

# Indicators for Migrant Local Integration Report

Working for equality



Immigrant  
Council of  
Ireland





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# FOREWORD



2022 has been an unprecedented year in so many ways. The Russian invasion of Ukraine has sent shockwaves across Europe and the world and displaced millions of Ukrainians from their homes, plunging them into an uncertain future and increasing their vulnerability and threatening their sense of belonging. While Ukraine may be thousands of miles from Ireland, the impact is felt here too, with tens of thousands of displaced people now seeking refuge and support in local communities across Ireland. This, coupled with rising numbers of international protection applicants globally and in Ireland and the needs of migrant communities overall, has made the work of local integration simultaneously all the more important and all the more difficult.

Local government in Ireland has been following a distinct trajectory in recent years, with gradual but noticeable improvement in focus on issues of migrant integration. More and more local authority, city and county council areas have active migrant integration strategies, increased capacity and knowledge of the issues involved, and increased focus on delivering impactful initiatives which support social cohesion and migrant integration at local levels. For this they are to be applauded. However, these gradual improvements are not just powered by commitment, they must be appropriately resourced and supported in terms of networks, knowledge transfer, training and development and future planning. For many local government areas, carving out the resources for migrant integration is challenging amidst the multiple issues of local importance. Issues such as integration can feel less of a priority – more of a nice addition than an essential – when mapped against limited budgets and complex social issues to be addressed.

If 2022 has taught us anything however, it is that migration and integration are key areas which need to be to the forefront of all of our minds at community, regional and national level. This importance must also be reflected at national level by government, with appropriate investment in local integration, and increased levels of support and engagement with local government as key deliverers of positive integration outcomes. National policy, such as the Migrant Integration Strategy, must link directly with local outcomes, and seek to bridge the gap not just between migrants and their local communities, but between integration planning at national and local levels. Ultimately, integration happens in the community. It is a conversation at local level and a process of adaptation by all involved, informed by rights, dignity and a sense of shared humanity which transcends differences. Local government are key stakeholders in this aim, and to this extent the Immigrant Council seek to support their work as it becomes more challenging and complex. Working towards this aim, we have carried out the following piece of work in an effort to assist with establishing baseline information as regards what is working and what isn't, what gaps exist, and what positive initiatives developed in one area may be of use to others. It is not an exercise in celebrating some and 'naming and shaming' others – it is a collective exercise to test the temperature of progress to date and map the challenges for the future.

We in the Immigrant Council are committed to working in collaboration with migrant communities, local government, national government and all other stakeholders in achieving continued momentum in migrant integration in Ireland, which benefits not just individual migrants themselves, but all of us who call Ireland home. As we grapple with complex issues such as we have seen in 2022, our working together to identify and innovate solutions is more important than ever before. We thank all who participated in this research, with special thanks to Professor Mary Gilmartin in Maynooth University for her expertise and immense contribution to the study and the report.

**Brian Killoran**

A handwritten signature in dark ink, appearing to read 'BKil', followed by a horizontal line.

CEO - Immigration Council of Ireland

# ACKNOWLEDGMENTS

We would like to thank the following people for participating in the Advisory Board helping us in the design and selection of the core indicators used within this survey. The Advisory Board members were:

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- ▶ Abby Ryan, Policy and Advocacy Manager
- ▶ Felipe Lopes, Communications Coordinator

Finally, we would like to acknowledge the amazing work of Professor Mary Gilmartin of Maynooth University who designed the survey in collaboration with ICI and with the support of an advisory board, and who drafted this Index Report.

## **In total, 25 responses were received from the following local authorities:**

Carlow County Council	Cork City Council	Louth County Council
Kildare County Council	Leitrim County Council	Tipperary County Council
Monaghan County Council	Sligo County Council	Galway City Council
Cavan County Council	Donegal County Council	Mayo County Council
Kilkenny County Council	Limerick City & County Council	Waterford City & County Council
Offaly County Council	Dun Laoghaire/Rathdown	Galway County Council
Clare County Council	Longford County Council	Meath County Council
Laois County Council	South Dublin County Council	
Roscommon County Council	Fingal County Council	

# EXECUTIVE SUMMARY

In migrant-receiving countries, the importance of local areas in supporting and facilitating migrant integration is increasingly recognised. There are three key ways in which migrant integration is supported and assessed within countries. The first is integration policies, which provide the framework for integration activities. The second is integration outcomes, which assesses the extent to which migrant outcomes in areas such as employment and social inclusion are converging with those of the non-migrant population. The third is through settlement services, described as the support and assistance available to immigrants that help them become part of their new home.

In Ireland, local authorities are central to the provision of local settlement services, for example in areas such as housing, youth and community development. The most recent policy document on migrant integration is *The Migrant Integration Strategy*, published in February 2017. While the document reiterates the Irish government's commitment to mainstreaming, mirroring trends in other European countries, it also emphasizes the need for targeted initiatives at local level. As well as tasking local communities to promote integration, *The Migrant Integration Strategy* contains a number of actions that are designated as the specific responsibility of local authorities.

Different components of the process of migrant integration have been examined in Ireland. The Migrant Integration Policy Index (MIPEX) has assessed national level integration policies in Ireland. Inspired by MIPEX and in collaboration with our Advisory Committee, a survey was created for local authorities to gather knowledge about the extent to which local authorities across Ireland engage with the process of migrant integration.

The survey was informed by three overarching questions. These are:

- (1) How do local authorities understand their role in the process of migrant integration?
- (2) What policies and/or practices are in place in local authorities to support migrant integration?
- (3) What data do local authorities gather on (a) integration and (b) integration initiatives?

