

EMPLOYABILITY OF MIGRANT WOMEN IN IRELAND



**A SURVEY BY THE MIGRANT WOMEN –
OPPORTUNITIES FOR WORK
PROJECT OF NEW COMMUNITIES PARTNERSHIP**

MAY 2020

NEW COMMUNITIES PARTNERSHIP



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(Migrant Women – Opportunities for Work)

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NEW COMMUNITIES PARTNERSHIP

New Communities Partnership (NCP) is an independent national network of more than 150 migrant and ethnic minority-led groups and organisations, comprising over 65 nationalities. NCP has offices in Dublin and Cork and its outreach work reaches communities throughout Ireland.

NCP mission is to be an effective network, representing and empowering ethnic minority-led groups, at all levels, in order to influence positive change in policies that impact on their lives.

NCP works towards an intercultural and inclusive Irish society where immigrant groups are achieving equality in economic, social, political, and cultural aspects of Irish life.

STRATEGIC GOALS

- Ensure representation and participation of ethnic minorities at all levels in Irish society in order to influence positive change and inform policies that impact on migrants' lives.
- Deliver targeted training that enhances the delivery of better services to people from migrant communities in Ireland and to promote cultural understanding in Irish society.
- Promote and sustain effective economic participation, integration, and social inclusion initiatives for migrant communities at local, regional, and national levels.
- Promote awareness of, improve access to, and provide and create bespoke services for migrants in the local community in Ireland.

ABOUT MI-WOW

Migrant Women – Opportunities for Work (Mi-WOW) is NCP's newest project, coordinated and run by Migrant Women, and funded by the Department of Justice and Equality, Ireland's European Structural and Investment Funds Programme (2014-2020), and the European Social Fund (ESF) programme PEIL 2.9 Gender Equality, Strand A (Women Returning to the Workforce) 2019.

Mi-WOW is looking to explore, support, and overcome specific barriers that Migrant Women are facing in Ireland during their job-seeking journey.

Mi-WOW is designed to empower Migrant Women to reach their potential, rebuilding their confidence, and upgrading their skills to facilitate their access to the labour market and/or career progression in ways that are linked to their professional goals.

Additionally, Mi-WOW aims to provide support and a critical thinking space to enterprises, creating and developing inclusive and equal routes for Migrant Women to participate in any space of the Irish labour market.

SURVEY: “EMPLOYABILITY OF MIGRANT WOMEN IN IRELAND”

BACKGROUND

In February 2020, Mi-WOW developed a short anonymous survey –5 minutes long- about the employability of Migrant Women (and Migrant Descendant Women) living in Ireland.

The three main objectives of this survey were:

- To identify the barriers Migrant Women encounter, or have encountered, when accessing employment in Ireland, so that we can better understand these obstacles and work towards overcoming them.
- To ascertain what sectors Migrant Women are mostly interested to work in, so to help us narrow down prospective employers to approach for Mi-WOW employers’ training (“Hiring in Diversity Training”).
- To start promoting the project so we can recruit participants once Mi-WOW is formally launched to the public.

In its original conception, the survey results were intended to be used for internal purposes only, in order to have some insight directly from Migrant Women to better frame the project. However, given the positive reception the survey had on people the Mi-WOW team decided to prepare a survey results report for our funders only and to share the results graphically on NCP’s Social Media.

METHODOLOGY AND DATA COLLECTION

The methodology used in order to conduct the survey was by way of an online questionnaire, encompassing 10 questions. This method was chosen as it was believed to be the best in order to gather a large size of information in a short period of time (two weeks). The advantages of this method were that it would allow for the sample group to remain anonymous, it would be cheaper than other type of data collection methods and it would offer the possibility of generating and collecting large amount of data.

The survey was created in SurveyMonkey and was developed by the Mi-WOW team to be completely anonymous. Neither NCP nor Mi-WOW funders collected, tracked, and/or stored identifiable respondent information in the survey results.

CAMPAIGN LAUNCH

The survey was formally launched on the **26th of February 2020**. It was shared on NCP's Social Media (Facebook, Twitter, and LinkedIn), via email to different organisations led-by and working with migrants, as well as directly by team members and NCP's staff (email, text message, Social Media, etc.) with friends and acquaintances living in Ireland who are Migrant Women. The survey ended on the **12th of March 2020**.

TARGET AUDIENCE

According to the “*Population and Migration Estimates*” from April 2019¹, released by the Central Statistics Office (CSO) in August 2019, there are approximately **310,800** (6.3% of the population)² Migrant Women living in Ireland –our target audience or population size.³ Following these official figures, and in order to accurately represent Migrant Women, with a confidence level of **95%**⁴, we set out to reach a sample size⁵ of at least **384** Migrant Women living in Ireland, with a margin of error⁶ of **5%**. We achieved **409** responses, well above our target.

It is important to notice, however, that the numbers available on the CSO website are official figures and may not accurately represent the actual reality. The real number of Migrant Women living in Ireland may be higher.

LIMITATIONS

This survey had some limitations, especially considering that it was conceived to be used for internal purposes only and, therefore, was constrained since its development. Below we have classified the limitations of the survey into three distinct areas:

1. METHOD OF DATA COLLECTION

As the survey was carried out online, some issues may be noted:

- Lack of access to broadband or internet services, a computer/laptop or smartphone: access to these resources were necessary for Migrant Women to be able to respond to the survey. Migrant Women who did not have access to these (either due to monetary reasons, because they live in rural areas of the country or because they do not have Social Media platforms) could not respond to the survey.

1 Central Statistics Office, ‘*Population and Migration Estimates: April 2019*’, Table 9: Estimated Population classified by Sex and Nationality, 2013–2019, CSO statistical release, 27 August 2019, 11am. <<https://www.cso.ie/en/releasesandpublications/er/pme/populationandmigrationestimatesapril2019/>> accessed 19 February 2020.

2 Based on the most recent Irish population figures by the CSO of 4,921,500 people living in Ireland. *Ibid*.

3 *Target audience or population size* refers to the total number of people in the group one is trying to study.

