We Belong

Co. Monaghan Migrant Integration Strategy

And

Action Plan 2020-2023

Monaghan Local Action Group

This project funded the development of a Migrant Integration Strategy for Co. Monaghan. The study was commissioned by Monaghan Integrated Development and undertaken by KW Research and Associates.

Mhaoinigh an tionscadal seo forbairt Straitéise Comhtháthaithe Imirceach do Chontae Mhuineacháin. Rinne Monaghan Integrated Development an staidéar a choimisiúnú agus rinne KW Research and Associates é.

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Foreword

I welcome the publication of this strategy which sets out Monaghan Local Community Development Committee's plan to ensure the integration of all those who live in county Monaghan. Monaghan has a small population, but our population of just over 61,000 people includes a rich and vibrant multicultural community who have made Monaghan their home over the last number of years. Those who have come to live here from around the world bring with them skills, talents, cultures and traditions to be celebrated and respected.

Our vision for Monaghan is one that celebrates the diversity of our communities. A county where everyone who lives, works and visits are valued, respected and supported to fully participate and contribute to their communities. We aim to achieve this goal through collaboration, interagency working and promoting values of equality, dignity and inclusion.

Finally, a sincere thanks to all those who gave up their time to assist in the development of this strategy, Dr Kathy Walsh and Allen Mc Adam consultants for their professional direction and guidance that ensured that the voices of migrants, service providers and communities were articulated in consultation process.

This strategy will build on the many successful initiatives and activities to support the migrant community in Monaghan to get involved in all aspects of community life in the county and we look forward to the new opportunities and relationships the implementation of Monaghan Migrant Integration Strategy will bring.

Alan Johnston

Chairperson

Monaghan Local Community Development Committee

Foreword

Welcome to this unique and historic document, commissioned by Monaghan Integrated Development. This Strategy is unique because it was written at a time when migration is transforming Irish life. It is also historic, because it could not have been written at any other time in the last 200 years. Until the mid-1990's, so many people left Ireland to work abroad that the population, particularly in counties like Monaghan, was in continual decline. Those who left dealt with the heartache of separation from family, friends and loved ones as they made a new life overseas.

Many experienced a sense of 'not belonging' in their new country. The need for a sense of belonging is a common human experience. Feeling we belong is very important to help us see value in life and to help us cope with intensely painful emotions. Belonging means acceptance.

Giving people a sense of belonging strengthens social capital. When people can see their connection to a wider group, they realise than others share the same struggles and have difficult times as well. Knowing that you are not alone is comforting. For the individual it improves their overall motivation, health, and happiness. The opposite is also true. Being excluded can undermine self-control and well-being and often creates pain and conflict. You will know this is true simply by thinking back to a time when you were left out or excluded by a group and how that made you feel.

However, it is not always easy to be welcoming. There is a fear of the unknown. Some people seek belonging through excluding others. That reflects the idea that there must be those who don't belong in order for there to be those who do. Whilst understandable, this type of thinking is ultimately damaging for our society as a whole.

We recognise that we have a large migrant population who call County Monaghan home and that these people need to feel they belong. The actions in this strategy seek to achieve this outcome. Monaghan Integrated Development are committed to working with all our partners to implement these actions for the betterment of all.

The migrants in our midst bring new skills and talents that they can use to create employment and generate wealth. They lower the average age of our population and their children ensure that many of our schools are able to retain teachers. The most prosperous and dynamic societies are those that have the 3 T's; that is **T**alent, **T**echnology and **T**olerance. In County Monaghan we have the talent. Our migrants help to enrich and deepen our talent pool; we have access to Broadband and the latest IT technology. We are also tolerant, but in an era of populism, unfiltered social media and economic pressure, we must ensure we remain so.

The goal is not assimilation, but integration. Not everyone who reads this document will be able to support its actions directly. However, you can support integration and belonging in many other simple ways. By welcoming people from diverse backgrounds into your community, your organisation, your sports club, your school, your home. By helping them to improve their English language ability where possible. By being friendly and by being ourselves, you will be making County Monaghan a better place for all.

Mary Mullen

Chairperson

Monaghan Integrated Development

Section 1: Introduction to the Co. Monaghan Migrant Integration Strategy

1.1 Introduction

Locally the population of Co. Monaghan has become increasingly diverse over the last two decades. Co. Monaghan is home to 7,413 individuals 'Non-Irish' nationals. This figure includes 651 individuals who did not state their nationality, when this 'not-stated' group is removed, the proportion of non-Irish nationals is 11% '(6,762 individuals), while the border region is home to 49,512 (9.7% after not stated removed) "Non-Irish' nationals. (Census 2016). See Table 1.1 for details.

Table 1.1. Percentage of 'Non-Irish' nationals in 2002, 2011 & 2016 in Monaghan & Border

Year	*2002*		*2011*		*2016*	
Level	*Total Pop*	*% 'Non-Irish'*	*Total Pop*	*% 'Non-Irish'*	*Total Pop*	*% 'Non-Irish' (Excludes individuals who do not state their nationality)*
Monaghan	52,593	5.8	60,483	11.5	61,386	11.02
Border Region	432,534	7.2	514,891	10.1	523,217	9.7
National average	3,917,203	8.5	4,588,252	12.2	4,761,865	11.25

1.2 How the Monaghan Integration Strategy was developed

This strategy has been developed using a range of methods including:

- A **review of existing published material** on migrant integration nationally and at a European level.
- A demographic analysis of the **breakdown of the migrant population** in Co. Monaghan from the CSO Census 2016 data.
- Consultations (interviews) with key stakeholders working on migrant integration issues locally.

Extensive consultation with migrants, refugees and asylum seekers through a series of seven focus groups. These took place with the assistance of Cultural Champions during November and December 2019. The Cultural Champions Project was the result of a collaboration between Monaghan Integrated Development (MID) and a number of agencies and individuals (including Tusla, Fáilte Isteach Monaghan, Family Resource Centres (Teach na Daoine & Clones), the ISPCC, CMETB, 2 x

members of new communities). The 12 Cultural Champions are all drawn from different cultural communities and their purpose is to provide a gateway between services and their cultural community and vice versa.

- Three **public consultation meetings** were held in November 2019, 45 people attended these meetings, over 90% of which were from the migrant community. These were supplemented by a number of additional meetings/interviews with a cross section of migrants. A further 98 migrants were consulted as a result of these more targeted consultations. See Appendix 1 for full details.

- An **online survey for service providers and key stakeholders,** which ran for five weeks. An invitation to participate in the survey was sent to all relevant agencies and council staff. A total of 52 respondents completed the questionnaire (48% frequently worked directly with migrants & 33% with asylum seekers).

- **Additional Service Provider Consultations included:**
  - A planning and consultation meeting with the Equality Subgroup of the LCDC. (4th September 2019)
  - A consultation workshop with service providers from the Child and Family Support Network (7th November 2019).
  - Further consultation with service providers occurred at the January 14th, 2020 Co. Monaghan LCDC meeting. With a presentation also made to this LCDC meeting on the emerging research findings.

- During 2017 and 2018, Monaghan County Council delivered a pilot project in partnership with the Irish Human Rights and Equality Commission to develop a Public Sector Duty in a local authority. The IHREC ACT 2014 Section 42 requires all public bodies to ensure their strategic plans include actions w that will aim to eliminate discrimination, protect human rights and promote equality for all service users and staff. The Monaghan County Council Public Sector duty pilot project involved a consultation exercise across the services in Monaghan County Council. The findings of this consultation exercise have also been considered in the development of this strategy.

See Appendix 1 for full details of the consultations undertaken.

1.3 What is integration?

1.3.1 Defining Integration

Migrant integration has gained prominence on the global agenda with the advent of the 2030 Sustainable Development Agenda's call to "leave no one behind"—including migrants[1]. The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.[2] One of these is Goal 10 -

[1] https://migrationdataportal.org/themes/migrant-integration
[2] https://sustainabledevelopment.un.org/sdgs

"Reduce inequality within and among countries". Within this are 10 sub-goals, three of which are particularly relevant to this strategy.[3]

Integration is defined in Irish policy 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*". (P. 11)[4] The 2017 Migrant Integration Strategy[5] vision is that "migrants are facilitated to play a full role in Irish society, that integration is a core principle of Irish life, and that Irish society and institutions work together to promote integration" (p10). (p11. It cuts across different policies and various aspects of migrants' lives and therefore data on migrant integration cover a wide range of information, including whether migrants are integrating into the economic, social, cultural, and political spheres of society, the discrimination they face, how policies affect migrants' inclusion, and how the public perceives migrants and immigration.

Concepts closely related to integration include social inclusion and social cohesion. Social inclusion refers to migrants' inclusion and participation into host communities. Social cohesion refers to concepts such as anti-discrimination, countering xenophobia and promoting mutual understanding (IOM, 2017).[6]

In a recent IOM paper[7] Integration is defined as the two-way process of **mutual adaptation between migrants and host societies** in which migrants are incorporated into the social, economic, cultural and political life of the receiving community. As such, integration entails a set of **joint responsibilities for migrants and host communities**, and, in this broad understanding, incorporates other related notions such as social inclusion and social cohesion. Integration is a cross-cutting and multi-sectoral issue that pertains to policy areas that address the economic, social, legal, cultural, and civic spheres and impacts all aspects of migrants' lives and their communities.

[3] Three relevant goals to this strategy are: 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status; 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard; 10.7: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

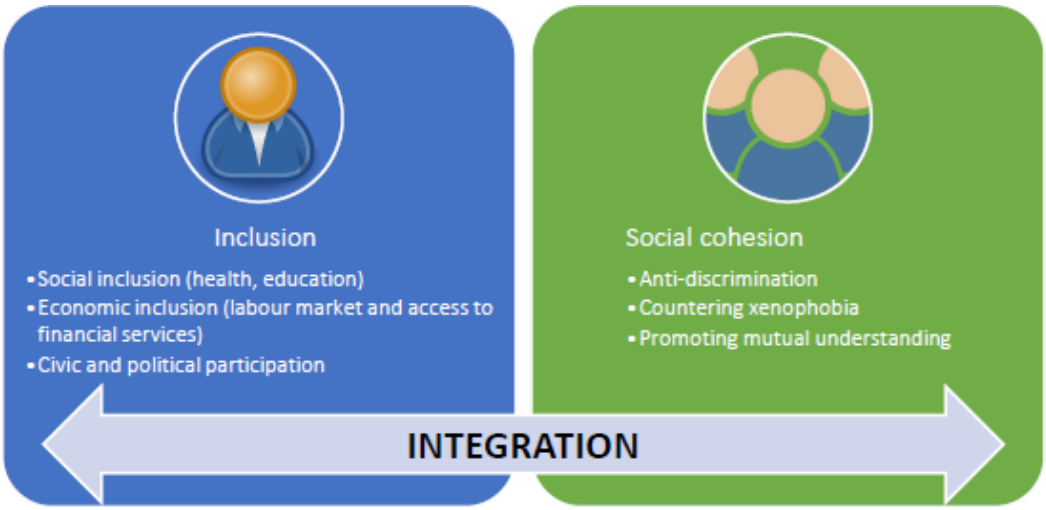
[4] Department of Justice, Equality and Law Reform (1999) Integration: a Two Way Process. Dublin. This is in conformity with the EU Common Basic Principles on Integration.

[5] Department of Justice and Equality (2017) Migrant Integration Strategy – A Blueprint for the Future.

[6] https://www.iom.int/sites/default/files/our_work/ODG/GCM/IOM-Thematic-Paper-Integration-and-Social-Cohesion.pdf

[7] Integration and Social Cohesion: Key Elements For Reaping The Benefits Of Migration - Global Compact Thematic Paper - Integration and Social Cohesion - 2017 - International Organisation for Migration (IOM)

Figure 1.1 Elements of Integration – IOM[8]



Integration Policy at European Level

The European Union (EU) identifies[9] immigration as a permanent feature of European society, recognising that if the flow of immigrants is orderly and well managed, Member States can reap many benefits. These include stronger economies, greater social cohesion, an increased feeling of security, and cultural diversity. Taken together and across all Member States, these benefits advance the European process and strengthen the Union's position in the world. Therefore, the effective management of migration by each Member State is in the interest of all. A critical aspect of managing migration is the successful integration of legally residing immigrants and their descendants.

The Justice and Home Affairs Council of November 2004 adopted eleven Common Basic Principles (CBPs) for Immigrant Integration in the EU. The European Council reaffirmed these in 2014. Current Irish integration policy has regard to the EU Common Basic Principles on Integration, which provide the framework for the development of policy among EU member states for the promotion of integration of third country nationals[10]. See Table 1.2 for details of the eleven principles.

