

Challenging Times

Migrant Organisations & the Current Recession in Ireland

**Conducted by
Theophilus Ejorh**

April 2012

Acknowledgements

It is practically impossible for a single individual to successfully conduct research without the support of others. On this basis, I would like to acknowledge the roles played by various individuals and groups in the realisation of this research.

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Theophilus Ejorh
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Foreword

Migrant-led organisations play an important role in the integration of their members and communities into society. Their role complements the efforts of various mainstream organisations and agencies, who strive to support migrant groups to access existing opportunities in the state, achieve well-being, develop positive capacities and achieve recognition as co-contributors to societal well-being. However, as experienced has shown, migrant organisations find themselves in a very disadvantaged position, compared to their mainstream counterparts, in terms of accessing available opportunities towards achieving their objectives and goals.

In Ireland, as in other national contexts that are currently grappling with the strains of economic downturn, migrant organisations find themselves in an even more worrying situation, courtesy of the recession. Unofficial testimonies suggest that several of these organisations, who could not surmount the enormous challenges, brought by the recession, have either shut down or are maintaining a passive existence. These critical scenarios inspired this survey, aimed at ascertaining the needs and experiences of these organisations in Ireland in the context of the current downturn. It is envisaged that this report will help in efforts towards addressing problems currently faced by migrant initiatives at relevant institutional and organisational levels, both in Ireland and beyond. This report thus calls for a reassessment of the current institutional climate under which migrant organisations in Ireland operate.

We commend Pobal for funding the research; Dr. Theophilus Ejorh, for conducting it; and various individuals and organisations who, in various ways, contributed towards its successful realisation.

Issah Huseini

CEO
New Communities Partnership



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1.1 Background Context

The Irish are a migratory people. In fact, historically Ireland is acclaimed as a country of emigration, with an estimated 3 million Irish passport holders reported as living in other countries, while various sources put the total population of the Irish Diaspora at about 70 million. The Irish abroad can be found mostly in the major English speaking countries of the world and Argentina. In the United States the 2000 Census statistics reported 34.7 million people of Irish ancestry, while an additional 6 million stated that they were Scotch-Irish. These represent over 10 percent of the American population. In Britain, the Irish population is reported as being between 5 million (10% of the British population) and 14 million (24% of the national total). In Canada, the 2006 Census reported 3.48 million people of Irish descent (13% of the population), while in Australia, the 2006 Census recorded 1.8 million people as having Irish roots. In Argentina, people of Irish descent are reported as being 350,000 and 500,000 (Sources: www.globalirish.ie; Walter et al. 2002; BBC 2001).

The perception of Ireland as a country of emigration altered dramatically in the 1990s, when the momentous economic transformation of that period opened the door for the huge inward migrations of large numbers of foreign nationals into the country. The result of this phenomenon was that in 2006, the Central Statistics Office (CSO 2006) recorded 419,733 non-Irish nationals as living in the country, constituting over 10 percent of the total national population. Some sources put the figure as being in excess of 420,000, about 12 percent of the national total (Lenihan 2008). The economic boom was so massive that Ireland was reckoned as the fourth wealthiest country in the Organisation for Economic Cooperation and Development (OECD) area. In 1994, this feat inspired British economist, Kevin Gardiner, head of global equity strategy at the investment banking unit of global bank HSBC, to coin the sobriquet *Celtic Tiger*, in comparing Ireland's unprecedented levels of economic growth to the Asian *tiger* economies (Gardiner 1994).

Ireland's booming economy attracted lots of foreign workers, who were desperately needed to fill vacant positions in key sectors, such as information technology, engineering, pharmaceuticals, health, construction and services (Kelleher and Kelleher 2004; NESC 2006), a situation that transformed Ireland into a country of net immigration by the early 2000s (Ruhs and Quinn 2009). Immigration in Ireland rose steadily during the economic boom years, 1995-2007, such that by 2006 non-nationals living in the country accounted for 10 percent of the population, compared to 6 percent recorded in 2002 (CSO 2002, 2006). However, conversations and reports in Ireland suggest that many of the newcomers, consisting mainly of labour migrants, asylum seekers, refugees and students (some of whom remained to work at the end of their study), have been exposed to inequalities in various spheres of national life. In employment, for instance, research by Barrett and McCarthy (2006) showed that an immigrant earnings disadvantage of 18 percent on average relative to the native population, while for nationals of the new member states (NMS), the relative disadvantage was 45 percent compared to the natives. But a study by O'Connell and McGinnity (2008) reported that Black Africans fared the worst in labour market outcomes relative to other groups. Blacks also experienced higher rates and risks of unemployment nine times more than native Irish and are seven times more likely to report discrimination than any other groups. For example, empirical evidence suggests that they face serious barriers to securing housing and accommodation, compared to other migrant groups in the country (Ejorh 2011a)

Given a number of economic and political factors, the Irish economy began to experience a downturn, one of the worst in the industrialised world, with a cumulative fall in Gross National Product (GNP) that was close to 14 percent (Barrett and Kelly 2010; Ruhs and Quinn 2009). Ireland was officially declared as being in recession in September 2008. But the impacts of the downturn have

1.1 Background Context

been felt in every sector of the economy, from manufacturing, agriculture, banking and finance, commerce, housing, education, health, construction to services, among others. Although the recession has been officially pronounced as over, the rise in unemployment has continued unabated, standing at 13.4 percent in June 2010, compared to 12.9 percent in the first quarter of that year (Thornton 2010). The social and economic implications of the recession for migrants have been great. Barrett and Kelly (2010) stated that in terms of employment loss, the rate among immigrants was 20 percent in 2009, compared to 6 percent for the natives, while the rate of unemployment among immigrants during the recession rose to 15 percent relative to 9 percent for the natives. Also, between the first quarter of 2008 and the first quarter of 2009, the number of employed migrants fell by 55,700 (Barrett and Kelly 2010).

In a reactive bid to reduce public expenditure and stem the economic downturn, the current Fine Gael and Labour coalition government has introduced a series of cost-cutting measures and tax increases. Now almost every section of the Irish population feels the pinch of the recession and the recovery measures being introduced by the government, even though in disproportionate ways (Loyal 2010). These measures have revived the mass emigration of young Irish to the traditional Irish emigration countries like America, Canada, Britain and Australia in search of better opportunities. As for migrants in Ireland, there are conflicting reports about the effect of the recession on their outward migration. Report by Barrett and Kelly (2010), for instance, suggested that the downturn has provoked the occurrence of an outflow of non-nationals from Ireland, whereas a report by the Trinity Immigration Research Programme (2010) claimed that migrants are unwilling to leave the country, in spite of the recession, although mass inward migration has ended.

The impact of the recession on immigration in Ireland is one issue that has attracted and will continue to engage public debate and conversation. The recession has resulted in a continued decline in the volume of immigration to the country, with about 40 percent fall recorded from the new member states NMS in 2009, compared with the preceding year (Loyal 2010). There has also been a drop in the number of work permits and Public Personal Service Numbers (PPSNs) issued by the Irish State, while the downturn has brought about increasing outflows of both members of the native and immigrant populations (Loyal 2010: 87).

Studies conducted in other national contexts like the United Kingdom (Somerville and Sumption 2009: 18) suggest that immigrants are very likely to be the worst affected by the recession, for a number of reasons, including:

- (i) their over-representation in particular types of jobs, such as low-skilled occupations, where job losses are usually huge;
- (ii) the ineligibility of many immigrants for welfare benefits and opportunities; and;
- (iii) the heightened public expectations about the impact of immigration, especially the anxiety that immigrants are taking jobs from the native workers;

It has also been noted that the implications of current global recession for immigrants and immigration generally will depend partly on how things turn out, 'with a long and deeper downturn likely to lead to more substantial and longer lasting impacts' (Somerville and Sumption 2009: 18). These situations and issues have provoked the need to conduct this survey on the experience of the highly diversified immigrant-led organisations in Ireland in the current recessionary times.

1.2 Third Sector Organisations and the Recession

Since the current global recession began in 2008, commentators, policy makers, services providers, scholars, researchers, charities and civil society practitioners alike have been keenly engaged in debates and discussions about factors responsible for its occurrence, its effects on individuals and groups and wider society, and the potential ways of “fixing” the problem. It is widely assumed that a problem that originated from bad policies and lack of accountability within the financial and property sectors has had drastic effects on ordinary individuals, groups and various sectors of society. In various national contexts, the economic downturn has affected community and voluntary sector organisations in different ways.

Historically, changes in the real economy have usually affected the Third Sector, consisting of ‘voluntary and community organisations and social enterprises’ (Simpson, Cowley and Hiscock 2009). Drawing on British and North American studies, Mohan and Wilding (2009) noted that there is sustained evidence that suggests a definite impact on charities by the recession, and even though financial donations seem to have dropped, these organisations recover over time. Some voluntary organisations have also developed creative strategies and new sources of income to cope with the negative impact of the economic downturns and remain in business (Mohan and Wilding 2009). Others have had their strategic plan overhauled to be compatible with existing realities, as several organisations that could not cope with the impact have shut down due to funders’ demand for greater accountability, partnership and rationalisation, even as new organisations paradoxically continue to be formed despite the economic duress (Mohan and Wilding 2009).

In the United Kingdom, various studies have been conducted on the impact of the recession on third sector organisations. A survey of 120 organisations in London conducted by the London Voluntary Service Council (LSVC 2011) showed that voluntary and community groups have been severely affected by public sector spending cuts due to the current poor economic climate. The report confirmed a ‘trend of disproportionate cuts to cost effective preventative services’, in particular those related to advice, children and young people and health (LSVC 2011: 1), in spite of increasing demand for such services, driven by the impact of the economic meltdown. The report also showed that 51 percent of respondents said they closed services in 2010-11; another 54 percent expected more services to close in 2011-12; while 86 percent confirmed that the demand for their services had increased in 2010-11. The survey also showed that while the demand for volunteering increased, organisations’ capacity to support them decreased. Again, equality and the poorest groups had been disproportionately affected (LSVC 2011). A study by Simpson, Cowley and Hiscock (2009) showed similar findings, namely:

- (i) increases in demands from services users, even though organisations did not have the capacity to meet them;
- (ii) decreasing income from public sector organisations and charities, in spite of increases in costs and expenditures; and
- (iii) stiffer competition for the limited available funds.

However, on the positive side, Simpson, Cowley and Hiscock suggested that there was an increase in the numbers and skills of volunteers as well as an increased willingness by volunteers to contribute more substantially.

Evidence also suggests that third sector organisations are devising various strategies, rather than being disillusioned and feeling hopeless, in their efforts to remain resilient in the recession. In Northern Ireland, for instance, the umbrella body for the voluntary and community sector, the Northern Ireland Council for Voluntary Action (NICVA), have developed a *Recession Toolkit* (2009) to enable organisations to prepare themselves for the potential impacts of the recession.

1.2 Third Sector Organisations and the Recession

The toolkit also provides suggestions for dealing with a variety of risks, such as governance, operations, finance, external issues and compliance. Also research by NICVA (2009) suggested that voluntary and community organisations (VCOs) were quite adaptive and responding increasingly to financial risks posed by the economic downturn.

In the Republic of Ireland, evidence suggests a similar pattern of experience by voluntary and community sector organisations, as in the UK. On 28 June 2010, the *Irish Examiner* reported that voluntary and community sector organisations in Ireland were in deep financial crisis. Financially, the sector is one of Ireland's biggest, accounts for an estimated €6.5 billion in services and economic output, employs 53,000 people full-time and takes a large share of state funding amounting to €1.89bn (Miller, *Irish Examiner*, 28 June 2010). The newspaper predicted peril for the sector, projecting about 10 percent (4,500) job cuts within 12 months due to the removal of over 80 million Euros in direct state support from social schemes that year alone, even when the sector's services had never been more in demand.

A survey conducted by the Wheel (a support and representative body connecting community and voluntary organisations) in June 2009 showed that 67 percent of organisations had their statutory funding reduced in the year preceding the study. Another 75 percent confirmed that their overall income was down 6 months prior to the research; 31 percent reported a fall in public donations in the first half of 2009; 52.5 percent of organisations were cutting back on salaries and personal costs; 59.6 percent had had delayed or suspended projects during the six months prior to the research due largely to funding; as another 52.2 percent of organisations expected a deterioration of their financial situation (The Wheel 2009).

The economic downturn has led to several organisations in Ireland, both mainstream and immigrant-led, shutting services. One of the outstanding organisations that were forced to close services, due to Government cutbacks in the December 2008 budget, was the National Consultative Committee on Racism and Interculturalism (NCCRI). Set up in 1998 and barely a decade in existence, this statutory agency played a key role in the monitoring and implementation of the National Action Plan Against Racism (NPAR) 2005-2008 as well as mainstreaming anti-racism and intercultural approaches into government policy' (NCCRI 2008: 1).

In a reflection on its role over the ten-year period of its existence, the organisation noted with regret that it had to cease its work, not because it had completed its mandate but because of the cessation of core funding announced by the Irish Government in the budget of October 2008, which 'worryingly, coincided with the completion of the National Action Plan Against Racism 2005-2008 and the EU Year of Intercultural Dialogue, 2008, leaving a significant policy vacuum' (NCCRI 2008: 1). Civil society practitioners have considered the closure of the NCCRI, the state's main anti-racism body, as a clear indication of Ireland's negative commitment towards combating racism at home and abroad. In addition to the NCCRI, several other agencies such as the Equality Authority, the Combat Poverty Agency, Community Workers Co-operative, the Community Development Programme, and those concerned with English-language supports for schools, have either received high funding cuts or forced to shut down completely, in spite of increasing demands for their services due to the impact of the recession (Harvey 2010, 2012). Also the main establishment for civil society in Ireland, the National Economic and Social Forum, was closed by the government in 2010 for funding reasons (Harvey 2010). One leading mainstream NGO that works with migrants had its name changed, perhaps for strategic reasons.