4 *Confidence level* refers to the probability that our sample size truthfully represent the attitudes of our target audience.

5 *Sample size* refers to the target number of responses a survey should receive to represent the target audience or population size.

6 *Margin of error* refers to the percentage that tells you how much you can expect survey results to reflect the views of the overall population.

- Similarly, accessibility issues were also identified for Migrant Women with illiteracy.

2. RESEARCH DESIGN:

- 10 questions limit (no skip-logic, restricted questions).⁷
- Differences in understanding and interpretation of questions.
- Impossibility to follow up on survey respondents as it was completely anonymous.

3. SCOPE OF THE SURVEY:

- Further and more in-depth research needed as the scope of the survey was very narrow.

Special mention in relation to limitations of this survey should be given to the COVID-19 pandemic, as this survey ended on the 12th March 2020, before the Government's official measures on COVID-19 came into force. The COVID-19 pandemic has had an impact on the level of unemployment in the country, with circa 591,000 people receiving the COVID-19 Pandemic Unemployment Payment⁸.

By 29th of February 2020, the unemployment rate in Ireland was 4.8%. Nevertheless, as per the 31st of March 2020, a "new COVID-19 Adjusted Measure of Unemployment could indicate a rate as high as 16.5% if all claimants of the Pandemic Unemployment Payment were classified as unemployed".

Although no figures are offered in regard to the nationality of the people who have lost their jobs. Assuming a proportional amount of the job losses are Migrant Women, this would mean that there could be as much as 37,233⁹ newly unemployed Migrant Women due to COVID-19.

⁷ A full list of all the questions asked in the survey may be found in "Appendix A".

⁸ Martin Wall, 'Almost 600,000 people receiving Covid-19 unemployment payment', *The Irish Times* (Dublin, 27 April 2020) <<https://www.irishtimes.com/news/ireland/irish-news/almost-600-000-people-receiving-covid-19-unemployment-payment-1.4238934>> accessed 28 April 2020.

⁹ Central Statistics Office, 'Monthly Unemployment: March 2020', CSO statistical release, 09 April 2020, 11am <<https://www.cso.ie/en/releasesandpublications/er/mue/monthlyunemploymentmarch2020/>> accessed 27 April 2020.

¹⁰ Ibid.

¹¹ See n. 2.

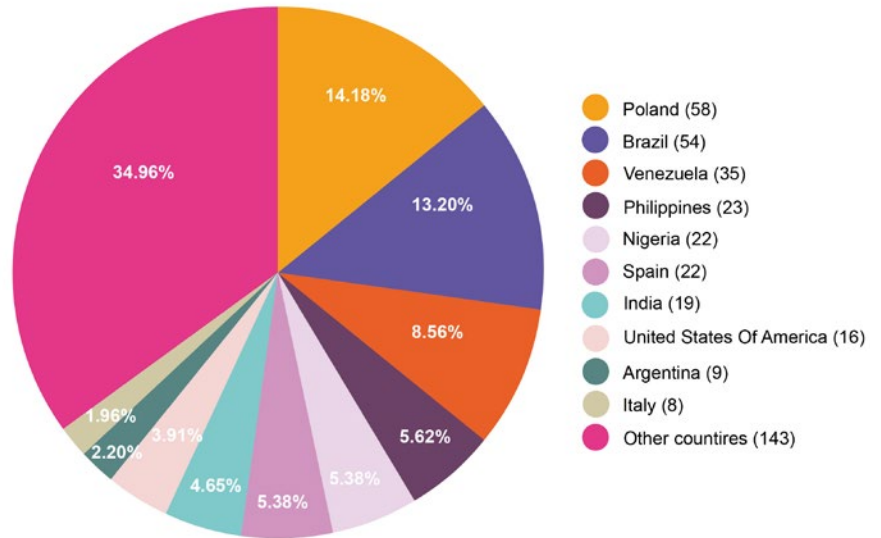
SURVEY QUESTIONS AND RESULTS

1 Country of Origin:

The first question of the survey asked: *“What is your country of origin?”*

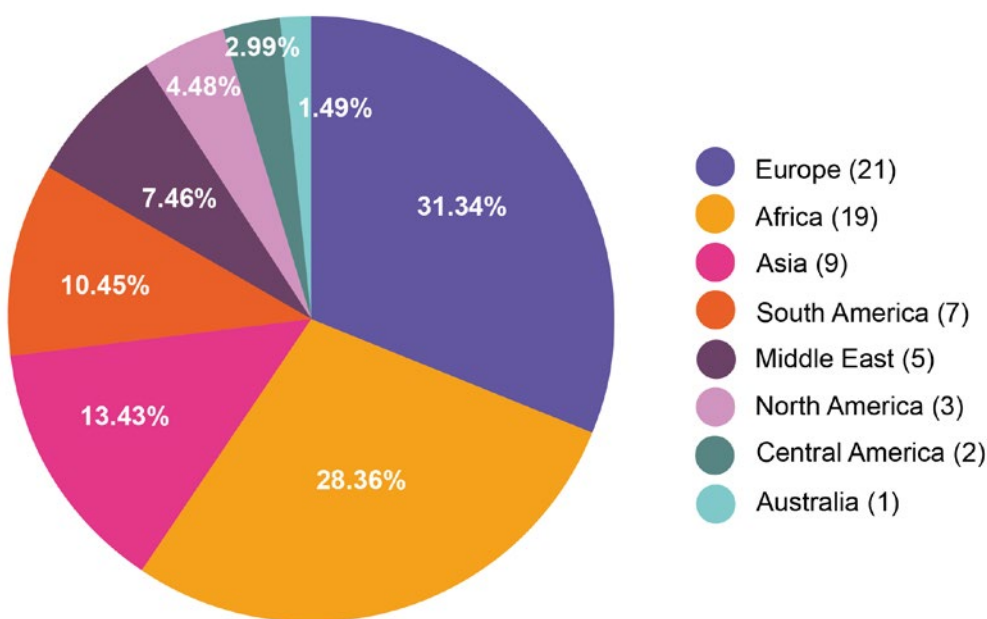
Of the **409** responses received, the top 10 respondents came from the following countries: Poland, Brazil, Venezuela, Philippines, Nigeria, Spain, India, United States of America (USA), Argentina, and Italy. They accounted for **266** of all responses, or **65.04%** of the total number of respondents.