Table 1.2: The Common Basic Principles (CBPs) for Immigrant Integration in the EU
1. Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States. 2. Integration implies respect for the basic values of the European Union

[8] Integration and Social Cohesion: Key Elements for Reaping the Benefits of Migration - International Organisation for Migration (IOM) the UN Migration Agency - Global Compact Thematic Paper - Integration and Social Cohesion

[9] Council of the European Union November 2014 - Agreeing common basic principles for immigrant integration policy in the European Union

[10] http://www.temaasyl.se/Documents/EU-dokument/Kommisionsdokument/De%20europeiska%20grundprinciperna%20f%C3%B6r%20integration.pdf

Table 1.2: The Common Basic Principles (CBPs) for Immigrant Integration in the EU
3. Employment is a key part of the integration process and is central to the participation of immigrants, to the contribution's immigrants make to the host society, and to making such contributions visible. 4. Basic knowledge of the host society's language, history, and institutions is indispensable to integration; enabling immigrants to acquire this basic knowledge is essential to successful integration. 5. Efforts in education are critical to preparing immigrants, and particularly their descendants, to be more successful and more active participants in society. 6. Access for immigrants to institutions, as well as to public and private goods and services, on a basis equal to national citizens and in a non-discriminatory way is a critical foundation for better integration. 7. Frequent interaction between immigrants and Member State citizens is a fundamental mechanism for integration. Shared forums, inter-cultural dialogue, education about immigrants and immigrant cultures, and stimulating living conditions in urban environments enhance the interactions between immigrants and Member State citizens. 8. The practice of diverse cultures and religions is guaranteed under the Charter of Fundamental Rights and must be safeguarded, unless practices conflict with other inviolable European rights or with national law. 9. The participation of immigrants in the democratic process and in the formulation of integration policies and measures, especially at the local level, supports their integration. 10. Mainstreaming integration policies and measures in all relevant policy portfolios and levels of government and public services is an important consideration in public policy formation and implementation. 11. Developing clear goals, indicators and evaluation mechanisms are necessary to adjust policy, evaluate progress on integration and to make the exchange of information more effective.
Source: Council of the European Union - Justice and Home Affairs Council - 2004

In 2010, the Zaragoza Declaration[11] on Integration moved the agenda forward by committing Member States to "*promote integration as a driver for development and social cohesion by incorporating integration issues in a comprehensive way in all relevant policy fields".* This Declaration also emphasised "*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, xenophobia and all forms of discrimination" (p 6).

In 2014,[12] the Organisation for Economic Cooperation and Development (OECD) identified three key areas where migrants have clearly contributed to the economies of host countries. See Table 1.3 for details.

[11] European Ministerial Conference on Integration (Zaragoza, 15 And 16 April 2010) Declaration.
[12] Is Migration good for the economy - Migration Policy Debates - May 2014 OECD

Table 1.3: Key Areas where Migrants Contribute to the Economy of Host Countries	
Labour markets	• Migrants accounted for 47% of the increase in the workforce in the United States and 70% in Europe over the past ten years. • Migrants fill important niches both in fast-growing and declining sectors of the economy. • Like the native-born, young migrants are better educated than those nearing retirement. • Migrants contribute significantly to labour-market flexibility, notably in Europe.
The public purse	• Migrants contribute more in taxes and social contributions than they receive in benefits. • Labour migrants have the most positive impact on the public purse. • Employment is the single biggest determinant of migrants' net fiscal contribution.
Economic growth	• Migration boosts the working-age population. • Migrants arrive with skills and contribute to human capital development of receiving countries. • Migrants also contribute to technological progress. Understanding these impacts is important if our societies are to usefully debate the role of migration
Source: OECD/EU (2018), Settling In 2018: Indicators of Immigrant Integration, OECD Publishing, Paris	

The publication concludes that understanding these issues is essential to designing policies that maximise the benefits of migration, especially by improving migrants' employment situation, particularly in the coming decades, as rapid population ageing increases demand for migrants to make up shortfalls in the workforce. 2018 saw the joint OECD-European Commission publication Indicators on Immigrant Integration[13]. This document identifies that while many countries have made important improvements in integrating immigrants, many challenges remain and much of the potential that migrants bring with them remains unused, hampering both economic growth and social inclusion. It presents a comprehensive international comparison of the integration outcomes of immigrants and their children across all EU and OECD countries - as well as a number of G20 countries. 74 indicators are used across three strands: labour market and skills; living conditions; and civic engagement and social integration.

1.3.2 Integration Policy at National Level

The National Migrant Integration Strategy published in February 2017 details the Government's approach to the issue of migrant integration for the period from 2017 to 2020. It envisages a whole-of-Government approach involving actions by all Departments. It is targeted at all migrants, (including refugees), who are legally residing in the State and those who have become naturalised Irish citizens, but who were born outside Ireland.

[13] OECD/EU (2018), Settling In 2018: Indicators of Immigrant Integration, OECD Publishing, Paris/EU, Brussels, https://doi.org/10.1787/9789264307216-en.

The National Strategy contains 76 actions under a variety of themes including citizenship and residency, access to public services and social inclusion, education, employment and pathways to work, health, integration in the community, political participation, promoting intercultural awareness and combating racism and xenophobia, volunteering and sport. The 76 actions are being delivered by government departments, local authorities, public bodies, local communities, the business sector, sporting and arts organisations and NGOs.

Actions applicable to all government departments and agencies include the provision of:

- Information to migrants in language-appropriate formats.
- Ongoing intercultural awareness training for all front-line staff.
- Signage in public offices indicating where interpretation is available; and
- Clear information on how to make a complaint about racist behaviour by staff or another customer

The vision of the National Strategy has the following key elements:

- The basic values of Irish society are respected by all.
- Migrants are enabled and expected to participate in economic life – in employment and self-employment.
- Migrants interact with the host community and participate with them in cultural, sporting and other activities while preserving also their own traditions as they wish.
- Migrants have language skills sufficient to enable them to participate in economic life and in the wider society.
- Migrants have a knowledge of Ireland, its history and culture. Migrants, and particularly their children, benefit fully from the education system.
- Migrants are enabled to celebrate their national, ethnic, cultural and religious identities, subject to the law.
- Migrants participate in politics and public life as provided for by law.
- Integration policies and measures are mainstreamed in the work of all Government Departments and agencies, local authorities and other public bodies and organisations.
- Positive action measures are undertaken where appropriate to address the specific needs of migrant groups.
- Migrants, and migrant representative groups, contribute to policy and service development.
- Migrants get support to access and navigate public services.

National Equality Legislation

Equality legislation prohibits discrimination on nine grounds: race, gender, civil status, family status, age, religion, disability, sexual orientation and membership of the Traveller community. The race ground encompasses nationality and ethnicity. The legislation is designed to promote equality, prohibit discrimination – direct, indirect and by association – and victimisation, and allow positive measures to ensure full equality across the nine grounds.

The Employment Equality Acts 1998– 2015 outlaw discrimination at work including recruitment and promotion; equal pay; working conditions; training or experience; dismissal and harassment including sexual harassment. The EEA aim to ensure that people have equal opportunities in relation to skills, training, jobs and promotion. The EEA explain the different kinds of discrimination in relation to the workplace, which are against the law e.g. direct discrimination; indirect discrimination; discrimination by association; discrimination by imputation. It also bans harassment (Unwanted, hostile behaviour because of who you are) and sexual harassment (unwanted behaviour of a sexual nature). Victimisation, which is when an employer dismisses someone or treats them badly because they have made a complaint related to equality law is also illegal. Other forms of discrimination are not against the law.

The Equal Status Acts 2000–2015 (ESAs) outlaw discrimination outside the workplace, in particular in the provision of goods and services, disposal of property and certain aspects of education. The ESAs aim to make sure that people are treated equally when they access goods and services. Discrimination in relation to the provision of goods and services happens when someone is treated less favourably than another person, because of who they are. There are different kinds of discrimination. They all involve comparison with how other people are treated. The ESA protects nine categories of people[14] generally, and ten groups of people[15] in relation to accommodation. Not all differences of treatment are seen as discrimination under the ESA.

Irish Human Rights and Equality Commission Act 2014

Section 42 of the Irish Human Rights and Equality Commission Act 2014 imposes a statutory obligation on public bodies in performing their functions to have regard to the need to:

- eliminate discrimination.
- promote equality of opportunity and treatment for staff and persons to whom it provides services.
- protect the human rights of staff and services users.

Since 2014, the Public Sector Equality and Human Rights Duty is part of the legislative framework governing human rights and equality in Ireland. The 2014 Act requires a public body, having regard to its functions, purpose, size and resources available to it, to:

1. Assess - an assessment of the human rights and equality issues it believes to be relevant to the functions and purpose of the body;

2. Address - set out the policies, plans and actions in place or proposed to be put in place to address those issues; 3. Report - report on developments and achievements in its annual report.

The Irish Human Rights and Equality Commission (IHREC) was established in 2014 as an independent statutory body that accounts directly to the Oireachtas. Its purpose is to promote and protect human rights and equality in Ireland and build a culture of respect for human rights, equality and intercultural understanding in the State. A significant innovation in the Act that established the Irish Commission was Act 2014 is the introduction of a positive duty on public bodies to have due regard

[14] Gender ground, civil status ground, family status ground, age ground, race ground, religion ground, disability ground, sexual orientation ground and membership of the Traveller community ground

[15] Gender ground, civil status ground, family status ground, age ground, race ground, religion ground, disability ground, sexual orientation ground and membership of the Traveller community ground and housing assistance ground

to human rights and equality in their work and to conduct their business in a manner that is consistent with individual human rights. This means the systematic integration of an equality and human right perspective into the everyday work of all public bodies, requiring them 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 legal obligation is called the Public Sector Equality and Human Rights Duty.

Monaghan County Council was one of 6 pilot sites across the public services to implement a Public Sector Duty in partnership with IHREC. The learning from the pilot in Monaghan has informed the development of a toolkit and guidance document to support all public bodies to meet the statutory obligations under the IHREC ACT 2014.

1.3.3 Integration Policy at Co. Level

Monaghan Local Community Development Committee (LCDC) a committee of Monaghan County Council established in September 2014 has responsibility for the development and implementation of a six year Local Economic and Community Plan (LECP) for Co. Monaghan. The LCDC 17-member committee is made up of eight Statutory Members and nine Non-Statutory Members. The LCDC Plan (2016-2022) contains a number of specific actions relevant to migrant integration. See Table 1.4 for details.

Table 1.4: Monaghan Local Economic and Community Plan Actions relevant to Migrant Integration

Goal No. and Aim	Objective/s	Action/s
Goal 3 "*To support development of social infrastructure and community development in the county*"	Objective 3.9 'To strengthen and enhance peace, reconciliation and diversity throughout county Monaghan.' The relevant indicative action linked to this objective include	3.9.1 Implement Monaghan Peace IV Programme Plan for Peace and Reconciliation
	Objective 3.10 'To continue to promote good community relations.'	Action 3.10.1 Promote "Know your neighbour" initiatives and increased integration of all communities, particularly new communities and Travellers.
Goal 5 *"To promote the health and well-being of all people in Monaghan by ensuring equal opportunity to access, participate and engage in the social, economic, cultural, sporting and educational opportunities available in the county."*	Objective 5.1 'To raise awareness among services providers and agencies of the impact of social exclusion on people in county Monaghan.'	5.1.1 Carry out an audit to profile the barriers faced by people that prevent them from progressing into the work force or further education and to inform key service providers. 5.1.3 Develop a guide to social inclusion and supporting toolkit to inform services providers of how social exclusion impacts on a person

		and how they can address exclusion in their services provision.
	Objective 5.5 Support the integration of new communities in Co Monaghan	5.5.1 Continue to develop and strengthen a new communities network 5.5.2 Use English conversation class provision as a means to promote integration
		Source: Monaghan LECP (2016-2022)

Monaghan a County of Sanctuary

In 2014, Monaghan County Council ratified a commitment to be a county of sanctuary. A county of sanctuary is an international movement that creates a place of welcome and support to those seeking sanctuary. Under the PEACE IV programme, Monaghan County Council delivered a programme to expand and develop a County of Sanctuary in Monaghan. The project included a series of events, programmes and activities to support the integration of migrants to county Monaghan. The project worked with three pilot sites in community preschool, primary school and secondary school to develop a school of sanctuary in education settings. Ballybay Community Crèche, Ballybay National School and Largy College Clones, were awarded the first preschool, primary school and secondary school of sanctuary in Ireland. Funding has been received from the Department of Justice Asylum Migration Integration Fund to continue the work of the County of Sanctuary programme to promote migrant integration.