The survey was sent to all 31 local authorities in Ireland and in total, 25 local authorities responded in full or in part to our request to participate in the survey. This represents an 80.6% completion rate. This report is a compilation of the key findings across the eight specified categories from the Local Migrant Integration Index which will be compiled. The eight categories include:

- ▶ Progress on national Migrant Integration Strategy actions
- ▶ Local Migrant Integration Strategies
- ▶ Corporate Structure and Culture
- ▶ Local Authority Staff
- ▶ Multilingualism
- ▶ Migrant Participation in Local Authorities
- ▶ Voting
- ▶ Tackling Racism

This report outlines some of the findings across these eight areas and provides key recommendations for future actions to improve migrant integration within local authorities.

# KEY FINDINGS

## Overview

Overall, local authorities have made some progress in developing policies and practices to support and enhance migrant integration, but there is considerable room for improvement. The areas that have seen most progress are Tackling Racism, Voting and Local Migrant Integration Strategies. In contrast, areas such as integration within Local Authority Staffing and the Corporate Structures of local authorities are concerning in their lack of progress.

Based on the data that is available, this suggests that while local authorities are progressing integration of migrant communities in their programming and external services, they are not making progress on areas to do with their internal structures, staffing, funding allocation and diversity.

We also assessed the quality and extent of data collection by local authorities in relation to migrant integration. This indicator was compiled using questions that related to data collection across the survey as a whole. No local authority scored more than 52% in the survey responses on data collection.

The average score across all local authorities was only 23%. This shows that there is a big challenge for local authorities in data collection across the board. It is not clear whether in general data is not being collected, or if the data is not able to be disaggregated on issues relating to the migrant community.

As background, we asked local authorities to indicate how the proportion of migrants in their area compared to the national average. For comparison, we provided figures from the 2016 Census, and we assessed their answers against 2016 results. Local authorities could indicate whether the proportion of migrants, EU migrants and non-EU migrants was roughly the same, considerably or slightly higher or lower. We found that many local authorities provided answers that were not consistent with the 2016 Census figures, with some considerably overestimating and others considerably underestimating the proportion of migrants in the local authority area. In total, 18 local authorities provided answers that were not consistent with official census figures. There appeared to be difficulties with correctly indicating the proportion of non-EU migrants living in many local authority areas.

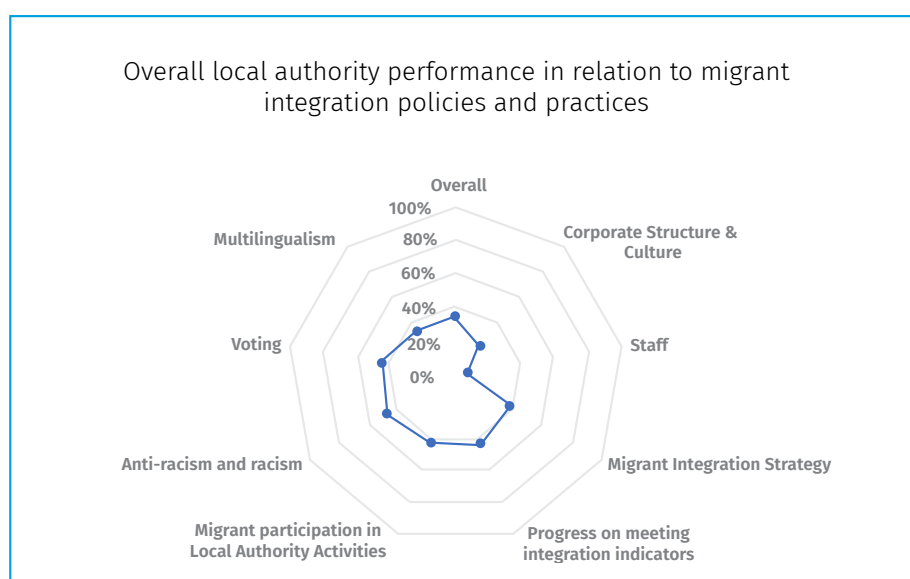


Figure 1 – Overall local authority performance in relation to migrant integration policies and practices.



# 1. Progress on national Migrant Integration Strategy actions

Under the national Migrant Integration Strategy, the role of the local authority is specifically mentioned in a number of key actions:

- ▶ Mainstream integration policies and measures
- ▶ Increase migrant representatives in local authority for a such as Public Participation Networks (PPNs)
- ▶ Update local integration strategies
- ▶ Establish Migrant Integration Forums and that it meets regularly
- ▶ Develop multilingual materials on voter registration and on elections
- ▶ Ensure migrant representation on Joint Policing Committees
- ▶ Develop and publish a policy on early removal of racist graffiti

These actions were due to take place in the period 2017-2020. We asked local authorities to indicate their progress on these specified actions, offering four options (fully completed, partially completed, not completed, not relevant).

Of these actions, local authorities made most progress on establishing a Migrant Integration Forum, with 17 reporting this had happened. There was least progress on publishing a policy on the early removal of racist graffiti. Though this was scheduled to be completed by 2017, by 2022 only 9 local authorities had either fully or partially completed this action. Surprisingly, 6 local authorities indicated that this action was not relevant to them (see Table A for an overview).