*A full list of all 67 countries of origin listed by respondents can be found in “Appendix B”.



From the answers received on this question, we noticed that there was a wide representation of Migrant Women living in Ireland with respondents coming from 67 different countries, from all regions of the world.

Regions of the World

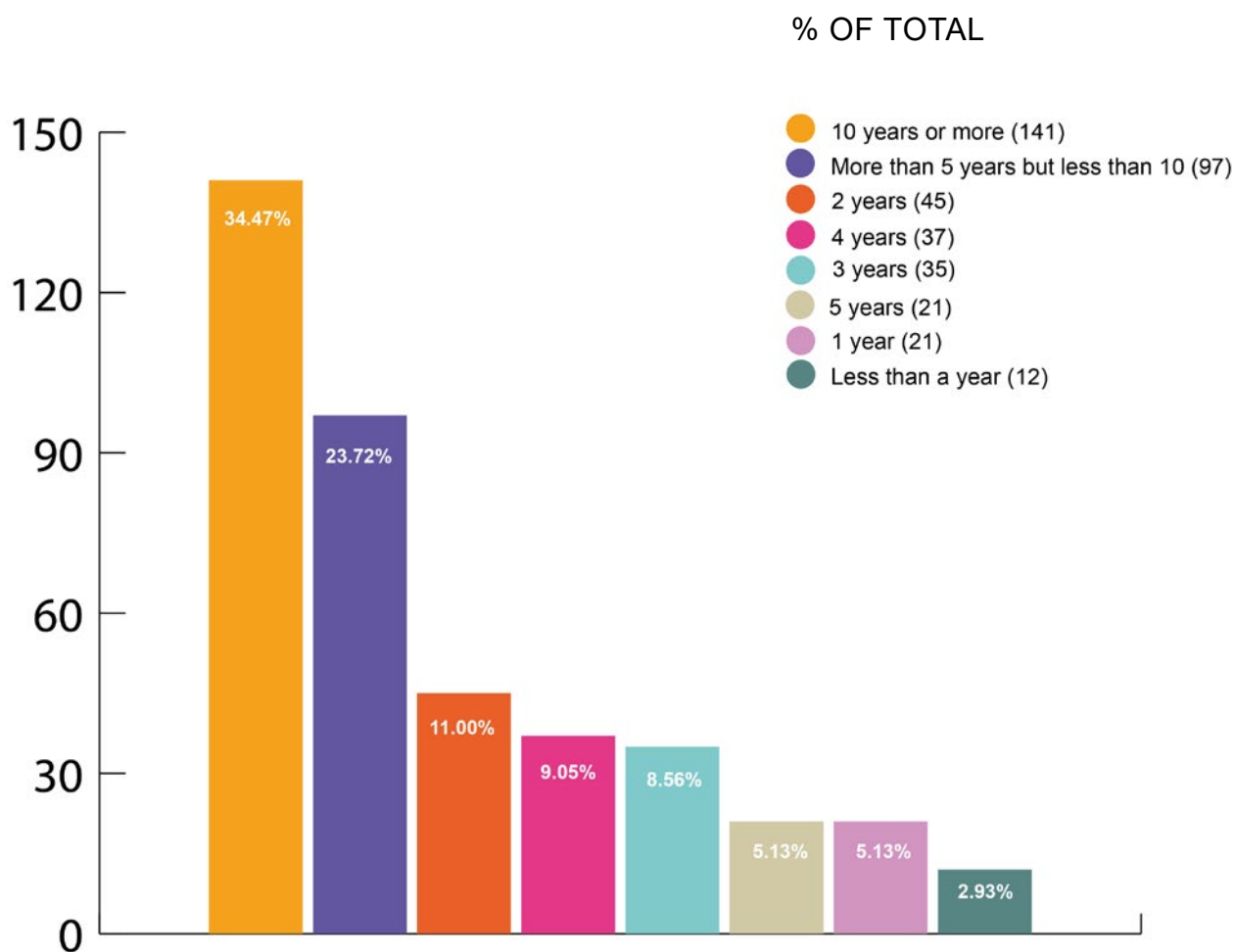


2 Numbers of years in Ireland:

The second question of the survey asked: “How long have you lived in Ireland?”

The majority of the respondents have lived in the country for 10 years or more (141 of the respondents, or 34.47%). On average respondents have lived in Ireland for 6.4 years.¹²

How long have you lived in Ireland?



¹² In order to make this calculation the following assumptions were made: a) less than a year was assumed to be 6 months; b) 1 year was assumed to be 1 year; c) 2 years was assumed to be 2 years; d) 3 years was assumed to be 3 years; e) 4 years was assumed to be 4 years; f) 5 years was assumed to be 5 years; g) more than 5 years but less than 10 years was assumed to be 6 years, 7 years, 8 years and 9 years respectively and the number of respondents of this section (97) were divided by 4 between each category; h) 10 years or more was assumed to be 10 years. The average was then calculated by dividing the assumed total number of years in Ireland (2,612.5) between the total number of respondents (409). $\frac{2,612.5}{409} = 6.4$