LEADER

New communities are also a target group in the LEADER programme. At the time of compilation, the LEADER 2014-2020 Strategy recorded the following statistics for migrants in Co Monaghan:

Thematic Area: Population	
Key Statistics:	Key Changes & National comparison
Who lives here? • 11.5% of the population identify as non-Irish national (almost 7,000 people) • Lithuanians (2,398 persons) were the largest Non-Irish group, followed by Polish (1,083 persons). • 177 people are resident in St Patrick's Direct Provision Centre seeking asylum on (Tusla May 2014) • 49% of residents in Direct Provision were children • There were 30 one parent families, (70% had > 1 child) • In 2015, 30 of the residents were young males	 • Lithuanians population @ 3% in Monaghan compared to 0.5% for the State • Number of Asylum Seekers in Monaghan down slightly since Dec 2001 (200)

Where do they live? • Monaghan is a rural county with slightly less than 30% of the population living in an urban community	• 68% of the non-Irish national community live in the five main urban centres and their hinterland in the county.

The strategy also noted that *'Effective Integration of members of new communities and the migrant population is an important social cohesion issue for county Monaghan. Integration is a two-way process, requiring the involvement of the new community members and of those of the host communities. A potential win win is possible where social integration and language skills are improved through community-based initiatives and place-based learning opportunities.'*

It went on to recommend that *'LEADER funding should be targeted at activities which encourage Non-Irish Nationals, migrants, ethnic minorities and host community members to socialise and integrate. Including community-based approaches which work to enhance English language proficiency and social integration.'*

As a result, Strategic Action 3.3: '*Support activities which encourage Non-Irish Nationals, migrants, ethnic minorities and host community members to socialise and effectively integrate into Monaghan communities'* was written into the programme.

The Strategic Action description was; *Integration of migrants and new communities is important in achieving social cohesion. Opportunities for cultural exchanges and peer learning to be created Inc. language proficiency and social integration, through cultural exchange opportunities and place-based learning etc.*

Arising from this action the Integration Strategy was commissioned.

Fáilte Isteach

In 2015 Monaghan Integrated Development (MID) worked with the Third Age to establish the first Fáilte Isteach English conversation classes in Monaghan town. The project evolved from previous English conversation supports delivered by MID as part of activities under the PEACE III programmes. These projects had identified a need to root conversation classes more firmly in the community and to provide support in a format that would enable continuity. The previous activities had ended when PEACE funding ceased. Fáilte groups in Carrickmacross and Clones followed. The Fáilte groups are closely linked with CMETB and they were the first building blocks put in place by MID as part of the long-term development of an Intercultural Network.

The Monaghan town Fáilte Isteach group is the largest conversation group in the county and it hosts two weekly classes, one in the morning and one in the evening on a Tuesday. The classes run with the school academic calendar, breaking for school holidays. Overall attendance averages 70-100 participants per week. During holiday times MID and CMETB provide activities to keep participants engaged, e.g. Intercultural studies class. 25 Volunteer tutors deliver the conversation classes.

The Carrickmacross classes also run twice weekly with c. 15-30 participants and 3 tutors. The Clones Fáilte group runs once per week with 1-2 participants and 1 tutor. However, training materials and supports have been provided to an independent workplace-based conversation group, which has round 15-20 male members.

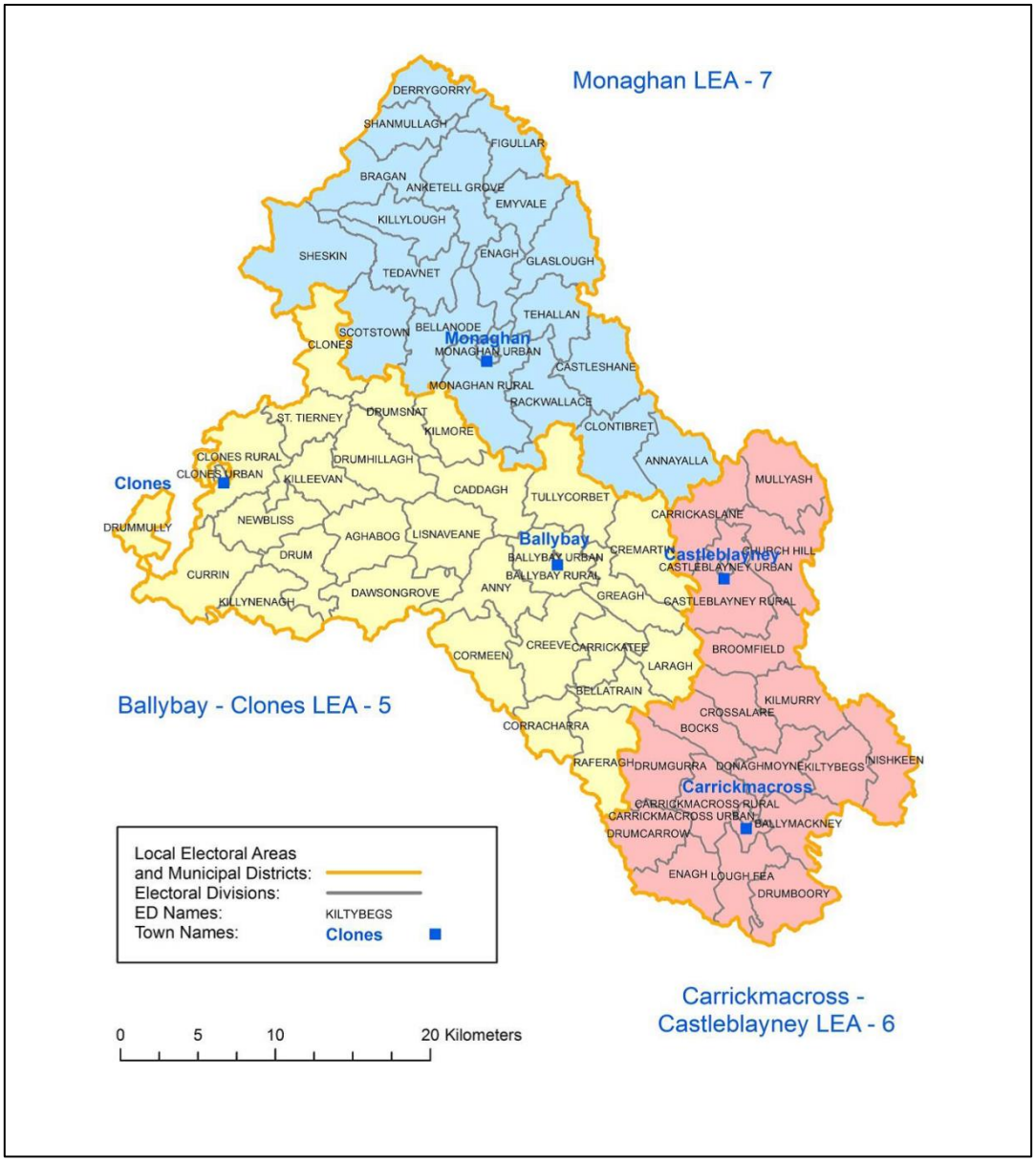
Section 2: Socio-Economic Diversity Data in Co. Monaghan

2.1 Diversity in Co. Monaghan

Co. Monaghan is a Local Authority area whose population of 61,386 (2016) represents 1.29% of the State population. Its population has grown by 9.62% over the period 2006 to 2016, somewhat less than the State rate of 12.31%. Much of the growth in the population of the county over the period 2006 to 2016 can be attributed to migrants arriving in the county. Approximately 70.68% of Monaghan population live in rural communities while 29.32% are defined as living in urban areas.

Between 1991 and 2016, the population of the county grew by 19.68% compared to 35.06% for the State as a whole. The county is divided into 3 Municipal Districts (MDs). See Figure 2.1 for details.

Figure 2.1: A Map of the Municipal Districts (MD) in Co. Monaghan



Carrickmacross -Castleblayney MD recorded the largest growth in the population with the county over the period 1996 to 2016 recording an increase of 28.24%.

2.2 Birthplace[16]

The population of County Monaghan in 2016 includes 12,806 people (21.09% of pop) who have been born outside of Ireland compared with a state figure of 17.28%. In 2011, 20.9% percentage of the population of Co Monaghan was born outside of Ireland, while the percentage for the state in 2011 was 16.94%. See Table 2.1 for details.

Table 2.1: Country of Origin in Co. Monaghan (Census, 2016)

	Municipal Ballybay Clones		Municipal Monaghan		Municipal Castleblayney CMX		County Monaghan		State	
Country	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Ireland	15,452	84.29%	15,083	73.43%	17,387	79.56%	47,922	78.91%	3,879,515	82.72%
UK	1,937	10.57%	2,408	11.72%	2,339	10.70%	6,684	11.01%	277,206	5.91%
Poland	78	0.43%	547	2.66%	304	1.39%	929	1.53%	115,161	2.46%
Lithuania	397	2.17%	1,194	5.81%	689	3.15%	2,280	3.75%	33,344	0.71%
Other EU 27	168	0.92%	661	3.22%	580	2.65%	1,409	2.32%	145,282	3.10%
Rest of the World	299	1.63%	649	3.16%	556	2.54%	1,504	2.48%	239,413	5.10%
Total	18,331	100.00%	20,542	100.00%	21,855	100.00%	60,728	100.00%	4,689,921	100.00%

Monaghan MD has more people born in Poland and Lithuania than the other two MD's in the Co. (2.66% Polish and 5.81% Lithuanian). 26.57% of the population in Monaghan MD was born outside of Ireland, which is significantly higher than the national average (17.28%). Ballybay Clones MD has the lowest proportion of those born outside of Ireland (15.71%). Lithuanian born individuals account for the highest proportion of people outside of Ireland and the UK who live in Co. Monaghan (3.75%). This compares to the national average of 0.71%. Co. Monaghan has a lower proportion (2.48%) of those born outside of the European Union than the national average (5.1%) and a much greater rate of people born in the UK, which is typical for a border county.

2.3 Nationality

According to the 2016 census, there were a total of 7,413 non- Irish nationals in Co. Monaghan. This figure includes 651 individuals who do not state their nationality. When this group of 'non-stated' is excluded, non-Irish nationals make up 11% (6,762 individuals). Co. Monaghan has the 10th highest level of non- Irish nationals compared with other local authority areas. Some parts of the county have higher levels of non-Irish nationals than other parts of the county. See Figure 2.2 for details of the percentage of non-Irish Nationals across the three MD's.

[16] Birthplace is defined as where an individual is born. It is not necessarily a reflection of nationality. Birthplace figures (Table 2.1) will therefore often differ from nationality figures (Table 1.1)

Figure 2.2: Percentage of Non-Irish Nationals across MDs in Co. Monaghan (n=6,762)