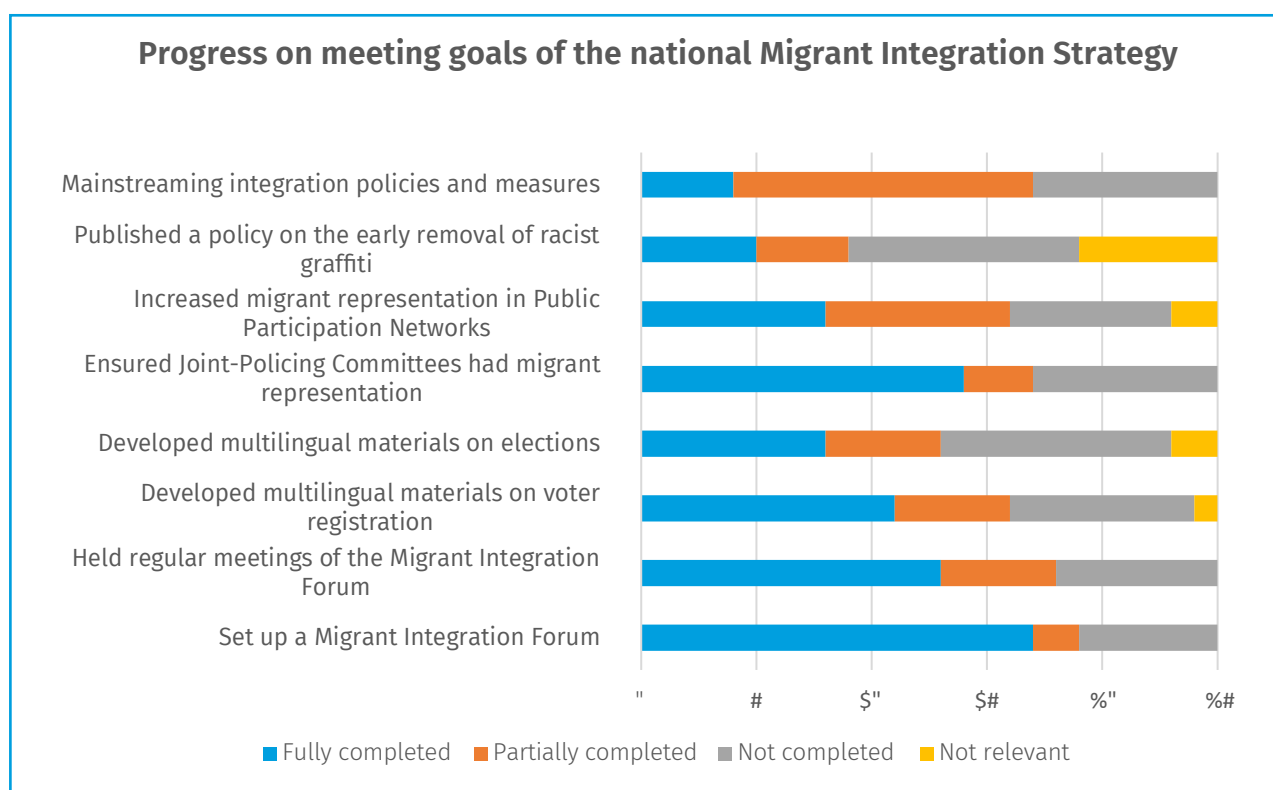


Table A – Progress on meeting the goals of the National Migrant Integration Strategy.



Overall, 1 local authority indicated that it had fully completed all 8 actions. In contrast, 3 local authorities had not fully completed any of the 8 actions (Table B). One of these had not even partially completed any action.

<b>Actions fully completed</b>	<b>Number of local authorities</b>
<b>0</b>	<b>3</b>
<b>1</b>	<b>2</b>
<b>2</b>	<b>6</b>
<b>3</b>	<b>2</b>
<b>4</b>	<b>5</b>
<b>5-6</b>	<b>6</b>
<b>7-8</b>	<b>1</b>

*Table B - Actions completed by local authorities.*

## 2. Local Migrant Integration Strategy

The development of Local Migration Integration Strategies is one of the actions that has been agreed upon as a key intervention by the national Migrant Integration Strategy. Under Action 52 it was specified that local authorities would update their integration strategies between 2017 and 2020. By 2022, 10 local authorities did not have a current migrant integration strategy. Of those, 4 have never had a strategy; 3 indicated that they are currently developing their migrant integration strategy; while a further 3 previously had a strategy but it has not been updated. Of the 15 local authorities with a current migrant integration strategy, 4 are due to expire in 2022.

We asked which of a range of sources of information were most useful in developing the local authority's migrant integration strategy. 10 indicated that the Irish Government's Migrant Integration Strategy was most useful; 2 mentioned the Public Sector Duty; and 1 each mentioned the Zaragoza Declaration and the

EU's Common Basic Principles. This highlights the importance of timely and updated national-level documentation on integration.

This national-level guidance can ensure that there is a good level of coherence on integration across all local authorities. This also allows the local authorities themselves and migrant communities to assess where and how things can be improved in local authorities regarding integration.

Another aspect that became clear is that there is not a national commitment to or framework for evaluating the progress of local migrant integration strategies. Only 4 local authorities had formally evaluated their previous migrant integration strategy, and only 2 of those provided details of the formal evaluation. We encourage that this take place more often and that migrant communities are central to these evaluations.

### 3. Corporate structure and culture

Measuring how local authorities integrate migrant needs and issues is not just a matter relating to their services and external work, but also to do with their internal structures, corporate positions, funding and culture. As such in this survey we tried to measure some of the positions in relation to these aspects.

