

MONAGHAN COUNTY COUNCIL

MIGRANT INTEGRATION STRATEGY

2026-2028



Monaghan Migrant Integration Strategy 2026 – 2028

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FOREWORD



Councillor Paul Gibbons, Chair of Monaghan LCDC.

I am honoured to introduce the Monaghan Migrant Integration Strategy and Action Plan 2026-2028, which aims to build on the huge progress made during the four years of the previous plan. I welcome the publication of this strategy which sets out our county's plan to ensure the integration of all people who come to live in Monaghan from all across the world. Those who have come have tangibly enriched our communities in terms of culture, sport, language, new business ideas, social activities and especially in terms of the friendships they have made. It is hugely important that they continue to feel very welcome living in our county.

The primary aim of the new Monaghan Migrant Integration Strategy is to work together to create a fully inclusive, vibrant, diverse and truly intercultural society in which our residents feel that they belong and feel valued, regardless of their nationality, culture or beliefs. This can be achieved if we all work together to make Monaghan a place in which to live, work and visit for all.

Monaghan Local Community Development Committee along with our partners in Monaghan County Council and the local Equality Subgroup are hugely committed to promoting diversity and equality through a partnership approach. I would like to acknowledge the input of the local key agency stakeholders, the LCDC Equality Subgroup and the members and representatives of migrant groups, who took part in the extensive consultation process for the strategy.

I acknowledge the role of the committee which consisted of a number of local stakeholder representatives, the majority of which were from migrant backgrounds. Their experience and understanding have led to a more inclusive and targeted strategy, which genuinely reflects the daily needs of migrants in County Monaghan.

Finally, I would like to thank everyone who took part in the compilation of this strategy, particularly all those who took part in the consultation process, who took the time to come forward with their views and ideas.

We look forward to working together over the next four years with all our local stakeholders to connect people and communities ensuring a sense of belonging in Monaghan for everyone in our communities.

FOREWORD

Robert Burns,

Chief Executive, Monaghan County Council.



I am honoured to introduce the Monaghan Migrant Integration Strategy and Action Plan 2026-2028, which I believe is a firm commitment from Monaghan County Council to playing our part in fostering an inclusive welcoming community for all in our county.

This strategy will guide our collective response to the many challenges and opportunities of what is an increasingly diverse population in County Monaghan. It is built on a foundation of integration work carried out by a range of local agencies and community groups over the last two decades.

I want to thank all those who have been involved in the development of the strategy, and I wish to acknowledge the work already achieved and being carried out by the many local organisations who were involved in the compilation of the strategy. I also wish to acknowledge the work of the Local Community Development Committee and, in particular, the Equality Subgroup who work tirelessly to ensure that all of our citizens can participate and engage in the social, economic, cultural, sporting and educational opportunities available in the county. They also provide oversight of the strategy which ensures that all actions are delivered in a timely manner.

The publication of the strategy is of particular importance in the context of changing global migration needs and with the implementation of Ireland's public sector equality and human rights duty.

Monaghan County Council is fully committed to making Monaghan a county where people of all nationalities and ethnic and religious backgrounds have a sense of acceptance and belonging. It is hugely important that everyone feels a sense of belonging and can continue to fully participate in the county's social, economic and cultural life.

Migrants face many challenges in their daily lives. This strategy identifies the need to ensure that the necessary supports are in place, including access to housing, healthcare, education, employment and English language training.

Finally, I would like to acknowledge the work of the committee, formed by the LCDC Equality Subgroup, who worked tirelessly to put this document together. I would also like to acknowledge the continuing work of Monaghan County Council's Integration Team who will continue to play a major role in the integration of migrants in Monaghan during the lifetime of this plan. I give a commitment that the Council will continue to coordinate the actions necessary to deliver an inclusive, sustainable and prosperous county, which values its diversity, equality and human rights.

In terms of population breakdown by Municipal District, the total population of Ballybay/Clones M.D. is 18,421. This included 9,421 males and 9,000 females.

The population of Carrickmacross/Castleblayney M.D. is 23,469. This was made up of 11,831 males and 11,638 females.

The population of Monaghan is 23,398. Females accounted for 11,756 of the population, with 11,642 being males.

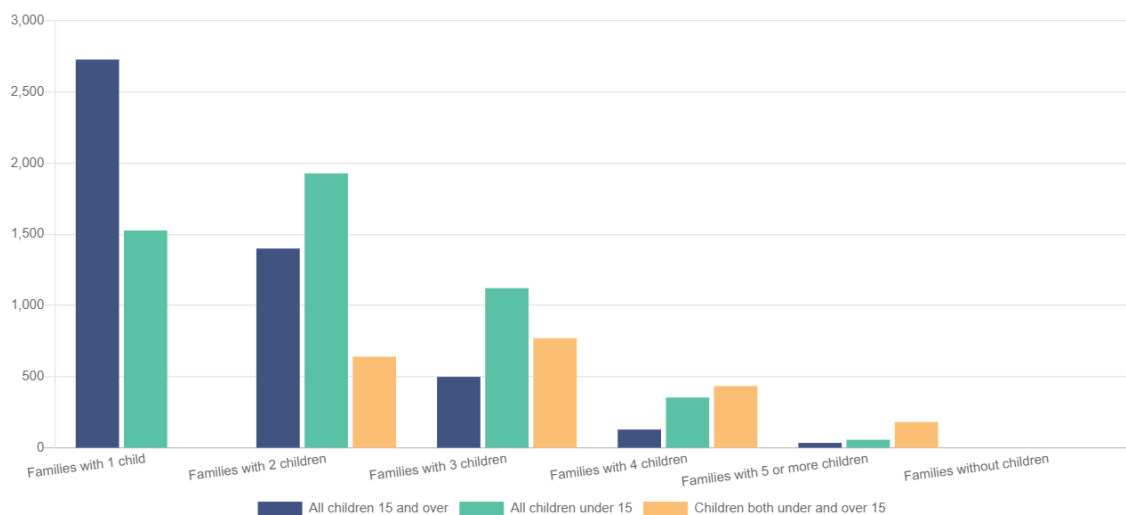
Population by Municipal District

1	CARRICKMACROSS CASTLEBLAYNEY M.D.	23,469
2	BALLYBAY CLONES M.D.	18,421
3	MONAGHAN M.D.	23,398

The average age of Monaghan's population in April 2022 was 38.7 years, compared with 37.4 years in April 2016. Nationally, the average age of the population was 38.8, up from 37.4 in April 2016. The number of people aged 65 and over continued to grow. This age group increased by 21% to 10,397 in Monaghan, and by 22% to 778,315 at a national level since 2016.

The 2022 Census included that there was a total of 16,435 families residing in County Monaghan. This included 3,255 families with one child and 3,968 families with two children. A total of 3,575 families had three or more children, while 4,637 were families without children.

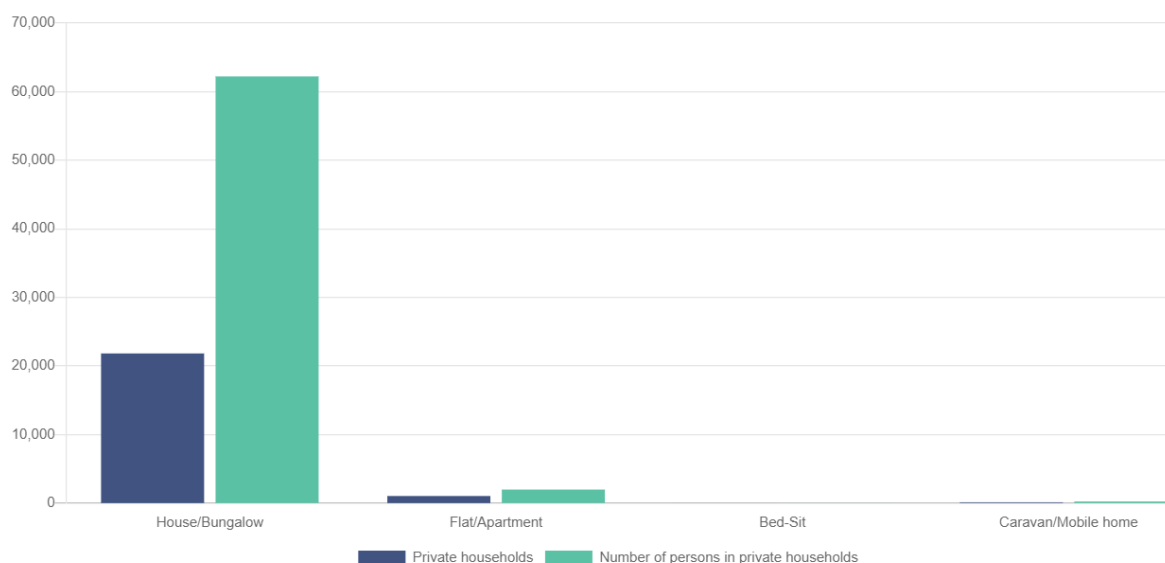
Fig: 1.1 Number of children in families



The provision of housing continues to be an increasing challenge nationally, as well as particularly affecting the migrant population in Monaghan. Overall Census 2022 includes that the rate of home ownership is continuing to decline. However, the housing stock increased by more than 5% to stand at 2,112,121 between April 2016 and April 2022.