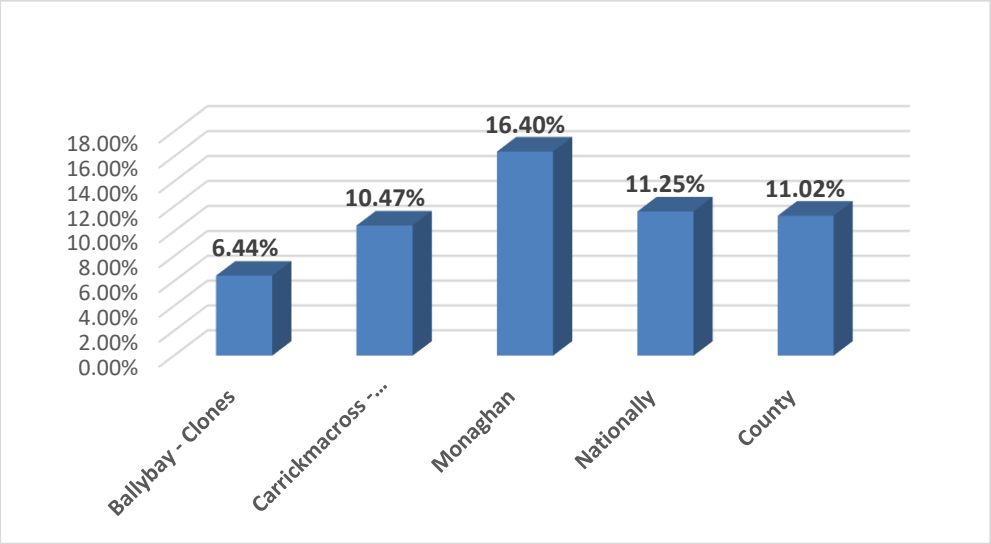
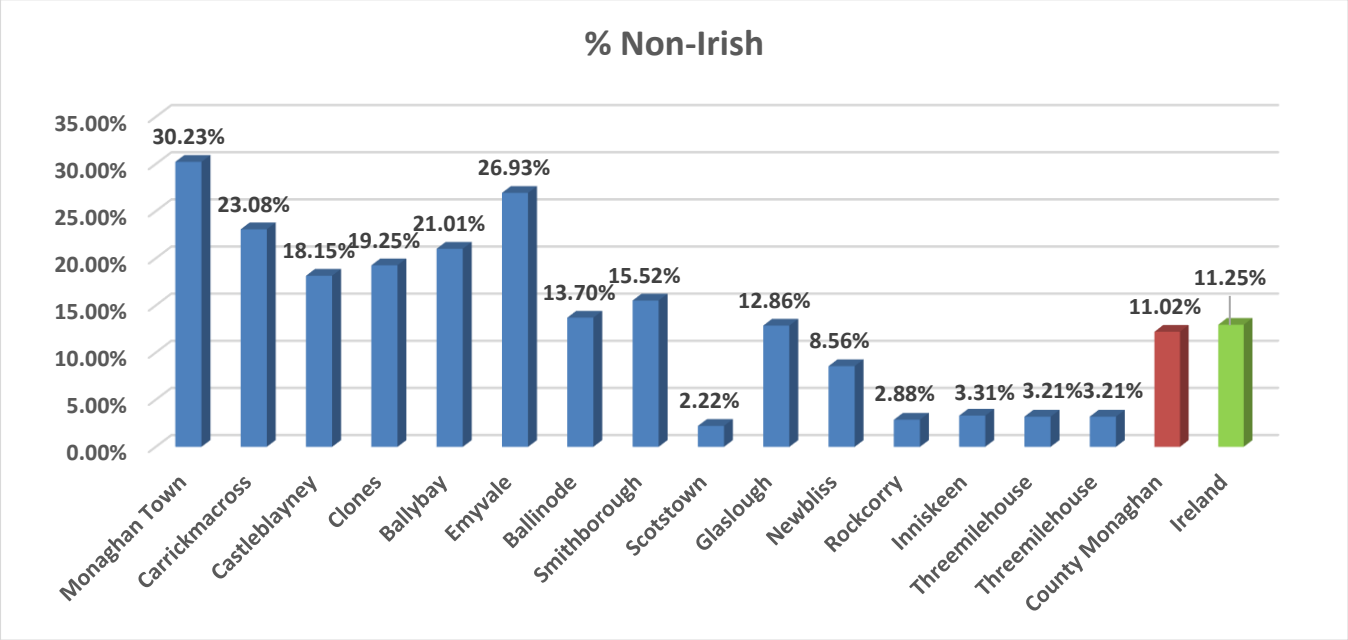


Fig 2.3 illustrates the percentage of non-Irish nationals who are resident in the main settlements of Co. Monaghan.

Figure 2.3: Percentage of Non-Irish Nationals in Town and Village Settlements in Co. Monaghan
(n = 6,762: This figure includes individuals who do not state their nationality)



	Monaghan Town	Carrick-macross	Castle-blayney	Clones	Ballybay	Emyvale	Ballinode	Smith-borough	Scotstown	Glaslough	Newbliss	Rockcorry	Inniskeen	Three-milehouse	County Monaghan	Ireland
Non-Irish	30.23%	23.08%	18.15%	19.25%	21.01%	26.93%	13.70%	15.52%	2.22%	12.86%	8.56%	2.88%	3.31%	3.21%	11.02%	11.25%

Monaghan town has the highest percentage of non-Irish nationals with 30.23%. The village of Emyvale in North Monaghan has the 2nd highest proportion of non-Irish nationals in Monaghan. This is

substantially higher than the county figure of 11% and the national figure of 11.25%. In general, the highest concentration of non-Irish nationals is in the northern part of the county and in the larger urban areas. It is also the case that within towns, there can be concentrations of particular nationalities. See Table 2.2 for details of locations where non-Irish nationals make up more than 34% of the population.

Table 2.2: Small Areas (SAs) in Co Monaghan which have > 34% of their population with a nationality other than Irish or UK.

Community	Neighbourhoods	Percentage
Monaghan Town Rural	Riverside, Coolshannagh	63.6%
Monaghan Town Urban	Peter's Lake, Nth Road, Plantation Rd., High St.	61.7%
Carrickmacross Town Rural	Drummond Otra, Lough Na Glach	59.4%
Monaghan Town Urban	Rooskey Glaslough St., Dublin St., Diamond Centre	58.6%
Monaghan Town Urban	Tirkeenan, Castle Road	51.6%
Monaghan Town Rural	Beechgrove Lawns South	51.4%
Monaghan Town Urban	Park Street, Market Rd. Hill St, Mill St.	50.3%
Castleblayney Town Urban	North Main Street, Monaghan Road, McGrath Road	44.4%
Carrickmacross Town Urban	East Main St., Chapel Lane, James Lane	43.8%
Monaghan Town Urban	Dr McKenna Tce, Devin Reilly Tce	43.6%
Monaghan Town Rural	Dublin Road, Latlorcan Glen	43.3%
Monaghan Town Urban	Mall Road, Glen Road	42.4%
Ballybay Town Rural	Castleblayney Road, Wylie's Hill	41.5%
Monaghan Town Urban	Belgian Sq., St patrick's Tce, Westenra Tce	41.0%
Monaghan Town Rural	Manor Wood	40.9%
Carrickmacross Town Urban	Cluain Alainn	39.5%
Monaghan Town Urban	Mullach Glas, Rowantree Rd.	38.9%
Carrickmacross Town Urban	Farney Street, Cross Street, South Main Street	35.4%
Bellanode	Drumgoask, East Ballinode, NW Monaghan *	34.6%
Carrickmacross Town Urban	West Main Street, Parnell Street, Beech Drive	34.0%

(NB Bellanode ED has a Direct Provision Centre)

Table 2.3 Provides a breakdown of the ten most frequently occurring nationalities found in the county.

Table 2.3: Ten most frequently occurring non-Irish nationalities in Co Monaghan [17]

Nationality	Population 2011	Population 2016	Change 2011 - 2016	% Change 2011 - 2016	As a % of non-Irish nationals (2016)
Lithuanian	2,402	2,506	104	4.3%	33.00%
UK	1,077	1,002	- 75	-7.0%	13.19%
Polish	1,085	983	- 102	-9.4%	12.94%
Latvian	836	769	- 67	-8.0%	10.13%
Romanian	97	233	136	140.2%	3.07%
Irish-UK	139	169	30	21.6%	2.23%
Irish-American	143	153	10	7.0%	2.01%
Bulgarian	7	93	86	1228.6%	1.22%
American (US)	116	71	- 45	-38.8%	0.93%
Irish-Polish	-	70	70		0.92%

2.4 Ethnic and Cultural Background

Within the 2016 Census respondent were able to identify by also able to identify by ethnic or cultural backgrounds. See Table 2.4 for details.

Table 2.4: Usually resident population in Co Monaghan by ethnic or cultural background

Ethnic or cultural background	Persons	% of county population	% of county population
White Irish	51,999	85.6	86.1
White Irish Traveller	276	0.5	
Other White	5,914	9.7	12
Black or Black Irish	356	0.58	
Asian or Asian Irish	550	0.91	
Other	490	0.81	
Not stated	1,143	1.9	1.9
Total	60,728[18]		

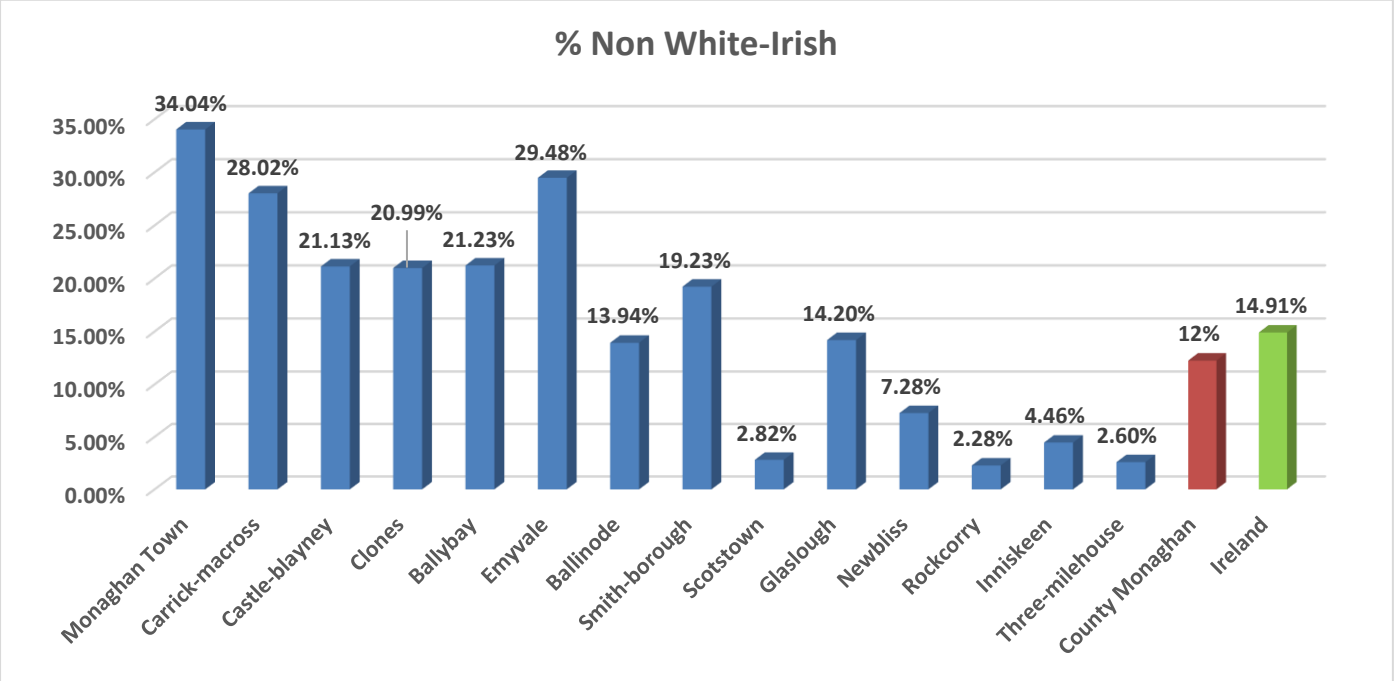
Co. Monaghan records 'white Irish' levels (85.6%) marginally greater than the state (82.2%), it also has 0.5%% of the population made up of White Irish Travellers. Across the Municipal Districts there is significant variation in 'white Irish' levels with Monaghan MD (80.0%); Ballybay/Clones MD (92.0%) and Carrickmacross/Castleblayney MD (85.6%). There is also significant variation visible between different towns and villages within the county.

[17] This table only includes the 10 most frequently occurring nationalities in Co. Monaghan. Other less frequently occurring nationalities which make up approx. 20% of the migrant population are not included.

18 This figure only includes those residents in the county. The total population included in Table 1.1 includes all those resident in the county on the actual night of the Census.

There are 7,310 'non-white Irish' individuals in County Monaghan (12% of the normally resident population less "Not Stated"). See Figure 2.4 for details.

Figure 2.4: Ethnic Background



2.5 Ability to speak English

See Table 2.5 for details of the percentage of Co. Monaghan residents who do not have English as a first language, related to their ability to speak English.

Table 2.5: Co. Monaghan MD Analysis of Individuals who do not have English as their first language by their self-rated ability to speak English

	Clones-Ballybay MD		Carrick-Castleblay MD		Monaghan MD		County Monaghan		Nationally	
Ability to speak English	Persons	Percent	Persons	Percent	Persons	Percent	Persons	Percent	Persons	Percent
Very well	481	41.68%	1,036	41.29%	1,201	35.15%	2,718	38.39%	328,912	53.74%
Well	378	32.76%	853	34.00%	1,095	32.05%	2,326	32.85%	179,104	29.26%
Not well	231	20.02%	455	18.13%	834	24.41%	1,520	21.47%	72,713	11.88%
Not at all	31	2.69%	89	3.55%	182	5.33%	302	4.27%	13,895	2.27%
Not stated	33	2.86%	76	3.03%	105	3.07%	214	3.02%	17,394	2.84%
Total	**1,154**	**100.00%**	**2,509**	**100.00%**	**3,417**	**100.00%**	**7,080**	**100.00%**	**612,018**	**100.00%**

Analysis of Table 2.5 indicates that Co. Monaghan scores poorly on the ability to speak English of those with foreign languages as a first language . 38.39% of the this population can speak English very well, compared with 53.74% nationally. Monaghan MD, which has the highest proportions of non-Irish nationals, has the lowest proportion of those who can speak English Very Well (35.15%)

and Well (32.05%). This combined score of (67.2%) significantly lags behind the national average of 83% and Carrickmacross-Castleblayney MD (75.29%) and Clones – Ballybay MD (74.44%). 5.33% of those with a foreign language in Monaghan MD cannot speak English at all.

