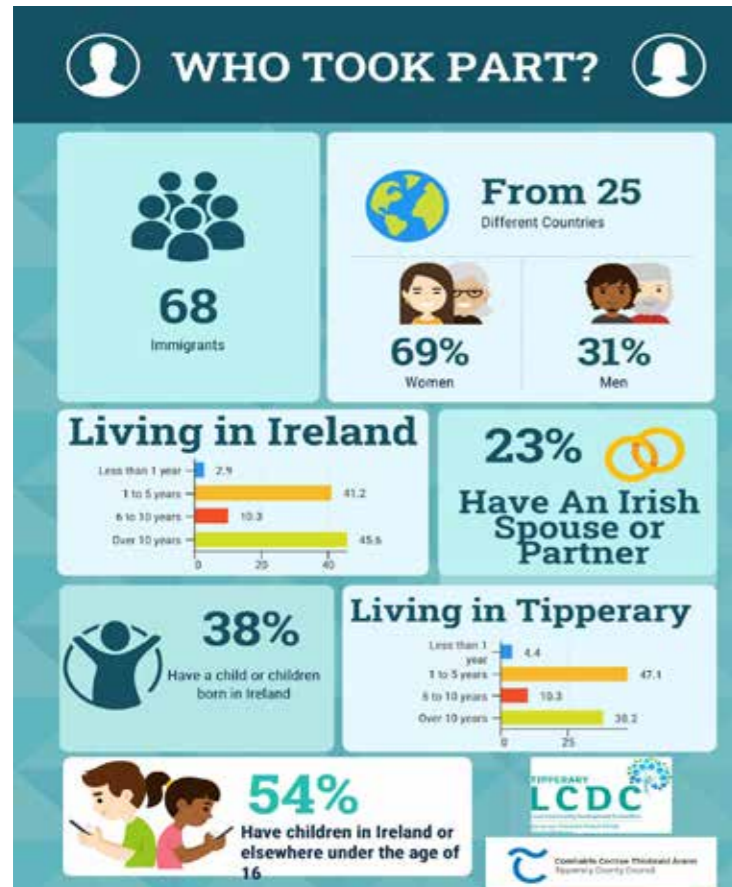
The actions outlined in the White Paper promise to reorder the provision of accommodation and support for such migrants. A range of positive inputs are included, the most significant of which is the proposed discontinuation of Ireland's current system of dispersed communal accommodations for International Protection applicants and its replacement with a new person-centred system of 'own room' and 'own door' accommodations in the community. A wide range of personal supports are envisaged as well.



Tipperary Syrian Community who participated in the interviews as part of the Migrant Integration Strategy Consultation Process with Sue-Anne O'Donnell, Facilitator

Section 8: Analysis of Multi-cultural Integration and the Inclusion of Ethnic Minority Communities in Tipperary

This research is based on a mixed-methods approach combining a series of interviews and focus groups with over 70 migrants, with an online survey completed by 68 migrants. This was done by Tipperary County Council while the analysis was carried out by LIT. The main finds of the research in terms of the participants can be summarised below.



A total of 16 interviews and focus groups were conducted with migrants in Tipperary. Participants included 68 adults and 7 children. The participants were roughly evenly split between men and women. The largest group, comprising approximately a third of participants, was from Syria. Other significant groups included those from India, Romania and Belarus. Smaller groups of participants were from Croatia, Poland, Latvia, the Gaza Strip and Rwanda.

This section outlines the major themes that emerged from thematic analysis of the reports of the interviews and focus groups with over 70 respondents. A total of 12 themes were identified in this section of the research. These were: Welcoming; Schooling; Transport; Language & Translation; Further/Higher Education; Immigration & Bureaucracy; Integration; Covid-19; Housing; Diet; Small Town Issues; Time. It must be acknowledged that these themes are not distinct, but often overlap.

8.1 Overview of the Thematic Area (See Appendix for graphical analysis)

The most positive result from the interviews and focus groups is probably the extremely low level of racism or xenophobia reported by migrants. Encouragingly, the largescale absence of racism was reported by migrants from both within and outside of the European Union. Participants reported being welcomed and treated with respect. Those engaged in work also reported employers often being very supportive in dealing with bureaucracy.

8.1.1 Schooling

Another factor that met with overwhelming support among migrants was the school system in Tipperary. Overall, parents were extremely satisfied with the schooling their children were receiving. The extra help in the form of after-school clubs and the extra work put in by teachers to support migrant children was strongly commended. Some less positive comments were noted. For example, some parents felt the Irish system was a little too permissive around incorrect grammar, while others felt that they should have had more choice around which school their child was to attend. Interestingly, female migrant school leavers who participated in the research felt that their subject options in the single-sex secondary school they attended were too stereotypically female oriented. However, overall, the school system in Tipperary was clearly seen by participants as very positive.