1.2 Third Sector organisations and the Recession



Migrant Forum & NCP Rep's

Anecdotal evidence suggests that some migrant organisations and community associations have been forced to close down due to their inability to cope with the huge pressures and demands brought by the recession. In spite of challenges faced by them, such as the huge reduction (-26%) in state funds provided for the integration of new communities, a few migrant-led organisations like the Africa Centre, AkiDwA (an African and migrant women's network) and New Communities Partnership (NCP) have made some important consolidation and progress (Harvey 2010). However, it has been suggested that migrant-led organisations were among the earliest victims of the first rounds of funding cuts, when the state transferred funding to the local authorities, 'but only for small-scale funding for local actions where core costs were specifically excluded' (Harvey (2010: 20). These scenarios have served as a key catalyst for this survey, with the aim of exploring the experiences of migrant organisations and associations in the current economic downturn and proposing possible ways for them to strategise their operations and effectively manage their projects in these challenging times.



Across Section of participants at NCP event

1.3 The Study

This research effort is thus based on the recognition of the New Communities Partnership (NCP), who initiated it, that migrants in Ireland are genuinely developing into or building settled communities and contributing significantly to national wellbeing, as opposed to the common tendency to perceive them as “temporary guests” or transient communities (Ejorh 2011b; Feldman et al. 2005).

In the 1990s, many Irish people had thought that the new inward migration was only a temporary phenomenon, which was perhaps why little attention was paid to migrant community formation or the creation of an inclusive framework for integration. Now, as immigration has become a permanent feature of Irish society, there has been a gradual shift towards the development of integration policies and the adoption of intercultural strategies. This has necessitated the need to better understand the complexities of settlement, of identity and community formation in everyday life and societal contexts (Ejorh 2011b).

Moreover, the policy statement launched by the Office of the Minister for Integration (OMI 2008), entitled *Migration Nation*, is an indication of this recognition of intersecting migrations and migratory processes and experiences that the new migration and Diaspora discourse highlights. Among other things, this initiative aimed to put structures in place ‘to assist and reflect the changed dynamic of migration into Ireland’, part of which includes comprehensive ‘strategies, measures and initiatives’ of inclusion (OMI 2008: 10).

It was thus against the backdrop of these national and institutional contexts that this survey was designed for the purpose of obtaining information on the needs and experiences of migrant-led organisations and associations (MLOAs) in Ireland in the current times of recession. The project is part of the NCP’s effort to address problems currently faced by migrant initiatives at appropriate institutional and organisational levels, nationally and internationally. The findings are intended to form strategies and policies for MLOAs, in order for them to become resilient in the face of the current economic downturn and also to avail of existing opportunities for positive change and organisational effectiveness.

The recommendations in the survey are expected to inform further discussions about the dilemma faced by MLOAs in Ireland and possible actions that can be taken by relevant stakeholders both in the migrant community sub-sector and in mainstream society to guarantee effective institutional and organisational integration policy and practice. In this way, this research contributes to current debate and discourse around immigration, integration, inclusion, equality, and social change in an increasingly diversified twenty-first century Ireland.

2.1 Research Approach

The purpose of the research was to explore the experiences of migrant-led organisations and associations (MLOAs) in Ireland in the context of the current economic downturn. Specifically, the research set to:

- (i) determine the experiences of migrant-led organisations in the current economic recession;
- (ii) audit and assess the needs, barriers and challenges facing these organisations;
- (iii) examine the national contexts underlying and shaping the activities of these organisations;
- (iv) gather and analyse information towards policy formation and also identify administrative systems that can support and promote strategic effectiveness towards the greater social inclusion and integration of migrant-led organisations; and
- (v) identify opportunities and pathways for improving the situations of these organisations in the country.

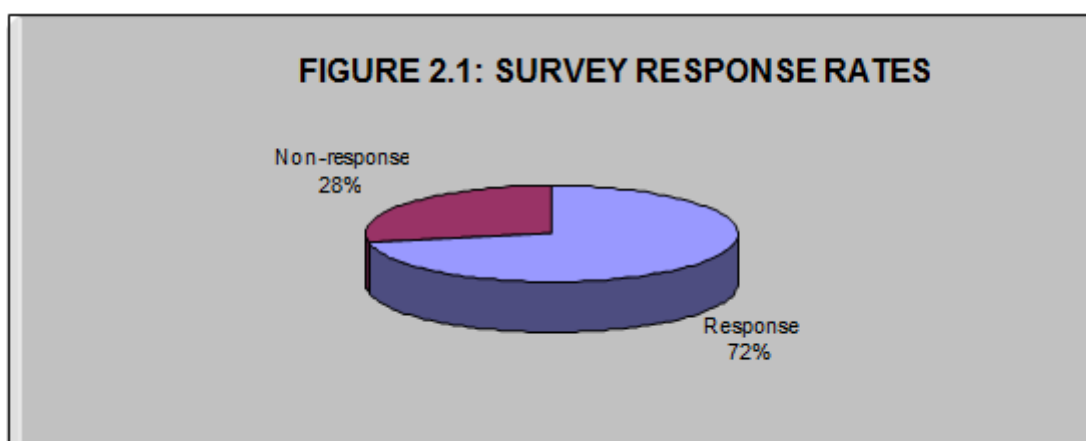
The study was conducted over a three-month period, between January and April 2012, in three locations, namely: Dublin, Cork and Limerick counties. These cities were purposively selected because of the high number of migrant-led organisations there. Also the New Communities Partnership, which commissioned the study, has offices in these three cities, and this helped both in the identification of and somewhat unproblematic access to the participating organisations.

Data was collected purely through a survey, using structured questionnaires as tools, designed to obtain information on seven principal thematic headings, namely:

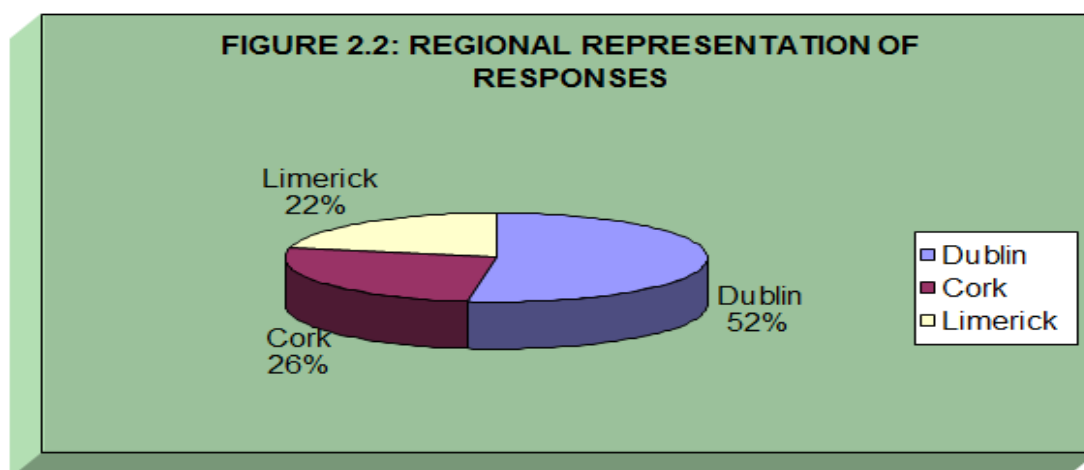
- (i) organisational background information – start up, nature and structure
- (ii) aims and objectives
- (iii) needs
- (iv) relationship with others
- (v) goal attainment
- (vi) challenges (and how possible ways of tackling them), and
- (vii) issue of campaign and advocacy

2.2 Survey Sample and Response

The survey provided baseline information about the organisations. This enabled a familiarisation with the groups by identifying their characteristics, their specific needs and challenges and possible infrastructural measures for addressing them. The importance of the survey was also to inform the development of better policies and strategies, possibly benchmark future institutional changes and impacts as well as assess the effectiveness of existing infrastructural measures. Questionnaires were distributed and returned both electronically and by hand between 20 January and 14 February 2012. The questionnaire was distributed to 32 organisations in three counties, namely: Dublin with 26, Cork, 6 and Limerick, 6. County Dublin had the highest share of the questionnaire because it has the highest number of migrant-led organisations. On the whole, responses were mixed, and also reflected the results from previous studies. A total of 23 organisations (72%) completed the questionnaire, while 9 (28%) did not (Figure 2.1). The high response rate can be explained perhaps by the fact that the organisations are affiliate bodies under the umbrella of the New Communities Partnership (NCP) and also because of the presence of NCP regional offices in Cork and Limerick, who helped in keeping track of respondents in those areas.



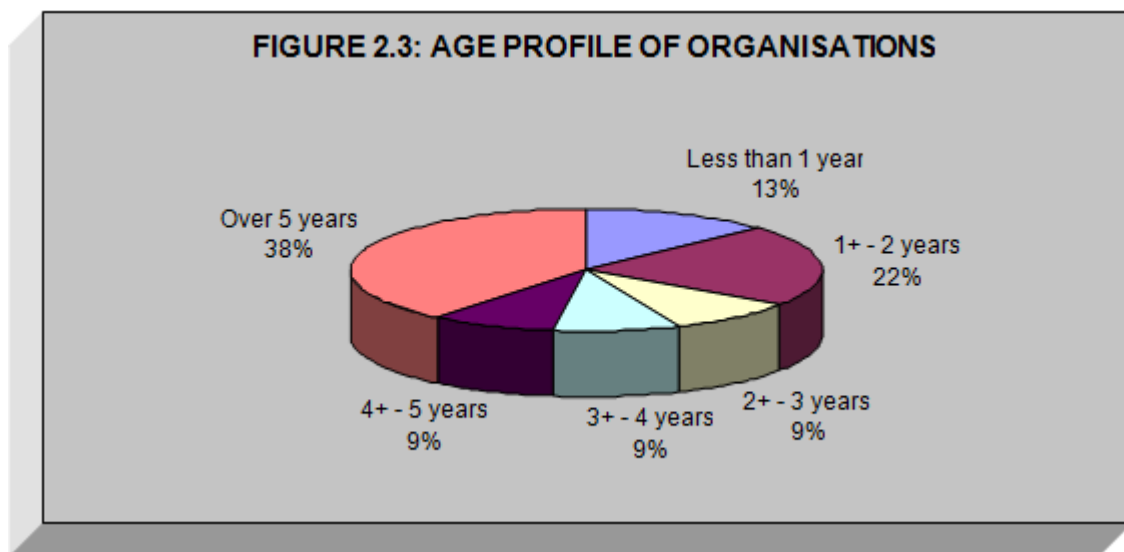
The regional representation of total responses (N = 23) showed that 12 organisations (52%) completed the questionnaire in Dublin, 6 (26%) in Cork and 5 (22%) in Limerick. As has been stated above, this positive response to the survey was largely due to the existing connection between the NCP and the participating groups.



Organisational Background: Start up and nature of work

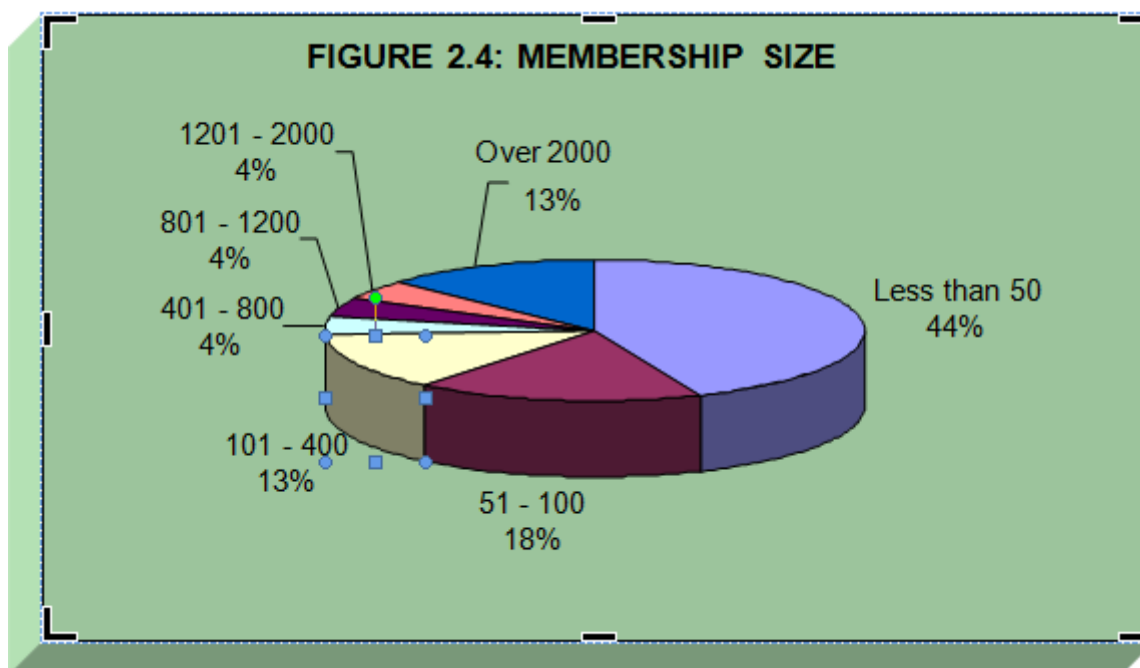
2.2 Survey Sample and Response

The survey sought to gather background information about respondents in terms of their start up and nature. Data provided (Figure 2.3) showed that 38% of organisations are over 5 years in existence; 9% are over 4 and less than 5 years old; 9% are less than 4 and over 3 years old; another 9% are less than 3 but over 2 years; 22% are less than 2 but over a year old; while 13% are less than a year old. Given that the recession in Ireland was officially declared in 2008, these results mean that since the downturn began over 50% of the organisations surveyed were established.