In Monaghan, the figures included that 21,819 citizens lived in a house/bungalow. 1,032 live in an apartment/flat.

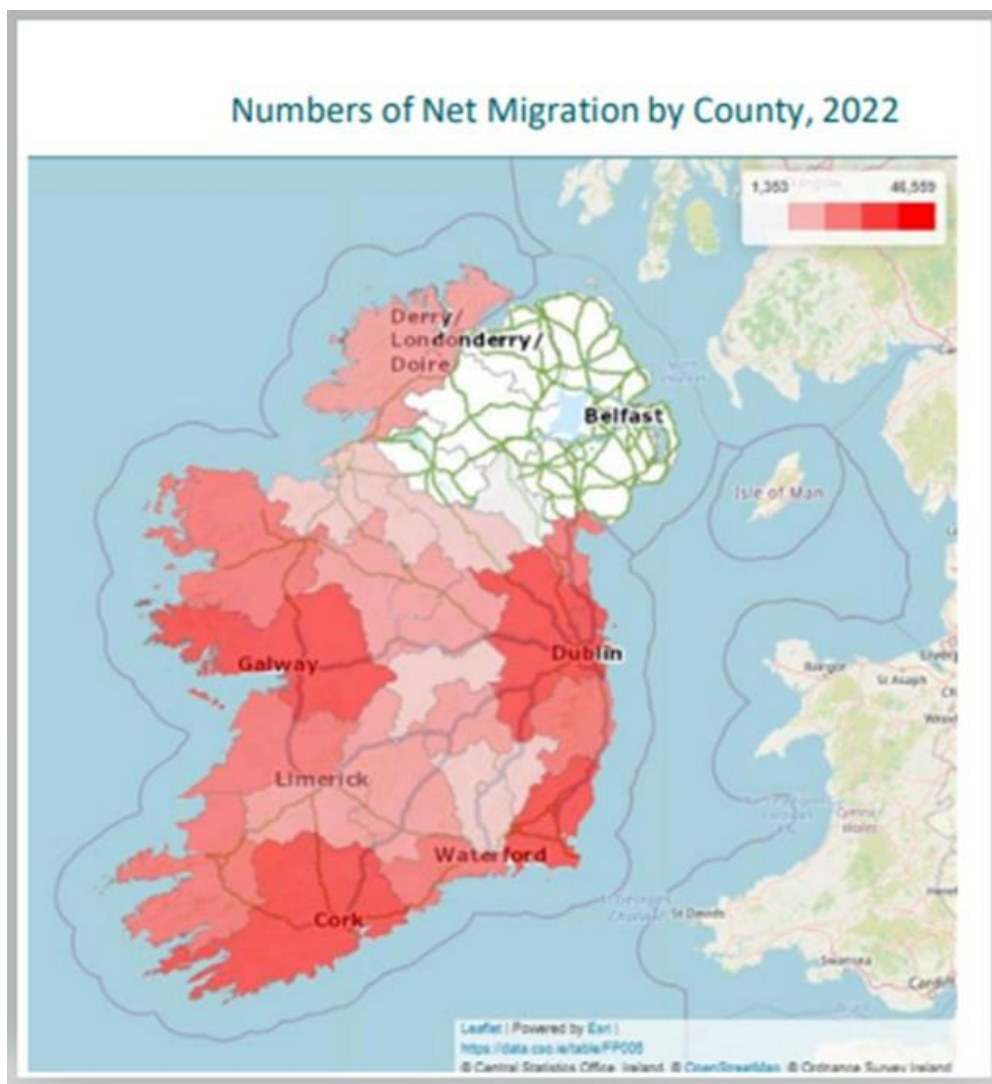
Fig: 1.2 Housing Type in Monaghan



The number of households which owned their property outright, or with a mortgage/loan, was 16,144, with 1,996 renting from the Local Authority or Voluntary Housing Body. There were 3,420 people in private rented accommodation.

The drivers of population change are due to natural increase (births minus deaths) and net migration (immigration minus emigration). Ireland's population increase between 2016 and 2022 came 47.4% from natural increase and 52.6% from net migration.

In County Monaghan over the same period, net migration was responsible for only 39.3% of the population increase, one of the lowest rates in the state.



Source: Census 2022

Section 2.0 Policy Framework

The policy framework sets out how the Monaghan Migrant Integration Strategy was developed, including what methods were used to compile the content.

It also includes the relevant policies at international, national and at county levels.

2.1 How the Monaghan Migrant Integration Strategy was developed.

This strategy has been developed using a range of methods, which include:

- **A review of existing published material** on migrant integration at both national and European levels.
- A demographic analysis of the **breakdown of the migrant population** in County Monaghan, as included in the CSO Census 2022.
- **Extensive Consultation:** Extensive consultation with the local migrant population, primarily through a widely circulated questionnaire.

The LCDC Equality Subgroup is charged with overseeing the implementation of the Action Plan which forms part of the Monaghan Migrant Integration Strategy. Members of the Subgroup were invited to nominate members to the Monaghan Migrant Integration Strategy Committee, who oversaw the compilation of the strategy and who played a crucial role in the consultation stage, as a majority of the members are migrants.

2.2 What is Integration?



The United Nations have stated that “Integration is a mutual, gradual and multi-faceted process, with inter-related legal, socio-economic and cultural dimensions. Integration programmes require coordination, collaboration, and secure resources” (2).

In current Irish policy, integration is defined 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. Integration encompasses participation in the economic, social, cultural and political life of the State. Integration recognises the right of migrants to give expression to their own culture in a manner that does not conflict with the basic values of Irish society as reflected in Ireland’s Constitution and Irish law.

As a two-way process, integration involves change of Irish society and institutions so that the benefits of greater diversity can be fully realised. In a recent International Organisation for Migration paper 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” (3).

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.

2.3 Integration Policy at European Level



The European Union (EU) identifies immigration as a permanent feature of European society, recognising that if the flow of immigrants is orderly and well-managed, then 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.

The European Commission's Action Plan on Integration and Inclusion 2021-2027 seeks to foster social cohesion and build inclusive societies for all (4).

"We will make sure that people who have the right to stay are integrated and made to feel welcome. They have a future to build – and skills, energy and talent."

President von der Leyen, State of the Union Address 2020

The European way of life is an inclusive one. Integration and inclusion are key for people coming to Europe, for local communities, and for the long-term well-being of our societies and the stability of our economies. Ensuring that migrants and EU citizens with a migrant background can fully participate and contribute is key to the future well-being, prosperity and cohesion of European societies.

The Action Plan seeks to address many of the challenges faced by society today: the human and social cost of economic exclusion, the spread of all forms of extremist ideologies and a lack of trust in the fairness of housing or health systems. The Commission sets out a strong framework to strengthen and step-up integration and inclusion policies across the EU, thus contributing to the broader social inclusion agenda, drawing also on other relevant strategies and actions in the field of education, culture, employment, non-discrimination and equality.

2.4 Integration Policy at National Level

The National Migrant Integration Strategy 2017-2020 was launched in February 2017. The strategy contains key actions that Government Departments and Public Bodies have committed to take in order to remove barriers to integration and enhance equality of opportunity for migrants and their Irish-born children. It outlined 76 actions spread across government departments and agencies, six of which specifically mention Local Authorities.



The Strategy aimed to enhance diversity, inclusion and equity for migrants across all aspects of Irish society. The Strategy also emphasised social inclusion initiatives, increased access to public services, and efforts to combat racism and xenophobia while supporting integration and social cohesion at local level. The Migrant Integration Strategy concluded in 2021.

A new national strategy for migrant integration is currently at development stage, with public consultation concluding at the end of November 2023.

Eleven “Monitoring Reports on Integration”, have been published by the ERSI since 2021. The 2022 Monitoring Report was the eighth in the series. The key findings of this report include the following (5):

- In 2022 the migrant unemployment rate was still higher than the Irish-born unemployment rate (5.9 per cent compared to 4.6 per cent).
- The Irish population is among the most highly educated in the EU. Even so, a greater share of the foreign-born population aged 25-34 has a third-level degree (67 per cent) than the Irish-born population (56 per cent) of that age.
- Migrants also had a higher ‘at-risk of poverty’ rate (at 17 per cent) than Irish-born (12 per cent).

Public Sector Duty and Human Rights Duty

The public sector equality and human rights duty requires public bodies to undertake an assessment of the equality and human rights issues that are relevant to their functions. This is contained in Section 42 of the Irish Human Rights and Equality Commission Act 2014. The duty places a positive duty on public sector bodies to have regard for the need to eliminate discrimination, promote equality, and protect human rights in their daily work.