8.1.2 Transport

In contrast, transport was widely seen as a significant negative issue among participants. There were a range of problems associated with this issue. It was widely agreed that public transport was wholly inadequate. This was unfortunate as a host of other issues were apparent relating to private transport. One major issue for those from outside of the EU was the non-recognition of their driving licences. Applying for a new license necessitates taking 12 lessons before then taking the test, which is also seen as financially prohibitive. Another barrier that was widely noted by participants was the high cost of motor insurance which was often described as exorbitant. The failure by Irish insurance companies to recognise prior years of driving from abroad was widely condemned. The negative impact of Covid-19 had further delayed participants being able to drive with key offices closed for prolonged periods.

The lack of transport is having a tangible negative impact on many participants. Respondents reported significant health issues requiring transport to distant hospitals, as well as the difficulties attending routine ante-natal clinics. The lack of transport also impacted work opportunities, with participants reporting walking up to 12km to work and back. The lack of transport also impacted access to traditional foodstuffs, with limited availability of Halal food being a particular issue.

8.1.3 Language and Translation

Significant language issues were reported by many participants in the focus groups and interviews. A lack of English language skills was felt to be a barrier to a range of activities from integrating into communities and finding one's way about, to accessing healthcare services. Although some migrants reported learning English with the help of a notebook to record new words, many more recent migrants reported a host of barriers to taking up lessons. At its most basic, some migrants seemed unaware of the existence of such lessons. Others were unable to access them because of their excessive working hours. Others were unable to join such classes because of a lack of affordable childcare, while another participant reported being turned away when she tried to attend with her new-born baby. Many adult migrants rely heavily on their children to act as interpreters for them. It must be acknowledged some migrants felt that their prospects of finding work were so abysmal that they now saw no point in learning English, while others aimed to be in Ireland for 'only' ten years, and so saw no need to learn it. The haphazard nature of the lessons with little continuity from week-to-week was noted by some participants.

Participants were generally extremely positive about the interpreters that they had access to over the phone. Most felt this support was excellent and the interpreters could not do enough to help them. Some participants suggested that more multi-lingual staff should be available in Council Offices, while others were concerned that a current vacancy for their interpreter might not be filled, leaving them without essential support. Access to a formal national phone translation service was suggested as a support.

8.1.4 Further / Higher Education

Although the reports of national and secondary schooling in Tipperary were very positive, participants raised a number of issues related to further and higher education. While there are a range of further education courses on offer, a number of participants felt they were of little interest to them, possibly due to the language barrier, while others discussed significant transport barriers to accessing further and higher education courses. Financial barriers were also noted as a major obstacle, with reports of the material costs for some courses (e.g., barber courses) being up to €800, a figure far beyond that possible under a direct provision weekly allowance of €38.80 for adults. On a positive note, many younger migrants who had been through the Irish school system were keen to progress to higher or further education if possible.

8.1.5 Immigration and Bureaucracy

Although many participants were positive about moving to Ireland, a number were still struggling with adjustment to a new life in a different country. Many migrants from outside the EU were very disappointed that their skills, experience and qualifications were not recognised in Ireland. For some, these difficulties were compounded by significant language issues, and completely different script

systems (e.g., Arabic script vs Latin alphabet). Many migrants were also struggling with obtaining new driving licences and their previous driving experience not being recognised. In effect all of this meant that many felt they had to start all over again, including retraining in new and different careers.

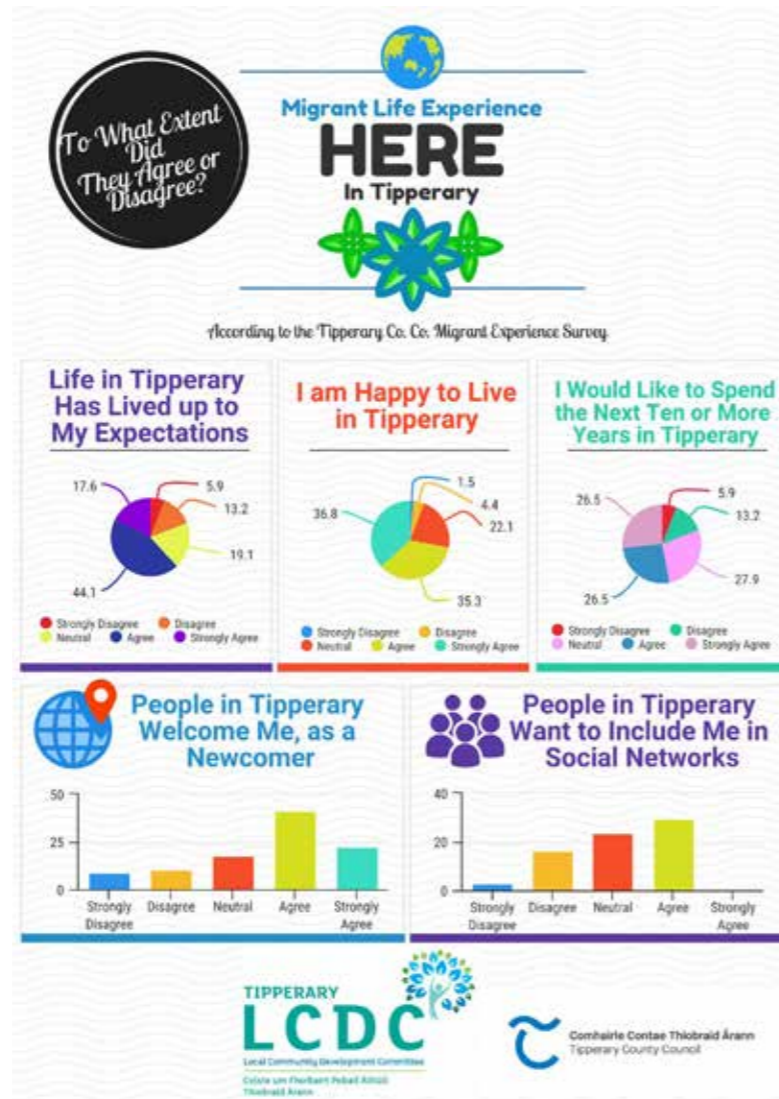
Many recent migrants were also struggling with bureaucratic administrative systems around issues such as PPS numbers, personal services cards, bank accounts and even provisional driving licences.