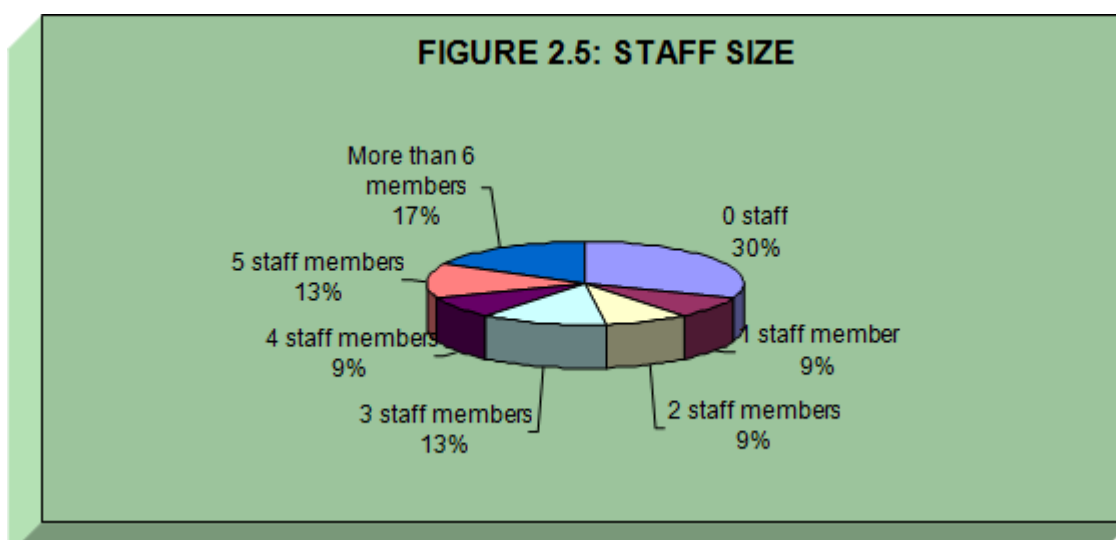


Respondents were asked to provide information about their membership size. The results (Figure 2.4) showed that the majority, 10 organisations, (44%) had less than 50 members, 4 (18%) had between 51 and 100 members, 3 (13%) had between 101 and 400 members, 1 (4%) had 401-800, 1 (4%) had 801-1200 and yet an additional 1 (4%) had 1201-2000 members. Three (13%) organisations stated that they had over 2000 members. The results also showed that of the 23 organisations surveyed, 20 (87%) had a board of directors, while the remaining 3 (13%), mostly newly established groups, had none yet. When asked why they had no board of directors, two organisations stated that could not manage one yet, while the third organisation said it was too small to have a board, adding that it operated basically as an interest group, and as such a board was not deemed necessary.

2.2 Survey Sample and Response

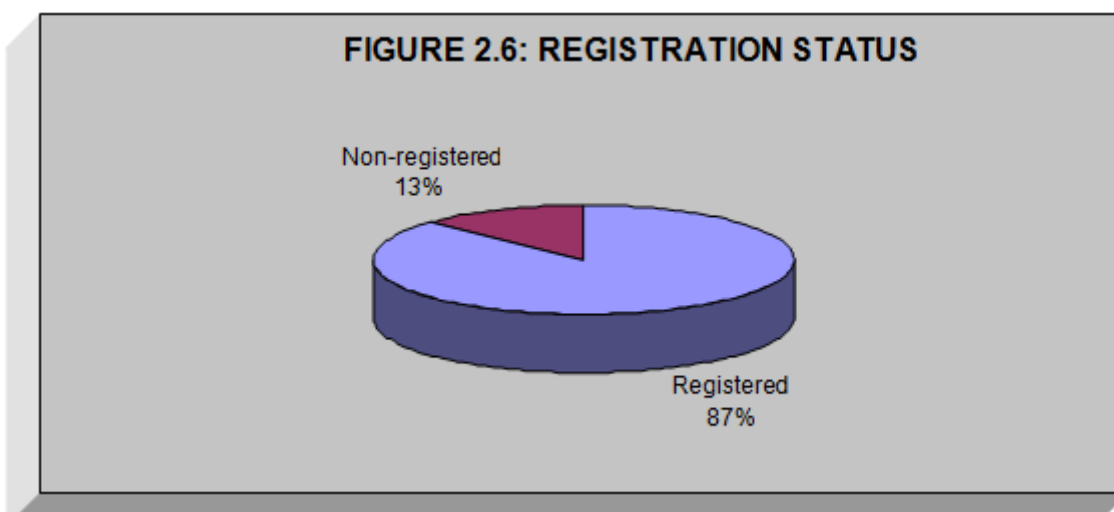


Information was sought from respondents about the size of their personnel. The findings (Figure 2.5) revealed that almost a third (30%) of organisations operated without any personnel, 9% functioned with a single staff member, another 9% functioned with 2 staff members, 13% had 3 staff members, 9% had 4 staff members, 13% had 5 staff members, while 17% had 6 staff members. However, results also showed that of the organisations (70% of the total number surveyed) with personnel, only 2 groups had 1 paid staff member each. Also, as many as 91% of such organisations operated solely with volunteers, and this could be explained by the inability or difficulty to obtain core funding for staff remuneration.

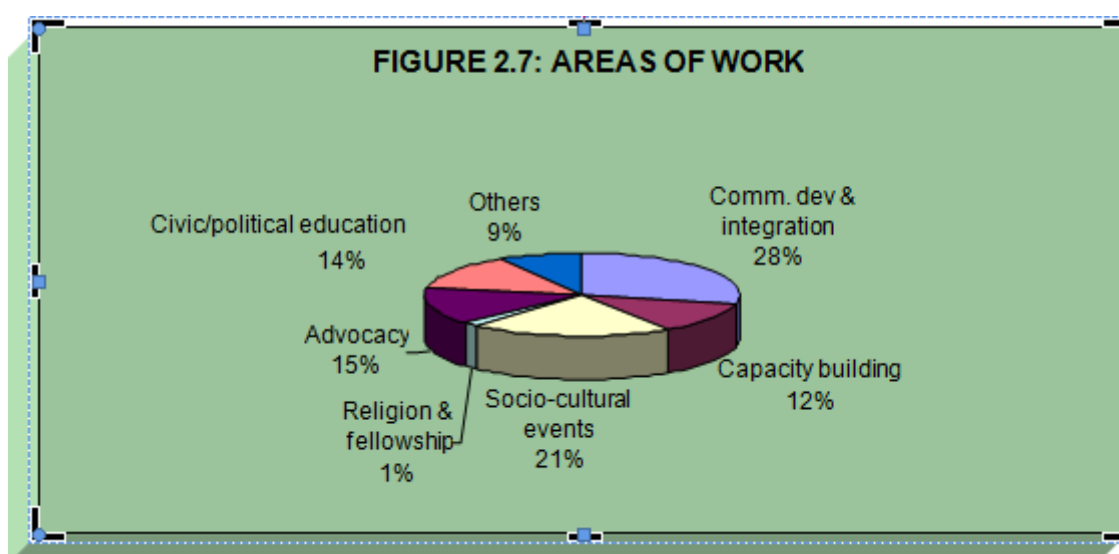


Results also showed that 20 (87%) organisations were registered with the Office of the Revenue Commissioner. The remaining 3 (13%) of organisations, all newly established, were not registered yet (Figure 2.6).

2.2 Survey Sample and Response



Respondents were asked to identify the key issues or areas around which they organised: 28% organised around issues relating to community development and integration, 12% organised around members' capacity building and development, 21% were concerned with socio-cultural issues and events, only 1 (1%) of organisations has interest in religion and fellowship, 15% in advocacy, 14% in civic or political education, while 9% also had interest in various other issues, such as conducting English language classes for members in need of it, employment generation, housing and accommodation, co-operative enterprise, and so on.

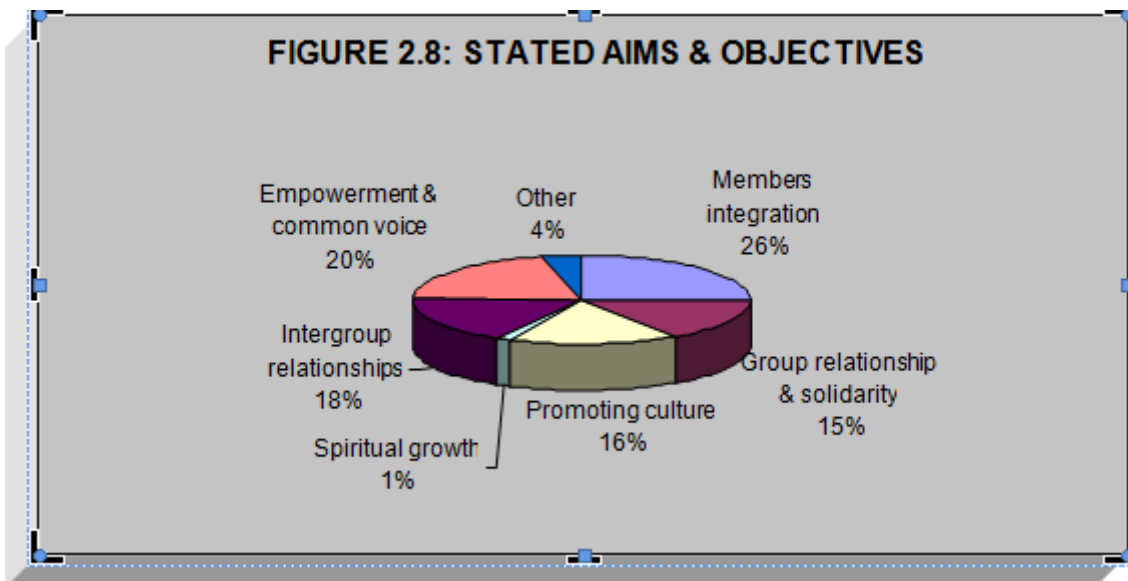


Organisational aims and objectives

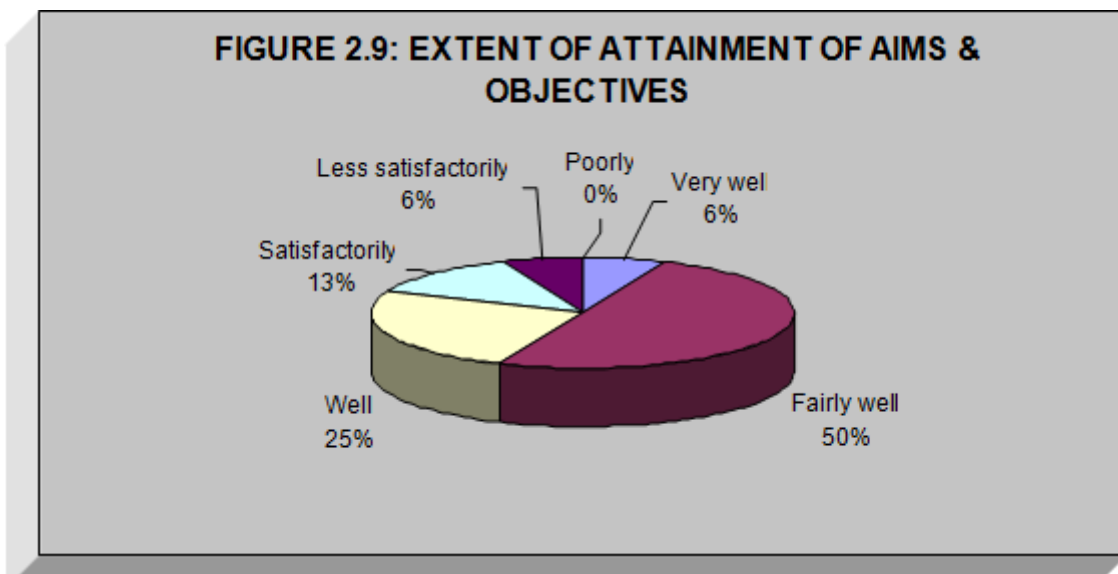
The survey sought information from respondents regarding their aims and objectives (Figure 2.8). Respondents were given the opportunity to choose as many options provided, as were reflective of their organisational situations and interests. Responses showed that 20 (26%) organisations aimed to achieve members' integration, 12 (15%) wished to enhance relationships and solidarity within the group through their work, 13 (16%) sought to promote their group's cultural practices, only 1 (1%) organisation was working towards promoting the spiritual growth of its members, 14 (18%) sought to improve relationship with other groups and forge necessary linkages, 16 (20%) said they were interested in helping their groups to become empowered as well as achieve a common voice for political relevance and effectiveness, while 2 (4%) stated other aims and objectives not

2.2 Survey Sample and Response

included on the list, such as promoting environmental education and helping to create an environmental friendly environment, helping members to access social services through information provision and advocacy, helping to tackle and eradicate poverty among members, working towards social and economic empowerment through job creation, and promoting and increasing awareness about “Hindu” culture, which according one organisation, could in the long-run enhance socio-cultural integration in Ireland.

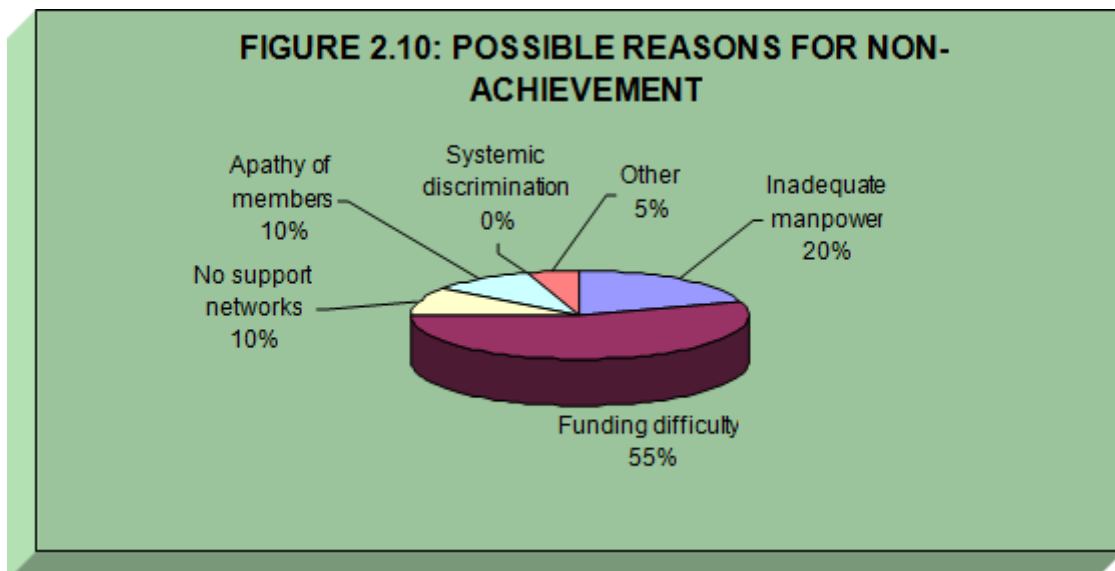


Then the question was asked as to what extent the organisations had achieved these aims and objectives. Figure (2.9) shows that only 1 (6%) stated that it had done very well in achieving its intended purpose of coming into existence, 8 (50%) believed they had done fairly well, 4 (25%) had done well, 2 (13%) had performed satisfactorily, while 1 (6%) considered its performance as being less satisfactory. None of the organisations stated that they did poorly in terms of achieving their aims and objectives. Generally, these results showed that the majority (94%) of organisations surveyed had recorded above average performance, although the levels of such performance varied.