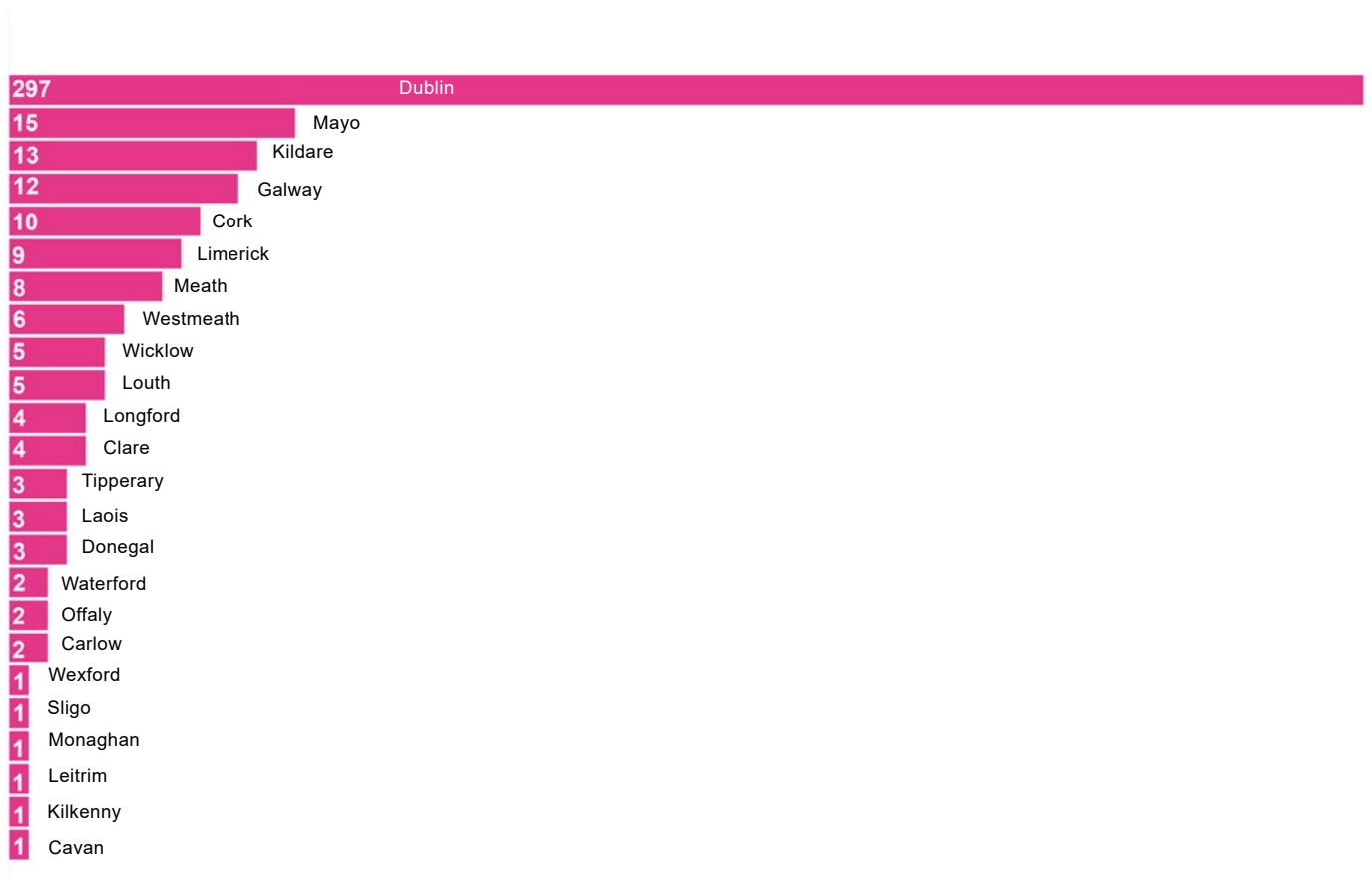
3 Place of Residence in Ireland:

The third question of the survey asked: “What county of Ireland do you live in?”

Out of the 26 counties of the Republic of Ireland, we received responses from Migrant Women living in 24 of them. The only two exceptions were Kerry and Roscommon.

297 of the respondents (72.62%) live in Dublin, followed by smaller double-digit numbers in Mayo (15, or 3.67%), Kildare (13, or 3.18%), Galway (12, or 2.93%), and Cork (10, or 2.44%).

What county do you live in?



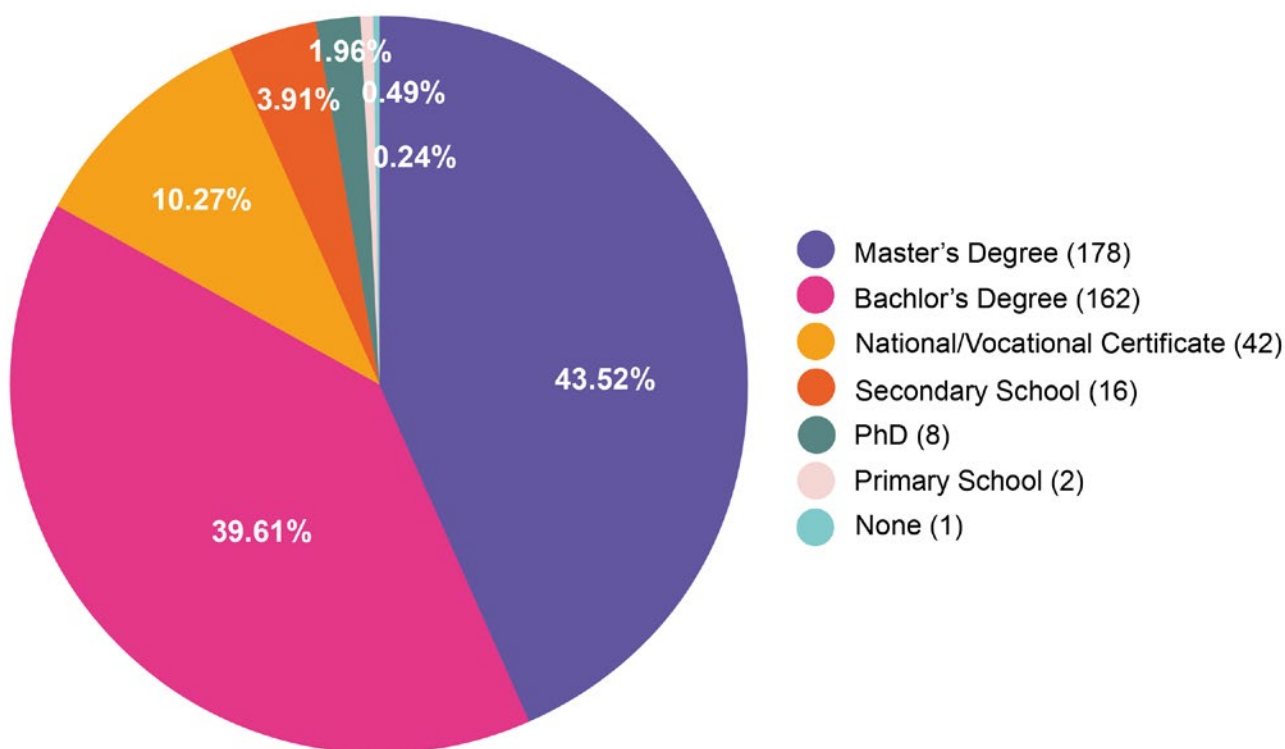
4 Level of Education:

The fourth question of the survey asked: *“What is your highest level of education?”*

The seven options that respondents were given ranged from having no education at all (none) to having PhDs. 178 of the respondents (43.52%) have said to hold a Master’s Degree while 162 of respondents (39.61%) have said to hold a Bachelor’s degree. Although only 8 of the respondents (1.96%) hold a PhD, overall, these numbers reflect that 348 (85.09%) of our respondents have a third level education.

On the other hand, 42 of the respondents (10.27%) have a National/Vocational Certificate, while 16 of the respondents (3.91%) have finished Secondary School, and two (0.49%) have finished Primary School. Only one person (0.24%) from the survey responded not to have any official education at all.

What is your highest level of education?



5 Countries of Education:

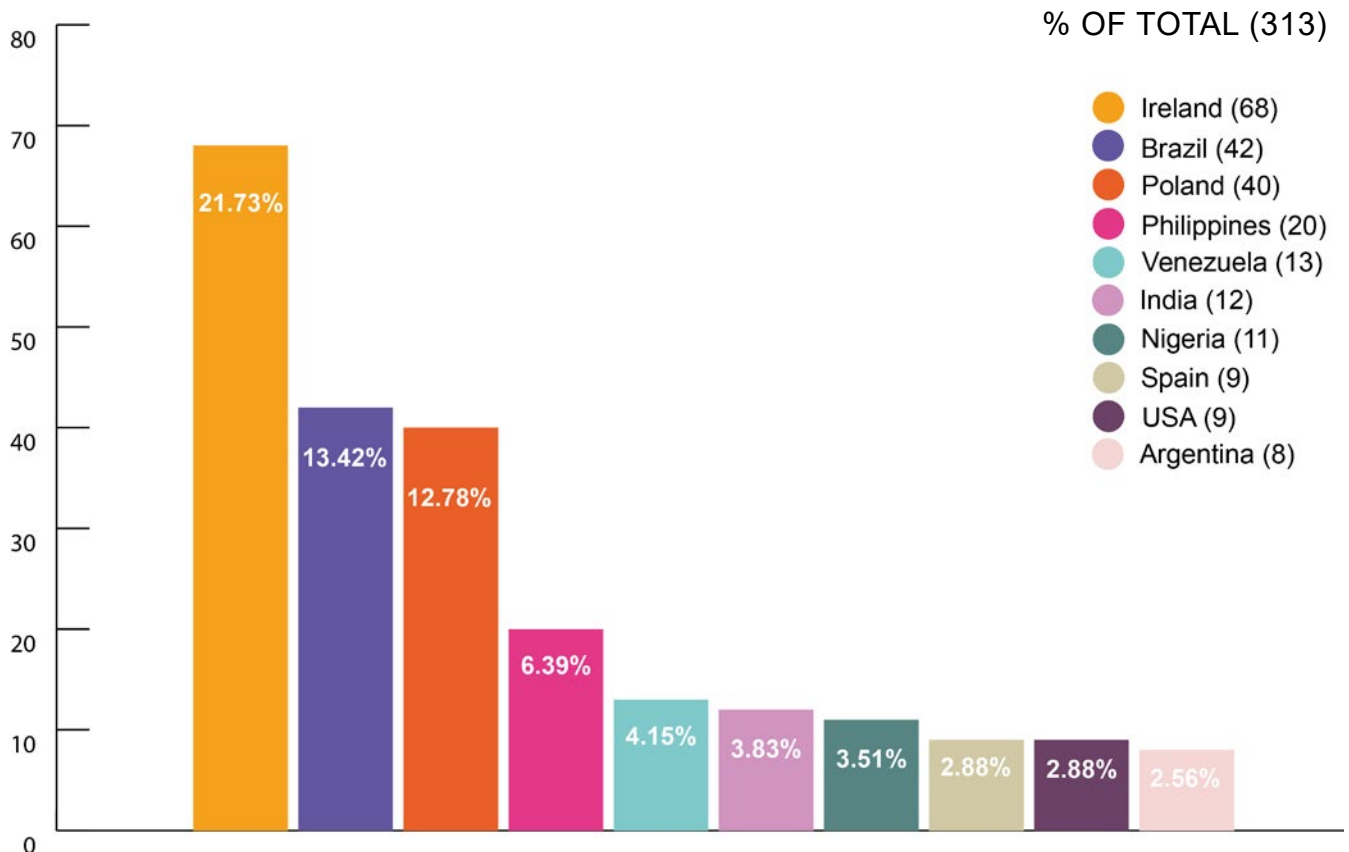
The fifth question of the survey was: “*What country/countries did you graduate from?*”

Given that it was an open-ended question the answers were divided into three categories: 1) people who studied in one country only, 2) people who has studied in two different countries, and 3) people who has studied in three or more countries.

313 of the respondents (76.53%) have studied in one country only.