8.1.6 Integration

Although it was very clear from participants that they were generally made very welcome, the level of community integration among participants was limited. Parents routinely attended school-based events and supported their children in their sporting activities, but outside of this little integration was evident. A host of reasons were put forward to account for this including language barriers, a lack of transport and long working hours. A few had become involved in voluntary activities, and more had considered it. However, there is a sense that most mix within their ethnic/linguistic/cultural groups separate from the wider community. Children attending the Irish school system were acknowledged to be far better integrated than parents or grandparents and this was seen as a very positive thing. However, some parents were concerned about traditions and culture being lost in this assimilation process.



Celebratory Intercultural Events, such as International Yoga Day held in June 2022, are important for Migrant Integration. Pictured: Kuldeep Joshi of Tipperary Migrants Forum and Tipperary County Council Chairleach, Cllr Roger Kennedy



8.1.7 Covid-19

The impact of Covid-19 on recent migrants should not be underestimated. Although longer term migrants appear to have weathered the pandemic relatively well, new migrants have experienced a prolonged delay in starting their new lives. New migrants were impacted in many ways. For some it resulted in them being unable to acquire the necessary documentation to open bank accounts, while for others it impacted their ability get a new Irish driving license or PPS number so that they could work. Migrant children that were new to Ireland struggled with home schooling in a language they were new to and engaging with subjects neither they, nor their parents, were familiar with.

8.1.8 Housing

A significant number of negative housing issues were reported by participants in the interviews and focus groups. These covered a range of topics. Some participants felt that recent increases in house prices had pushed home ownership beyond their reach and as such they would now be forced to rent permanently. Others reported overcrowding, while some detailed the difficulties in moving and then being forced to move again. A number of respondents reported health issues requiring a downstairs bathroom, with one respondent having paid for such work himself under a mistaken impression that the costs would be refunded to him. Other issues that emerged included extensive delays in County Council house repairs and a lack of tiling in bathrooms (a cultural requirement in Middle Eastern bathrooms).

8.1.9 Diet

There were distinct differences that emerged in opinions related to dietary concerns and provision amongst participants. Respondents from Eastern Europe were generally happy with the range of foods in shops, although difficulties in travel to supermarkets was mentioned as an issue for those living in rural areas. Aldi, Lidl and Tesco were felt by East European participants to stock food that they found familiar. Respondents from the Middle East struggled much more significantly with accessing culturally appropriate and familiar foodstuffs. For those in direct provision this was a particular issue given meal provision and limited space in fridges for personal use. Access to Halal foods was an issue for many as even in locales with a small Halal shop, choice was very limited.

8.1.10 Small Town Issues

There is a significant degree of overlap between this theme and many of the others listed above. However, many of the issues addressed above could be encapsulated in this description. This theme also emerges out of the significant re-adjustment many Syrian participants have undergone. As noted above, participants reported a host of negative issues related to life in small towns. These included a lack of job opportunities, a lack of public transport, a lack of culturally relevant food shops, a lack of hospital access and a lack of higher education course choices and the difficulty in accessing further education. It should be noted that many of the Syrian migrants had relocated from major urban centres of three million people or more, and as such found relocating to small towns in Co Tipperary particularly challenging.

8.1.11 Time

This theme relates to the Covid-19 theme identified above but is broader. Firstly, it was very evident that Covid-19 had effectively trapped many recent migrants in a form of limbo, significantly hindering their integration. Many recent migrants found themselves unable to acquire the basic documentation and designation required by bureaucratic systems. Many reported being unable to obtain driving licences, PPS numbers, work permits, Public Service Cards and bank accounts. Recent migrants also reported struggling with high car insurance costs and a lack of private transport.

However, it was evident that many longer-term migrants had managed to navigate their way through such obstacles. As such they had over time acquired the necessary documentation to function in Irish administrative systems and had overcome obstacles to driving. It was also evident that those migrating from within the EU had experienced far fewer obstacles to integration. However, it was also apparent that those from outside of the European Union who had migrated before 2020 had encountered less stringent bureaucratic systems and barriers than those currently in operation.