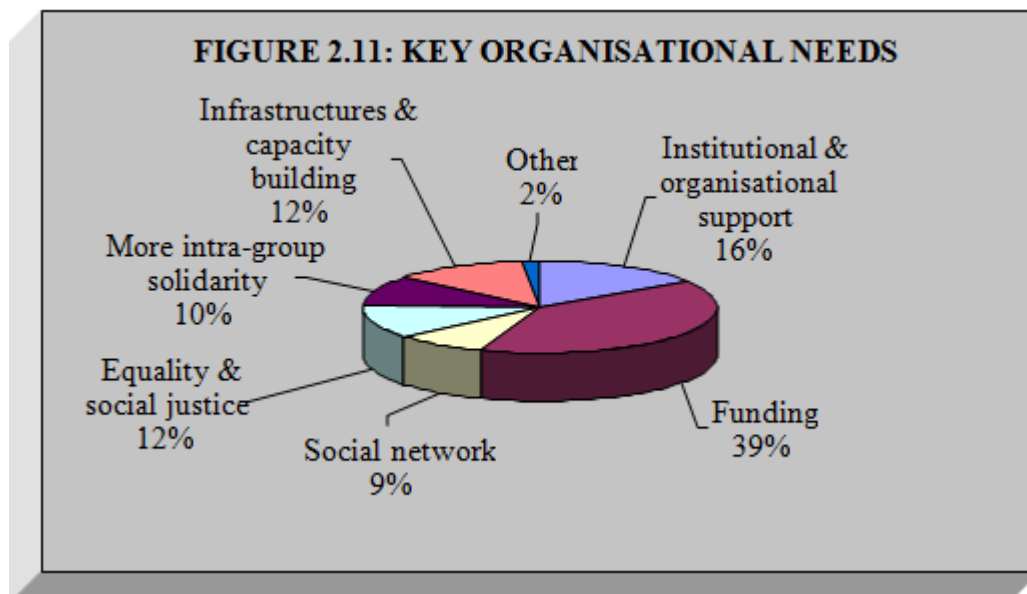
2.2 Survey Sample and Response

While the levels of performance varied (as seen in Figure 2.9), so did the reasons organisations had been unable to achieve their aims and objectives as intended. In the chart below (Figure 2.10) 20% of organisations who did not achieve their purpose, contrary to their expectations, blamed it on inadequate manpower, 55% attributed it funding difficulty, 10% stated that it was due to the absence of support networks, another 10% pointed at members' apathy as being responsible, while one (5%) new organisation that was founded in December 2011, attributed its inability to achieve its intended purpose to its newness in the industry: "We're just trying to organise/develop into a full-fledged organisation; and so because we only started recently, we haven't had time to see if we have achieved our aims and objectives yet." Another organisation attributed its situation to financial difficulty, in addition to other reasons, such as "difficulties faced by volunteers working for us and lack of commitment to long-term membership." None (0%) of the respondents surveyed cited systemic discrimination.



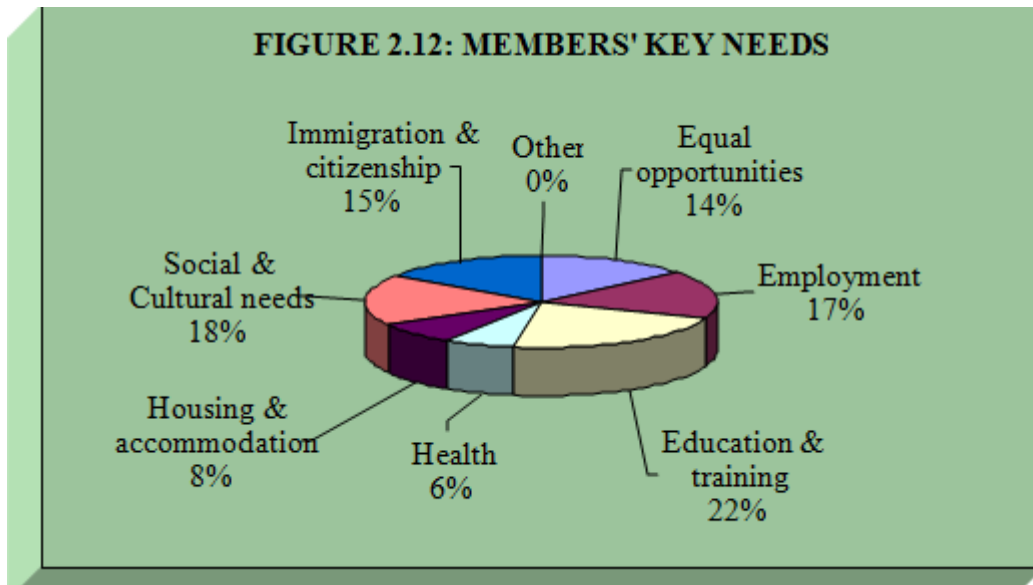
Organisational and Members' Needs

Respondents were asked to identify what best described their organisational needs. Again, they had the opportunity to identify a number of elements as were reflective of their individual situations. Results (Figure 2.11) indicated that 16% were in need support from Irish institutions and other organisations, all 23 respondents (39%) stated funding needs, 9% were in need of social network opportunities, 12% sought after opportunities for equality and social justice in the sector, 10% desired more solidarity among members, 12% wanted more infrastructural and capacity building opportunities, while one (2%) organisation wanted more commitment from its volunteers

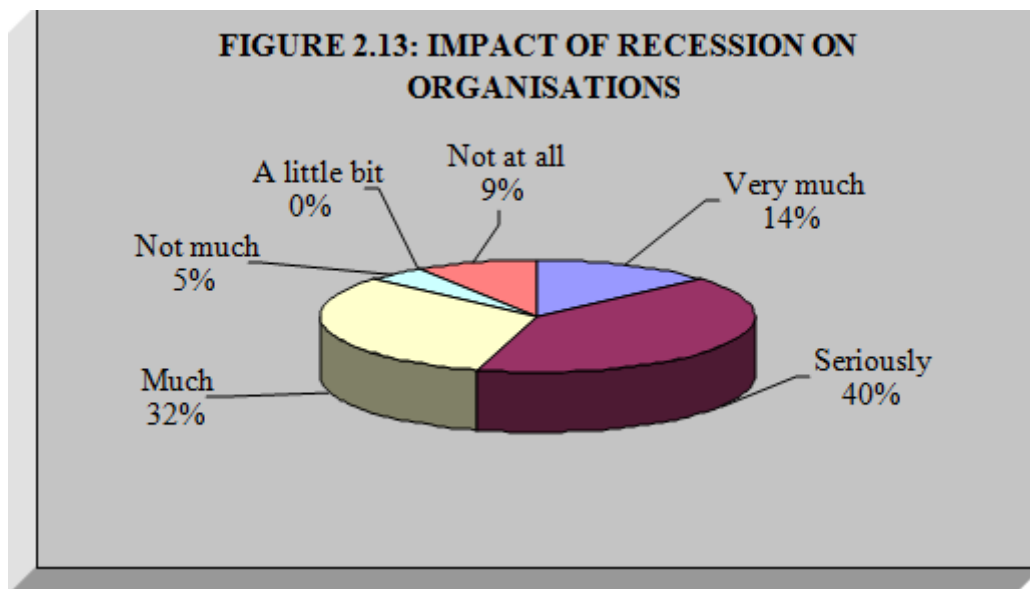


The research also sought to obtain information about the key needs of migrants in the current times of economic recession in Ireland. So respondents were asked to identify what could best describe their members' needs. Results (Figure 2.12) suggested that 14% of organisations thought their members were in need of equal opportunities, 17% cited employment, 22% mentioned education and training, 6% cited health, 8% stated that members were in need of housing and accommodation, 18% said members desired socio-cultural opportunities, 15% stated immigration and citizenship. None (0%) of the respondents stated other needs.

2.2 Survey Sample and Response

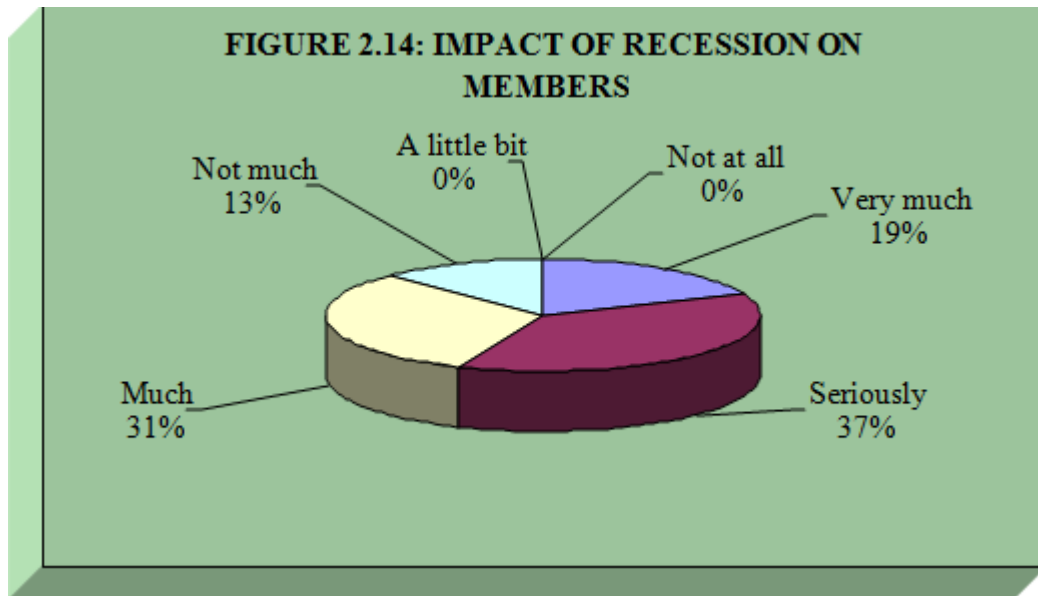


A key interest of the survey was to determine the impact of the recession on migrant organisations in Ireland. Figure (2.13) shows the various ways the downturn had affected the organisations surveyed: 14% had been very much affected, 40% seriously, 32% much, 5% not much, 0% a little bit, and 9% not affected at all.

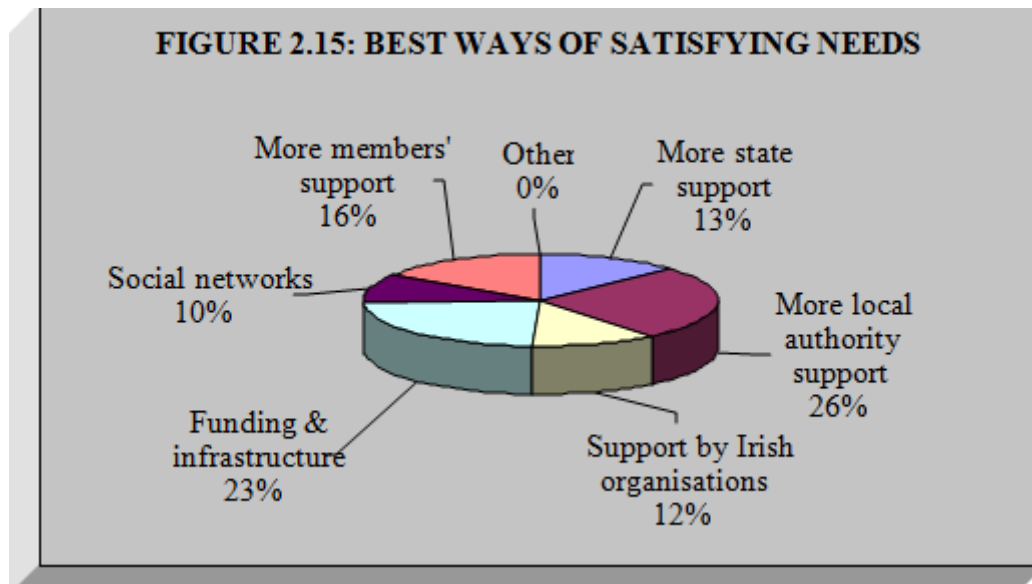


Respondents were asked to indicate the extent to which they thought the recession had affected their members. Figure (2.14) indicate that 19% of respondents thought their members had been affected very much, 37% said they had been seriously affected, 31% said they had been affected only much, while 13% stated that their members had not been affected much. None (0%) of the respondents said their members had not been affected or just been affected a little bit by the recession.

2.2 Survey Sample and Response



A question was posed to respondents as to how best their organisational needs could be met in the current recession. Results (Figure 2.15) showed that 9 (13%) organisations would like more state support to be provided for them, 18 (26%) would like more local authority support to be provided, 8 (12%) would like support from mainstream organisations, 16 (23%) thought more funding and infrastructural provision was necessary, 7 (10%) stated that they would like more social network opportunities, while 11 (16%) of respondents thought one of the best ways to satisfy their needs was more moral and material support.