Top 10 single country of education:

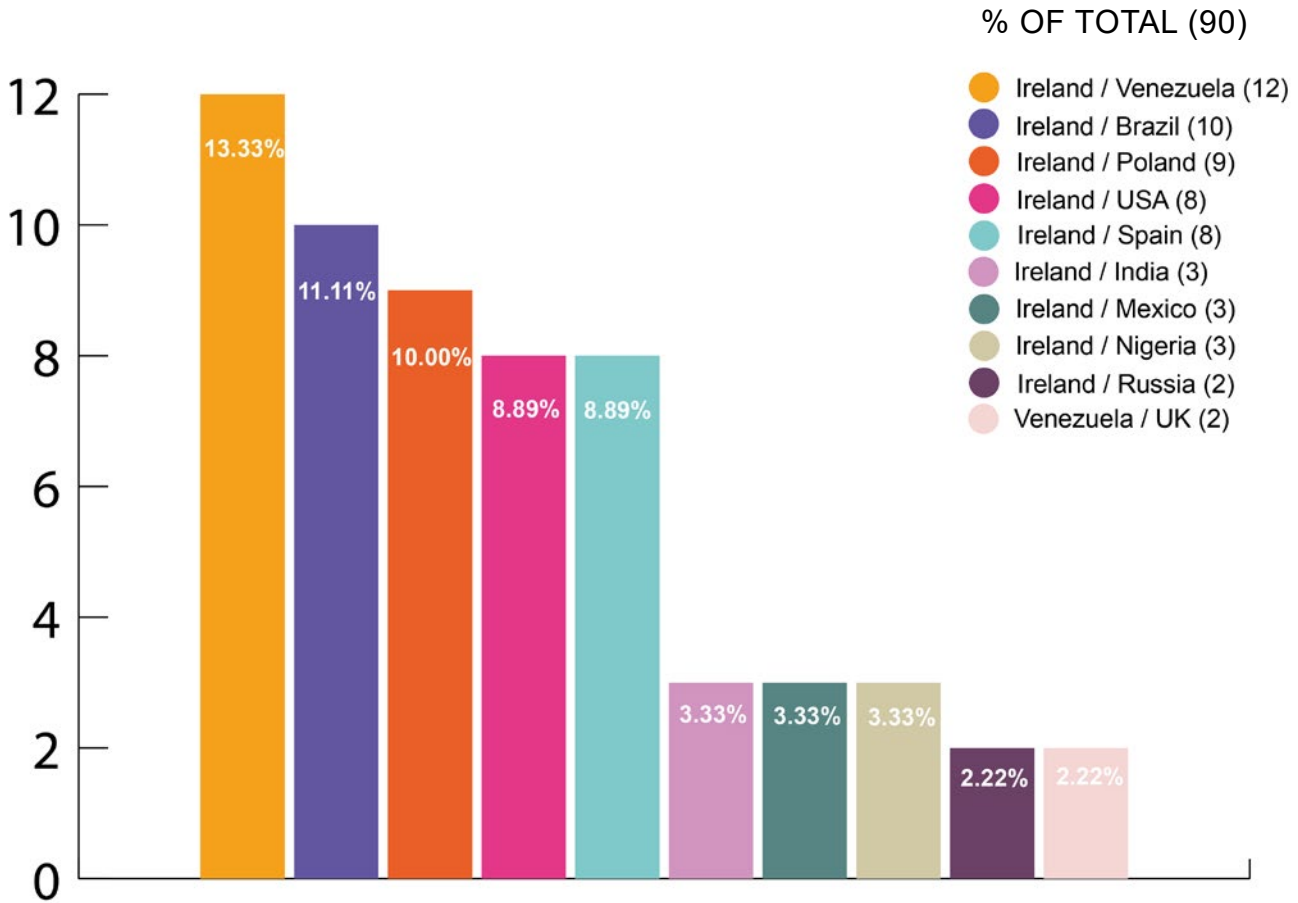
What country / countries did you graduate from? (One country)



* A full list of all countries (single country of education) listed by respondents can be found in “Appendix C”.

90 of the respondents (22%) have studied in two different countries.
 Top 10 countries combination:

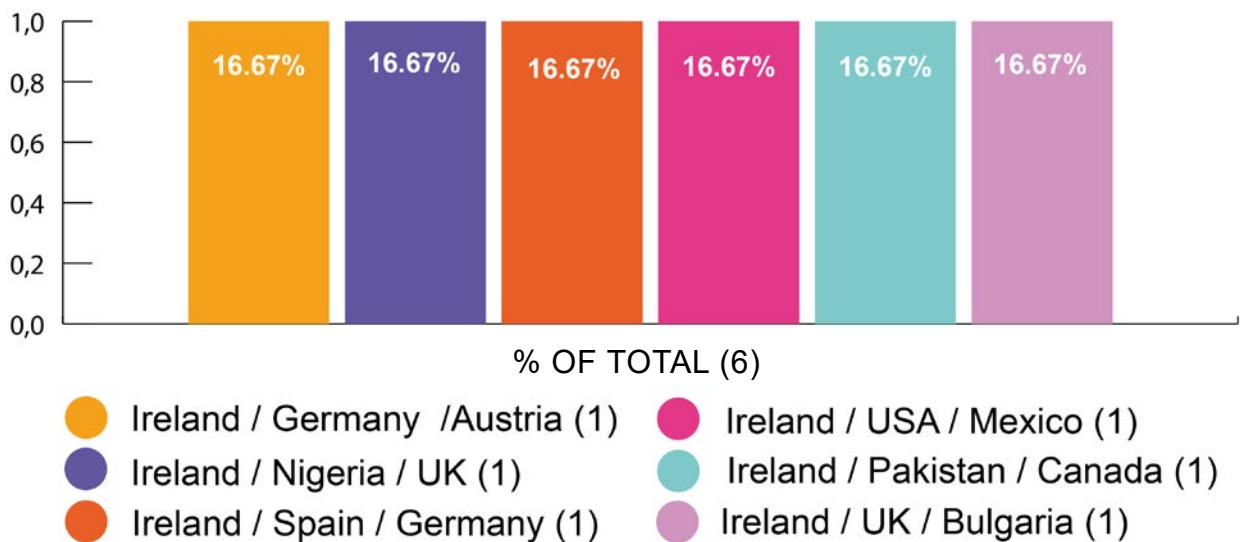
What country / countries did you graduate from? (Two countries)



*A full list of all countries (two countries of education) listed by respondents can be found in "Appendix D".