8.2 Experiences of Discrimination and Abuse

One element of the questionnaire detailed negative experiences faced by respondents over the past year. Although the results are generally favourable, some racist verbal abuse was reported, as were occasional incidents of hostility and being overlooked for not being Irish. The findings of the questionnaire are showcased in the infographic below.

A number of respondents stated that they had nothing to add or had not experienced any negative incidents. However, a minority of respondents reported racist verbal abuse, while others mentioned anti-English sentiments. Other negative issues noted included healthcare, housing, the police, the inappropriateness of mixed changing rooms for Muslims, the struggle to find work, and poor transport infrastructure. The extra struggle faced by immigrants even in the absence of overt discrimination or abuse is evident in the following two comments:

“It’s frustrating having to explain yourself or prove your worth to people who already have a perception about you.”

“I do sense that I have to be cautious of how I present myself and sometimes feel I need to prove myself to be regarded as equal.”

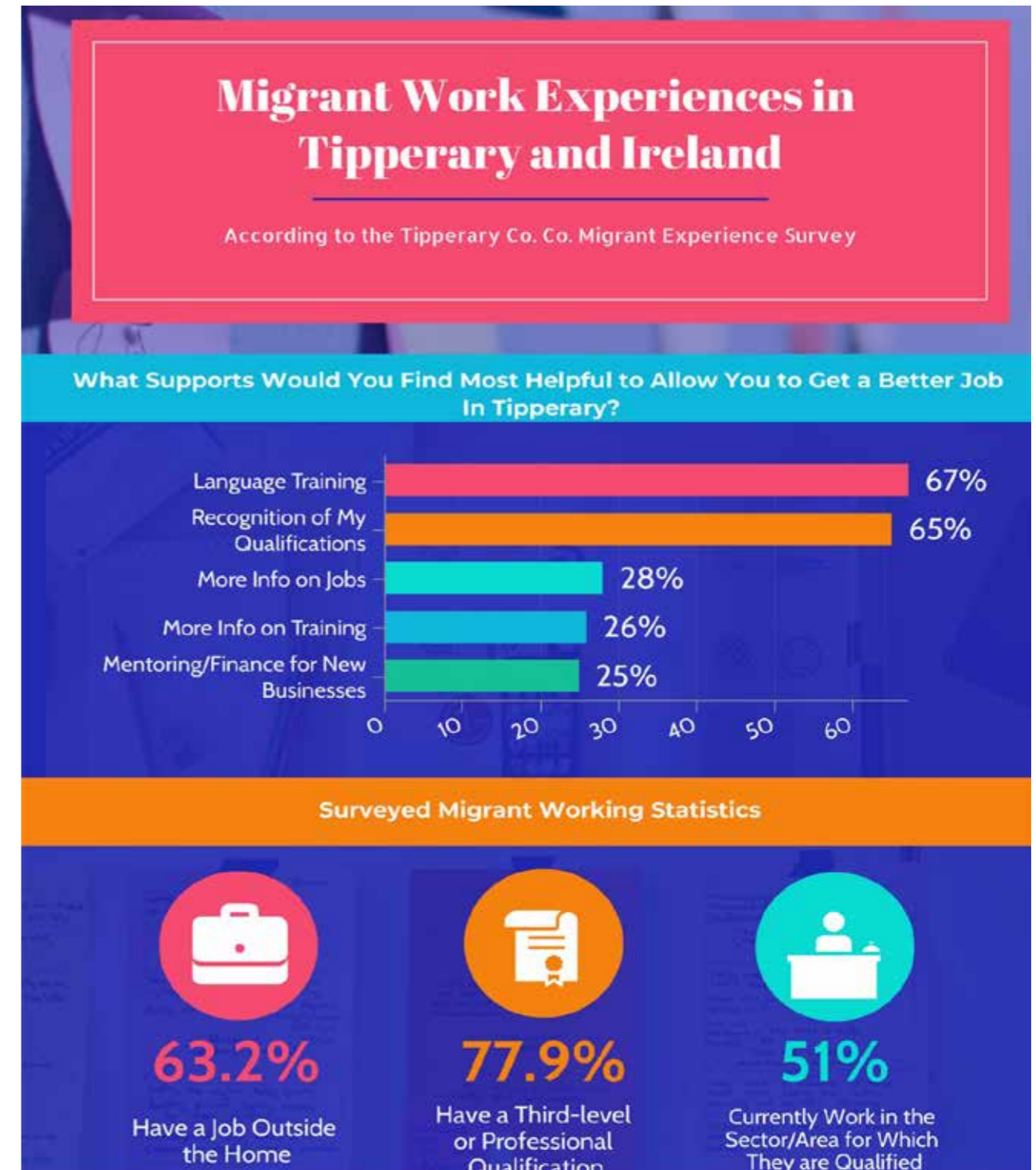


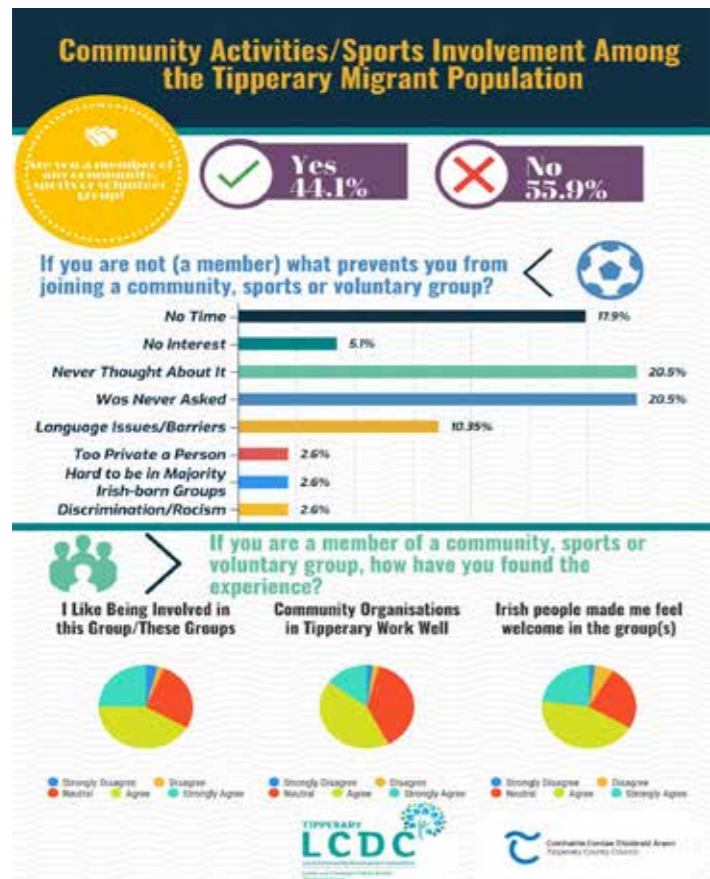
8.3 Work Experience in Ireland

It is notable that almost four out of five participants reported having a third-level or professional qualification.

42 respondents reported the hours they worked. These ranged from 5 hours per week to 60 hours per week. 85.7% of respondents that reported working outside the home reported working 40 hours or less.

Migrants reported working across a full spectrum of jobs ranging from cleaners and shop assistants to nurses, psychologists and pharmacists.





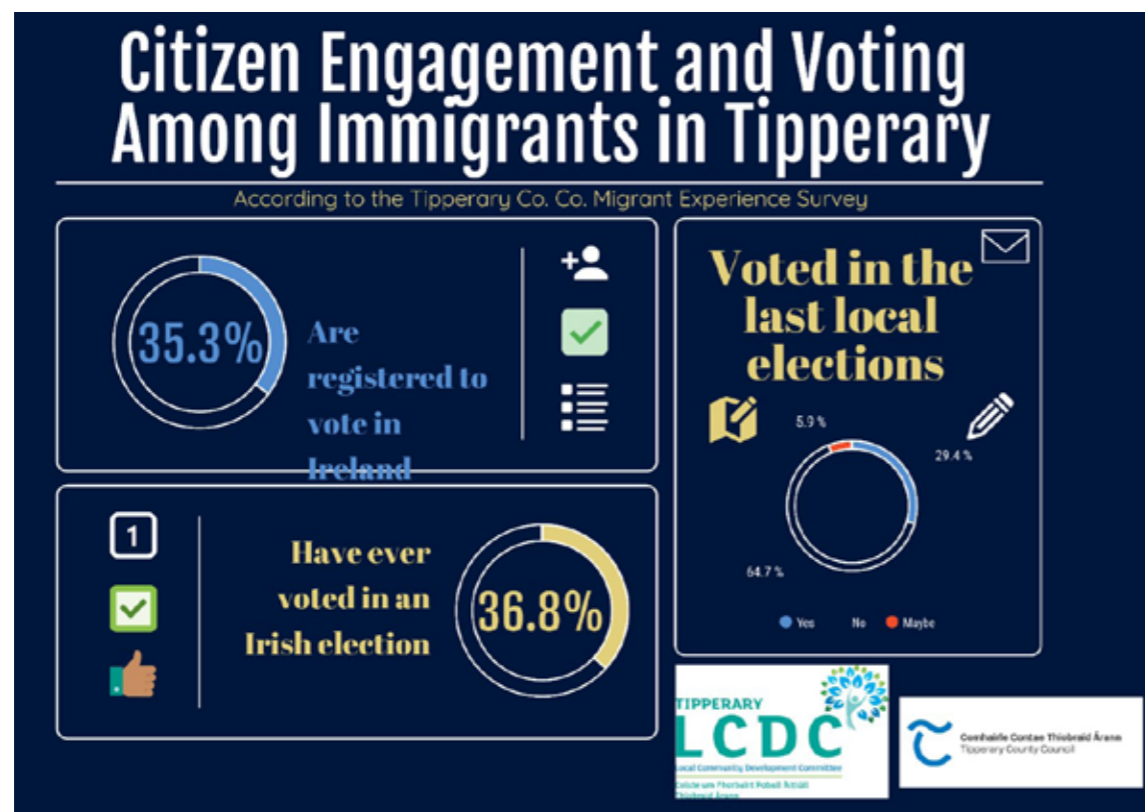
8.4 Community Involvement and Citizens Engagement

Respondents reported being in a range of clubs. However, the most common types were sports clubs and community/volunteering organisations.