Similarly, respondents were asked what they thought was the best way that their members' needs could be satisfied in the context of the current recession. Findings (Figure 2.16) suggested that 12 (23%) organisations felt that effective equal opportunity structures and practices were one of the best ways of meeting members' needs, 7 (13%) cited the tackling of systemic discrimination, 11 (21%) mentioned the recognition of previous credentials – qualifications, experience and skills,

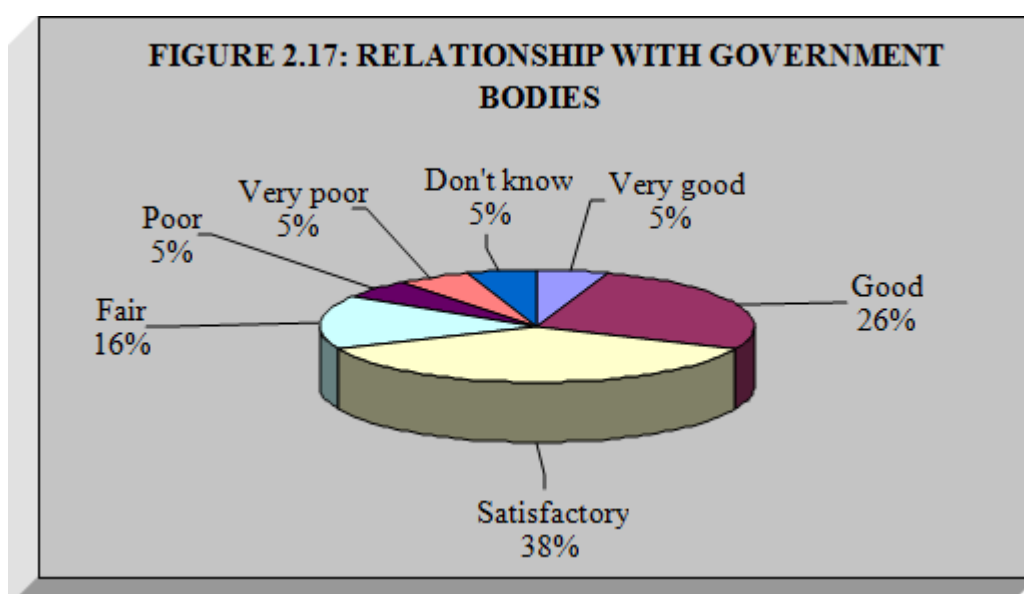
2.2 Survey Sample and Response

5 (9%) stated more opportunities for healthy relationships with others, 8 (15%) mentioned institutional effectiveness, 9 (17%) identified positive steps towards more representation of migrants in all spheres of society, while 1 (2%) organisation stated other ways, such as giving priority to environmental matters.



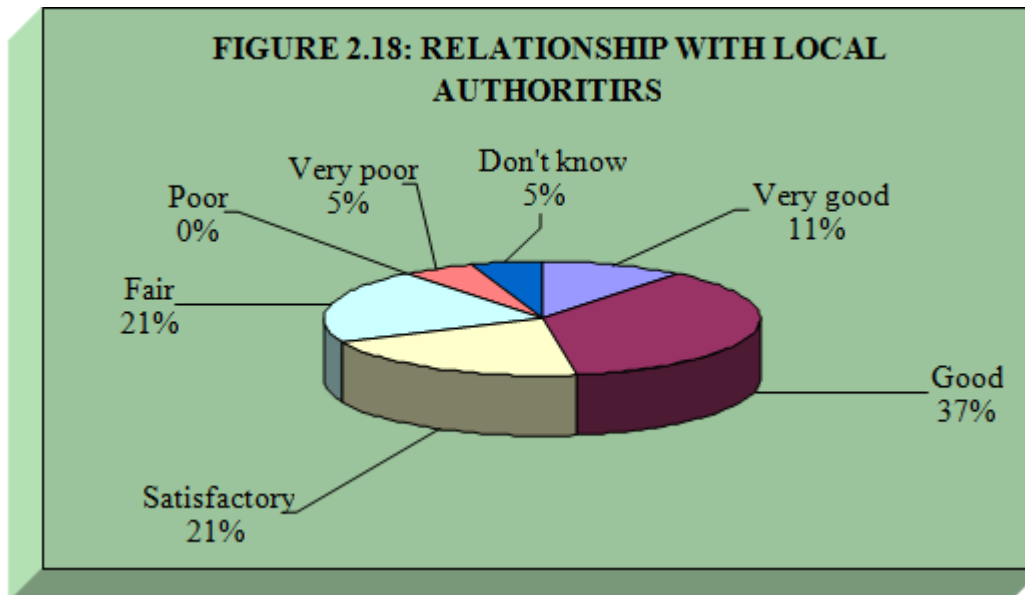
Relationship with others

Participants were asked to describe their relationships with various groups, namely government bodies, local authorities, non-immigrant-led NGOs, policy makers, migrant groups, and people in their locality, among others. Figure (2.17) shows that 5% of organisations maintained a very good relationship with government bodies, 26% maintained a good relationship with them, 38% stated the relationship was satisfactory, 16% said it was fair, 5% stated that it was poor, another 5% stated it was very poor, and yet another 5% could not describe the quality of relationship they had with government establishments.

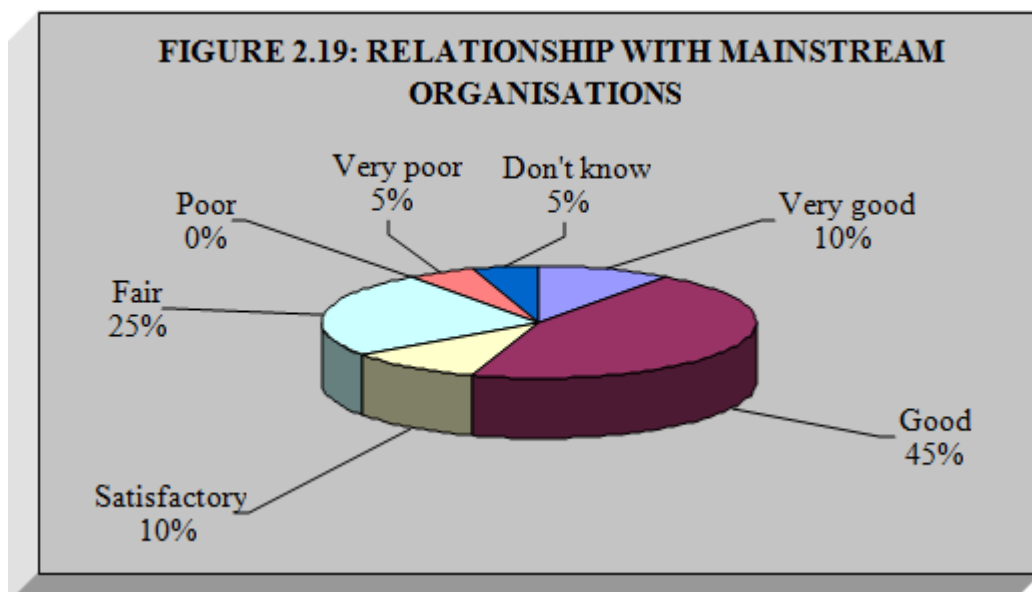


2.2 Survey Sample and Response

In terms of respondents' relationship with local authorities, data obtained (Figure 2.18) suggested that 11% thought they enjoyed a very good relationship with them, 37% believed the relationship was good, 21% stated it was satisfactory, an additional 21% said the relationship was fair enough, no organisation (0%) thought the relationship was poor, 5% said it was very poor, another 5% could not describe the quality of the relationship with local authorities.

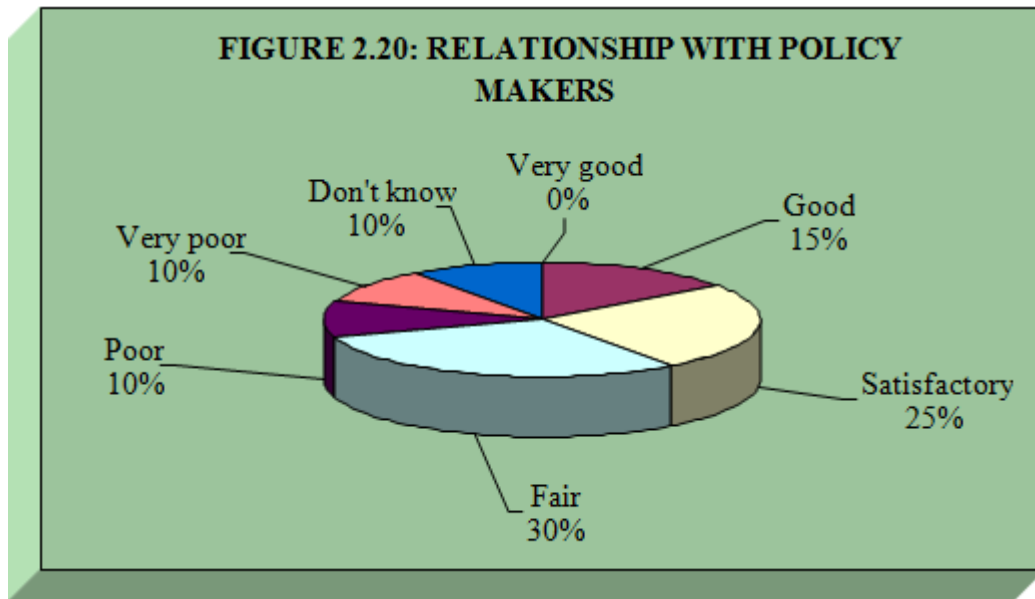


Regarding relationship with mainstream voluntary and community organisations (referred to as non-immigrant led NGOs in the questionnaire), results (Figure 2.19) showed that 10% believed they enjoyed a very good relationship with them, 45% thought the relationship was good, 10% stated that it was satisfactory, 25% said it was just fair, none (0%) thought it was poor, 5% stated that it was very poor, while 5% failed to describe the quality of the relationship.



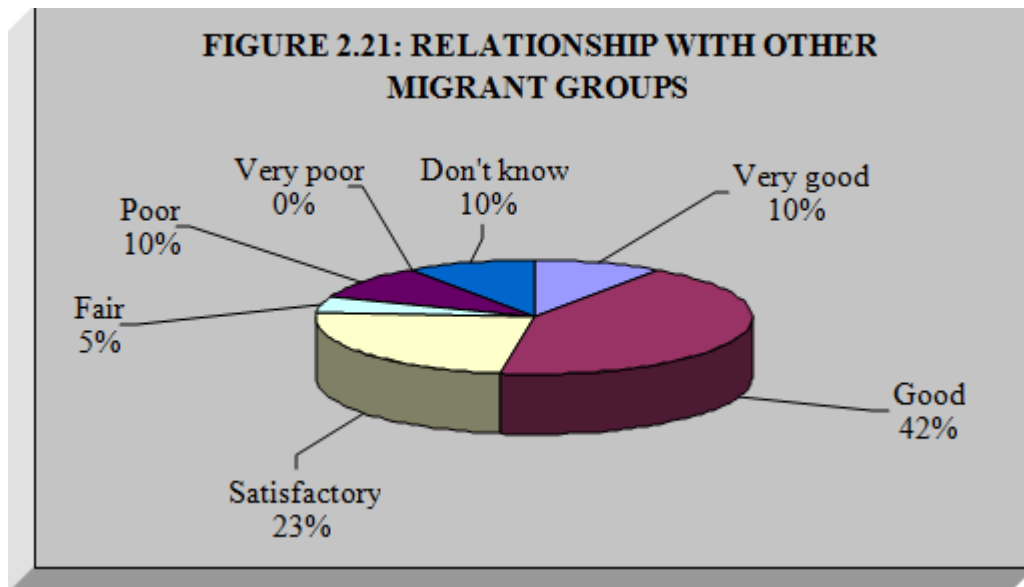
2.2 Survey Sample and Response

When respondents were asked to describe their relationship with Irish policy makers (Figure 2.20), none (0%) thought it was very good, 15% thought they enjoyed a good relationship, 25% thought it was satisfactory, 30% stated that it was fair, 10% affirmed that it was poor, another 10% stated that it was very poor, while the remaining 10% of respondents could not describe the quality of relationship.

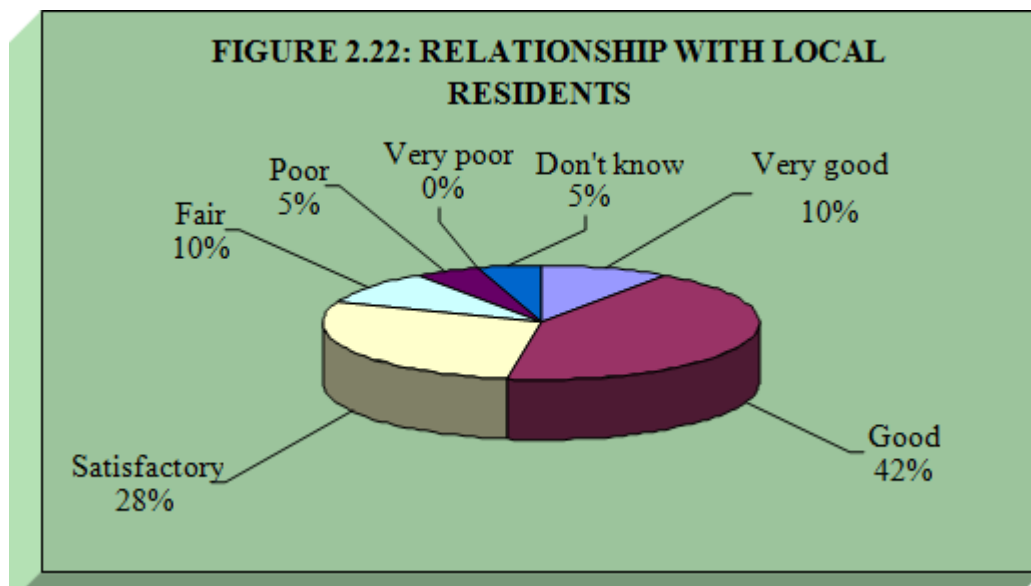


Respondents were also asked about the quality of their relationship with other migrant organisations and groups. Their responses (Figure 2.21) showed the following: 10% thought it was very good, 42% stated that it was good, 23% said it was satisfactory, 5% stated that it was fair, 10% affirmed that it was poor, none (0%) thought it was very poor, while 10% said they did not know.