Six of the respondents (1.47%) have studied in three or more different countries:

What country / countries did you graduate from? (Three countries)

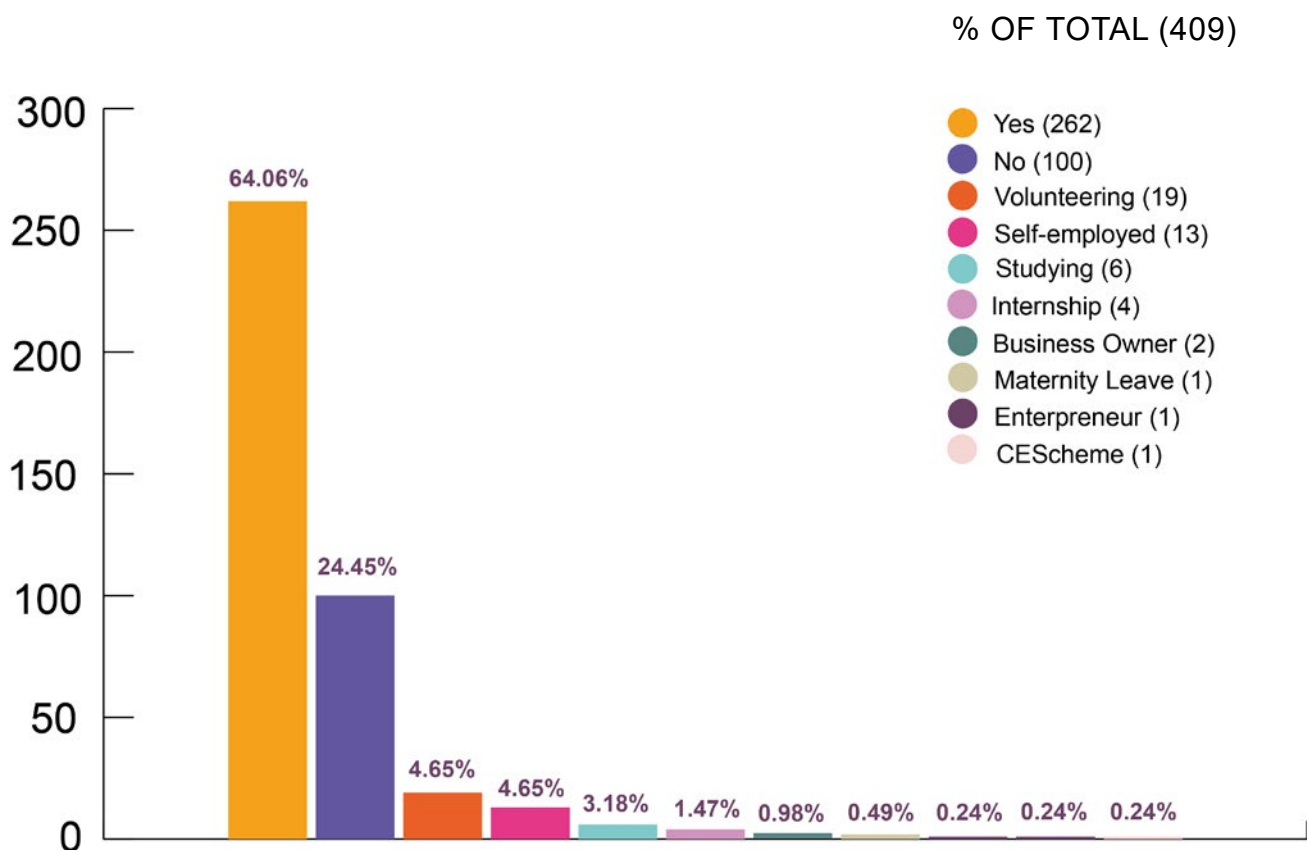


6 Employment status:

The sixth question of the survey asked: “Are you currently employed, volunteering, or doing an internship? If yes, please indicate how long you have been in your current role”

This was an open-ended question, however, by analysing the data we created 10 categories of answers:

Are you currently employed?



It is important to notice, however, that even if the number of employed Migrant Women seems high, that the data suggests that many of those who are employed are either underemployed or working in areas unrelated to their studies. For example, there are many Migrant Women with higher education working as cleaners or as au pairs. This is something to take into consideration.

Similarly, as has been noted previously, these figures may have changed since the COVID-19 Pandemic started.