The assessment is an evidence-based identification and prioritisation of the equality and human rights issues relevant to the functions and purpose of the public body. The focus for the assessment is the following identified groups:

- people covered by the nine grounds under equality legislation:
 - ✓ gender (including a transgender person or a person who is transitioning to another gender),
 - ✓ civil status,
 - ✓ family status (including lone parents and carers),
 - ✓ age,
 - ✓ sexual orientation,
 - ✓ disability,
 - ✓ race,
 - ✓ religion,
 - ✓ membership of the Traveller community.
 - ✓ people at risk of poverty and social exclusion

The duty acknowledges that certain people or groups of people may be more at risk than others of experiencing discrimination or human rights violations.



Equality Legislation – Ireland

Equality Legislation in Ireland covers the nine grounds of gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community.

The Equal Status Acts 2000-2018

The Equal Status Acts 2000-2018 ('the Acts') prohibit discrimination in the provision of goods and services, accommodation and education. The Acts prohibit discrimination subject to some exemptions, in access to and use of goods and service, including indirect discrimination and discrimination by association, sexual harassment and harassment, and victimisation. The Acts allow positive action to promote equality for disadvantaged persons or to cater for the special needs of persons.

Discriminatory advertising is also prohibited. It is prohibited to publish, display or cause to be published or displayed, an advertisement which indicates an intention to discriminate, harass or sexually harass or might reasonably be understood as indicating such an intention.

Employment Equality Acts

Employment Equality Acts outlaw discrimination in work related areas such as pay, vocational training, access to employment work experience and promotion. The Employment Equality Acts 1998-2015 aim to:

- promote equality.
- ban discrimination across nine grounds.
- ban sexual and other harassment.
- ban victimisation.
- make sure suitable facilities for people with disabilities are available in relation to access to employment, advancing in employment and taking part in training.
- allow positive action to ensure everyone gets full equality across the nine grounds.



Who is protected under the Acts?

The Acts apply to:

- full-time, part-time and temporary employees
- public and private sector employment
- vocational training bodies
- employment agencies
- trade unions, professional and trade bodies.

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 service 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.
- Monaghan County Council's Public Sector Duty Committee is a cross-department team who implements its Public Sector Duty Action Plan 2020-24

Comprehensive Accommodation Strategy for International Protection Applicants



A new Comprehensive Accommodation Strategy for International Protection Applicants was launched in March 2024. The strategy seeks to address the current accommodation shortfall, while reforming the system over the longer term to ensure the State will always be able to meet its international commitments.

The reforms will see a move away from full reliance on private providers and towards a core of State-owned accommodation, delivering 14,000 State-owned beds by 2028 – quadruple the previous commitment under the White Paper. This will be supplemented, as required, by high standard commercial providers. It is the intention of this new strategy to end the use of unsuitable accommodation options currently relied upon, such as the sole hotel remaining in a given town.

Accommodation in the new strategy will be delivered through the following multi-strand approach:

- use of State land for prefabricated and modular units
- conversion of commercial buildings
- targeted purchase of medium and larger turnkey properties
- design and build of new Reception and Integration Centres
- upgrading of IPAS centres
- A number of State-owned sites have been identified nationally, with assessments underway for use.



National Volunteering Strategy 2021 – 2025

The publication of the National Volunteering Strategy fulfils the commitment under the Sustainable, Inclusive and Empowered Community Strategy to develop and publish a dedicated national strategy for the voluntary sector.

The Strategy seeks to develop and enhance the role of volunteers and voluntary organisations in developing and sustaining vibrant communities.

The Strategic Objectives contained in the plan include:

- To increase participation and diversity in volunteering including embracing new trends and innovation
- To improve ethical and skills-based international volunteering to deliver results for beneficiaries and to enhance Global Citizenship in Ireland.

2.5 Integration Policy at County Level

A number of policies which pertain to County Monaghan impact on the lives of migrants living in our communities.

Local Economic and Community Plan (LECP)

Monaghan Local Community Development Committee (LCDC), a committee of Monaghan County Council was established in September 2014 and has responsibility for the development and implementation of a six year Local Economic and Community Plan (LECP) for County Monaghan. The LCDC 17-member committee is made up of eight Statutory Members and nine Non-Statutory Members.

Goal 1 of the plan is to “Support and promote diversity, equity and respect to enhance inclusion and wellbeing in communities across the County”.

Goal 3 of the plan is to “Increase access to training and educational resources to promote opportunities for personal and professional development”. This includes

Objective 3.3 which is to “Support marginalised and vulnerable groups to access education and training”.

The LECP also includes a SCOT Analysis. Included in the analysis as a Strength is “Monaghan’s diverse community and it’s people”.

LEADER

The current LEADER programme runs from 2023 to 2027. Monaghan Integrated Development act as the Local Action Group for County Monaghan under the programme and bring together a dynamic and driven public private partnership made up of broad stakeholder coalition, representative of interests of the county.



The LEADER Strategy contains the following information in relation to “Nationality and Ethnicity”:

In recent years the county has become home to thousands of newly arrived immigrants. Some have fled from wars and persecution but most arrived to pursue a better life in Ireland and to work, live and study in the county.

Preliminary findings of Census 2022 indicate that new communities of non-Irish nationals now comprise 12.6% (8,115) of the county, up from 11.5% (6,995) of the population in 2011. County Monaghan in 2016 included 12,806 people (21.09% of population) who have been born outside of the Republic of Ireland compared with a state figure of 17.28%. 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 has the highest proportion of people outside of Ireland and the UK who live in County Monaghan (3.75%).

County 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 (11.0%), which is typical for a border county. According to the 2016 census, there were a total of 7,413 ‘Non-Irish’ people in County Monaghan. 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.



In County Monaghan in Census 2016, 7,080 or 11.5% of the population speak foreign languages as their first and the County scores poorly on the ability of these people to speak English with foreign languages. Just 38.4% of this population can speak English very well, compared with 55.3% nationally. Lithuanian (35%) is clearly the most spoken foreign language followed by Polish (16%), French (7%) followed by a host of other languages.

The strategy includes a section on Economic Significant Changes. One of the key gaps/priorities is “the reskilling/transfer of qualifications that migrants have to the county which could help address labour shortages currently being experienced by employers”.

LCDC Equality Subgroup

The Monaghan LCDC Equality Subgroup is tasked with the delivery of community actions in equality, contained in the LECP. The group ensure that all stakeholders keep a focus on equality at the heart of their service provision.



The group have been integral to the success of several initiatives in the county such as Africa Day, The Yellow Flag programme for schools and Social Inclusion Week.

The Monaghan LCDC Equality Subgroup is also tasked with ensuring the goals and actions of the Monaghan Migrant Integration Strategy are progressed.



Under the Social Inclusion and Community Activation Programme (SICAP), Monaghan Integrated Development has supported the establishment of Fáilte Isteach English conversation classes in the county since 2015.

Fáilte Isteach classes give migrants an opportunity to practice their English conversation skills with local volunteer tutors. They are an ideal means of helping migrants to improve their conversational English whilst building contacts and networks within the local community.

Participants at Fáilte Isteach classes are encouraged to register for formal ESOL English language classes with Cavan and Monaghan Education Training Board (CMETB) and English for Speakers of Other Languages (ESOL) clients are likewise encouraged to practice their language skills with a local Fáilte Isteach group. Overall, attending the English classes and supports is an excellent means of starting the integration process.

In 2024 there were Fáilte Isteach classes operating in Monaghan town (Tuesday morning and evening), Castleblayney (Wednesday morning), Clones (Thursday morning) and Carrickmacross (Friday morning).

Students attending the Fáilte Isteach classes can avail of Monaghan Migrant Support Centre supports (information, form filling, interpretation, etc) at their office in Monaghan town or alongside the Fáilte Isteach classes.



On 26th February 2021, the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) published the White Paper to End Direct Provision and to establish a new International Protection Support Service.

A key commitment in the White Paper was the expansion of the model of integration for the Irish Refugee Protection Programme (IRPP) and the establishment of a permanent integration system at local level.



DCEDIY worked closely with the County and City Management Association (31 Chief Executives of local authorities – the CCMA), the Local Government Management Agency (LGMA), and the Department of Housing, Local Government and Heritage (DHLGH) to develop and agree the new permanent model of integration.

In June 2023, the Local Integration Model was agreed with funding for a permanent Local Authority Integration Team (LAIT) within each of the 31 local authorities, recognising that integration happens at local level.

The cornerstone of the LAITs is the guiding principle of “Integration from Day One”. The overarching aim of the Local Integration Model is to empower individuals within the target groups to ultimately live independently in the community.

The target cohorts under the remit of the LAITs are:

- Applicants for International Protection (IP Applicants)
- People with Refugee, Subsidiary Protection, or Permission to Remain status
- Programme Refugees as part of the Irish Refugee Protection Programme (IRPP)
- Beneficiaries of Temporary Accommodation (BOTP)

Monaghan Local Authority Integration Team was set up in 2024 and is based in Monaghan County Council’s Community Development section. The LAIT provides information, advice and guidance via clinics (multi-format) to support families and individuals through their integration journey and is not intended to replace mainstream service provision. The team is responsible for quarterly national reporting to the Department of Justice, Home Affairs and Migration which includes identifying gaps in supports and services.