See Table 2.6 for details of the most popular first languages of migrants who do not have English as a first language

Table 2.6: Most popular first languages of migrants who do not have English as a first language

MD	*Polish*	*French*	*Lithuanian*	*Other*	*Total*
Ballybay – Clones MD	86	157	425	486	1,154
Carrickmacross – Castleblayney MD	384	202	721	1,202	2,509
Monaghan MD	640	153	1,309	1,315	3,417
	1110 (16%)	**512 (7%)**	**2,455 (35%)**	**3,003 (42%)**	**7,080**

Lithuanian is clearly the most spoken foreign language followed by Polish; French followed by a host of other languages.

2.6 Religion

''Non-Irish'' nationals like Irish nationals have a range of diverse religious beliefs and indeed no religious beliefs. See Table 2.7 for a breakdown of the religions of Irish nationals and 'non-Irish' nationals over the period 2011-2016. See Table 2.9 for details of the changes in religions over the period 2011 and 2016.

Table 2.7 Numbers of Persons resident in Co. Monaghan in 2011 and 2016 by religion & nationality

	All Nationalities		Irish		Non Irish		Not Stated	
Religion	**2011**	**2016**	**2011**	**2016**	**2011**	**2016**	**2011**	**2016**
All religions	59,923	60,728	52,665	53,315	6,869	6,762	389	651
Roman Catholic	52,054	51,162	47,363	46,686	4,453	4,193	238	283
Church of Ireland, England, Anglican, Episcopalian	1,853	1,802	1,492	1,479	347	313	14	10
Muslim (Islamic)	185	323	37	110	144	211	4	2
Orthodox (Greek, Coptic, Russian)	555	622	60	117	484	494	11	11
Christian (Not Specified)	328	355	162	201	164	153	2	1
Presbyterian	2,419	2,327	2,257	2,164	148	149	14	14
Hindu	41	52	19	29	22	23	-	-
Apostolic or Pentecostal	141	221	90	118	51	103	-	-
Other stated religion (nec)	549	713	210	420	333	289	6	4
No religion	1,411	2,173	809	1,520	591	633	11	20
Not stated	387	978	166	471	132	201	89	306

It is clear from this table that the number of individuals within the county with no religion is growing, while the numbers involved in the larger religions grouping/congregations is falling. There has however been a small increase in the number of Muslims, Hindu, Presbyterian, Apostolic or Pentecostal and Orthodox religions in the county. Table 2.8 provides a breakdown of religion across

the three Monaghan MDs', while Table 2.9 provides an analysis of the changes in religion over the period 2006-2016 across the county and the state by Irish and non-Irish nationality

Table 2.8 Religion across the three Monaghan MDs' in 2016

MD	*Catholic*	*%*	*Other Religion*	*%*	*No Religion*	*%*	*Not stated*	*%*	*Total*
Ballybay - Clones	15,478	83.69%	2,325	12.57%	456	2.41%	236	1.76%	18,495
Carrickmacross - Castleblayney	18,911	85.96%	1,721	7.82%	924	4.20%	444	2.02%	22,000
Monaghan	17,148	82.08%	2,533	12.12%	889	4.26%	321	1.54%	20,891
Nationally	3,729,115	78.31%	439,055	9.22%	468,421	9.84%	125,274	2.63%	4,761,865

Table 2.9 Analysis of the Percentage Changes in Total Persons resident in Monaghan from 2006-2016 by Religion

	Monaghan		State Total		State Irish		State Non Irish	
Religion	2011	2016	2011	2016	2011	2016	2011	2016
All religions	7.01%	1.34%	6.31%	3.51%	5.61%	3.81%	22.89%	-1.66%
Roman Catholic	6.06%	-1.71%	3.91%	-3.64%	3.30%	-3.09%	24.54%	-10.35%
Church of Ireland (incl. Protestant)	7.48%	-2.75%	-0.92%	-1.49%	6.52%	2.68%	-2.41%	-16.29%
Muslim (Islamic)	23.33%	74.59%	32.39%	22.41%	46.44%	46.36%	25.84%	-7.41%
Other Christian religion, n.e.s.	60.78%	8.23%	26.34%	-10.16%	32.04%	3.23%	24.73%	-41.03%
Presbyterian	-2.18%	-3.80%	-3.11%	-2.92%	5.02%	4.49%	6.86%	-18.29%
Orthodox (Greek, Coptic, Russian)	130.29%	12.07%	52.74%	27.60%	65.97%	56.83%	51.67%	13.90%
Other stated religions (1)	29.61%	34.88%	21.72%	24.37%	31.73%	44.78%	24.13%	-9.13%
No religion	50.43%	54.00%	27.45%	43.17%	39.16%	50.10%	16.73%	19.92%
Not stated	-38.08%	152.71%	-2.41%	42.46%	-16.38%	44.15%	5.09%	37.10%

Analysis of Table 2.9 indicates that an increasing percentage of the population (Irish nationals and Non-Irish nationals across the state are moving away from specific faiths and towards no religion or are preferring not to state their religion.

2.7 Migration flows into Ireland

The number of immigrants (arriving in the state) in the year to April 2019 is estimated to have decreased by 1.9% from 90,300 to 88,600 (after increasing by 6.7% from 84,600 to 90,300 during 2017-2018). In April 2019, 53,000 (66.9%) of immigrants aged 15+ had a 3rd level qualification.

The number of emigrants (leaving the state) also declined in the year to April 2019, from 56,300 to 54,900 (-1.4%). These combined changes have resulted in net inward migration for Ireland in 2019 of

33,700, similar to the figure in 2018 of 34,000, which was the highest level of net inward migration since 2008.

In 2018 Irish nationals experienced net inward migration for the first time since 2009, rising to +100 in 2018 from -3,400 the previous year. This increased to 2,100 in 2019. Net inward migration among non-Irish nationals remained strong, increasing from 23,200 in 2017 to 33,900 in 2018 to 35,800 in 2019.The number of births in the period of 2019 was 61,200 while the number of deaths was 30,400, resulting in a natural increase of the population of 30,800.

The combined effect of natural increase and positive net migration resulted in an overall increase in the population of 64,500 bringing the population estimate to 4.92 million in April 2019. Non-Irish nationals from outside the EU continued to display strong migration flows, accounting for 30,600 (34.5%) of total immigrants and 11,200 (20.4%) of total emigrants.

2.8 Numbers in Direct Provision

The number of asylum seekers in direct provision in Co. Monaghan fluctuates on an ongoing basis. The county has one dedicated direct provision accommodation centre, St Patricks Direct Provision Centre just outside Monaghan town. The county also has a number of emergency Direct Provision accommodation centres (the majority of which are in the south of the county). See Table 2.10 for a comparison of numbers in direct provision centres and emergency accommodation centres in counties with the lowest populations.

Table 2.10: Counties with the lowest population comparison with numbers in direct provision centres and emergency accommodation centres (14th Nov 2019)

County	*Population (Census 2016)*	*Number in Direct Provision Accommodation by county*	*Numbers in Emergency Accommodation by county*	*% of total Population*
1. Leitrim	32,044	130	38	0.52%
2. Longford	40,873	80	0	0.20%
3. Carlow	56,934	0	0	N/A
4. Monaghan	61,386	280	207	0.79%
5. Roscommon	64,544	0	0	N/A
6. Sligo	65,535	218	0	0.33%
7. Cavan	76,176	0	40	0.05%
8. Offaly	77,961	0	47	0.06%
9. Laois	84,697	265	0	0.31%
10. Westmeath	88,770	425	0	0.47%
Dublin Comparison	1,347,732	737	292	0.08%
Source: Direct Provision and Emergency accommodation figures as per stats issued 10th November 2019 by Dept. of Justice				

An analysis of Table 2.10 suggests that Co Monaghan has a higher percentage of asylum seekers than other counties of a similar size.

Section 3: Consultations: Migration in Co. Monaghan

3.1 Issues identified in the consultation process

The main issues that emerged from the consultation process are identified in Table 3.1. A short report [19] of the detailed issues arising from the consultations is included as Appendix 2.

Table 3.1 Issues arising from the Consultation Process (Sept- Dec 2019)	
Language	– Translation of materials – Availability of information in a range of languages – Availability of interpretation services
Opportunities for education and training	– English language classes (written and spoken) for all abilities – Availability of re-training opportunities
Opportunities for employment and work	– Getting decent appropriate work – Potential for exploitation as a result of poor English language skills and/or not understanding rights and entitlements in the Irish system.
Volunteering opportunities	– Where work is not an option – To get to know more local people
Assessing healthcare	– Getting a GP/Dentist – Medical Card
Childcare	– Affordability – Flexibility
Housing & Accommodation	– Affordable – Accessible – Connected/serviced
Transport	– To access work – To access healthcare – To socialise – To worship
Navigating Irish public services	– Knowing your rights and entitlements – What you can do when services are already at capacity
Understanding and navigating cultural differences	– Lack of dedicated staff and resources to work with migrants – Wider community involvement in integration Lack of Integration Specialists
Some groups have particular needs	– Syrians – Roma
Racism	– From some Irish people

Issues specific to asylum seekers not included above include.

- Conditions and rules in direct provision accommodation
- Accommodation is not suitable for families
- Living with the possibility of being moved causes uncertainty
- Availability of sport & activities
- Lack of occupation, leading to boredom, stress and possible mental health issues
- Deficit in places of worship for some religions
- Fear of complaining
- Food choices / quality / timing
- Getting primary school places
- Hygiene and overcrowding issues
- Lack of spaces for children to play
- Loss of skills and motivation through enforced inactivity
- No money[20]
- Restriction on movement (Linked to limited financial resources and/or the location of Emergency accommodation in isolated locations with no access to public transport)
- Emergency Accommodation tend to have less facilities than formal direct provision centres (Consultees reported there were often issues with heating and damp in these facilities.

A detailed summary of these issues is outlined in Appendix 3.

3.2 SWOT of Migrant Integration Issues in Co. Monaghan

Table 3.2 below provides a detailed analysis of the Strengths. Weaknesses, Opportunities and Threats (SWOT) analysis of migrant integration issues in Co. Monaghan.

Table 3.2 SWOT Analysis of Migrant Integration Issues in Co. Monaghan	
Strengths	*Weaknesses*
• Relatively successful integration of Lithuanian, Latvian, Polish communities • A public sector willing and keen to engage with the migrant community locally • Fáilte Isteach English languages are well attended • Established Cultural Champions group currently working with migrants • Successful County of Sanctuary project, working with Communities to promote and celebrate integration. • Monaghan County Council national pilot site for Public sector duty project for IHREC- promoting equality & human rights. • Awareness raising projects on stamping out discrimination and stereotyping • First school, preschool and secondary school of sanctuary in Ireland. • Local community is generally welcoming • Many skilled and qualified individuals among the migrant community • A community sector who are willing to engage with migrant communities. • Clustering of some migrant communities in some locations in the county • English is a universal language • There are many religious faiths and places of worship in the county • County has a generally low rate of crime • Public Healthcare standards are good • Education standard high • Internet access is good and low cost • Clean environment • There are employment opportunities locally • Good quality of life and standard of living • An eclectic mix of community groups and NGOS in the county • Strong community spirit in the county	• Limited information in different languages • Limited language courses to empower migrants to access further education and employment. • One size does not fit all - different services are needed for different migrants • Migrant qualifications may not be recognised, necessitating retraining. • Limited signposting and communication of available services particularly for migrants with limited English. • Access to some services is challenging (e.g. school places in Carrickmacross, GP care and childcare) • Unskilled migrants need extra support • Migrant support organisations are financially stretched • Limited detailed data is available to facilitate the monitoring of progress • There is a housing shortage in the county • There is limited awareness of cultural issues and differences among many service providers • Few dedicated staff dealing with migrant issues. • The asylum application process is cumbersome and is subject to lengthy waiting time • Conditions and rules in direct and emergency provision centres pose challenges for asylum seekers who find themselves living in these situations in the longer term. • Translation services are limited and can impact on the ability to access services and engage with service providers. • Gender based violence is an issue within the migrant population. • Existence of cultural differences between migrant communities often not recognised by wider community • Existence of cultural minorities within migrant community – e.g. Roma
Opportunities	*Threats*
• The National Migration Integration Strategy and the Communities Integration Fund • Build on positive ongoing learning from various Monaghan Integrated Development projects with	• The housing crisis deepening in Ireland • Increases in levels of discrimination and racism in the county as a result of a negative change in public opinion about migrants. • An exclusive focus on migrants without a focus on wider community integration

new communities (e.g. Fáilte Isteach, Cultural Champions, Damian House[21], etc.) • Build on the learning from County of Sanctuary project • Build on the learning from the Public Sector Duty Pilot • Learning from good practice elsewhere • Creation of an information portal that migrants can access • The development of one stop shops for information and guidance for migrants • Supporting the next/younger generation of migrants and migrant children to become more integrated • Entrepreneurial culture in county • Skills shortage in Co. Monaghan labour market suitable for a significant number of migrants to gain employment • Potential to host multicultural events • Fostering national identity while celebrating county of origin identity • Growth in migrant entrepreneurship	• Negative media coverage • Continued issues in relation to language, access to housing, employment, training, public services, poverty, recognition of qualifications, childcare and transport • 'Race to the bottom' fears among some existing labour sectors in county. Since March 2020 • The downturn in the world economy as a result of the Covid-19 pandemic and its aftermath. Which could in turn result in reduced levels of funding and supports for key public services and reduced employment opportunities.