2.2 Survey Sample and Response

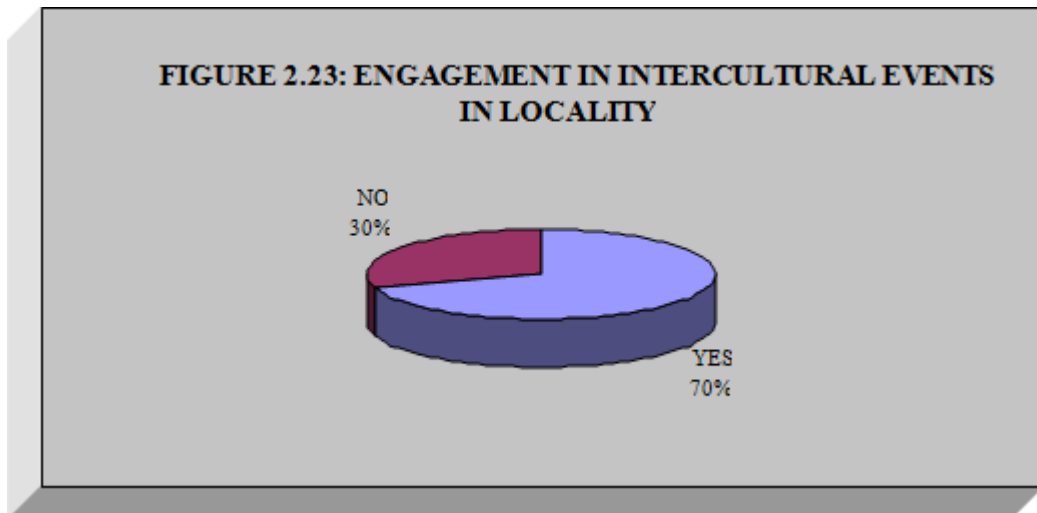


Respondents were asked to describe the quality of their relationship with residents in their locality. Results (Figure 2.22) suggested that only 10% enjoyed a very good relationship with individuals in their local community, 42% enjoyed a good relationship with them, 28% thought the relationship was satisfactory, 10% thought it was fair, 5% said it was poor, none (0%) of the organisations thought the relationship was very poor, while 5% said they did not know the quality of relationship.

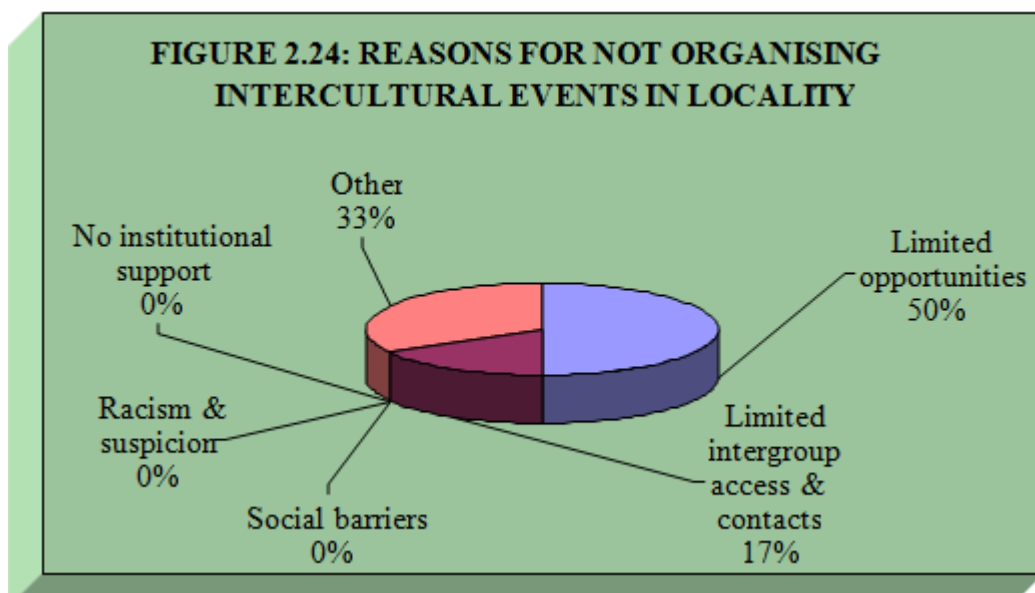


Furthermore, respondents were asked whether they engaged in intercultural events in their local areas. The majority (70%) said they organised intercultural events in their locality, while the remaining 30% said they did not.

2.2 Survey Sample and Response

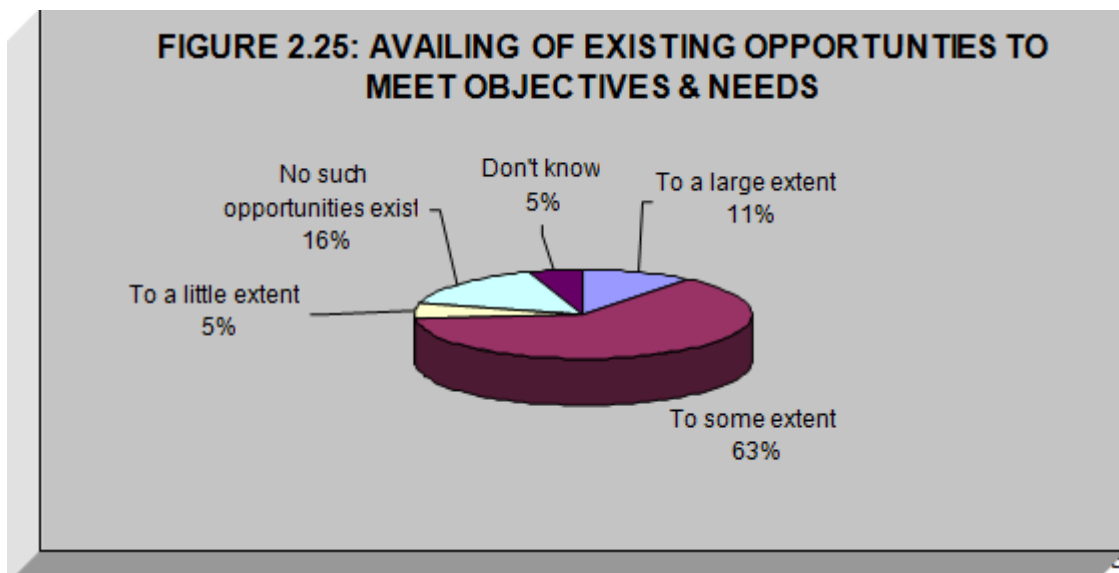


Respondents who did not organise intercultural events in their locality were asked why they did not. Their reasons (Figure 2.24) are as follows: half (50%) of such organisations pointed at limited opportunities as the cause, 17% cited limited opportunities for access to and contact with other groups, and 33% gave other reasons, such as their newness as a group, cultural activities being outside their remit/agenda or not being part of their “action plan.” None (0%) of the organisations that did not organise cultural events in their locality blamed it on racism and mutual suspicion or lack of institutional support.



Opportunities for Goal Attainment

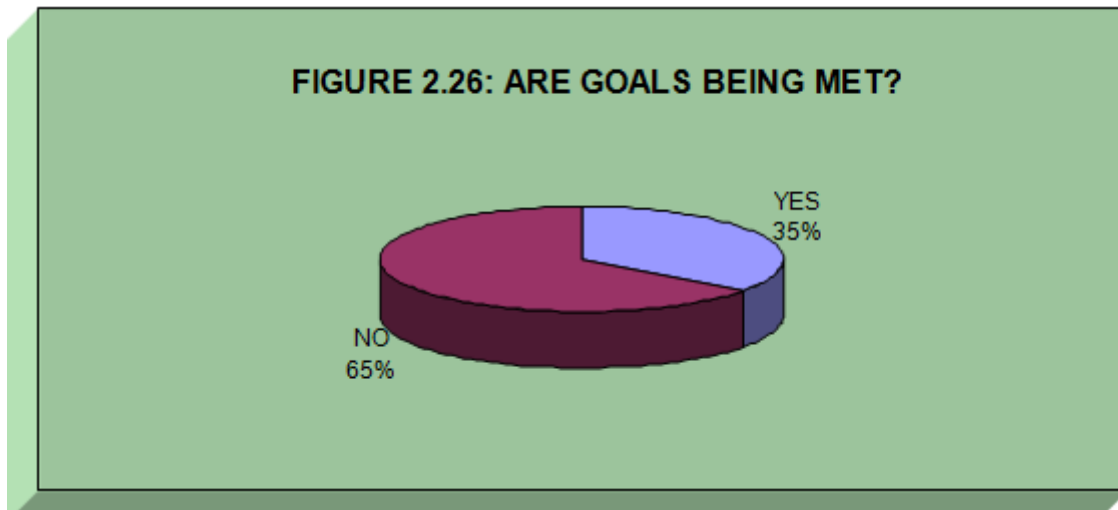
The research sought to obtain information about attainment of organisational goals by respondents and the extent to which they were availing or had availed of existing opportunities to meet their stated objectives and needs. Figure (2.25) provides information about how organisations were benefitting or had benefitted from available opportunities towards meeting their objectives and needs: 11% stated that they availed of such opportunities to a large extent, 63% said they benefitted to some extent, 5% stated that they benefitted to a little extent, 16% said no such opportunities existed, while the remaining 5% did not know whether they benefited or not.



Then when respondents were asked whether they thought their goals were being met, they provided the following responses (as shown in Figure 2.26): 35% stated that their goals were being met, and the remaining 65% answered that they were not meeting their goals. Then respondents were asked a follow-question to justify their response as to whether their organisational goals were being met or not. The following varied explanations were provided:

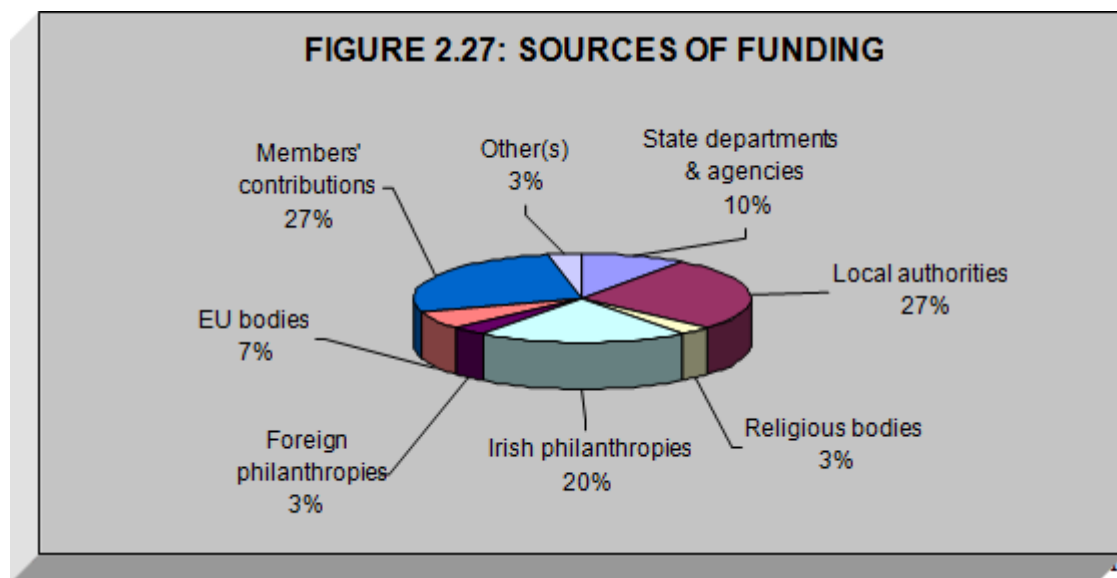
- i. "It's too early to know if we're meeting our goals or not";
- ii. "Our organisation is too young to realise its goals yet";
- iii. "We need funds to meet our goals";
- iv. "The current economic climate has made funding acquisition difficult";
- v. "Funds, social barriers, poor relationship with local authorities";
- vi. "People are very satisfied and feed is positive from clients";
- vii. "We never got any funding and the last one we applied for, we're asked to bring a lot of things being our reach";
- viii. We do not have the manpower and funding to effectively implement our goals as stipulated. We're working a way around it and we are hopeful that we can achieve some of our goals in the possible future"
- ix. "Though not 100 percent, we think we are achieving more during this period of recession than any other organisation because we are geared towards people's needs and we are building partnerships with member groups and public and private organisations."

2.2 Survey Sample and Response



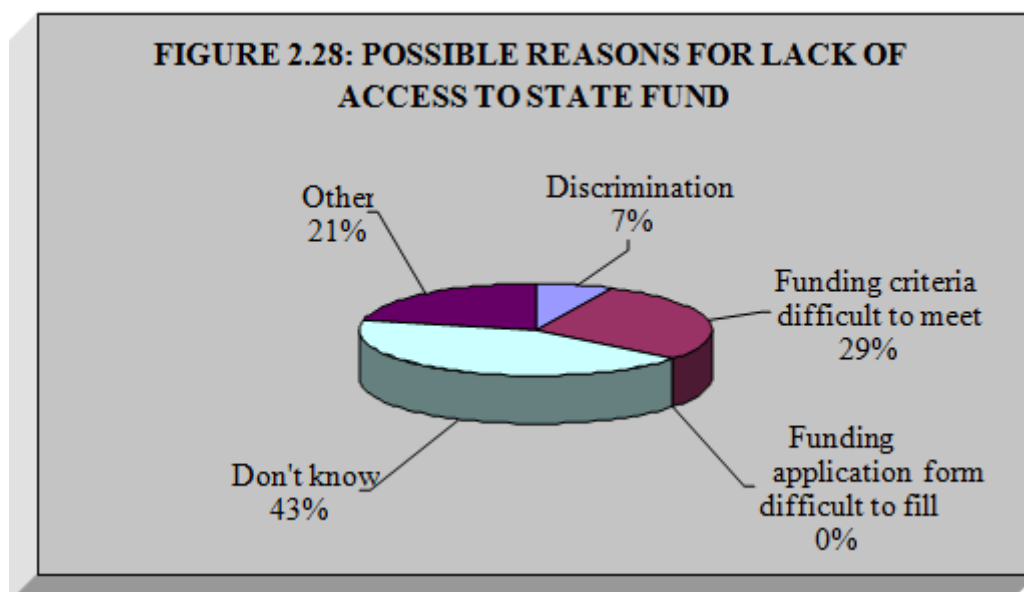
Funding Matters

The research sought to ascertain the funding positions of migrant organisations surveyed. Respondents were asked to indicate their funding sources. Findings (Figure 2.27) showed that only 3 (10%) organisations received funds from state departments and agencies, 8 (27%) got funds from local authorities, 1 (3%) from religious bodies, 6 (20%) from Irish philanthropic organisations, 1 (3%) from foreign philanthropic organisations, 2 (7%) got funds from EU bodies, 8 (27%) from members' contributions, and 1 (3%) organisation got funds from other sources, such as local shops, charity organisations and Dublin Bus.