Monaghan Community Integration Forum

The Community Integration Forum (previously the Community Response Forum) was originally established in Monaghan in response to the Covid-19 pandemic and then evolved to respond to the Ukraine crisis.

Due to the increasing need for migrant services across multiple agencies and stakeholders, the role of the Community Integration Forum was extended in March 2024 to include IP Applicants, people with refugee status, BOTP and where applicable, the IRPP programme.

The Community Integration Forum is the strategic layer of the Local Integration Model and acts as a collaborative network and working group to address barriers, share information and coordinate responses. Driven and chaired by the Director of Services for Community and Rural Development, the forum consists of representatives of relevant service providers (e.g. state agencies and family resource centres) working across the county.



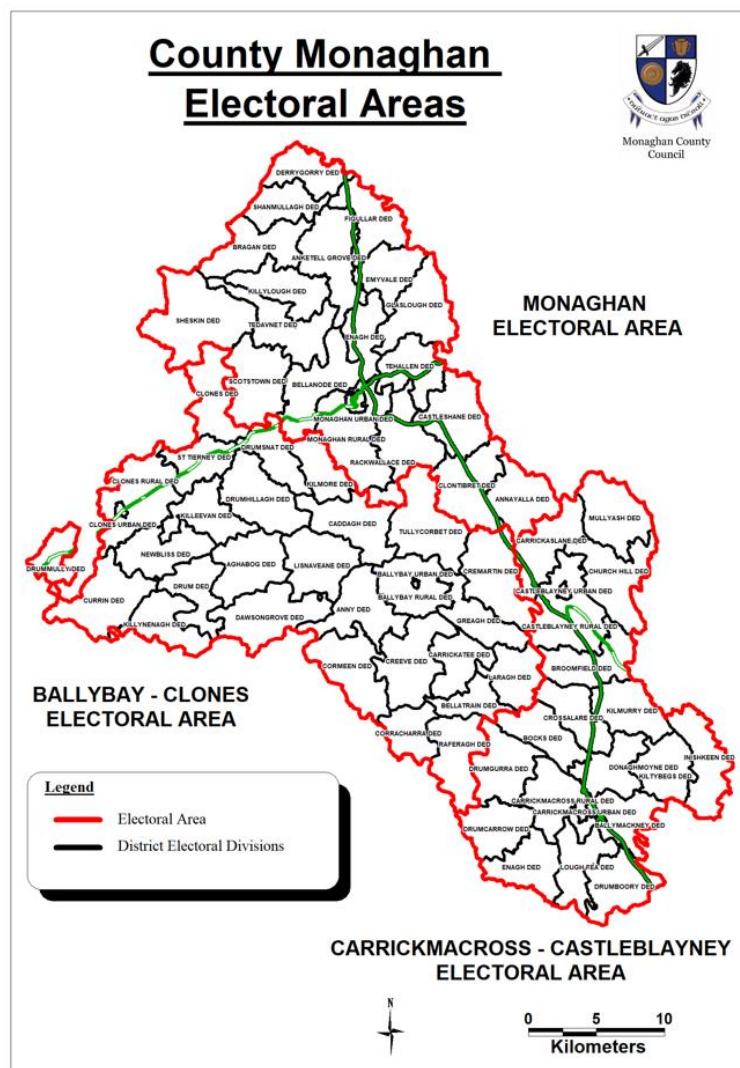
Section 3: Socio-Economic Diversity Data in County Monaghan

3.0 Diversity in Monaghan

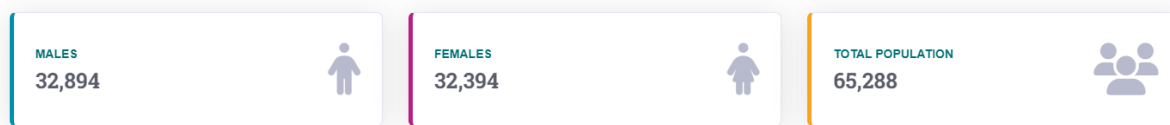
County Monaghan is a Local Authority area which has a population of 65,288, according to the 2022 census. As the population of the state is 5,149,139, this equates to 1.25% of its total population. Its population has grown by 15.4% over the period 2006 to 2022, which is significantly lower than the State rate of 21.4%.

Much of the growth in the population of the county over the period 2006 to 2022 can be attributed to migrants arriving in the county. Without the arrival of the migrants, Monaghan would have seen a population decrease.

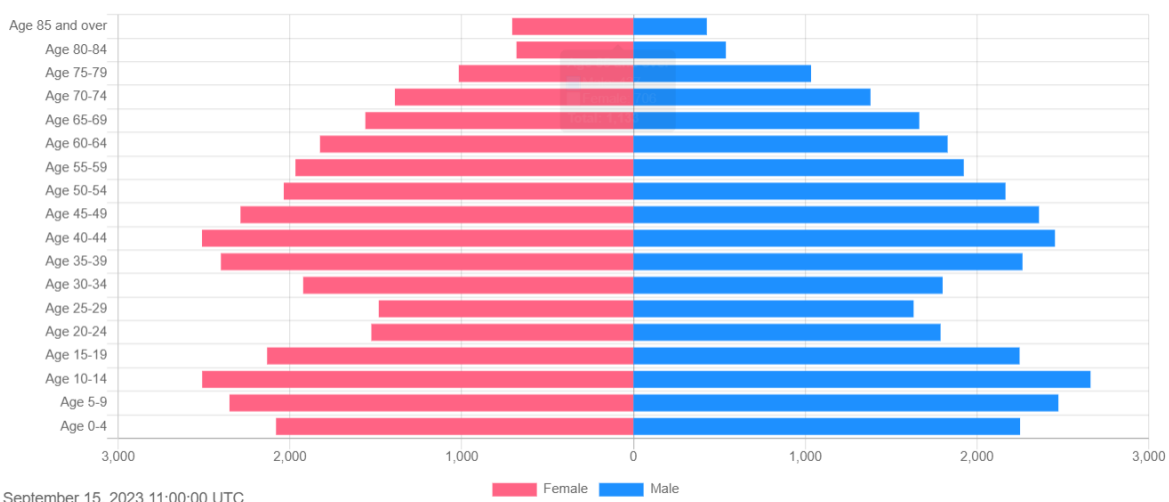
The county is divided into 3 Municipal Districts (MDs) Carrickmacross/Castleblayney, Clones/Ballybay and Monaghan Municipal District. See map below.



Of Monaghan's population, 32,394 were females and 32,894 were male, which means there were 102 males for every 100 females. In Ireland overall there were 2,604,590 female and 2,544,549 males or 98 males for every 100 females.

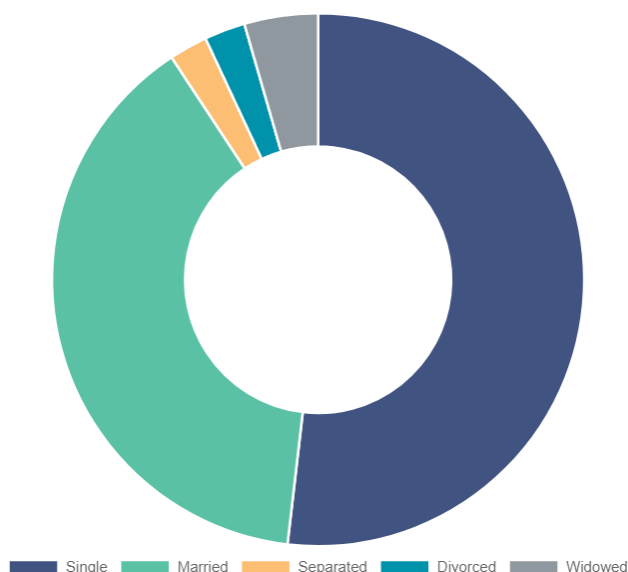


In terms of age, the average age of Monaghan's population in April 2022 was 38.7 years, compared with 37.4 years in April 2016. Nationally, the average age of the population was 38.8, up from 37.4 in April 2016.



The number of people aged 65 and over continues to grow. This age group increased by 21% to 10,397 in Monaghan, and by 22% to 776,315 at a national level since 2016.

In terms of marital status, there were 25,384 married couples in Monaghan according to the 2022 Census. 33,884 citizens are single, with 1,621 citizens having been divorced and 2,921 widowed.





A Profile of County Monaghan



Border County
90% within 10 miles of the border



Less than 30% of the population live in urban areas



3 Municipal Districts
Carrickmacross Castleblayney Monaghan Ballybay Clones

Where are we from?



12.6% are new communities of non-Irish nationals an increase from 11.5%



Lower proportion 2.48% of people born outside the EU than the national average 5.1%

Number of People over 65

↑ 21%

10,397



Population of County Monaghan 65,288



Dual Citizenship increased from 775 to 1,427



774 people moved to County Monaghan from outside the state the year before the 2022 census



In Monaghan, the number of dual Irish citizens increased from 775 to 1,427 while non-Irish citizens accounted for 10% of the county's population. Nationally, dual Irish citizenship increased by 63% from 104,784 to 170,597 people and non-Irish citizens made up 12% of the population.