#### Organisational structure

Across the local authorities, there was considerable variation in the position held by the person responsible for the migrant integration strategy at a local level. There are just 3 local authorities that employ a stand-alone integration officer: 1 of which is permanent and 2 are funded by the local authorities themselves. The responsibility for migration integration generally is only a part of a role for people. Most frequently it is a part of the role for the Director of Youth/Community (13 local authorities). Beyond that in some of the local authorities the responsibility is held by a Chief Executive (1), Director of Housing (2), Local Community and Development Committee (2), Director of Corporate (1), Rural Development Directorate (1), People and Organisational Development (1), Community and Cultural Development (1), Director of Services – Planning, Community and Economic Development (1), Director of Services – Community and Enterprise (1), and Social Inclusion Officer (1).

In order to explore the issues further we asked local authorities who choose who they felt should have most responsibility for enhancing migrant integration from a number of options. 9 replied that Government Departments should have most responsibility; 4 identified migrant-led organisations; and 2 identified migrant-focused organisations. Just 3 replied that local authorities should have most responsibility. A significant number chose 'Other' – 7 in total – and all of these responses said that migrant integration should be a shared responsibility. As one respondent commented, "Each has their own role; no one is 'most' important".

We asked if the local authority provides mandatory staff training in any of a number of areas which would help support migrant integration, namely, intercultural awareness, anti-racism and unconscious bias, migrant integration, diversity and equality and the public sector duty. The responses show that local authorities provide limited staff training on these matters. Just 1 local authority provides mandatory staff training in all five areas. In contrast, 13 local authorities (52%) do not require staff training in any of these areas. The overall number of local authorities that provide mandatory training in each of these areas is detailed in Table A.

Area	Number	Percentage
<b>Intercultural Awareness</b>	<b>2</b>	<b>8%</b>
<b>Anti-Racism &amp; Unconscious Bias</b>	<b>5</b>	<b>20%</b>
<b>Migrant Integration</b>	<b>1</b>	<b>4%</b>
<b>Diversity &amp; Equality</b>	<b>9</b>	<b>36%</b>
<b>Public Sector Duty</b>	<b>10</b>	<b>40%</b>

Table C: Number and percentage of local authorities providing mandatory staff training in selected areas.

## Funding

We asked if local authorities had applied for and/or received funding to support migrant integration. Local authorities reported applying for and receiving funding from the Communities Integration Fund, from the Office for the Promotion of Migrant Integration (OPMI), and from the Asylum, Migration and Integration Fund (AMIF), as well as other schemes such as the Dormant Funds Scheme. In total, 5 local authorities did not report applying for funding, and 2 applied but were unsuccessful. 18 local authorities received some funding, though generally from just one scheme.

Looking at how these funds and overall council budgets were allocated in relation to migrant

integration, the overwhelming answer was that this information is not being collected currently. First, we asked what percentage of Grants and Funding available to community organisations was allocated to integration-focused activities in the last 4 years (2018-2021). 11 local authorities said this information was not available. Second, we asked what percentage of the overall Council budget was allocated to integration-focused activities in the same period. 12 local authorities replied that this information was not available. Of those who provide details, a considerable majority allocated between 0 and 5% of funds to integration-related activities, across both categories.

Percentage of funds allocated	Grants and Funding	Overall Council Budget
<b>0-5%</b>	<b>8</b>	<b>10</b>
<b>5.1-10%</b>	<b>4</b>	<b>0</b>
<b>More than 10%</b>	<b>3</b>	<b>3</b>
<b>Information not available</b>	<b>11</b>	<b>12</b>

Table D: Percentage of funds allocated to integration-related activities, by number of local authorities.

## Cultural Activities

Celebrating cultural diversity is important to ensure that we show the diversity in Irish society and celebrate the richness that different cultures in Ireland bring to our communities. The celebration of cultural diversity is an important way for local authorities to engage with and support ethnic minority communities.

The survey asked how local authorities celebrate cultural diversity, whether through

celebrating international holidays, organising events/festivals themselves or funding local groups to do this. From the survey results it is clear that local authorities were more likely to provide funding to local organisations to organise events than to take responsibility for organising events, however, all local authorities celebrated cultural diversity in at least one of the ways the survey identified each year. The full range of activities is shown in Table E.

Type of activity	Number of local authorities
<b>Organise at least one intercultural festival each year</b>	<b>12</b>
<b>Organise at least one intercultural sports event each year;</b>	<b>11</b>
<b>Provide funding to local groups to organise intercultural festivals</b>	<b>21</b>
<b>Provide funding to local groups to organise intercultural sports events</b>	<b>17</b>
<b>Celebrate international holidays</b>	<b>8</b>

Table E: Number of local authorities celebrating cultural diversity by type of activity.

## 4. Local Authority Staff

To ensure that the public and civil service in Ireland is reflective of the makeup of Irish society the Migrant Integration Strategy, Action 44, stated that “proactive outreach and support measures will be undertaken by all public sector employers to increase the number of persons from an immigrant background working at all levels in the civil service and wider public service”. The action went on to say that there should be a “particular focus on increasing the numbers of people from immigrant backgrounds working in front-line services.”

Given this, it was important to assess the extent to which local authorities are employing people from immigrant backgrounds and/or from ethnic minorities. We asked local authorities about the information they hold on staff. We included nationality, place of birth, ethnic/cultural identity and languages spoken as options, and also offered a write-in option.

In total, 8 local authorities reported that they collected none of this information.

7 local authorities collected information about nationality only, with 1 suggesting that while nationality data was collected, this process was not consistent. 1 local authority was unable to answer this question.

We asked for information about the percentage of local authority staff who had a nationality other than Irish. 17 local authorities were unable to answer this question. 5 local authorities indicated that between 0.1% and 1% of their staff had a nationality other than Irish; while 3 indicated that between 1.1% and 5% of their staff had a nationality other than Irish.