The infographic to the left details respondents' involvement and experiences of community involvement. It is clear that people generally liked being involved in such groups and felt welcome there.

8.5 Citizen Engagement and Voting

The survey also sought to review numbers registered to vote and those ever having voted in an Irish election. Approximately a third of respondents were registered to vote or had voted here. As can be seen from the infographic, less than one third of respondents reported voting in the last local elections.



8.6 Achieving Multi-Culturalism, Inclusion and Integration

Respondents were asked to identify what needs to be done by different groups to develop a more multi-cultural Tipperary. Responses to this question were diverse, but distilled around the following issues:

By the Local Community	By Foreign-Born People	By Organisations Here in Tipperary
Develop a religious centre/migrant centre	Get involved in projects/ community	Diversity/awareness training
Develop a multi-cultural creche / childcare	Become more open to Irish culture and customs	Be welcoming
Focus on involvement/networking/platform for migrant history telling/develop opportunities for multicultural integration	Improve English skills	Hire multi-cultural staff
Anti-racism/anti-bias training	Be more active citizens	More outreach and information
Celebration of foreign festivals/global culture/invite migrants to take part in St. Patrick's Day		Multi-lingual signs
Expand library		Be aware of differing cultural needs
Multi-lingual signs in public places		Promote multi cultural events
Develop work opportunities/more education opportunities		
More translation services		

Respondents were also asked to make suggestions for inclusion/integration in Tipperary. Although a number of respondents simply stated that now was not the time because of the Covid-19 pandemic, the following suggestions were made:

- Develop a Health Care Hub
- Develop a fund to support diversity events
- Develop a campaign to highlight the contributions of foreigners in Tipperary
- Develop community groups/community games
- Develop sports (e.g., cricket)
- Acknowledge difference and diversity, develop conversations/networks
- Create jobs
- Develop a multi-ethnic/multi-lingual information centre
- Encourage immigrants to become involved in local councils, etc.
- Develop multi-lingual policies in public and private companies
- Develop more clubs and societies
- Develop more transport
- Develop more training opportunities
- Develop multi-ethnic street markets

5. Promote multi-cultural diversity through sport

Sport has a role in helping to build social cohesion and inclusion. It improves health and wellbeing as well as fostering increased integration. Inclusion in sports means that everyone, regardless of their cultural background or religion, is afforded the opportunity to participate. Sports clubs can be supported to proactively reach out to the migrant and non-Irish communities to participate. Awareness of sports opportunities and the advantages of participation are to be increased within the non-Irish Community.

6. Challenge racism and discrimination against people from different cultures

Whether we tolerate and trust someone or fear and reject them depends a lot on culture. Modern civilization in general encourages the extension of attitudes such as respect and tolerance beyond those who look similar to us to those who we have no relation to, thus leading to a more harmonious, mutually beneficial society. When our community and organisations are made aware of cultural diversity and the importance of what people around us say, think and do in relation to multiculturalism, it can in turn influence the attitudes and behaviours of others. If we are surrounded by people that stigmatise those different to themselves, this can encourage distrust or aggression in us.

7. Increase representation of migrant groups in decision-making committees and groups

Ensuring inclusive governance and decision making for the migrant population is a challenge for all groups and organisations. However, it is important that the voice of these populations is informing policies and decisions so that these meet the needs of all the population. The non-Irish community must feel that their participation will have an impact on improving their everyday life, making them contribute more actively to the economic, social and cultural issues in the county as well. Therefore, the development of a migrant's forum and a strengthening of the migrant's community voice in representative structures such as the PPN and Comhairle as well as Agency Structures is an objective.

8. Targeted support for the most marginalised non-Irish community especially those in need of basic supports e.g., secure accommodation

The research found a huge diversity to access to resources across the migrant's groups with those in the health and pharmaceutical sectors having more access to resources. The length of time in the country also impacted on their level of deprivation with those in Ireland a number of years having a better quality of life. In that regard, the displaced Ukrainians who have been in Ireland less than a year have been identified as needing a targeted response (due to the traumatic and urgent reason for the migration). The Roma community have also been identified as particularly vulnerable due to multifaceted and intergenerational discrimination.