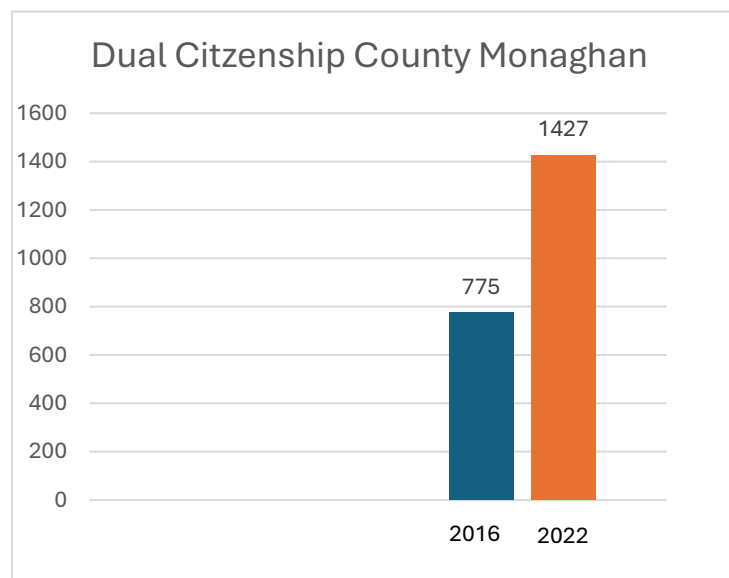
In terms of employment, there were 28,571 people (aged 15 and over) at work in Monaghan, an increase of 3,022 people (+12%) between 2016 and 2022. Nationally, there were 313,656 additional people (+16%) at work.

Working from home also increased in Monaghan as the census include that 5,900 people (aged 15 and over) worked from home at least one day a week in 2022. This represented 21% of the workforce. The national figure was 32%.



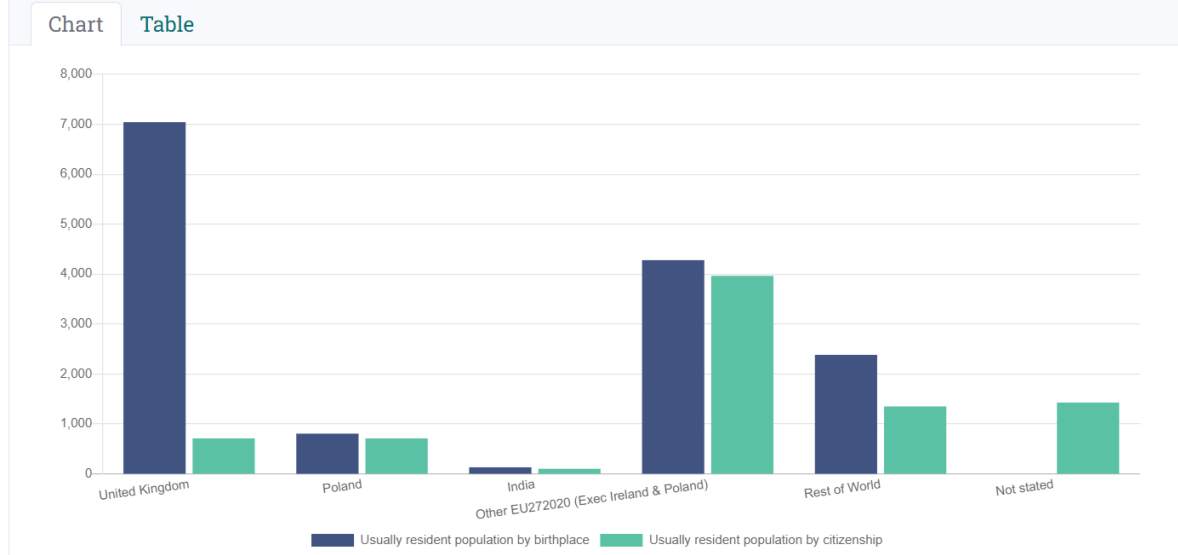
3.1 Citizenship

In terms of citizenship in Monaghan, non-Irish citizens accounted for 11% of the county's population. Among the non-Irish residents, the largest group were Lithuanian citizens (2,011 people) followed by Latvian citizens (776), the UK (713) and Polish (709). Nationally there were more than 631,000 non-Irish citizens, which was 12% of the population. The number of dual-Irish citizens, which is when you are a citizen of two countries at the same time, in the county increased from 775 in 2016 to 1,427 in 2022. The largest dual-Irish citizenships included Irish-UK (343 people), Irish-US (313) and Irish-Australian (154). There were more than 170,500 dual-Irish residents in Ireland in Census 2022.



The census also revealed that there were 1,430 people living in Monaghan in April 2022 who had moved to the county in the year before the census. This included 656 people who had moved from elsewhere within Ireland, and 774 people from outside the State. A further 1,495 people had moved within the county in the year before the census.

Usually resident population by place of birth and citizenship



The majority of the citizens of Monaghan continue to be of a White Irish ethnic background. The census revealed that 53,600 people living in Monaghan in April 2022 had a White Irish ethnic group or background. A further 6,326 people identified as Other White.

Ethnicity	Administrative Counties	Value
White Irish	Monaghan County Council	53,486
White Irish Traveller	Monaghan County Council	266
Other White	Monaghan County Council	6,319
Black or Black Irish	Monaghan County Council	611
Asian or Asian Irish	Monaghan County Council	774
Other	Monaghan County Council	866
Not stated	Monaghan County Council	2,294
Total	Monaghan County Council	64,616

3.2 Ethnic group/background

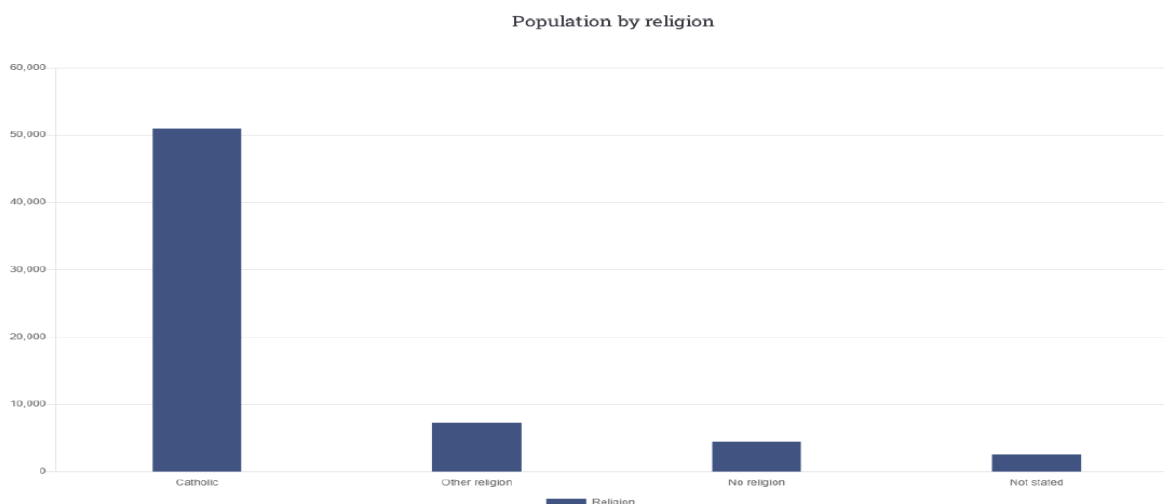
Within the 2022 Census, respondents were asked to identify their ethnic or cultural backgrounds. The results included that more than 53,600 people living in Monaghan in April 2022 had a White Irish ethnic group or background. A further 6,326 people identified as Any other White. There were 275 people whose ethnic group/background was Asian or Asian Irish - Indian/Pakistani/Bangladeshi and 497 people with a Black or Black Irish – African ethnic group/background.



3.3 Religion

In terms of religion, Catholic continues to be the majority religion in Monaghan with almost 51,000 people in the county being Catholic (78%). This was down from 84% in Census 2016. Nationally, 69% stated they were Catholic, compared to 78% in 2016. The other most common religions in Monaghan included Presbyterian (2,222), Church of Ireland (with 1,916 people), and Orthodox (1,209).

There were more than 4,400 people who stated they did not have a religion, which was up from almost 2,300 in Census 2016, up 95%. They made up 7% of the county's population, compared with 4% in 2016. Although the vast majority of people in Monaghan identify as Roman Catholic, the county has an increasingly diverse religious profile.



3.4 Immigration

Ireland continues to see people enter and leave the country every year. Latest figures from the Central Statistics Office show an estimated 64,000 people emigrated from Ireland and 141,600 immigrated to Ireland (4).

As a member of the European Union, Ireland participates in freedom of movement which allows EU nationals to live and work here without the need for visas or work permits. The majority who move to Ireland from outside the EU apply for an immigration permission to work, live or study here.

Since February 2022 just under 107,000 people have arrived in Ireland as Beneficiaries of Temporary Protection following Russia's invasion of Ukraine. In 2023 approximately 13,000 people applied for International Protection (asylum) in Ireland.