We also asked for information about the percentage of local authority staff with an ethnic/cultural identity other than White Irish. 18 local authorities were unable to answer this question. 1 local authority answered 0%; 5 answered between 0.1 and 1%; and just 1 local authority replied that the percentage of staff with an ethnic/cultural identity other than White Irish was between 1.1 and 5%.

Currently it is not possible to assess whether Action 44 of the Migrant Integration Strategy is being achieved across local authorities as data is not being kept on this matter in many local authorities. However, even within the local authorities that are collecting data on the levels of staff from a migrant background, very few of them are meeting the goal of 1% of staff being from an ethnic minority backgrounds stated in the Strategy. This 1% already falls short of the reality of Irish society, and our workplaces should reflect this reality.

As a matter of urgency local authorities need to ensure that they are collecting this data, however to ensure that the makeup of local authority staff changes, there further needs to be strategies in place to reduce the barriers for people from a migrant/ethnic minority background face when applying for and being offered local authority jobs.

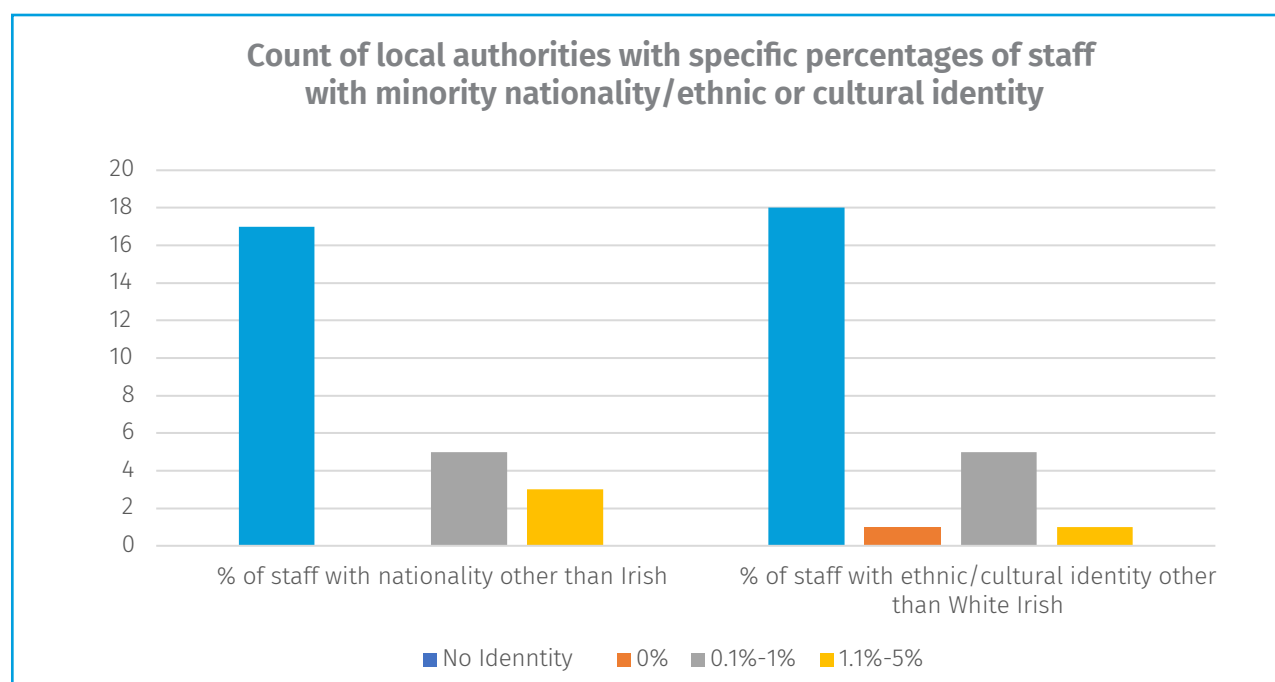


Table F – Staff Demographics in Local Authorities.





## 5. Multilingualism

The Migrant Integration Strategy contains a number of actions that relate to language. In relation to access to public services and social inclusion, Action 15 states that “Information will be provided in language-appropriate formats and in a manner easily accessible by migrants”, while Action 19 states that “The availability of interpreting will be prominently displayed in a range of languages in relevant public offices”. While both actions specifically mention Government Departments and State Agencies, local authorities have a key role in providing public services and supporting social inclusion, and should aspire to ensure that their work is accessible to people living in their area.

We asked if local authorities provided information on their services in languages other than English or Irish. 19 answered that they provide multilingual materials, while 6 did not. The most common way in which

*“The availability of interpreting will be prominently displayed in a range of languages in relevant public offices”.*

multilingual materials were provided was through leaflets/booklets (15) and the local authority website (13), followed by posters (7), social media (7) and information sessions. Just 1 local authority reported using local newspapers, and none used local radio to provide multilingual information. Some local authorities pointed to the provision of multilingual materials in libraries, and a small number highlighted the recent provision of information in Ukrainian and Russian as a direct response to the arrival of Ukrainian refugees.

We also asked for details about the services that multilingual materials were provided for. Responses to this question were diverse. Of the 19 local authorities that provide multilingual materials, 2 provide multilingual materials for 10 or more services; 5 provide information for between 5 and 9 services; and 11 provide information for fewer than 5 services. 2 provided no information about the services they provide multilingual materials for. The services that were most likely to have multilingual materials were housing and voter registration (10 each), library (9) and PPN (9). While 10 local authorities provide multilingual material on voter registration, just 4 provide material on elections.