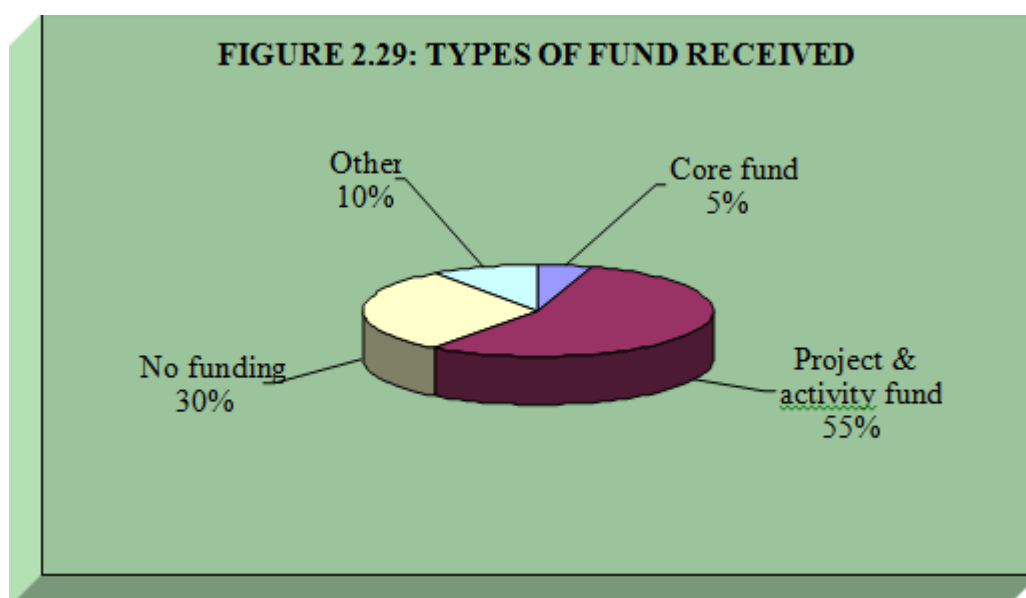


Organisations that did not receive any funds from the State were asked to provide the possible reason(s) for this. Results (Figure 2.28) showed that 1 (7%) of organisations in this category attributed it to discrimination, 4 (29%) blamed it on funding criteria being difficult to meet for migrant-led groups, none (0%) thought that funding application forms were difficult to fill, 6 (43%) did not know why they could not secure state funds, while 3 (21%) organisations stated other reasons like: “We’re not big enough as an NGO to secure State funds”, “EU bodies are our potential funders, so we target them”, “It’s difficult to find funding in this country, especially for migrant organisations like us.”

2.2 Survey Sample and Response

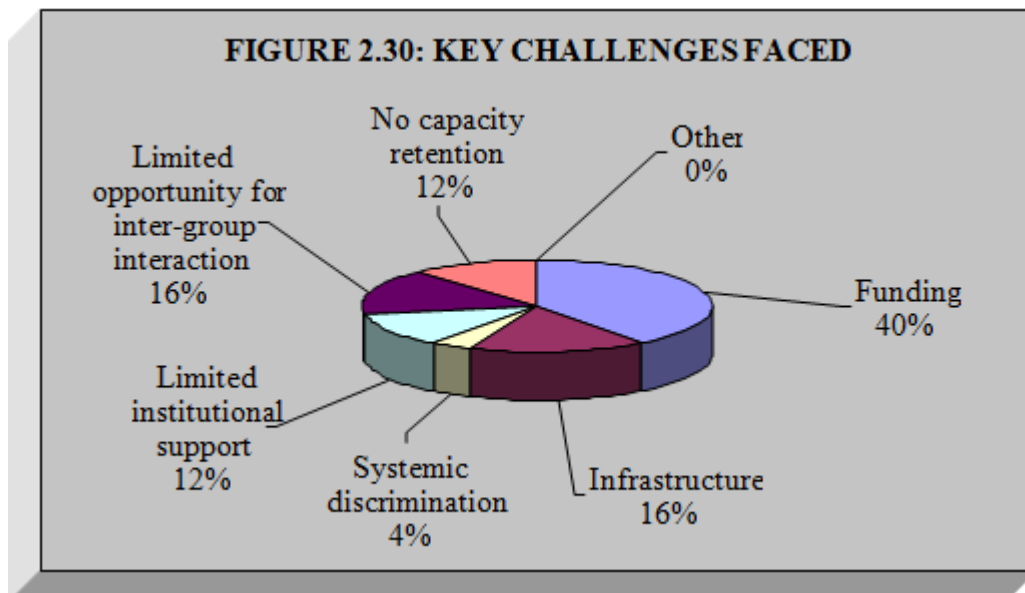


In terms of the types of fund usually or mostly provided to or secured by the organisations, Figure (2.29) shows that only 1 (5%) organisation received core fund, 9 (55%) secured various project and activity funds, 6 (30%) secured no fund, while 2 (10%) secured other types of fund, such as donations, members contributions, etc.



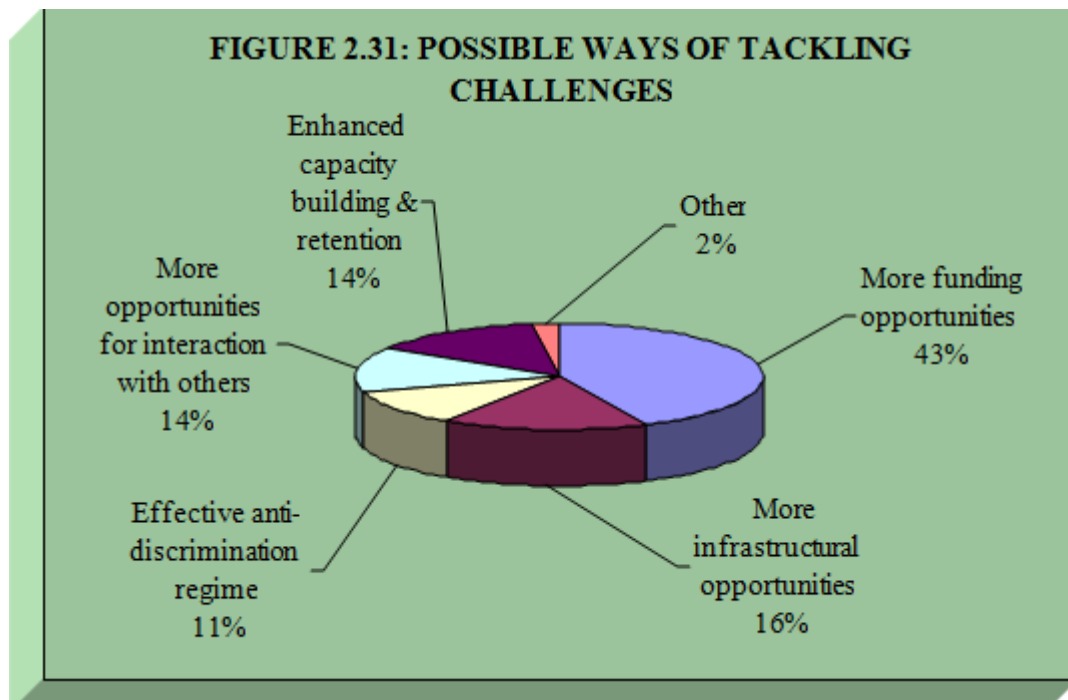
Challenges and Limitations

One of the primary aims of this research was to determine the types of challenges and limitations encountered by migrant-led organisations during the current recession in Ireland. Organisations surveyed were asked what their key challenges were, and as Figure (2.30) indicates, 20 of them (40%) identified inadequate or lack of funding as their biggest challenge, 8 (16%) pointed at inadequate infrastructural provision, 2 (4%) cited systemic discrimination, 6 (12%) mentioned limited or lack of institutional support, 8 (16%) stated limited opportunity for interaction with other organisations and groups, 6 (12%) mentioned the lack of capacity retention. There was no mention of other possible challenges.



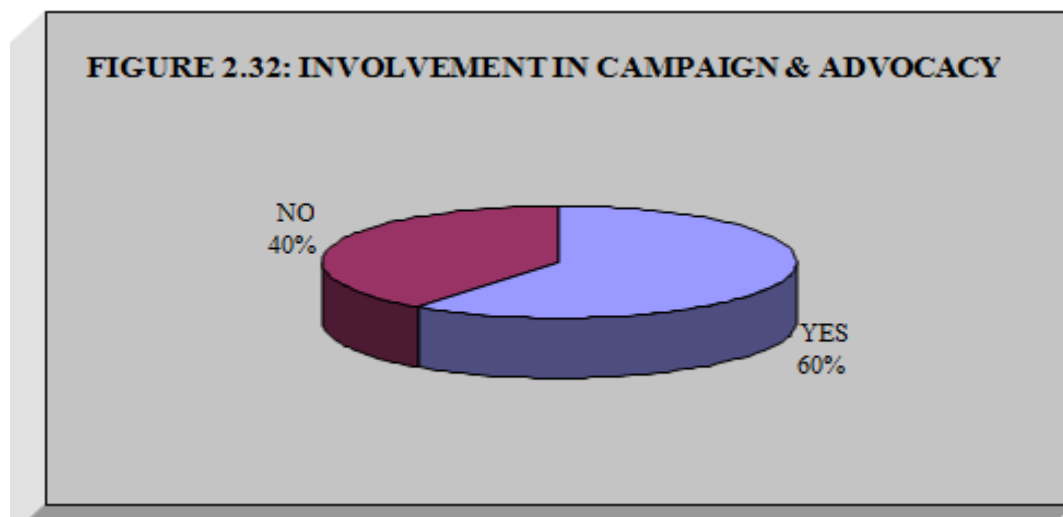
Respondents were asked as to how best such challenges could be addressed. Results (Figure 2.31) showed that 19 (43%) organisations would like more funding opportunities to be made available to them, 7 (16%) stated that more opportunities for the provision of necessary infrastructure should be provided, 5 (11%) wanted more effective anti-discrimination policy and practices, 6 (14%) said they would like more opportunities for interaction with other groups, 6 (14%) thought it was necessary to create opportunities for effective capacity building and retention with their groups, only 1 (2%) of respondents mentioned other ways of improving their situation, namely, getting more people involved in the organisation.

2.2 Survey Sample and Response



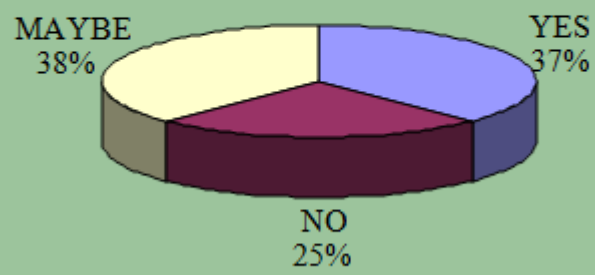
Campaign & Advocacy

The study also sought to ascertain the extent to which organisations were involved in campaign and advocacy work. Findings (Figure 2.32) suggested that the majority, 12 (60%) of the organisations, did campaign or advocacy work, while 8 (40%) did not.



Respondents who were not involved in advocacy or campaign work were asked if they would be interested in this area: 3 (37%) said they would be interested, 2 (25%) stated that they would not, while 3 (38%) said they might. Of the 2 organisations that would not like delve into campaign or advocacy, one attributed its decision to the lack of necessary for this type of work, while the other explained that if it delved into this area its funding sources would dry up.

**FIGURE 2.33: ANY POSSIBLE INVOLVEMENT IN
CAMPAIGN OR ADVOCACY?**



Three: Conclusions & Recommendations

3.1 Introduction

The current discourse in Ireland that constructs migrants as temporary or as a largely economic, flexible, mobile and “most expendable” population, compared to the natives ((Gilmartin and Migge 2011), demands a reconsideration. This is premised on the fact that ‘migrants are no more inherently mobile than non-migrants’, and many of them view Ireland, rather than their place of origin, as home (Gilmartin and Migge 2011: 13). There is thus a challenge to resist this kind of mindset that perceives migrants more as a transient and mobile population rather than as settled communities with connected up families and numerous associations and organisations that promote their interest and champion their mobilisation towards achieving social change and greater representation in a new multicultural Ireland. Highlighting the centrality of migrants in the discourse of immigration in Ireland, former Minister for Integration in the Fianna Fail era, Conor Lenihan, stated as follows in *Migration Nation*, the official blueprint on integration:

The key challenge facing both Government and Irish society is the imperative to integrate people of much different culture, ethnicity, language and religion so that they become the new Irish citizens of the 21st century. The important point for all Irish citizens to understand is that immigration is happening in Ireland because of enormous recent societal and economic improvement.

(Lenihan 2008: 8)

This research has illuminated the dilemma and precarious situations faced by migrant organisations and associations in the current economic recession and their roles as agents of community mobilisation and development, ethnic diversity, intercultural relationships, integration and social change in Ireland. A number of conclusions can thus be drawn from the research findings.

3.2 Conclusions

Insights from Organisational Background: Start up and Nature of Work

The study has shown a certain manifestation of resilience by migrant organisations and associations in these recessionary times. Even though a number of groups have ceased operations because of the strains arising from the downturn, it is remarkable that over a third (38%) of organisations surveyed have maintained an existence in excess of 5 years, while many new groups (50% of the total surveyed) emerged in spite of the recession. Similarly, the research draws attention to the importance of migrant organisations and associations in the Irish civil society sector. This is attested to by the range and diversity of their interest and work areas, which include:

- i. promoting integration
- ii. promoting relationships and solidarity within their communities
- iii. promoting their communities’ cultural practices
- iv. working towards the spiritual growth of their constituencies
- v. helping to improve relationship with other groups through forging necessary linkages
- vi. helping to achieve community empowerment and a common voice for political relevance and effectiveness
- vii. promoting environmental education and helping to create an environmental friendly environment
- viii. providing support to members to enable them to access social services through information and advocacy
- ix. helping to tackle and eradicate poverty among members
- x. working towards social and economic empowerment through job creation
- xi. promoting and increasing cultural consciousness

Such findings underline the recognition by these organisations/associations of their crucial role in the development and transformation of their constituents into settled communities and the overall process of social change in a new diversified Ireland. They also foreground the capacity of migrant organisations and associations to mobilise their communities towards a positive reconstruction of Irish society, where diversity and difference marks a critical shift from the discourse of ethno-nationalism to one that recognises other equally important voices.