3.3 Recommended action areas

Consultees identified a very wide range of action areas. Many of the actions identified require action at a national level. This section focuses on the actions that have the capacity to be implemented at a county level. See Table 3.3 for details of the key action areas for inclusion in the action plan arising from the consultations and also based on the demographic research. These recommendations largely focus on what can be done at local county level.

Table 3.3 Key Action Areas for Inclusion in the Plan

Facilitating Language Training and Acquisition	*Improving Information and Awareness of Education and Training Opportunities*
• Identify gaps in English language provision and fill these • Make English skills acquisition easier to navigate. • Provide different types & levels of English language skills (2 hours of class a week is not enough to access employment) • Continue to support and resource the Fáilte Isteach Programme model which involves local volunteer tutors. • Signpost those seeking employment in schools to where to acquire the necessary level of Irish language skills • Support migrants access work by providing support for CV and interview preparation	• Assist migrants navigate local education and training options available to them • Assist migrants to access quality work placements • Identify community transport options and solutions for migrants accessing education and training • Host an annual Intercultural Day in Co. Monaghan • Establish homework clubs to assist parents with limited English language skills assist their children do homework

[21] Frances to add this description

• Provide incentives to support employers to employ someone with limited English language skills • Target English language classes at skilled and qualified migrants with limited English language skills to assist them retrain and re-enter the labour market using their qualifications, (electrician, economist etc.). They need to acquire an equivalent qualification in many cases in Ireland.	• Support the inclusion of more young people in youth clubs. More sports clubs/leagues available in the home country's national sport • Peer support groups to continue traditional crafts etc • Where school places are not available locally for asylum seeker children, provide alternative tuition options for these children.
Supporting Access to Healthcare, Transport and other Services	**Supporting Employment, Business Development and Pathways to Work**
• Ensure information in how to make a complaint of racist behaviour by staff or other customers is clearly and prominently displayed in all public offices • Establish a Migrant Integration Forum to advise and monitor delivery of Integration Actions within county. • Develop information pack for migrants on life in Co. Monaghan • Highlight the benefits of volunteering for/by migrants • Ensure existing intercultural resources are used locally (e.g. HSE has a range of intercultural resources). • Use the Cultural Champions as a conduit for engagement with various migrant communities. • Improve access to mental health services for migrants. • Increase the visibility of migrant groups on the PPN. • Investigate the feasibility of providing a Creche and Parent and toddler group in St Patrick's Accommodation centre • Identify community transport options and solutions for migrants and asylum seekers seeking to access hospitals, bigger towns, places of worship. • Increase awareness of and access to locally based translation services for both service users and service providers. • Create a greater awareness of laws related to gender-based violence in Ireland and increase awareness of supports and services available in Monaghan for anyone experiencing gender-based violence and or abuse.	• Encourage new migrant entrepreneurs (There is a culture of entrepreneurship within the county) • Remove barriers to accessing employment (e.g. relevance and transferability of skills/qualifications) • Preparation for employment – language / CV preparation / accessing suitable job vacancies / preparing for interview / rights & entitlements & employment law and norms etc. / tailored employment supports • Consider the potential impact of BREXIT on the migrant community living and working in the border area.
Improve access and standard of Housing and Accommodation for Migrants	**Promoting and engaging in Integration into the Local Community and advancing Social Inclusion**
• Economic migrants working in the manufacturing sector are often provided with accommodation by their employer. Where an individual wants their family to join them this is often not possible as there is a shortage of affordable housing for families • There is a shortage of affordable accommodation for large families	• Raise awareness and educate Monaghan residents on the reality of migration in the county • Need to improve access to information and appropriate induction for migrants when they arrive.

• Individuals/families who leave direct provision are often not in a position to locate affordable accommodation. There is a need to improve support and information on housing for those granted asylum. • Some private landlords are reluctant to accept migrants as tenants • Some landlords require the payment of large deposits, which effectively excludes migrants accessing these properties. • Seek to encourage vacant properties back into the rental market in the county. Within Direct Provision • There is a need to improve the conditions and services within the Direct and emergency provision centres. • Need more places for children to play • Improve liaison with service providers before placing asylum seekers in locations where they cannot access basic health/education services. • Improve Wi-Fi and internet availability	• Need more multicultural events in towns and villages. • Migrants need more structured opportunities to meet local people. • Work with migrant women to help build their confidence to participate in community development activities • Continue to encourage integration and inclusion through cultural programming events and activities • Work with the media to develop positive media coverage of the contribution of migrants to local communities, • Promote good news stories in the local media and on social media • Support local parenting programmes to incorporate cultural diversity and anti-racism into parenting programmes.

Section 4: Vision and Goals

Co. Monaghan has adopted an amended version of the National Strategy vision and definition of Integration as a result of the consultation process.

4.1 Vision

The Co Monaghan vision reflects the vision for the National Migrant Integration Strategy, with a few additions to reflect local circumstances.

'Migrants are facilitated to play a full and active role in Co. Monaghan. Integration and cohesion are core principles of life in Co. Monaghan. Institutions and organisations in the county work together to promote intercultural integration, embrace the advantages of a rights-based approach to diversity and integration and build a society of equals at local level.'

The Monaghan Strategy vision encompasses the following key elements:

- A rights-based approach to integration and diversity where migrants have greater opportunities to participate in shaping decisions that impact on their human rights and supporting agencies with responsibility for fulfilling those rights to respect and uphold the rights of all migrants in the county.
- Zero tolerance towards racism and discrimination in society in Co. Monaghan and tracking progress of same through an Garda and www.ireport.ie
- The basic values of Irish society are understood and respected by all.
- Migrants are enabled and expected to participate in economic, social and cultural life in the county (including in employment and self-employment).
- Migrants interact with host communities in Co. Monaghan and participate with them in cultural, sporting and other activities while preserving also their own traditions as they wish.
- Migrants have language skills sufficient to enable them to participate in economic, social and cultural life and in the wider society in Co. Monaghan.
- Migrants have a knowledge of Ireland, its history and culture and of county Monaghan.
- Migrants, and particularly their children, benefit fully from the education system.
- Migrants are enabled to celebrate their national, ethnic, cultural and religious identities, subject to the law.
- Migrants actively participate in politics and public life as provided for by law.
- Integration policies and measures are mainstreamed in the work of Monaghan County Council and other public bodies and organisations working in Monaghan.
- Positive action measures are undertaken where appropriate to address the specific needs of migrant groups.
- Migrants and migrant representative groups, host communities, local community groups, council, public service delivery agents and private businesses actively and collaboratively contribute to policy and service development and transformation in Co. Monaghan
- Migrants get support to access and navigate public services in Monaghan.

It is based around the following components of integration and cohesion and well as being mindful of the 11 European Common Basic Principles on Integration[22].

- A shared Vision - There is a clearly defined and widely shared sense of the contribution of different individuals and different communities in Co. Monaghan - everyone has a role to play.
- Individual's Contribution - There is a strong sense of an individual's rights and responsibilities when living in a particular place – people know what everyone expects of them, and what they can expect in turn.
- Equal Life Opportunity - People from different backgrounds have similar life opportunities, access to services and treatment in Monaghan.
- Sense of Belonging - People from different backgrounds have a sense of belonging.
- Trust of Public Bodies - People from different backgrounds have a strong sense of trust in institutions locally to act fairly in arbitrating between different interests and for their role and activities to be subject to public scrutiny.
- Migrants are Respected - There is a strong recognition of the contribution of both those who have newly arrived and those host communities who already have deep attachments to a particular place, with a focus on what they have in common.
- Quality of Life Issues - There is recognition of the impact – negative and positive – of issues affecting peoples' quality of life.
- Positive Relations - There are strong and positive relations between people from different backgrounds.

4.2 Strategic Goals

Based on the research and consultation undertaken, the following six Strategic Goals have been identified.

Goal 1: To enhance language and communication Skills for migrants through improved access to appropriate English language training

- The acquisition of English language skills is fundamental to the successful integration of migrant communities into life in Co. Monaghan. Communication with agencies about various services is crucial and empowers people to look after their families' health and well-being, to satisfy their housing needs, to raise their educational attainment, to find employment and progress their careers, and to take part in the social and cultural life of their communities.
- Public consultations demonstrated the different language needs in Co. Monaghan, from new economic migrants with good English fluency and skills but who find it difficult to have their qualifications recognised, through to older male and female refugees who have limited English speaking and writing skills. Language barriers create a range of issues including a lack of confidence to engage with others leading, in many cases, to a lack of motivation and

[22] http://www.temaasyl.se/Documents/EU-dokument/Kommisionsdokument/De%20europeiska%20grundprinciperna%20f%C3%B6r%20integration.pdf

ability to integrate. Barriers are also created in accessing work as employers feel inhibited through lack of means of training in the absence of spoken English.

This strategy will address these different needs and situations and assist deliverers of English language classes plan, coordinate and promote their classes to those most in need in local settings.

This strategy will seek to identify the availability of translation services in the community to support those with limited English to access and understand services and supports.

Goal 2: Improve access to Public Services, Healthcare and Transport– (Public Sector Duty)

- Access to information and understanding of public services is a significant issue for many migrants in the county. Clear easy to read signposting and information in appropriate formats about the range of services available in the county and how to access them is crucial to the effective integration of migrants.
- In order to support migrants to access services in the county service providers, in particular front line service providers, need to understand fully the barriers they face. These include the language, literacy, cultural and technological barriers that migrants face when trying to access their services. Service providers should develop a range of initiatives that can help improve the accessibility of their services for migrants.
- Having an understanding of Irish cultural and norms and Ireland's systems and controls are vital to facilitate the successful integration of migrants into Irish society.
- Key public services such as healthcare, including mental health services are essential for migrants and efforts to co-ordinate and support access is paramount particularly in areas where services are oversubscribed.
- Outreach and information services for those in emergency accommodation and direct provision centres are also imperative for those who are unable to travel to access crucial information.
- Access to transport is integral in connectivity to all public services in the absence of outreach; information on available transport should be included in public service information.

This strategy will seek to build the capacity of migrants to navigate public services through the availability of accessibility information and increased understanding of cultural diversity among public service staff in the county

Goal 3: Improve access to and availability of Education and Training opportunities for migrants and increase awareness and understanding of cultural diversity in the Education sector.

- Ensuring that all young people have equal access to education at all levels is one of the main aspects of a fair and equal society, where life opportunities are the same for all. Promoting a greater awareness of interculturalism in pre-schools, schools, workplaces and across agencies will encourage greater integration and diversity and help dispel myths and eliminate discrimination and racism.
- Access to education and training opportunities provide significant integration opportunities for migrants. Good education and training opportunities increases the likelihood of good well-paid jobs, assisting migrants to avoid poverty and improve their health and wellbeing and economic prosperity.

- Information on how to find good work placements and helping people to make choices around second and third level education options and how to access this is a fundamental part of creating an integrated society in Co. Monaghan.

This strategy will seek to promote and celebrate cultural diversity in the education sector through awareness raising opportunities. The strategy will also aim to improve access to and availability of education training appropriate employment related skills developments and supports.