In Monaghan, there were 1,430 people living locally in April 2022 who had moved to the county in the year before the census. This included 656 people who had moved from elsewhere within Ireland, and 774 people from outside the State. A further 1,495 people had moved within the county in the year before the census.

Direct Provision is Ireland's system of accommodating those seeking international protection while in the asylum process, managed by the International Protection Accommodation Service (IPAS). In recent years, Ireland has seen a sharp increase in applications for international protection with over 13,000 in 2022 and over 17,000 in 2024 (6). IPAS now accommodates over 32,000 people, and one in four is a child with their family. There are a number of direct provision centres in Monaghan with the two main centres being the St. Patrick's Accommodation Centre at Drumgoask and the M Hotel outside Carrickmacross. As of August 2025, there were 343 people living at St. Patrick's and 235 people living at the M Hotel.



Section 4.0 Consultation- Migration in County Monaghan

A Monaghan Migrant Integration Strategy subcommittee was formed, with the members being nominated by the committee members of the LCDC Equality Subgroup.

This collaborative approach led to the committee assisting with the planning stage and providing access to their contacts in the local migrant communities. The involvement of the committee ensured that the questionnaire used was inclusive, both in terms of the questions included and the channels of distribution.

4.1 Strategic Goals

The following Five Strategic Goals were agreed with the Monaghan Migrant Integration Strategy subcommittee, in advance of the commencement of the consultation. They were also approved by the LCDC Equality Subgroup who are charged with overseeing the implementation of the Action Plan.



The Five Strategic Goals are detailed below:



1: Improve educational opportunities, including English language abilities within the migrant communities

English language ability remains a challenge for many members of the migrant community in Monaghan. Fluency in English greatly assists with many aspects of everyday life such as accessing services, education and employment. These are key requirements to successful integration.

Educational opportunities can lead to access to employment and career progression and the successful integration of migrant families in County Monaghan.



2: Improve signposting and access to Housing and Accommodation for Migrants

Housing and accommodation have become an increasing issue for migrants in Monaghan. However, it has become a broader national issue which affects so many in our communities.

The continuous increase in the cost of renting have left many migrants vulnerable to overcrowding, substandard accommodation and the risk of homelessness.



3: Improve access to Public Services, Healthcare and Transport

Healthcare, including access to GP's, remains a key issue for migrants. This includes access to mental health services, as a significant number of migrants have experienced trauma or PTSD as they have come from places of trauma.

Access to an effective transport network is essential for migrants to access local services. It is important that relevant transport options be included in public service information. The provision of an effective transport network is key to accessing services such as healthcare, employment, education and for social activities.



4: Challenge racism and celebrate the diversity that multiculturalism brings to Monaghan life

Tolerance and respect are the cornerstones of any modern society.

Incidences of anti-migrant sentiment and racism are on the rise. It is hugely important to develop programmes and projects within our communities which celebrate migrant cultures, tackle racism and promote integration.

The population of Monaghan has remained stable, largely due to the influx of migrants, which means that there remains a demand for services. It is important that Monaghan continues to welcome and respond to the needs of migrants who settle in the county.



5: Improve the wellbeing and quality of life of migrants, promote integration and employment opportunities.

The safeguarding of the health and wellbeing of migrants and their families is a priority for this strategy, as well as fostering integration. Bridging the gap caused by cultural and language barriers and ensuring we are all advocating for inclusiveness is key, particularly in relation to accessing services.

Promotion of integration is also key, with migrants being encouraged to connect with each other, and their local groups. In order to provide meaningful interventions, we must all consider the needs of migrants, which this strategy aims to achieve.

Migrants working in Monaghan help to increase economic activity and ease labour market shortages. Employment is often also hugely important in terms of integration into local communities.

4.2 Consultation Details

The consultation centred on the targeted Monaghan Migrant Integration Strategy questionnaire which was circulated within the migrant communities throughout the county via the LCDC Equality Subgroup members. The questionnaire was also made available online. The online survey ran for five weeks. An invitation to participate went out via the Equality Subgroup members and the Migrant Integration Strategy committee.



Public consultation also took place via the Fáilte Isteach English Conversation Classes at their weekly gatherings at:

- YWCA Monaghan (Tuesdays 10.30 – 12.30 and 19.00 – 21.00))
- Castleblayney Library (Wednesdays 11.00 – 13.00)
- Clones Library (Thursdays 11.00 – 13.00))
- Carrickmacross Library (Fridays 12.00 – 14.00)

The Fáilte Isteach conversational English classes were an excellent environment in which to consult with migrants and assistance was provided to fill in the questionnaires.

A copy of the questionnaire, along with link to the online version, was submitted to all members of the LCDC Equality Subgroup, many of which provide support to migrants on a daily basis. Membership of the group includes:

- Monaghan Integrated Development
- Teach na nDaoine Family Resource Centre
- Monaghan Childcare Committee
- Truagh Development Association
- CMETB
- Tusla
- CYPSE
- Clones Family Resource Centre
- WCI Monaghan
- WCI Blayney Blades Women's Group
- HSE

The questionnaire was also circulated to several local groups who represent migrants or whose membership includes a significant number of migrants. The groups include:

- The Redeemed Christian Church of God (Carrickmacross)
- Roma Community (Carrickmacross)
- St. Patrick's Accommodation Centre (Monaghan)
- Clones Presbyterian Church
- Shalom Christian Fellowship
- LINC (Linking Ireland's New Communities)

4.3 Key findings identified from the Consultation Process

This section presents the findings from the consultation which took place between November 2024 and February 2025. The findings are based on the survey data gathered. The data presented here highlights the issues which migrants face whilst living in County Monaghan and gives an insight into their daily lives.



It is important to note that the participation from the migrants was on a voluntary basis. Some language barriers were overcome using technology, with assistance also being provided at events.

The issues have been categorised by their relevance to the High-Level Goals, which were agreed with the Monaghan Migrant Integration Strategy committee.

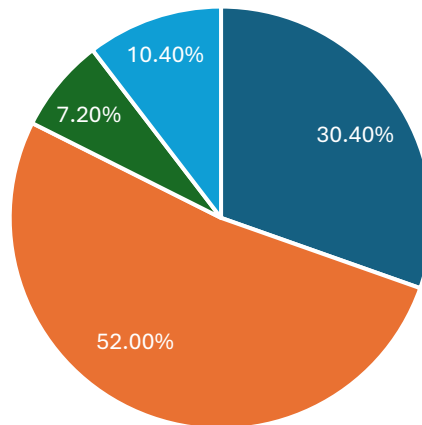
General Perspective

One hundred and twenty-five migrants took part in the consultation stage by filling in the questionnaire. It was interesting to see that this was split evenly with 48% being Male, 51% being Female, and the remaining 1% being Other/No Stated.

In terms of nationality twenty-three nationalities took part in the consultation, with the Ukrainian community providing the single largest contribution, with 39 people or 31% of the total participation. Participants were from a wide spread of continents including Europe, Africa, Asia and South America.

The consultation also sought to identify the length of time that participating migrants have been living in the county. Over half the participants have been living in Monaghan for between one and five years, with almost a third for less than one year. One in ten participants were living here for over ten years.

How long have you lived in Monaghan?



■ Less than 1 yr ■ 1-5 Yrs ■ 6-10 Yrs ■ Over 10 Yrs

A very significant and positive finding from the research was the view that Monaghan is a welcoming place for migrants. Ninety-eight percent of the migrants surveyed were positive about Monaghan being welcoming, with just one percent disagreeing. It is worth noting that this finding was common across respondents from diverse backgrounds and nationalities.

Another encouraging finding was in relation to whether respondents intended to continue to live in County Monaghan. Approximately ninety-four percent of respondents intend to live in the county.

1. Improve Educational Opportunities including English Language Abilities within the Migrant Community.

Education and training play a key role in addressing the challenges which migrants face, as well as helping migrants realise their potential in these areas. English language classes is a vehicle for better employment opportunities, as well as creating social connections in our communities.



Over ninety-six per cent of respondents were aware that English language classes are provided for migrants in Monaghan, with only one percent not aware. In relation to access to classes, over eighty-seven per cent of respondents have accessed English Language training to date which is very encouraging. Also relevant is that six per cent of respondents answered that more English Language Classes would improve employment opportunities for migrants in Monaghan.

However, fourteen per-cent of respondents believe that education is a barrier to integration. The migrants surveyed believe that there is a clear link between education and employment, which are key issues to aiding their integration.

Issues

Whilst the consultation was very positive in terms of the provision of English language classes, respondents are keen to see improvements in terms of access to education, and the awareness of same.

Actions Required

- Assist migrants navigate local education and training options available locally.
- Review transport options available to allow migrants access education and training.
- Provide support to migrants and their children to access education.
- Ensure that education and training opportunities are promoted through migrant groups/communication channels.

2: Improve signposting and access to Housing and Accommodation for Migrants

Migrants face significant barrier when trying to access accommodation. These include shortages in the supply of social and affordable housing, and inadequacies in support services. Language barriers and a lack of signposting are particular barriers for migrants.