Performance and Goal Attainment

The activities and efforts of migrant organisations and associations in the current recession in Ireland

confirm varied levels of performance and attainment of intended goals that are generally above average, in spite of obvious recessionary limitations. While this is encouraging, it also calls for the creation of better opportunities for improved organisational and sectoral practices and outcomes.

highlight a certain inability among some groups to achieve their remit, which were attributed to a number of factors, such as funding problem, limited manpower and overall organisational capacity (primarily arising from funding difficulty), absence of support networks, members' apathy, and in some cases, the newness of some groups in the industry, social barriers, and poor relationship with state and local authorities.

Surprisingly, systemic discrimination did not come off as a contributor to non-performance. Perhaps this may be explained by the tendency among migrant groups to rise above the common emphasis on issues related racism and discrimination and focus rather on other equally critical external and internal factors.

Needs and Impact of the Recession

The study has also demonstrated that migrant organisations/associations and their members have some important needs that require attention. For organisations and associations, the needs range from the desire for more support from Irish institutions and mainstream organisations, increased funding opportunities and access, more social network opportunities, a more effective framework for equality and social justice within the voluntary and community sector, more solidarity among members, more infrastructural and capacity building opportunities, and more commitment from volunteers. Similarly, community members have important needs in the current downturn that are critical to their integration and general wellbeing. These include: equal opportunities, employment, opportunities for education and training towards self-development, health, housing and accommodation, socio-cultural opportunities, and immigration status regularisation and citizenship.

3.2 Conclusions

Relationship with others

The research confirms that migrant organisations and associations maintain different qualities of relationship with various stakeholders. There is an indication that while the relationship with government bodies, policy makers and local authorities was on the average somewhat satisfactory and sometimes fair or below par, the relationship with other stakeholders, such as non-immigrant-led organisations, other migrant groups and residents in their locality were better and more encouraging. Perhaps the quality of relationship with the authorities can be attributed to the institutional barriers usually associated with them, which effectively limit migrant organisational effectiveness, as opposed to the relative opportunities for social networks, collaborations and intercultural association that exist between them and other stakeholders, namely: mainstream organisations, other migrant groups and local residents.

Challenges and Limitations

A key aim of the research was to determine the challenges and limitations faced by migrant-led organisations and associations during the current recession in Ireland. A number of factors were highlighted as posing serious challenge to and limiting the general effectiveness of the groups. The analysis of data showed that funding is the biggest challenge for them, posing a direct threat to their efficacy and sustainability. Also while a very limited number of groups are able to secure core funds from the State, the majority are compelled to content themselves with small project and activity funds provided, sometimes after a rather competitive process, by the local authorities and independent bodies. The inadequacy of funds in turn impacts other organisational situations, such as the inability to recruit staff, retain existing capacity and provide needed infrastructure. Similarly, while the lack of proper institutional support appears as a key challenge, systemic discrimination was considered by a tiny minority (4%) as a key problem, meaning that discrimination is not considered during this by migrant organisations as a critical determinant of their overall experience in the context of the current recession. This is an interesting topic that can be investigated by future researchers.

Recommendations

Results and conclusions drawn from this research raise an important question for all stakeholders in the migrant organisational sub-sector in Ireland: What can be done to address the problems faced by migrant organisations and associations in recessionary Ireland? The following recommendations have been proposed based on findings from the research and other similar inquiries.

- i. There should be more State and local authority support to enable migrant led organisations and associations to become both resilient during the recession and achieve overall strategic
- ii. effectiveness. Such support would definitely have significant positive infrastructural implications for them in terms of creating more equal opportunities for and access to various funding streams, which would in turn enable the acquisition and retention of necessary resources (human and
- iii. material), organise activities within their locality and provide necessary services and support to their members and communities, since the efforts of migrant organisations have been
- iv. acknowledged as a necessary complement to the integration efforts of mainstream stakeholders (Ejorh 2011b; Feldman et al. 2005).
- v. On this premise, the funding of ethnic and migrant-led projects and organisations should be
- vi. mainstreamed at all relevant levels to increase their opportunity for self-representation and
- vii. capacity for addressing issues related to the integration of their members and communities.
- viii. A collaborative approach between the State/statutory agencies, policy makers, local authorities and various civil society bodies should be encouraged, as it can deepen and improve opportunities for migrant integration in the country. Also this kind of initiative can create ‘a strong link between integration policy and wider state social inclusion measures, strategies and initiatives’ as well as ensure ‘a commitment to effective local delivery mechanisms that align services to migrants with those for indigenous communities’ (Lenihan 2008: 9-10).
- ix. Inter-organisational Strategic Partnerships and Synergies: Existing evidence
- x. suggests that civil society actors are usually more successful and effective when they embark on collaborative
- xi. initiatives with one another. Besides limiting the financial and material risks and strain arising from carrying out projects or activities independently, partnerships and synergies can help to pull limited resources together and retain existing
- xii. capacities. Again, to become resilient during the recession, many funders now encourage and support collaborative efforts by voluntary and
- xiii. community sector organisations, even in matters regarding funding applications.
- xiv. Social Networks: More opportunities for social networks should be created, at both grassroots and broader levels. However, such opportunities can be
- xv. strengthened by equality and anti-discrimination campaigns, which should be based on the raising of public awareness about the importance and contributions of migrants to societal development.
- xvi. Internal Organisational Dynamics: More group solidarity, increased moral and material support from members and more commitment from volunteers are necessary for organisational effectiveness.
- xvii. Strategic Engagement and Representation: positive steps should be taken towards more engagement and representation of migrants in all spheres of society. This can be in form of inclusion of migrant leaders in state and local authority com-

mittees, the creation of ‘shadowing, mentoring and internship initiatives’ (Feldman et al. 2005: 89), as was introduced recently by the current Fine Gael and Labour coalition government in the form of provision of mentorship to migrants by elected Deputies (TDs). The complete exclusion of the new communities from the 16-member Taxi Review Group and the Small Business Advisory Group, both inaugurated in 2011 by the Transport Minister and the Minister for Small Business, respectively, even though many ethnic minorities are making a career as public and commuter and small business operators, is quite disappointing and negates the State’s commitment to integration.

- xviii. Finally, and based on point vi, more effective institutional structures and practices, especially in the areas of anti-discrimination, equality and social justice at both ordinary individual and organisational levels, are desirable.

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Appendix

Questionnaire

This questionnaire is designed to obtain information on the needs and experiences of migrant groups and organisations in Ireland in the context of the current recession. The survey is part of our effort to address problems currently faced by migrant initiatives at appropriate institutional and organisational levels, nationally and internationally. We hereby appeal to you to fill in this questionnaire, as best as you can, to enable us realise the purpose of the survey. You are assured that your identity would remain anonymous and no information provided by you would be used in any way that might reveal your organisation's identity or put it at risk. You also reserve the right to withdraw your participation from the project at any point in time.

Thank you for your support!

A. Background: Start up & nature of organisation

1. When was your organisation founded?.....

2. What are the key issues around which you organise? (You can underline or encircle more than one option)

A. community development and integration

B. capacity building

C. socio-cultural events

D. religious activities/fellowship

E. advocacy

F. civic or political education

G. Other (Please specify).

3. Are you a registered body?

A. YES

B. NO

4. How many staff members does your organisation have?

A. 0

B. 1

- C. 2
- D. 3
- E. 4
- F. 5
- G. 6+

5. If yes to Q4, How many of these are paid staff members?

- A. 1
- B. 2
- C. 3
- D. 4
- E. 5
- F. 6
- G. None

6. How many volunteers do you have in your organisation?

- A. 1
- B. 2
- C. 3
- D. 4
- E. 5
- F. 6
- G. None

7. Does your organisation have a Board of Directors?

- A. YES
- B. NO

8. If you have a Board of Directors, how many people are on it?

- A. Less than 6 (Please specify).....
- B. 6
- C. 7
- D. 8
- E. 9
- F. 10

G. 10+ (Please specify).....

9. If your answer to Q.7 is NO, why does your organisation not have a Board of Directors?

- A. We are newly established
- B. We are trying to create a Board
- C. We haven't found enough competent people to constitute a Board
- D. We're too small to have a Board
- E. We can't manage a Board now
- F. We've never thought of having a Board
- G. Other (Please specify)

10. What is the membership size of your organisation?

- A. Less than 50
- B. 51 – 100
- C. 101 – 400
- D. 401 – 800
- E. 801 – 1200
- F. 1200 – 2000
- G. Over 2000 (Please specify)

11. Where is your organisation located in Ireland?

- A. Co. Dublin
- B. Co. Cork
- C. Co. Limerick

B. Organisational Aims & Objectives

12. Which of these best describe(s) your organisation's aims and objectives? (You can pick more than one option)

- A. To facilitate the integration of members
- B. To enhance relationship and solidarity within the group
- C. To promote the group's cultural practices
- D. To promote members' spiritual growth
- E. To improve relationship with other groups
- F. To help the group to become empowered and achieve a common voice
- G. Other (please specify).....

.....
.....
13. To what extent has your organisation achieved its aims and objectives?

- A. Very well
- B. fairly well
- C. well
- D. satisfactorily
- E. less satisfactorily
- F. poorly

14. If your organisation has been unable to achieve its aims and objectives as intended, what do you think might be the reason(s)?

- A. inadequate manpower
 - B. funding difficulty
 - C. no support networks
 - D. apathy of members
 - E. systemic discrimination
 - F. Other (Please specify)
-

C. Needs

15. Which of these best describe(s) your organisation's needs? (You can pick more than one option)

- A. institutional and organisational support
 - B. Funding
 - C. social network opportunities
 - D. equality and social justice
 - E. increased solidarity with the group
 - F. infrastructural needs and opportunities for capacity building
 - G. Other (Please specify)
-
-

16. Which of these best describe(s) the needs of your members?

- A. Equal opportunities
- B. Employment
- C. Education and training

20. How best do you think your members' needs can be satisfied in the current recession?

- A. effective equal opportunity structures and practices
- B. tackling of systemic discrimination
- C. recognition of qualifications, experience and skills
- D. more opportunities for healthy relationship with others
- E. institutional effectiveness
- F. positive steps towards more representation in all spheres of society
- G. Other (Please specify).....

D. Relationship with others

21. Which of these best describes your group's relationship with Government bodies?

- A. Very good
- B. Good
- C. Satisfactory
- D. fair
- E. Poor
- F. Very poor
- G. Don't know

22. Which of these best describes your group's relationship with local authorities?

- A. Very good
- B. Good
- C. Satisfactory
- D. fair
- E. Poor
- F. Very poor
- G. Don't know

23. Which of these best describes your group's relationship with non-migrant led NGOs?

- A. Very good
- B. Good
- C. Satisfactory
- D. fair
- E. Poor
- F. Very poor
- G. Don't know

23. Which of these best describes your group's relationship with non-migrant led NGOs?

- A. Very good
- B. Good
- C. Satisfactory
- D. fair
- E. Poor
- F. Very poor
- G. Don't know

24. Which of these best describes your group's relationship with policy makers?

- A. Very good
- B. Good
- C. Satisfactory
- D. fair
- E. Poor
- F. Very poor
- G. Don't know

25. Which of these best describes your relationship with other migrant groups or organisations?

- A. Very good
- B. Good
- C. Satisfactory
- D. fair
- E. Poor
- F. Very poor
- G. Don't know

26. Which of these best describes your relationship with people in your locality?

- A. Very good
- B. Good
- C. Satisfactory
- D. fair
- E. Poor
- F. Very poor
- G. Don't know

27. Does your organisation engage in any intercultural events in your area?

- A. YES
- B. NO

28. If your answer is NO, what might be the reasons?

- A. Opportunities for such events are limited
- B. Limited access and contact to other groups
- C. Social barriers
- D. Racism and mutual suspicion
- E. No institutional support for such events
- F. Other (Please specify).....

E. Goal attainment

29. To what extent are you availing of available opportunities to meet your organisation's objectives and needs?

- A. To a large extent
- B. To some extent
- C. To a little extent
- D. No such opportunities exist
- E. Don't know

30. Do you think your organisation's goals are being met?

- A. YES
- B. NO

31. Please briefly give reasons for your answer to Q.30.

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F. Funding

32. Which of these are your sources of funding?

- A. State departments and agencies
- B. Local authorities
- C. Religious bodies

- D. Irish Philanthropies
- E. Foreign philanthropies
- F. EU bodies
- G. Membership Contribution
- H. Others (Please specify)

33. Do you get any funding from the State?

- A. YES
- B. NO

34. If your answer is NO, what do you think might be the reason?

- A. Discrimination
- B. Funding criteria difficult to meet
- C. Funding application form difficult to fill
- D. Don't know
- E. Other (Please specify)

.....

35. What types of funds are usually or mostly available to your organisation?

- A. Core fund
- B. Project and activity fund
- C. None of the above
- D. Other (Please specify)

G. Challenges (You can circle more than one answer)

36. What are the key challenges facing your organisation/group?

- A. Funding
- B. Infrastructural provision
- C. Systemic discrimination
- D. Inadequate or lack of institutional support opportunities
- E. Limited opportunity for interaction with other organisations/groups
- F. Lack of capacity retention within our organisation/group
- G. Other (Please specify).....

.....

37. How best can such challenges be addressed?

- A. More funding opportunities

- B. Opportunities for the provision of needed infrastructure
- C. More effective anti-discrimination policy and practices
- D. More opportunities for interaction with other groups
- E. More effective capacity building and retention opportunities
- F. Other (Please specify).....
-
-

H. Campaign and Advocacy

38. Is your organisation involved in any form of campaign or advocacy work?

- A. YES
- B. NO.

39. If your answer to Q.38 is NO, would you be interested in getting involved in campaign or advocacy work?

- A. YES
- B. NO
- C. Maybe

40. If your answer to Q. 39 is NO, why are you not interested in campaign or advocacy work?

- A. It wouldn't change the situation of things
- B. Don't want to be victimised
- C. It's very dangerous
- D. There is no support for that
- E. Funding sources would dry up
- F. Other (Please specify)

The Author

Theophilus Ejorh (MA, English; MA, Development Studies, PGCert, Peace Studies; PhD, Sociology) is a social researcher with considerable experience in the field of Diaspora and migration, integration, race, ethnicity and civil society. He teaches social theory and migration, race and diversity occasionally at University College Dublin (UCD). He is the founder and current coordinator of the Migrant Writers and Performing Artists Ireland project.