Goal 4: Remove barriers and improve access to Employment and Business Development for Migrants

- Migrants need supports in preparation for employment such as identifying suitable job vacancies, CV preparation, interview training, information on rights, entitlements, obligations and also transferring / updating qualifications to equivalents recognised in Ireland. There is a need for accessible information on employment pathways and supports for those interested in getting into work for the first time.

- There is a strong culture of entrepreneurship in Co. Monaghan and there are many opportunities to support employment, business development and pathways to work for migrants. The location of the county in the north east of the Republic and as a border county offers many opportunities for budding entrepreneurs and social entrepreneurs. The positive benefits of this can help promote integration in Co. Monaghan. There are opportunities for migrants to build local connections with businesspeople and gain knowhow on how to navigate systems and opportunities is where support is most required.

- Cultural champions in employment could also provide mentoring to new migrants as a source of hope, encouragement and information on how to successfully achieve satisfactory employment.

- Migrants have a wide variety of skills and talents that may not be apparent due to language and cultural barriers. A skills audit of unemployed migrants would be ideal to match up demand for employment with the suitable skills these migrants possess. Employers should be encouraged to utilise labour market supports such as Jobs Plus to employ migrants.

This strategy will seek to improve access to opportunities for employment, self-employment, retraining and up skilling for migrants.

Goal 5: To promote Integration and Acceptance of Migrants in the Wider Community through increasing opportunities for community integration and awareness raising

- A pivotal element in this goal is to raise awareness among the wider public in Co. Monaghan of the reality and the challenges associated with being a migrant or asylum seeker. This progression would develop respect for the culture and identity of different communities and build a greater understanding of the benefits of diversity (often referred to as the diversity advantage) to Co. Monaghan's social, economic and cultural vitality and vibrancy. It will help to create a more integrated and vibrant place in which to live, work and play.
- Civic and community leaders have a key part to play in addressing myths and misperceptions and in creating opportunities for the creation of a greater sense of belonging for all. Information about, and support to engage in initiatives that can help build community

relations between people from all community backgrounds can build cohesion and integration where everyone feels a sense of belonging. This can reduce isolation and segregation.

- Active inclusion in the wide variety of activities and structures across the county is also very important. Cultural programming and engagement in arts, sports and environmental initiatives can help achieve greater inclusion. Local organisations should proactively seek the participation of migrants in their activities, events and organisation of such. Migrant youth involvement in youth-based organisations is also imperative. Active participation in community and democratic activities can help to combat discrimination and build positive relations between different communities. It should also continue to support actions that address racism and hate crime where this exists. This includes working with An Garda Siochana to encourage more reporting of hate crime or incidents of racism. Local media can also play their part by covering positive news items involving migrants and how they play a proactive role in our communities.
- Participative democracy is an important aspect in the creation of an integrated and cohesive community. People from different backgrounds need to trust that local and national institutions will act fairly in arbitrating between different interests. This can only be achieved if local people, including migrant communities, feel they have been given opportunities to articulate their voices and express their views openly and that these voices have been listened to and acted upon without fear or favour. Information about on how to actively engage in the Public Participation Network in Co. Monaghan can assist in building this trust in institutions.

The strategy will seek to build the capacity of both migrant and host communities of all ages to practically work together to achieve a more integrated society in Co. Monaghan.

Goal 6: To address the Standard and Suitability of Housing and Accommodation for Migrants

- Currently in Ireland, there is a significant waiting list for social housing, and it is difficult for to secure affordable rented accommodation. Action is required in particular to address the challenges asylum seekers (who have received their refugee/leave to remain status) leaving direct provision face in terms of accessing suitable accommodation.
- Supports are needed for single migrant workers who want their families to join them in Ireland.
- Migrants and other relevant front-line service providers require information of and signposting to the various different accommodation agencies in the county and clear information on the supports available to assist migrants to secure and retain accommodation.
- A mechanism for addressing any issues with living conditions both in direct provision centres and rented accommodation is also required.

Section 5: Action Plan for the Monaghan Migrant Integration Strategy 2019-2022

This Action Plan has been mapped against The National Migrant Integration Strategy (NMIS) and the Monaghan Local Economic and Community Plan (MLECP) to ensure complementarity.

GOAL 1: To enhance language and communication Skills for migrants through improved access to appropriate English language training					
No.	**Action**	**Timeframe**	**Lead**	**Partners**	**Outputs**
1.1	Identify, resource and address gaps in basic conversational English language provision to migrants in Co. Monaghan.	2020- 2023	MID (SICAP & Volunteer Centre)	CMETB/PPN Monaghan U3A/Library Services	Increased number of English language class places available in the county. Enhanced collaboration between language support and progression routes identified.
1.2	Promote targeted uptake of English language classes among various migrant communities.	2020-2023	CMETB	MID-SICAP Teach na Daoine/Clones FRC/Local Employers	Increased number of Migrants enrolled in available English language classes in the county.
1.3	Provide a wider range and increased accessibility of English language classes to include: – - More formal classes to improve their language and/or written English skills. - Specific classes to support migrants to access employment. - Classes to be provided at times that suit the migrants both at work and in the home.	2020-2023	CMETB (for formal classes)	MID (SICAP & LES) Teach na Daoine/Clones FRC DEASP Local Employers	Increased number in range of levels of English language training courses.
1.4	To continue to support and resource the Fáilte Isteach Programme, which currently operates in Carrickmacross, Monaghan town and Clones.	2020-2023	Fáilte Isteach with MID support (SICAP & VC)	CMETB	Sufficient resources secured to facilitate the successful delivery of the Programme in Co. Monaghan.

Goal 2: Improve access to Public Services, Healthcare and Transport– (Public Sector Duty)					
No.	**Action**	**Timeframe**	**Lead**	**Partners**	**Outputs**
2.1	Continue to provide cultural awareness and diversity training for front line service provider staff.	2020-2022	MCC-AMIF project MID (SICAP)	All partners	Increased understanding of intercultural competencies among front-line staff.
2.2	Provide an outreach and information service for asylum seekers in emergency accommodation and direct provision	2020-2022	MID (SICAP)	FRC's Fáilte Isteach TUSLA – Family Clinic	Subsidiary outreach and signposting service established.
2.3	Support migrants to access key public services and transport in the county	2020-2022	MCC-AMIF project MID (SICAP)	HSE TUSLA Local Link	Increased understanding among migrants of supports and services available and how to access them.
2.4	Establish a Migrant Intercultural Forum and support service for the county	2020-2023	PPN MID (SICAP)	LINC	Migrant Intercultural Forum, and support service established.
2.5	Develop and maintain an (online) induction and information pack for migrants arriving in Co. Monaghan, available in a number of languages. *Information to include directory of translation services available in the county*	2020-2023	MCC –Social Inclusion /AMIF project	MID (SICAP) HSE/CIC TUSLA/DEASP	Online information resource on life in Monaghan produced and available online.

Goal 2: Improve access to Public Services, Healthcare and Transport– (Public Sector Duty)					
No.	**Action**	**Timeframe**	**Lead**	**Partners**	**Outputs**
2.6	Improve access to mental health services for migrants dealing with trauma and crisis-based support for women (including counselling) by identifying clear pathways for access to mental health services and community mental health supports	2020- 2023	HSE	Mental Health Ireland NCCWN Dochas/Blayney Blades TEARMANN Teach Na Daoine FRC	Clear pathways for access to mental health services and community mental health supports Migrants who have experienced trauma are signposted to appropriate mental health, counselling and support services
2.7	Increase awareness of the legal framework on gender-based violence in Ireland for the migrant community through information provision.	2020-2023	TEARMANN	MCC-AMIF project An Garda Síochána	Information disseminated to migrant groups and community services. Information workshops delivered on gender-based violence, law and supports.
2.8	Develop early intervention and prevention mental health & wellbeing programmes & initiatives for people living in direct provision	2020-2023	HSE	Mental Health Ireland; MID-SICAP; CYPSC; Migrant Reps Teach Na Daoine FRC	Improved wellbeing and resilience of migrants
2.9	Develop community development based integrational initiatives through existing community-based structures.	2020-2023	MID/ MCC-AMIF project	Mental Health Ireland; HSE; CYPSC; Migrant Reps; NCCWN-Dochas & Blayney Blades	Improved migrant participation in existing structures. Greater intercultural awareness. Improved wellbeing of the community through meaningful connection and purpose.
2.10	Conduct a needs assessment for Roma community to: • Map the community • identify services needed or access to services needed	2020-2023	HSE MID (SICAP)	County Cavan Local Development, Empower, Manouche	Roma community more informed of services/education opportunities available. Increased capacity of Roma to access services and of services to understand how to provide such access. Relationship building between Roma community and community organisations.

Goal 3: Improve access to and availability of Education and Training opportunities for migrants and increase awareness and understanding of cultural diversity in the Education sector.					
No.	**Action**	**Timeframe**	**Lead**	**Partners**	**Outputs**
3.1	Identify solutions for children from migrant families to access primary education within the south of the county where schools are already at full capacity.	2020	Dept of Education Schools officer	MID (SICAP) TUSLA – Education Support Services	School places secured all for migrant children living in the county.
3.2	Assist migrants wishing to re-train to navigate education and training options available to them.	2020-2022	CMETB	MID (SICAP) FRC's NCCWN –Dochas / Blayney Blades	Increased number of migrants enrolled in adult education courses and training
3.3	Provide information and explore opportunities for migrants to gain skills and work experience through volunteering and work placements	2020-2022	CMETB	MID (VC) DEASP	Increased numbers of migrants enrolled in work placement and internship programmes
3.4	Pilot the promotion of a homework support group within Fáilte Isteach for parents who are unable to support children due to language barriers.	2020-2022	MID (SICAP) Fáilte Isteach Monaghan town	MCC- Libraries Monaghan Education Centre MID (VC)	Volunteer tutors recruited to assist parents who are unable to support their children's schoolwork due to language barriers.
3.5	Host an annual countywide Intercultural Day across all schools in the county.	2020-2022	MCC – AMIF project	MID (SICAP) Local schools CMETB	Intercultural day event held in all schools participating in Schools of Sanctuary programme.

Goal 4: Remove barriers and improve access to Employment and Business Development for Migrants					
No.	**Action**	**Timeframe**	**Lead**	**Partners**	**Outputs**
4.1 **4.1.2**	Encourage and support migrants with the abilities and skills to create employment to do so. Support migrants to engage and participate in the supports and services of Monaghan LEO.	2020-2022	LEO MID (SICAP)		Increased number of migrant entrepreneurs and business start-ups Increased numbers of migrants engaged in the services of LEO.
4.2	Provide supports to migrants in preparation for employment, transferring/updating qualifications to equivalents recognised in Ireland, identifying suitable job vacancies and CV and application preparation.	2020-2022	MID (LESN)	DEASP	Increased number migrants engaged with Local Employment Services.
4.3	Conduct a skills audit of unemployed migrants and identify employment or re skilling opportunities.	2020-2022	MID (LES) DEASP	MCC– Econ Development	Skills Audit of Migrants seeking employment completed and produced.
4.4	Encourage employers to utilise current labour market supports available to employ migrants	2020	DEASP	MID (LES) Employability Monaghan	Increased number of employers engaging in employment supports and employing migrants
4.5	Improve information for migrant workers to be fully informed of their employment rights and key contacts to reduce potential for exploitation.	2020-2023	Migrant Rights Centre of Ireland- Monaghan MID (SICAP)	Citizens Information Services	Increased awareness of employment rights and entitlements among Migrants employed in the county, in particular those in agri-food and services.