The Housing Agency has reported that 56% of migrants living in Ireland are accommodated in the Private Rented Sector, with this overrepresentation means that they are more vulnerable to overcrowding and homelessness than people born in Ireland (7).

Over twenty-eight per cent of those consulted said that Housing was a major barrier to integration in Monaghan. Eight per cent also replied that Housing was a main challenge facing migrants.

Issues

Respondents were keen to see improved access to Housing, particularly affordable housing. Discussions which formed part of the consultation identified both the high cost of rent and the high level of deposit required. Access to support and information on housing were also a challenge for migrants.

Substandard accommodation and the health issues that can arise were also issues of concern.

Actions Required

- Signposting to, and access, to affordable housing.
- Housing for migrants in areas with recreational facilities, and with access to healthcare and transport.
- Improve support and information on housing for those granted asylum.
- Enhance engagement and communication between accommodation providers and the migrant population in Monaghan.

3: Improve access to Public Services, Healthcare and Transport

The right to public services exists for everyone. The right to health means that all of us can access essential and affordable health services when and where they are required. Many migrants, however, face obstacles in meeting their health needs, with language being an obvious barrier to accessing services.



Monaghan is a rural county and access to transport is often key to successfully integrating into our communities. Transport can often be key to finding housing and accessing and remaining in employment.

Access to public services was a barrier to integration for over fifteen percent of respondents to the questionnaire. Better access to both transport and improved access to GP's was considered to be actions which could address these barriers.

Almost 9 per cent of respondents indicated that access to a Medical Card or GP is a challenge facing their families whilst living in County Monaghan.

Issues:

Access to GP's/Healthcare and improved transport links to access these services were identified as being major issues.

Many migrants have experienced trauma and improved access to mental health services were identified as an issue.

Mental health issues have arisen as a result of boredom due to lack of occupation, and the perceived lack of progress in their lives.

Transport was widely seen as a significant negative issue amongst migrants. This negatively impacts on employment prospects and attending medical appointments. It also affects migrants in terms of shopping and socialising.

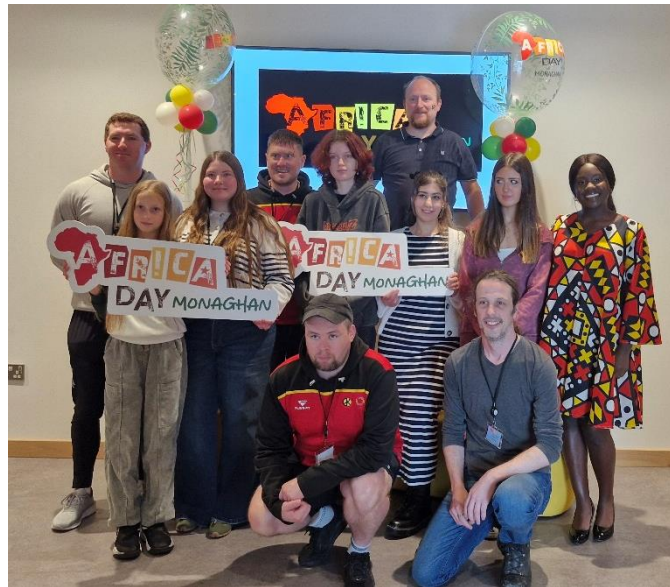
Actions Required

- Improved access to key public services such as healthcare are required. Coordination by local service providers, especially in terms of signposting to existing services, is a key action.
- Improved transport services to healthcare facilities.
- Provision of translation services for migrants with healthcare appointments.
- Support vulnerable migrant populations to ensure they are signposted to, and access, healthcare.
- Identify transport solutions for migrants seeking access to employment, education, healthcare etc.
- Increase frequency of transport in areas in which there are migrant populations.
- Ensure school transport is available to migrant families.
- Information on local public transport should be made available with public services information.

4: Challenge racism and celebrate the diversity that multiculturalism brings to Monaghan life

Tackling racism in Monaghan requires cultural and attitudinal change, which is

brought about by social interaction. There is a responsibility for all organisations and bodies to promote integration and tackle racism. The vast majority of people in Ireland (85%) believe everyone should be treated equally, regardless of who you are or where you come from, with more than 9 in 10 people (92%) responding that human rights are important for creating a fairer society (8).



Issues:

Anecdotal evidence suggests that racism is on the rise in Monaghan. Disinformation about migrants is also increasing.

There is a huge need for leadership in relation to tackling racism in Monaghan, with an opportunity for groups including service providers, schools and politicians to lead by example.

In terms of the consultation, thirty-five per cent of respondents believe that anti-migrant attitudes are a significant issue in Monaghan. However, almost fifty-eight per cent do not believe that it is a significant issue.

Respondents were asked as to what can be done to tackle racism or anti-migrant attitudes with some of the response being “more awareness amongst people”, “more volunteer positions” to aid integration and “education programmes” at schools.

Overall, there seems to have increased incidences and awareness of anti-migrant attitudes in Monaghan society since the last strategy, which will require leadership by local service providers and organisations in order to tackle effectively.

Actions Required

- Develop projects/events with local community groups to celebrate the richness of migrant cultures, tackle racism and support integration.
- Deliver an anti-racism schools programme annually.
- Liaise with the Irish Equality and Human Rights Commission to deliver a training programme to local Councillors, to equip them to tackle racism.
- Service Providers to work together to tackle disinformation about migrants locally.
- Provide signposting to migrants as to how to report an incident of racism.

5: Improve the wellbeing and quality of life of migrants, promote integration and employment opportunities.



Ireland's national integration strategy presents a number of objectives in relation to ensuring that migrants are enabled to play a full and active part in the country's labour force. Employment and Pathways to Work is an integral theme included in the strategy (10).

Positive physical, mental and social well-being of migrants enables them to achieve social and economic development, which benefits all in our communities. Resettlement impacts on migrants in terms of loss of support systems, impact on their culture and other factors such as poverty and employment.

A distinctive feature of Ireland's migrant population is that in general migrants are highly skilled (9). However, they face a number of challenges including difficulties in qualification recognition, language proficiency and access to childcare. However, it must be noted that there is currently full employment in Ireland. Also, the overall contribution made by migrants to the Irish economy should outweigh the possible costs arising from the public services availed of by the migrant.

In terms of the consultation, there was a generally positive response to being asked to rate your experience of employment services. Over half of respondents giving a positive response.

The question was asked as to what can be done to improve employment opportunities for migrants in Monaghan, with the three highest responses were employment opportunities, access to job information and English Language Classes.

Issues

Many of the migrants who took part in the consultation were working. However, the non-recognition of foreign skills, experience and qualifications is an issue, and many have had to retrain or work in other areas.

There is a desire amongst migrants to improve their skills, with feedback including requesting more information on jobs, increased English language training, mentoring and job interview skills.

Actions Required

- There is a need for promotion of foreign qualification recognition and access to labour markets where migrants are skilled.
- A review of the demand for English Language classes and increased availability, if required.
- Undertake a campaign to inform migrants about their rights in relation to employment, as well as social welfare/social insurance.
- There was a need identified for assistance with employment preparation – assistance with CV's, pathfinding to job vacancies and interview preparation.



5.0 SWOT Analysis of Migrant Integration Issues in County Monaghan

The table below provides a detailed analysis of the Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis of migrant integration issues in County Monaghan.

SWOT Analysis of Migrant Integration Issues in County Monaghan	
Strengths	Weaknesses
Vast experience in migrant integration work e.g. refugee resettlement, County of Sanctuary, Africa Day etc.	Limited translation services required to access services
Service providers willing and experienced with working with migrant community groups locally.	Access to accommodation is a major issue, particularly for those leaving direct provision.
Consultation indicated that migrants are generally welcomed in Monaghan.	Migrant qualifications may not be recognised.
There are a variety of religious faiths and places of worship in the county.	Access to services can be an issue, particularly access to healthcare, including GP's.
LAIT and Migrant Support Centre provide guidance and signposting to local services. Local schools are welcoming for migrants.	Lack of induction/information on Irish culture to migrants on arrival to the country.
Consultation reported that migrants enjoy living in Monaghan and have a generally positive view of local people.	Anti migrant attitudes are increasing, with negative reporting in the media.
	Social inclusion for migrants remains an issue, particularly minority groups.
	English language skills amongst migrants remains an issue, despite classes being available

SWOT Analysis of Migrant Integration Issues in County Monaghan

<i>Opportunities</i>	<i>Threats</i>
Potential to build on the success of Africa Day and host multicultural Events	Increasing levels of anti-migrant attitudes and incidents of racism
Migrant workers available to fill vacancies in the job market	Anti-migrant attitudes in the media
Population of Monaghan has remained stable due to the influx of migrants.	Potential threat of exploitation of migrants in the workplace
Economic/business opportunities due to the increasing migrant population	Deficit of migrants involved in decision-making in the county, no local political representation.
Opportunity to build on the success of the LAIT and Migrant Support Centre teams.	Focus on migrant needs must be balanced with needs of the wider community and integration.
Social Inclusion – Opportunity for migrants to embrace social inclusion e.g. take part in Social Inclusion Week.	Shortage of accommodation can lead to a threat of overcrowding and substandard accommodation.
Local Community Groups welcoming migrants to their activities e.g. Sanctuary Runners	Migrant communities need to be positive in taking part in community events and learn English to access local services.