We also asked about languages, other than Irish or English, that are regularly used to provide information on services. 12 local authorities provided details. 4 mentioned just 1 language; 3 mentioned 2 languages, while 5 local authorities regularly provided information in 3 or more languages. The most frequently mentioned language was Ukrainian (9 times), followed by Polish (8 times).

15 local authorities reported providing translation/interpretation services to service users in a variety of ways. These included employing private companies (9), using local volunteers and local authority staff (6 each), and using online resources (2). 1 local authority also indicated that service users brought people with them to translate. Of the 10 local authorities that did not provide translation/interpretation services, 5 indicated that there was no demand for such services, 2 indicated that it was difficult to source translators/interpreters, and 2 indicated that the cost of translators/interpreters was the reason why these services were not provided.

The lack of availability of translation services means that many service users will be unable to access local authority services. This creates difficulties for integration for those with language barriers.

## 6. Migrant Participation in Local Authorities Activities

### Local Authority Services

It is important to understand if local authority services are being used by migrants. For this reason, we looked at services provided by the local authorities and asked if information about service users was gathered in a way that would identify migrants. Using the Local Authority Performance Indicator Reports and with input from the Advisory Group, we identified local authority services where it may be possible to identify migrant users.

These services include:

- ▶ Social housing tenants
- ▶ People who are homeless
- ▶ Library visitors
- ▶ Those in receipt of trading online vouchers
- ▶ Those in receipt of LEO mentoring services
- ▶ LEO assistance recipients
- ▶ Community Centre users
- ▶ Participants in sporting events
- ▶ Park users

We then asked local authorities to indicate if they gathered data on any of the following: nationality/citizenship; place of birth; ethnic/cultural identity; or language(s) spoken.

For most of these services across most local authorities, little or no data is gathered to indicate if they are being used by migrants or ethnic/cultural minorities. For example, no local authority gathers relevant data on users of parks. Just 1 local authority gathers data on users of community centres, mentoring recipients or trading online recipients, while just 2 different local authorities gather data on participants in sporting events or on LEO assistance recipients. 3 different local authorities gathered 3 different sets of data on library users.

The most detailed data is gathered in relation to housing. 19 local authorities collect data on the nationality/citizenship of social housing tenants; while 17 local authorities collect nationality/citizenship data and 1 collects data on the place of birth of homeless people.

We also asked how local authorities most often identified people as migrants. 16 indicated that they used nationality/citizenship to identify migrants. 2 used ethnic/cultural identity, while 1 used place of birth. 1 local authority indicated that they allowed migrants to self-declare, while 2 others commented that this information was not available. A small number of local authorities raised concerns about this section of the survey. 3 commented that in general, people on the housing list were not identified as migrants. As one respondent commented: "For most services there is no need to "classify" or "badge" anyone. Residents of the County are entitled to our services. Why would we unnecessarily seek to label someone?"

As there is no data available on whether services are being used by migrants in local authorities, it becomes extremely difficult to identify if these services are really reaching migrant communities and meeting their needs, or are of a good standard for migrant communities. This lack of information is not only challenging for civil society to monitor the situations in local authorities, but challenging for the local authorities themselves to see how they may be able to improve their services for migrant communities.

### Public participation Networks (PPNs)

Public Participation Networks (PPNs) have been set up across all local authorities in Ireland. They are an initiative to build networks of community, social inclusion and environmental groups who work within a local authority area. The purpose of the PPNs is to give community greater voice and input into policies that will affect them.



Across different local authorities and their PPNs the number of community/voluntary groups involved in the Public Participation Networks ranges from 25 to 1,400. In trying to assess how many of these groups were migrant-led and migrant-focused, it became clear that this is an area where a lot of local authorities are falling below what would be population averages in terms of representation at PPNs.

While a considerable number of local authorities replied that this information was not available, 12 indicated that between 0.1 and 5% of members were migrant-led; while 13 indicated that between 0.1% and 5% were migrant- focused. One local authority indicated that over 20% of PPN members were migrant-led and migrant-focused. This was the highest percentage reported.

In addition to groups, we asked what percentage of members of the PPN Secretariat were either migrants or of migrant background. 6 local authorities replied that the information was not available. Of those who provided information, a majority indicated that no members of the PPN Secretariat were either migrants or of a migrant background (Table H).

### Joint Policing Committees

Action 62 of the Migrant Integration Strategy states that local authorities will “take action to have migrant representation on all Joint-Policing Committees”. We asked local authorities to indicate the level of migrant representation on the Joint Policing Committees. 4 responded that the information was not available, while 8 replied that no members of the Joint Policing Committee in their area were migrants or of migrant background. Of the 13 local authorities with

representation, 4 indicated membership of between 0.1 and 1%; 4 had membership levels between 1.1 and 5%; 3 had membership of between 5.1 and 9%; and 2 local authorities indicated that over 9% of the members of the Joint Policing Committee were either migrants or of migrant background.

### Comhairle na nÓg

We also asked about the level of migrant representation on Comhairle na nÓg. These results were slightly more encouraging. 7 responded that the information was not available, while 2 replied that no members of the Comhairle na nÓg in their area were migrants or of migrant background. Of the 16 local authorities with representation, 3 indicated membership of between 0.1 and 1%; 2 had membership of between 5.1 and 9%; 5 had migrant membership of between 9.1 and 13%; and 6 local authorities indicated that over 9% of the members of the Comhairle na nÓg were either migrants or of migrant background.

A comparison of the membership of the three bodies – the PPN Secretariat, the Joint Policing Committee and Comhairle na nÓg – is shown in Table I.