Minister Joe O'Brien running with staff and residents of Borrisokane Independent Living Centre for Asylum Seekers



Minister Joe O'Brien visiting Borrisokane Independent Living Centre for Asylum Seekers



St Patrick's Day Parade, Cashel

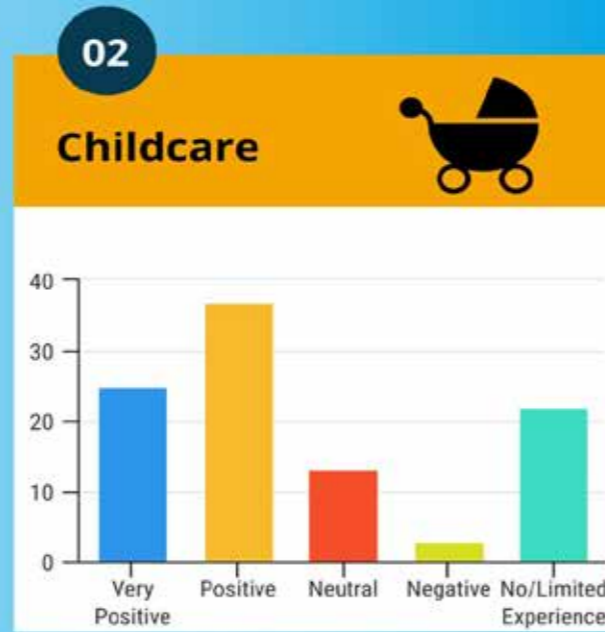
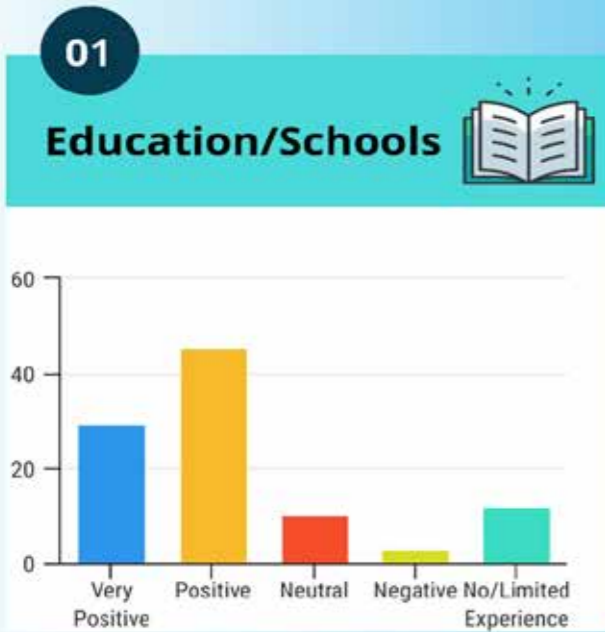


Section 10: Workplan 2022-2024

	Action	LEAD / Partners
Support educational outcomes and language abilities within the migrant community		
1.1	Continue to provide English Language Classes, Community Education, Family Learning and Parenting programmes with an emphasis on innovative approaches.	TETB / LDCs
1.2	Disseminate information about English language courses organised in the county using the existing structures and networks that target minority ethnic communities in County Tipperary as well as community associations, libraries, social networks etc.	TETB / LDCs
1.3	Apply for resources or agency contribution for an Arabic worker for County Tipperary	NTDC / STDC
1.4	Continue to support the Fáilte Isteach Programme, which operates in NTDC / STDC through the Community Enhancement Programme	NTDC / STDC
1.5	Promote the foreign qualification recognition services provided by Quality and Qualifications Ireland to support employment opportunities	LCDC / TETB
1.6	Support migrants with theory test support for driving license provision	NTDC / STDC
1.7	Promote awareness of national health and wellbeing campaigns including vaccination promotional material to migrant communities	Healthy Ireland
Promote integration and life chances of non-Irish through volunteerism, community involvement, community education and business		
2.1	Provide information on local volunteering opportunities to ethnic minorities in County Tipperary and help people to access those opportunities. Run a campaign in multiple languages with the volunteer centres highlighting the benefits of volunteering	TVC
2.2	Provide capacity building support to local immigrant/minority ethnic groups (a small grant scheme will be created to support this)	LCDC
2.3	Increase the visibility of the PPNs with migrant communities through a more targeted promotional campaign in different languages	PPN
2.4	Examine how all Tidy Towns groups can recruit new volunteers from the migrant community for their environmental work locally and encourage a buddying scheme to promote integration	TCC
2.5	Designate the migrant's community, including the Syrian, as a priority/emerging needs within the 2022/2023 SICAP Annual Plans	LCDC
2.6	Support the integration of non-Irish into community support and support the development of new Local Community Groups to represent migrants	NTDC / STDC / TETB
2.7	Support migrant's access to education and training and work through working with individuals to include the provision of small grants	NTDC / STDC / TETB
2.8	Support the recruitment of non-Irish nationals into Tipperary County Council through provision of a workshop on the recruitment and interviews process so that we have a diverse and representative staffing	TCC
Increase awareness of multi-culturalism within organisations and communities through training and media		
3.1	Recruit a Migrant Integration Officer to oversee and drive the Migrant Integration Strategy 2023-2026	LCDC
3.2	Hold annual intercultural and diversity training/awareness days with statutory and non-statutory service providers in the county to increase awareness and prevention of racism and discrimination in any service provision	TCC
3.3	Provide training/awareness raising for staff in TCC on diversity, inclusion and integration and the Public Sector Equality and Human Rights Duty in order to enhance the intercultural competencies of staff	TCC
3.4	Work with the media to develop a positive media coverage of the contribution of migrants and local communities to the social, cultural and economic life of County Tipperary	TCC / NTDC / STDC
Celebrate the diversity that multi-culturalism brings to Co Tipperary		
4.1	Host an Annual Intercultural Day and encourage schools, workplaces and agencies to take part. Through these events, encourage awareness of integration, diversity and interculturalism	TCC
4.2	Continue to encourage integration and inclusion in cultural programming events and activities and encourage local groups to do the same	TCC