Section 4 - Vision and Goals

The vision of the Monaghan Migrant Integration Strategy is aligned to the National Migrant Integration Strategy.

“The vision of the Monaghan Migrant Integration Strategy is that migrants are facilitated to play a full role in Monaghan society, that integration is a core principle of Monaghan life, and that Monaghan society and institutions work together to promote integration”.

The LCDC Equality Subgroup is charged with overseeing the implementation of the Action Plan which forms part of the Monaghan Migrant Integration Strategy. The groups consist of local institutions. They ensure that all stakeholders in Monaghan keep a focus on equality at the heart of their service provision and their work promotes the integration of migrants.

The Monaghan Migrant Integration Strategy includes 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.

5.0 Stakeholder Engagement

Consultation in the form of local Stakeholder Engagement included a consultation event which was held at the Garage Theatre on Monday 24th March 2025. Representative from the following groups were invited to attend the consultation:

- Local Authority Integration Team (Monaghan County Council)
- Clones Family Resource Centre
- Monaghan Integrated Development
- Tearman Domestic Violence Services
- Citizens Information
- Monaghan Children and Young People's Services Committees (CYPSC)
- CMETB
- Monaghan Childcare
- Public Participation Network (PPN)
- Teach na nDaoine
- An Garda Síochána (Cavan/Monaghan Division)
- Local Link
- Monaghan Libraries
- Women's Collective Ireland (Monaghan)
- Mental Health Ireland
- Monaghan Sports Partnership
- Healthy Ireland Monaghan
- The Volunteer Centre
- Tusla
- Foróige

All groups were contacted in relation to the Stakeholder Engagement and written submissions were received by a number of groups who were unable to attend the event on the 24th March. These submissions were considered when compiling the Action Plan.



7.0 Action Plan for the Monaghan Migrant Integration Strategy 2026-2028

The Action Plan has been mapped against The National Migrant Integration Strategy (NIMS) to ensure compatibility.

It has also been mapped against the Monaghan County Council Local Economic and Community Plan (LECP). The Plan includes specific actions in relation to migrants in both Goals 1 and 3, as detailed previously.

7.1 Implementing the Action Plan

A key consideration during the development of this strategy and action plan was that the goals and actions would be realistic and achievable, but also robust enough to enact meaningful change.

The plan aims to be deliverable within the resources which the core agencies that have subscribed to the plan as lead partners on actions. Agencies have also been encouraged to partner on projects, where possible.

The range and scope of the issues presented in this strategy emphasise how the promotion of integration requires collaborative and partnership approaches, and how local stakeholders need to be steadfast in their efforts. Thus, public commitments to integration and inter-culturalism, on the parts of all agencies, are essential in ensuring public support and universal buy-in.

The LCDC Equality Subgroup is charged with overseeing the implementation of the Action Plan which forms part of the Monaghan Migrant Integration Strategy. Members of the Subgroup were invited to nominate members to the Monaghan Migrant Integration Strategy Committee, who oversaw the compilation of the strategy and who played a crucial role in the consultation stage, and thus the formation of the Action Plan. Progress on the implementation of the Action Plan is an agenda item on the LCDC Equality Subgroup meetings.

The Action Plan should be considered to be a live document, where projects are open to amendment where local circumstances change. Updates on the plan should be provided at least annually.

MONAGHAN COUNTY COUNCIL

ACTION PLAN

2026–2028



Comhairle Contae Mhuineacháin
Monaghan County Council



Coiste um Fhorbairt Pobail Áitiúil
Mhuineacháin
Monaghan Local Community Development
Committee

Goal1: Improve educational opportunities, including English language abilities within the migrant communities

No.	Action.	Timeframe	Lead	Partners	Outputs
1.1	Identify, resource and address gaps in basic conversational English language provided to migrants in County Monaghan through the Fáilte Isteach Programme.	2026-2028	MID	CMETB	Increased number of English class places available in the county and ensure sufficient resources are secured to successfully deliver this programme in County Monaghan.
1.2	Promote targeted uptake of formal English language classes among various migrant communities	2026-2028	CMETB	MID	Increased number of migrants enrolled in formal English language classes in the county.
1.3	Assist migrants navigate local education and training options available locally.	2026-2028	CMETB	Monaghan Institute and National Learning Network	Increase number of migrants actively involved in education in County Monaghan.
1.4	Provide support to migrants and their children to access education and ensure that education and training opportunities are promoted.	2026-2028	CMETB	REALT	To ensure migrants and their children have access to the education system locally in County Monaghan.

Goal 2: Improve signposting and access to Housing and Accommodation for Migrants

No.	Action.	Timeframe	Lead	Partners	Outputs
2.1	Provide specific information for the migrant community about rights and entitlements of people living in Ireland including volunteering..	2026-2028	Citizens Information	Migrant Support Centre LAIT	Migrants are aware of their entitlements and where to go to get information about their rights.
2.3	Increase awareness of your rights with private rented accommodation and how to report to the relevant bodies	2026-2028	Housing MCC	community	Information to be circulated via the proposed migrant handbook.
2.4	Creation of a handbook for migrants within County Monaghan to provide contact details and relevant information.	2026-2028	Community MCC	Migrant Support Centre LAIT	To help migrants get information and contact group or bodies for assistance.

Goal 3: Improve access to Public Services, Healthcare and Transport

No.	Action.	Timeframe	Lead	Partners	Outputs
3.1	Support migrants to access key public services and transport in the county	2026-2028	MID and LAIT	Community MCC Local Link	Increased understanding among migrants of supports and services available and how to access them via the creation of a migrant's online handbook.
3.2	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 support	2026-2028	WCI Blayney Blades	HSE Social Inclusion for those living in congregated settings.	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
3.3	Develop directional support into healthcare including translation services.	2026-2028	HSE	MID	Clear advice on how to access healthcare.
3.4	Outreach services to work with migrants in emergency accommodation and direct provision centres to provide health checks/	2026-2028	HSE	MID	To ensure migrants have access to health checks and appropriate care.

Goal 4: Challenge racism and celebrate the diversity that multiculturalism brings to Monaghan life

No.	Action.	Timeframe	Lead	Partners	Outputs
4.1	Proactively seek to engage migrant youth involvement with youth-based organisations in the county.	2026-2028	CYPSC	Foróige Youth Work Ireland Comhairle na nÓg	Increased number of young migrants actively engaged in Youth organisations in Monaghan
4.2	Work with An Garda Síochána to encourage more reporting of hate crime or incidents of racism.	2026-2028	An Garda Síochána	Community Safety Partnership.	Information campaign on Reporting incidents of Racism and hate crime delivered to community groups and migrant groups in the county.
4.3	Deliver an anti-racism school programme.	2026-2028	Community MCC Social Inclusion	Community Safety Partnership CYPSC	Continue the roll out and training of the “We are all Human” board game by Largy College.
4.4	Provide cultural awareness, equality and diversity training for elected members	2026-2028	MCC	LAIT Team Relevant NGO / Agency MID Community Link Worker (Integration)	To create awareness and equip the local elected members to deal with racism and disinformation in their local communities.
4.5	Strengthen the Equality Subgroup and expand the membership to include other migrant groups.	2026-2028	MCC	LCDC	Develop Participatory Democracy Forums to build capacity of Migrant Community to engage in the delivery and receipt of public and community services.

Goal 5: Improve the wellbeing and quality of life of migrants and promote integration and employment opportunities.

No.	Action.	Timeframe	Lead	Partners	Outputs
5.1	Consult with local businesses, training and education providers to support migrants retraining, reskilling and facilitate work experience and training opportunities.	2026-2028	LEO	MID CMETB	Upskilling of migrants to pursue their chosen career or retrain for opportunities that were not previously possible.
5.2	To encourage migrants to integrate more into society by getting involved in community-based structures such as the Older People's Council and the PPN	2026-2028	Community Section MCC	PPN MID	Improved migrant participation in existing structures. Greater intercultural awareness. Improved wellbeing of the community through meaningful connection and purpose.
5.3	Develop a campaign to encourage participation by migrants in volunteering through the county while highlighting the benefit of the experience.	2026-2028	Volunteer Centre	MCC	This will increase migrant participation in society while giving them the skills and experience to build their future career.
5.4	To inform and create awareness of sporting clubs and organisations.	2026-2028	Monaghan Sports Partnership	MID LAIT	To encourage integration and increase participation in the community.
5.5	Promote other intercultural celebratory events (e.g. Africa Day, UN International Migrants day etc)	2026-2028	Monaghan Community Section	Teach na nDaoine LINC MID	To encourage integration, celebrate our various cultures and increase participation by the community.

References

- (1) www.cso.ie
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