We asked if local authorities actively encouraged the involvement of migrants and people of migrant background in these three bodies. 22 local authorities replied that they actively encouraged migrant-led and migrant-focused groups to join the PPN. 19 local authorities actively encourage people of migrant background to join the Joint Policing Committee, while 22 local authorities actively encouraged people of migrant background to join Comhairle na nÓg.

Percentage of members	Number of local authorities
None	10
0.1-1%	1
1.1-5%	2
5.1-9%	0
9.1 - 13%	1
Greater than 13%	5
Information not available	6

Table H: PPN Secretariat Members who are migrants or have a migrant background.

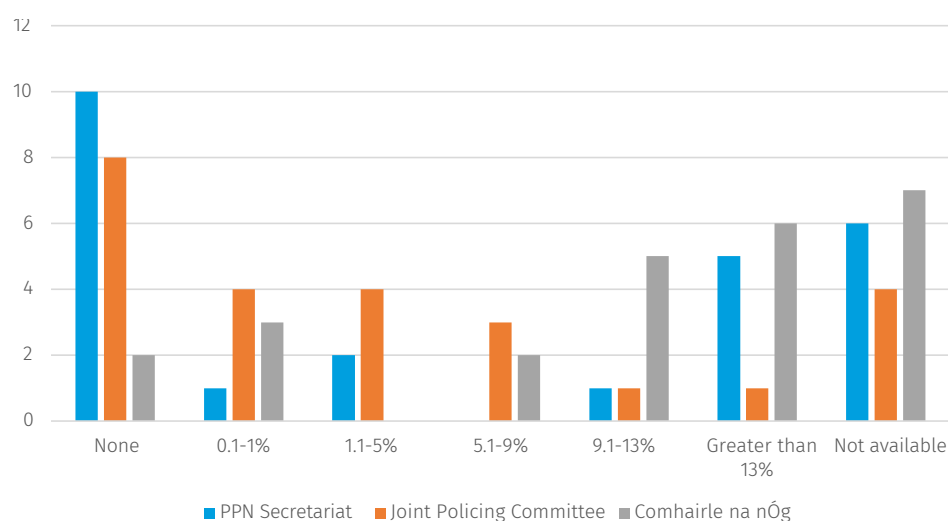


Table I - Count of percentage of migrants/people of migrant background belonging to selected local authority bodies.

In the survey, we asked about the methods used to encourage membership and provided a range of options, including open calls, information sessions, outreach and multilingual materials. The results are shown in Figure J. In general, more local authorities used a wider range of methods to encourage membership of Comhairle na nÓg. We also provided an option for local authorities to give more information about the methods they used. In relation to membership of

the PPN, one local authority indicated that PPN membership was required to apply for community funding. In relation to membership of the Joint Policing Committee, one local authority ensures that PPN ethnic minority members are represented. In relation to membership of Comhairle na nÓg, we received a wider range of responses, which included reserved seats, working with local schools, and securing additional funding to support this work.

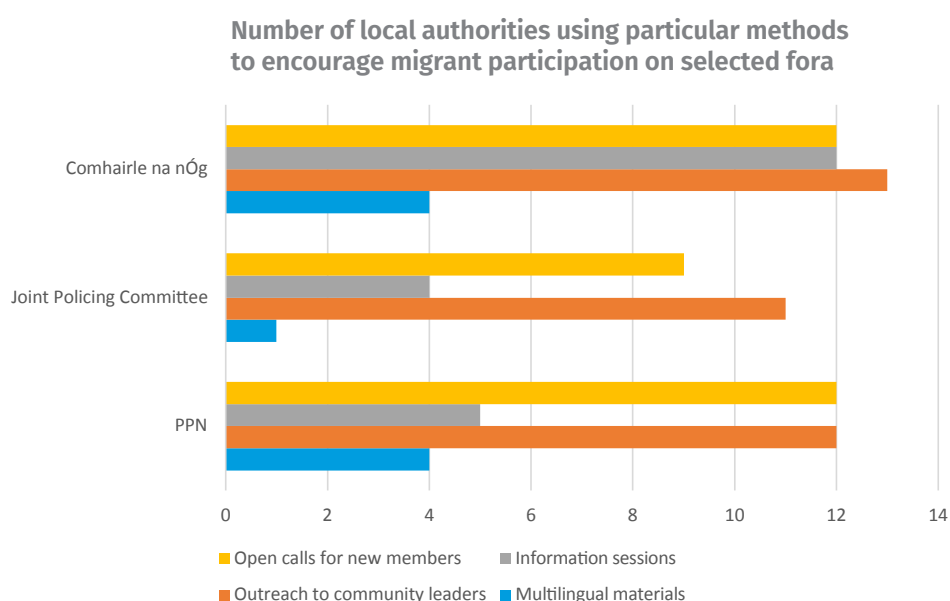


Table J - Number of local authorities using particular methods to encourage migrant participation on selected fora.



## 7. Voting

Everyone resident in Ireland has the right to vote in local elections, while some nationalities have additional voting rights in national and European elections. The Register of Electors is maintained by local authorities, who consequently play a very important role in ensuring the political participation of migrants through voting.

When asked if their local authority actively encouraged migrants to register to vote, 23 of the 25 local authorities who responded to the survey indicated that they had engaged in activities to this end. However, it not clear if these efforts are effective as 23 local authorities, when asked, stated that they did not have information on the percentage of the local migrant population that is registered to vote. Only 2 local authorities were able to assess that between 0-20% of the eligible migrant population is registered to vote.

Local authorities used a range of methods to encourage migrant registration for voting (see

Table K below), though there are no consistent methods of engagement being used across the 25 local authorities who responded to the survey.

