Integration In Dublin
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Informing Strategies in a time of Recession

Research

- Why do it?
  - Concern at lack of information on experiences of new communities

- What we did?
  - Literature review
  - Focus groups - people from new communities, employers and service providers

- Key Question?
  - What research do we need to do?

Two factors underpin the need for research:

- The pace of change, with regard to migration and employment, social inclusion and equality, particularly in cities and large urban areas is difficult to monitor.

- We need well informed policy to achieve integration.

Results - Employers

- People come for opportunity and family
  - Brings a richness of skill, culture and ability to the workplace

- People come because of risk to themselves
  - Vulnerable groups, esp. when they cannot work

- Benefits - expand and broaden corporate intelligence
  - Improve customers services - language
  - New markets
  - Diversity

Barriers

- Literacy and levels of spoken english
  - Lack of practice with spoken word
  - Lack of access to classes
  - Colloquialisms and accents

- Lack of access to Information
  - How things are done here
  - Where to get services

- Lack of recognition of qualifications

- Lack of access to referees

- Visa system
  - Right to work
  - Complicated system
  - Lack of mobility
- Discrimination
  - Colour
  - Nationality
- Labour market segregation
- Exploitation
- Competitive labour market

Recommend - Research projects which:

- Build awareness of opportunity and benefits generated by diversity

- Support best practice in accommodating diversity

- Provide guidance and support in promoting a healthy working environment

Service Providers

- People come because of
  - Opportunity
  - Safe place to live and work
  - Good standard of living

Barriers

- Right to work
  - Length of time waiting
  - Loss of contact with labour market
  - Under employed and de-skilling
- Lack of recognition of qualifications
- Discrimination
- Exploitation - causing tension between workers
- Poverty traps
- Lack of information
  - How things are done
- Lack of networks

Recommend research projects which:

- Document and explain difficulties faced by certain groups - people from accession states and outside EU - access to employment and promotion

- Explore the understanding and knowledge of Irish welfare system

- Monitor inclusion - unemployment

- Efficacy of policy-making and efficiency of policies - NB comparing initiatives that involve with those that do not involve people from new communities

People from New Communities

- Barriers
  - Language
  - Understanding labour market
  - Accessing labour market
  - Accessing information
  - Lack of understanding of cultural norms

- Visa and work permit system - lack of knowledge of employers
- Lack of recognition and equivalency system for qualifications
- Lack of enterprise supports
- Lack of representation of migrants in policy making - integration processes become barriers
- Lack of political representation
- Racism

Recommend research projects which:

- Assess the outcomes and benefits of integration programmes

- Under-employment of people from new communities

- Redundancy and under-employment in recession

- Enterprise outcomes - case studies

Interviewees recommend research into:

- Migrants experiences in accessing banking services and information on taxation issues
- Support needs of community development organisations to promote integration
- Skills audits to address under-employment
- Demographic profiles

Summary - need research which addresses diversity - esp gender, race and age - on a greater Dublin basis:

- **The barriers** to employment, housing, social networks, political participation;
- The **impact of the visa and work permit** system;
- **Discrimination, racism and exploitation** of people from new communities in Dublin, that is, access, participation and outcomes, to employment and services. NB Competitive labour market;

- The development of **equality proofing** systems, and monitoring mechanisms to ensure equal access, participation and outcomes;
- Identifying and describing **enterprise supports** required;
- Addressing the causes of **underemployment** of immigrants;
- Progression, we need to know more about the **experiences** of migrants over time in Dublin;
- Monitoring of **resources for supports** for migrants; and
- Assessing the outcomes and effectiveness of integration initiatives.