Goal 5: To promote Integration and Acceptance of Migrants in the Wider Community through increasing opportunities for community integration and awareness raising					
No.	**Action**	**Timeframe**	**Lead**	**Partners**	**Outputs**
5.1	Raise awareness among the wider general public of the realities and challenges associated with a) being a migrant and b) being an asylum seeker in Co Monaghan.	2020-2022	MID (SICAP) MCC- AMIF project	FRC's NCCWN Blayney Blades / Dochas PPN	Cultural Diversity Awareness raising programmes delivered in the county. KNOW ME exhibition hosted in ten community groups throughout the county.
5.2	Encourage local organisations to proactively seek the participation of migrants and migrant communities in their activities and events.	2020-2022	PPN MCC- AMIF project MID (SICAP)	FRC's NCCWN-Blayney Blades Dochas	Increased number of migrants participating in local organisation's activities, events and operations.
5.3	Work with An Garda Síochána to encourage more reporting of hate crime or incidents of racism.	2020	An Garda-/ Joint Policing Committee	Garda Cultural liaison officers	Information campaign on Reporting incidents of Racism and hate crime delivered to community groups and migrant groups in the county.
5.4	Provide orientation and induction of new migrants into the county using community led approaches to include customs and culture norms in Monaghan.	2020	MCC-AMIF project MID (SICAP)	Equality subgroup	Induction programme, tailored for Monaghan, developed for all migrants recently arrived in Ireland.
5.5	Proactively seek to engage migrant youth involvement with youth-based organisations in the county.	2020-2022	CYPSC	Comhairle na nÓg / Foróige / Youth Work Ireland	Increased number of young migrants actively engaged in Youth organisations in Monaghan

5.6	Organise and promote intercultural events and opportunities for relationship building between migrants and broader community around the county.	2020-2022	MID (SICAP) MCC – AMIF, Library, Museum.	FRC's NCCWN Blayney Blades / Dochas PPN LINC	Programme of intercultural events and opportunities delivered Co. Monaghan
5.7	Work with local media to promote 'good news stories' and positive coverage of migrants playing a proactive role in Monaghan society.	2020-2022	MCC Social Inclusion /AMIF	All partners-	Guidance developed for local media to encourage the positive representation of migrant integration in the county.
5.8	Encourage migrant participation in decision-making within the county at a) political, b) policy and c) implementation levels.	2020	PPN	All partners	Increased number of migrant representatives involved in relevant decision-making committees, (including Joint policing committee)
5.9	Extend and enhance the understanding of democratic engagement and participation		MCC-AMIF project	All partners	Increased number of migrants registered to vote and participating in democratic processes
5.10	Map migrant groups operating within the county to facilitate wider engagement with this community.	2020	MCC – IT Section	MID (SICAP) Migrant Intercultural Network	Location of migrant groups in the county mapped and maps produced.
5.11	To develop diversity awareness and antiracism elements to local parenting programmes and supports.	2020	CYPSC	MID (Parenting Monaghan Programme)	Anti-racism and Diversity elements delivered in Parenting Monaghan parenting programmes.
5.12	To further develop community integration through sport through building on successful initiatives.	2020-2023	Monaghan Sports Partnership	MCC - AMIF project GAA / FAI Monaghan Sanctuary Runners	Increased participation of the migrant community in sport and physical activities.

Goal 6: To address the Standard and Suitability of Housing and Accommodation for Migrants					
No.	**Action**	**Timeframe**	**Lead**	**Partners**	**Outputs**
6.1	Inform migrants and other front-line service providers about the role (and limitations) of the various accommodation provision agencies (Housing section MCC & Social housing agency providers).	2020-2022	MCC-Housing, AMIF project MID	Equality subgroup	Housing supports and tenancy support information booklet produced and promoted to migrant communities.
6.2	Provide a mechanism for issues with living conditions to be addressed with accommodation providers in the county.	2020	MID (SICAP)	Friends of St Patricks / CMX Welcomes / Monaghan Immigrant Support Group / Intercultural Network.	A feedback mechanism established by Migrant Integration Forum to raise and discuss housing related issues with accommodation providers.

Section 6: Implementing, Monitoring and Evaluating the Action Plan

The members of Monaghan LCDC and the LCDC Equality subgroup are keen that the actions within this strategy are realistic, achievable but also ambitious. These actions have emerged from the consultation process and demographic research and were checked for alignment with other relevant local and national strategic plans. It is intended that the Strategy be a living document to which actions can be added or amended as new evidence emerges and experiences and circumstances change.

The plan will be led by Monaghan Local Community Development Committee, supported by the Community Section of Monaghan County Council and Monaghan Integrated Development. The Equality subgroup of Monaghan LCDC will facilitate and support the engagement of other agencies and groups who are not aligned with the LCDC to deliver the actions within this strategy.

Going forward, it is intended that annual priority actions will be developed based on the three-year action plan, and that the Community Section of Monaghan County Council and Monaghan Integrated Development, possibly in partnership with a wider Migrant Integration Forum will take a lead in co-ordinating the implementation of the plan on behalf of the LCDC and the LCDC Equality subgroup.

An annual implementation report will be compiled, and the Plan will be evaluated at the end of the three years.

Appendix 1: Consultations Undertaken

Community Consultations

Date	Venue	No. Attendees	Consultation Context
04/11/2019	Carrickmacross Workhouse	29	Individuals living in Emergency Direct Provision Accommodation (65% attendees), as well as members of the Roma and Lithuanian communities
05/11/2019	Clones Canal Stores	10	Mixed community
07/11/2019	Monaghan YWCA Building	6	A cross section of migrants most of whom had been living in Ireland for more than 10 years
	Subtotal	45	
11/11/2019	CMX Library Language Class	7	Carrickmacross Fáilte Isteach Language class included mainly asylum seekers and refugees
12/11/2019	Monaghan YWCA Building	57	Monaghan Fáilte Isteach Language class included mainly asylum seekers and refugees
21/11/2019	Clones Family Resource Centre	14	Language class for Brazilian Migrants
28/11/2019	Carrickmacross Workhouse	7	Individuals from the Roma community (with the support of the Roma Support Worker
various	Monaghan town	4	Semi structured interviews with Polish nationals living in the county (undertaken by a member of LINC)
various	Various	9	Semi structured interviews with Lithuanian nationals living in the county (undertaken by a member of LINC)
Overall total		143	

The12 community champions were also consulted on various occasions as part of this process.

Service Provider and Key Stakeholder Consultations

Date	Venue	Number	Context
4/9/2019	Castleblayney	7	Equality Subgroup of the LCDC
07/11/2019	Respond House, Carrickmacross	9	Meeting with Child and Family Support Network
various	Online Survey	52	Of the 52 respondents who completed the questionnaire 48% frequently worked directly with migrants & 33% frequently worked directly with asylum seekers.
14/1/20	Monaghan	20	Co. Monaghan LCDC
Jan / Feb 2020	Monaghan Town	4	One on One Consultations MID Key staff

Appendix 2 Summary of some of the key issues arising from the community consultations

1 What are the key things migrant reported that help them feel at home?

- Finding other people from the same country.
- Family is important here
- Kids are generally polite
- Family joining them.
- Church
- Talkative Irish people/People in community are friendly/Generally positive reception from the majority of Irish people. Irish people are generally polite, that makes you feel at home
- Children fitting in well and being welcomed at school
- Felling safe- no crime or low rate of crime
- Reasonable access (for some) to public services especially healthcare
- Ability to access to culture and education
- Made a positive decision to be in Ireland
- Have hope for a better life
- Shared language (
- Services are better here
- Internet is almost free.
- Friendly locals
- Non being judging for the best part
- Cleaner environment – healthier
- Employment opportunities are good.
- Quality of life and standard of living better

2. What organisations Migrants reported getting help from to make them feel at home?

Many migrants did not know the names of any local organisations.

It was clear that language was a major barrier to accessing supports (for individuals who did not have English language skills)

Organisations/groups specifically mentioned in this context were:

- Various local language classes
- The ETB
- Local primary and secondary schools
- Monaghan Integrated Development
- TUSLA
- Dochas for Women
- Teach na Daoine
- Clones FRC
- Blayney Blades
- HSE
- Safety Net – (An NGO in Kingscourt)

- Social Welfare - DSP
- Library services
- Citizens Information Centre
- Monaghan Integrated Development
- MASI,
- The hospital
- Peer support (others from same nationality that were here before we came)
- An Garda Síochana
- Some employers

3 The challenges identified by Migrants in relation to living in Co Monaghan

General Challenges

- Language for was a major challenge for many. Classes were good but insufficient to access employment. Fáilte Isteach – volunteer led – very good but much more needed – only tip of iceberg – not resourced.
- Access the affordable quality housing (many are living in overcrowded, poor quality expensive housing) Deposits are an issue. Many landlords will not take HAP
- General access to healthcare.
- Racism, discrimination being treated differently by a minority of Irish people. Some migrants reported specific issues with being accepted because of the Muslim faith.
- Very little integration in Monaghan. More education required for Monaghan people to understand these issues. Opportunities for sharing culture with others and learning more about Irish, multicultural opportunities are limited outside schools.
- Access to affordable transport in remote areas of the county. Learning to drive is very expensive. Transport to hospitals is a particular issue
- Accessing information – the CIC are good if you have English but they do not provide interpreters so many cannot understand the advice being given
- Ensuring migrants are represented in decision making (especially give their diversity)
- Restrictions on the ability of Spouses of migrant workers to access work
- Finding employment- not being exploited by employers in relation to working hours, sick pay and being paid in a timely fashion. There is no incentive for employers to take on migrants.
- Skills to do interviews, prepare CV's
- Transfer existing skills and qualifications to an Irish context
- Migrants need to be able to access work placements and work experience with real employers.
- Helping kids with homework (linked to language issues)
- Getting access to schools in some parts of the county
- Access to place of worship – Muslims have no place of worship in County Monaghan
- Access to GP's in the south of county in particular
- Organise different nationalities in groups/ networks that can engage with decision makers

Individuals living in Direct Provision/Emergency Direct Provision also identified some additional and specific challenges that include:

- The time the process of seeking asylum can take- this should be quicker
- Being moved with very short notice to other direct/emergency direct provision accommodation
- Absence of some communications services in some direct/emergency direct provision accommodation (e.g. no TV signal, no/poor Wi-Fi)

- Absences of meaningful activities in DP- there is nothing to do
- Direction provision can make you feel lonely and afraid, it is not good for your mental health
- Can't prepare own food. No halal food available. Not used to Irish food. Food is not good quality. Menu does not change. No access to a kitchen/Have to wash plates in the bathroom
- Lack of activities for children/no play area/have few toys
- Lack of activities for adults- Not being able to work and having nothing to do
- Would like to volunteer but cannot get out to do this
- Discrimination from locals – who do not understand us – have no opportunity to communicate with us.
- Issues to getting places for children in schools in the south of the county
- Restrictions associated with the living in direct provision- Centre rules which require separation from other guests staying in the hotel) Meal times are restricted 8.30-9.30, 1-2 and 6-7.30 only
- Lack of Transport (bus just once a day to Carrick for 2 hours)
- Lack of adult education
- Need more advanced English Classes
- No childcare facilities
- Living in close proximity with other people who are very stressed
- Rooms very cramped they were built for single students, not families.
- Very limited mental health services for people with Trauma, PTSD, out of war-torn countries
- Need a Family Separation Services
- No help for transport for family members on essential trips

4. What migrants report could be done to address challenges and support migrants participate more fully in the life of the county?

Language

- Services could resource and provide dedicated staff to interpret
- Properly resource language classes – currently these are voluntary led – no money for resources e.g. online learning platform

Integration work

- Resource dedicated staff to work on migrant integration
- Fully capitalise on and use the resource of cultural champions
- Provide Induction / Orientation for new migrants
- Provide opportunities to meet local people and become part of community.
- Provide Volunteer opportunities for migrants
- Provide work experience opportunities for migrants - to help integrate with locals and learn customs etc.)
- Use sport to support integration
- Tackle racism/deal with discrimination

Accessing Services

In general

- Migrants to speak directly to service providers and tell of our issues.
- Education and induction of front-line service provider staff – ETB could have a role– This could be Tailored training- it could use the champions

- Arrange meeting at DP accommodation for service providers – asylum seekers struggle to travel to them.

Transport

- Enhance rural transport provision to facilitate access to shopping, Dublin, sport or other bigger towns)
- Transport – Network of minibuses

Education and Learning

- Offer migrants personal / educational development opportunities e.g. short courses
- Offer migrants Help to get Work ready
- Provide work experience opportunities

Within Direct Provision/Emergency Direct Provision

- Chefs from specific communities to be allowed to cook for families e.g. Halal – Own food
- AS to be included in local events.
- Less restrictions and separation and more integration in the Centre and further afield
- Transport needed - Network of minibuses that would allow people to engage in a range of activities and to volunteer
- Advanced English classes
- Participation in sports/a gym/machines
- Children get to schools, get clothes, better food and more activities
- Adult education
- Healthier food and a greater variety of food both local and ethnic
- Process asylum applications quicker- Stop the unending uncertainty. Put a limit on time to get application
- Complete revamp of Direct Provision required. System is flawed Direct provision is currently like prison – change this by upgrading and meeting basic needs for dignity.
- Find housing for those that are granted asylum. Need housing solutions
- Help AS gain employment – no tailored employment supports – jobs path no good – just process you through – don't care and no aftercare to ensure stay in job.
- Provide better laundry facilities – currently 1 machine for 40 families
- Need people in there to signpost voluntary groups etc.