We also asked local authorities if they used other methods for encouraging migrants to register to vote. A small number responded, indicating that they used a range of other approaches including field workers and/or door to door calls, open calls, advertising, social media campaigns, and included migrants in general efforts to register voters.

In spite of the fact that any legally resident migrant over the age of 18 can vote in local elections where they live, this is often not occurring, and lack of registration and awareness of rights is part of the problem here. Local authorities need to be actively ensuring that the migrant populations within their areas are aware of the political system and their voting rights.

**Number of local authorities who use selected methods to encourage migrant voter registration**

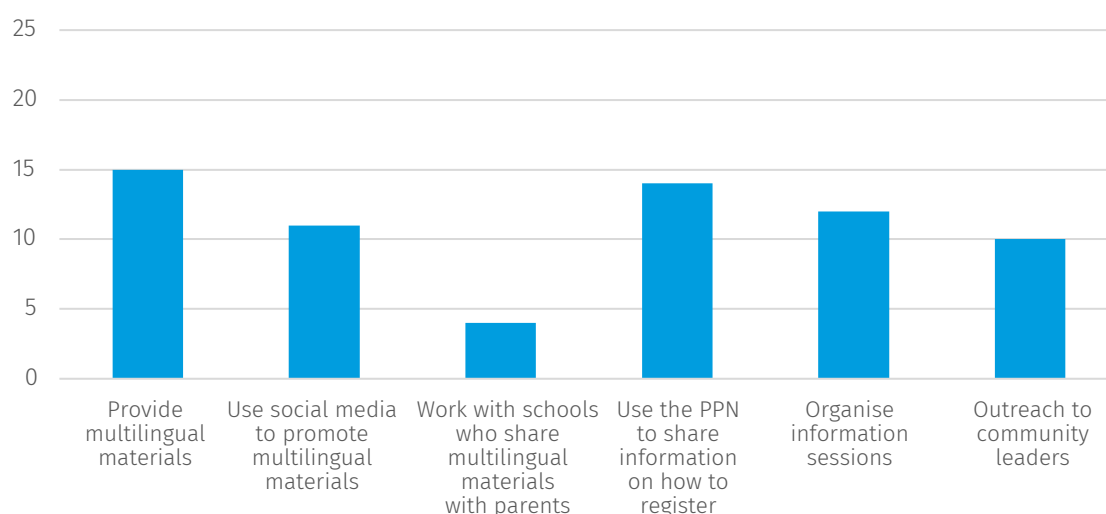


Table K: Number of local authorities using selected methods to encourage migrant voter registration.



## 8. Tackling Racism

*The Migrant Integration Strategy* comments on the risks faced by Irish society if there is “racism and discrimination against migrants and their families”. For this reason, we wanted to identify proactive measures taken by local authorities to combat racism and to promote anti-racism. We first asked if local authorities have an annual anti-racism campaign: just 3 out of the 25 local authorities replied “Yes” to this question. For a question on whether the local authority had a definition of racism in its anti-social behaviour policy, 7 local authorities (28%) replied that they did.

Questions on reporting mechanisms provided a more positive response. We asked if local authorities had a reporting mechanism for victims of racism: the replies are shown in Table L. A high percentage of local authorities replied that they have reporting mechanisms for staff, service users and social housing users who are victims of racism. However, as Table C shows, just a small number of local authorities provide mandatory staff training in related areas, such as anti-racism, unconscious bias, equality and diversity.

Reporting mechanism	Number	Percentage
For service users who are victims of racism	16	64%
For victims of racism in social housing	17	68%
For staff who are victims of racism	17	68%

Table L: Number and Percentage of local authorities with a reporting mechanism for victims of racism.

# RECOMMENDATIONS

There is a demonstrated willingness among local authority respondents to develop expertise and become more involved in supporting and/or enhancing migrant integration, with many expressing a holistic understanding of the issue. However, the results of this survey show that local authorities face internal and external challenges in this process and recommendations for improvement are:

Ensuring that relevant disaggregated data is collected on migration and integration in local authorities. This survey can form a guide to the types of data that may be relevant to keep.

Increase national level funding to local government for integration initiatives, and in turn increase allocations of local authority budgets to integration of migrants within the local authority area.

Ensure that all local authorities have developed local migrant integration strategies, with associated budgets, measurable targets and implementation plans clearly designating responsibilities for actions to be undertaken in key areas.

Put in place strategies to reduce the barriers for people from a migrant background to apply for and be successful in getting local authority jobs. Set and regularly evaluate targets to increase the percentage of local authority staff from a migrant background.

Develop evaluative frameworks within local authorities to measure the impact that programmes and policies on migration integration are having.

Commitment to ensuring that translation services are available for service users and that materials from local authorities are being provided in multiple languages

Ensure that each local authority has the appropriate number of dedicated staff members working on issues of migrant integration, proportionate to the number of people from a migrant background living in that area.

Formally review the accessibility of local authority services to migrant and minority communities.

Ensure that every local authority management team has a specific remit and plan to further migrant integration in local authorities. This team should also include expertise from migrant communities.

Ensure migrant representatives on all local authority bodies.

Strengthen and develop networking and knowledge sharing across local authority areas through dedicated initiatives and events for local government staff, relevant committees and groups.

Local authorities must provide mandatory staff training in areas which help support migrant integration, namely, intercultural awareness, anti-racism and unconscious bias, migrant integration, diversity and equality and the public sector duty.

Launch campaigns for increasing migrant voting awareness and registration in all local authorities

Strengthen communication between national government and local government on issues of migrant integration.

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