	Action	LEAD / Partners
4.3	Include a strong multi-cultural element in the St Patrick's day parade festivals across the county	TCC
4.4	Celebrate Africa Day (May 25th) in Co Tipperary through events around food, music and culture	TCC / NTDC / BWH / STDC
4.5	Celebrate the dynamic and diverse Heritage and Culture of Tipperary through increasing the Creative Ireland and Heritage Week initiatives	TCC / Migrant Forum
Promote multi-cultural diversity through sport		
5.1	Promote integration in sporting activities through liaison with a local community and non-Irish community to participate in area-based activities.	TSP / FAI
5.2	Work with the Sports Partnerships and non-Irish support groups to see what sports migrants play and introduce locally.	TSP
5.3	Promote and celebrate Africa Day through the provision of sporting activities.	TSP / FAI
Challenging racism and discrimination against people from different cultures		
6.1	Ensure information on how to make a complaint of racist behaviour by a member of staff or other customers is displayed in all public offices	TCC
6.2	Work with An Garda Síochána to encourage more reporting of hate crime to the police in Co Tipperary and continue to deliver a victim-based approach to addressing racial or other similar crimes	JPC
6.3	Tipperary County Council to publish a policy on the early removal of racist graffiti	TCC
Increase representation of migrant groups in decision-making committees and groups		
7.1	Promote the engagement of migrants on the Tipperary Older People's Forum to seek the voice of the migrant population and incorporate the challenges they encounter – propose solutions and inclusion projects that promote integration and link with the two local Age Friendly strategies	Age Friendly Tipperary
7.2	Establish a migrant integration forum through existing Public Participation Network structures	PPN / TCC
7.3	Include migrant representation on the Joint Policing Committee	JPC
7.4	Increase migrant representation within local elections using the Immigrant Council of Ireland toolkit, 'Running in local elections in Ireland – a toolkit for candidates from a migrant background.'	TCC / ICI
Targeted support for the most marginalised non-Irish Community especially those in need of basic supports e.g., secure accommodation		
8.1	Audit and map the displaced Ukrainian families and individuals in Co Tipperary so that there is a clear understanding of the numbers as well as their needs around this area such as health, education and integration	TCC / NTDC / STDC
8.2	Support displaced Ukrainians to access accommodation, education, employment, health and welfare services through linkages with existing services and supports as well as applying for extra resources where gaps exist	TCC / NTDC / STDC
8.3	Target supports to Roma in unstable/unsuitable housing to improve their access to health services and health information and tackle homelessness through the Roma Health and Accommodation Project	YWIT / HSE / TCC
8.4	Continue to support the Roma Health Project through ongoing resourcing and partnership approach to meet gaps as identified	YWIT / Roma Health Steering Committee
National Policy Area		
9.1	Investigate visa limits for family visits and visa holders. Stamp 1G expansion to spouse/partner of a general permit holder or Intra Company Transfer permit	LCDC / TCC / Migrant Forum
9.2	Support undocumented migrants to apply through the 'Undocumented' scheme launched in January 2021	NTDC / STDC

Appendix



Glossary

BOTP	Beneficiaries of Temporary Protections
CEFRL	Common European Framework of Reference for Language Learning
DCEDIY	Department of Children, Equality, Diversity, Integration and Youth
DRCD	Department of Rural and Community Development
ECCE	Early Childhood Care and Education Scheme
ESOL	English for Speakers of Other Languages
FAI	Football Association of Ireland
FET	Further Education and Training
GAA	Gaelic Athletic Association
HI	Heathy Ireland
HSE	Health Service Executive
ICI	Immigrant Council of Ireland
IPAS	International Protection Accommodation Services
IRPP	Irish Refugee Protection Programme
JPC	Joint Policing Committee
LCDC	Local Community Development Committee
LECP	Local Economic and Community Plan
NESC	National Economic and Social Council
NTDC	North Tipperary Development Company
PPN	Public Participation Network
PPSN	Personal Public Service Number
QQI	Quality and Qualification Ireland
RDP	Rural Development Programme
SICAP	Social Inclusion Community Activation Programme
STDC	South Tipperary Development Company
TCC	Tipperary County Council
TETB	Tipperary Education and Training Board
TSP	Tipperary Sports Partnership
UNHCR	United Nations High Commissioner for Refugees
YWIT	Youth Work Ireland Tipperary