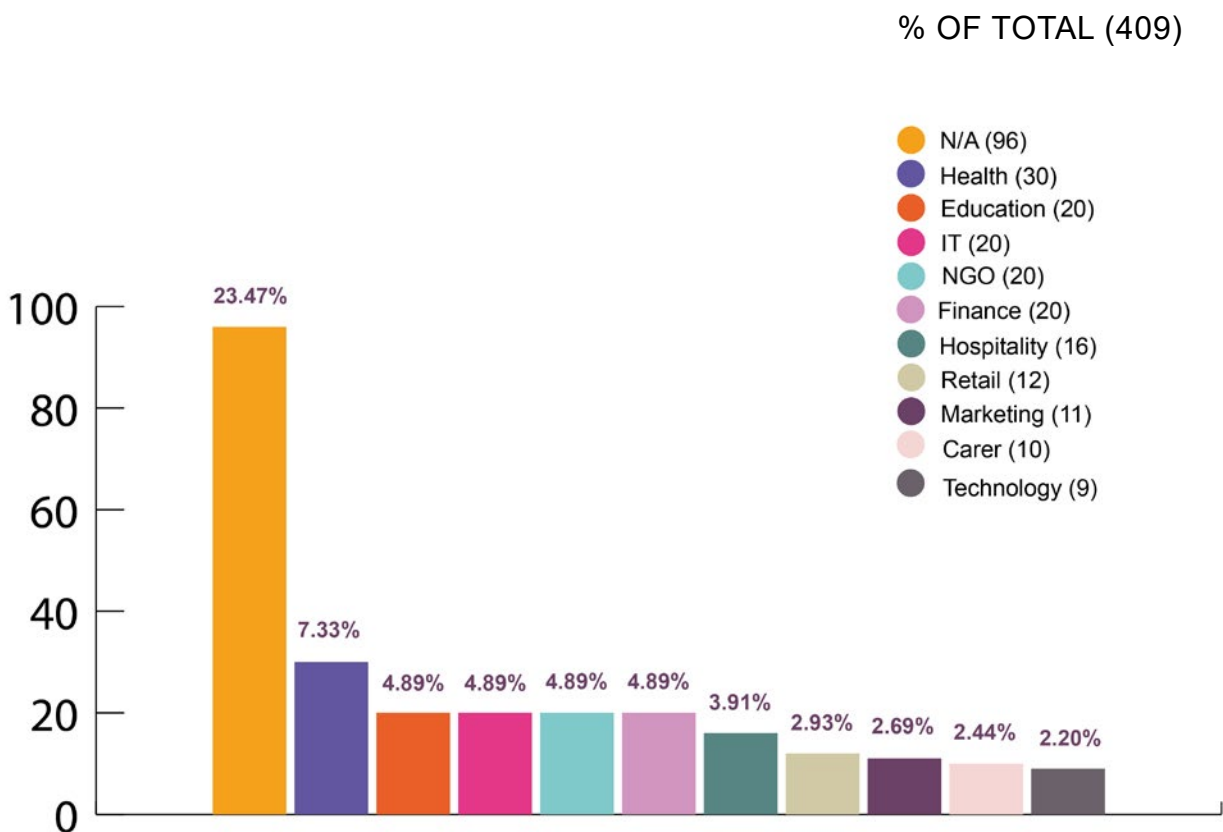
7 Current Sector of Employment / Volunteering / Internship:

The seventh question of the survey asked two questions: “What sector or area are you currently working, volunteering, or doing an internship in?” **AND** “Is it related to your studies or academic background?”

In relation to the sector they are currently working/volunteering or doing and internship in, while 96 of the respondents (23.47%) marked this question as not applicable (N/A) to them, 62 different sectors were listed by 313 of the respondents (76.53%).

Nevertheless, we have chosen to showcase the top 10 sectors mentioned by respondents, which represent a 39.85% of the sectors listed. Please see:

What sector or area are you currently working, volunteering or doing an internship in?



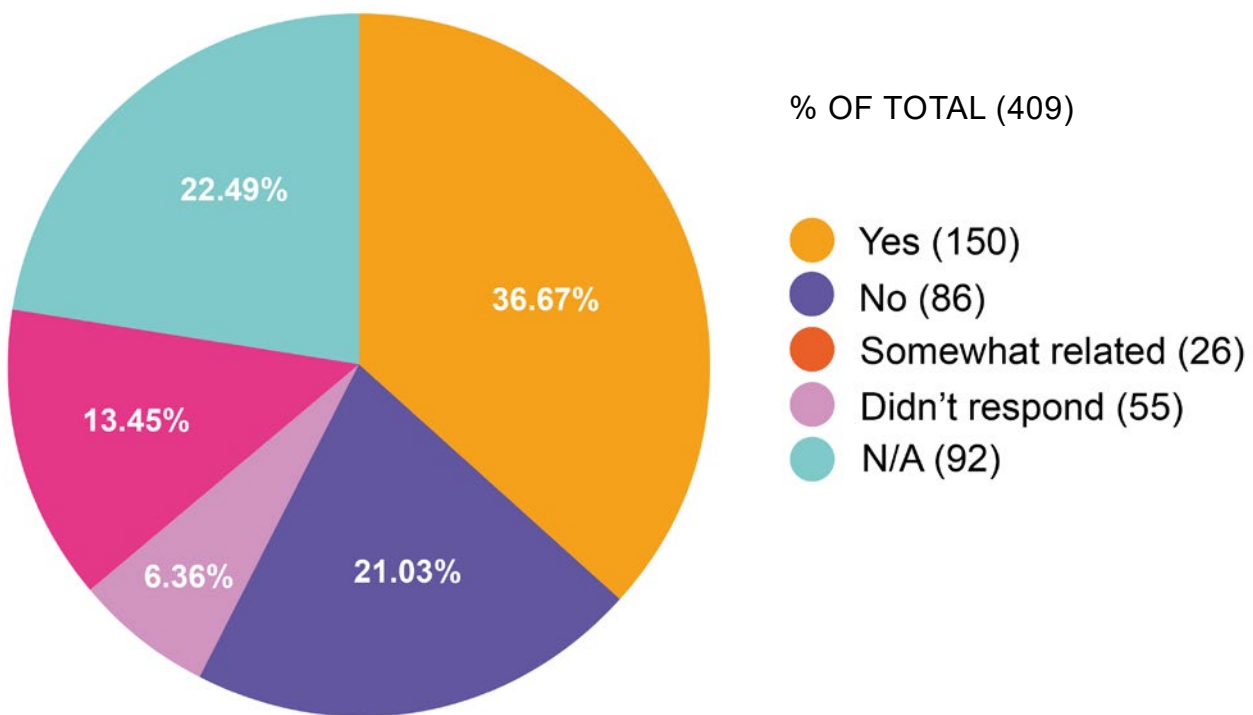
* A full list of the 62 sectors listed by respondents can be found in “Appendix E”.

With respect to the relationship between the sector they are currently working, volunteering or doing an internship in, and their studies or academic background, 150 of the respondents (36.67%) said that their studies or academic background and the sector they are currently working, volunteering or doing an internship in are related.

86 of the respondents (21.03%) said the two of them were not related. Additionally, 26 of the respondents (6.36%) claimed their studies or academic background and the sector they are currently working, volunteering, or doing an internship in are “somewhat related”.

Furthermore, 92 of the respondents (22.49%) said this question was not applicable (N/A) while 55 of the respondents (13.45%) did not respond:

Is this sector related to your studies?

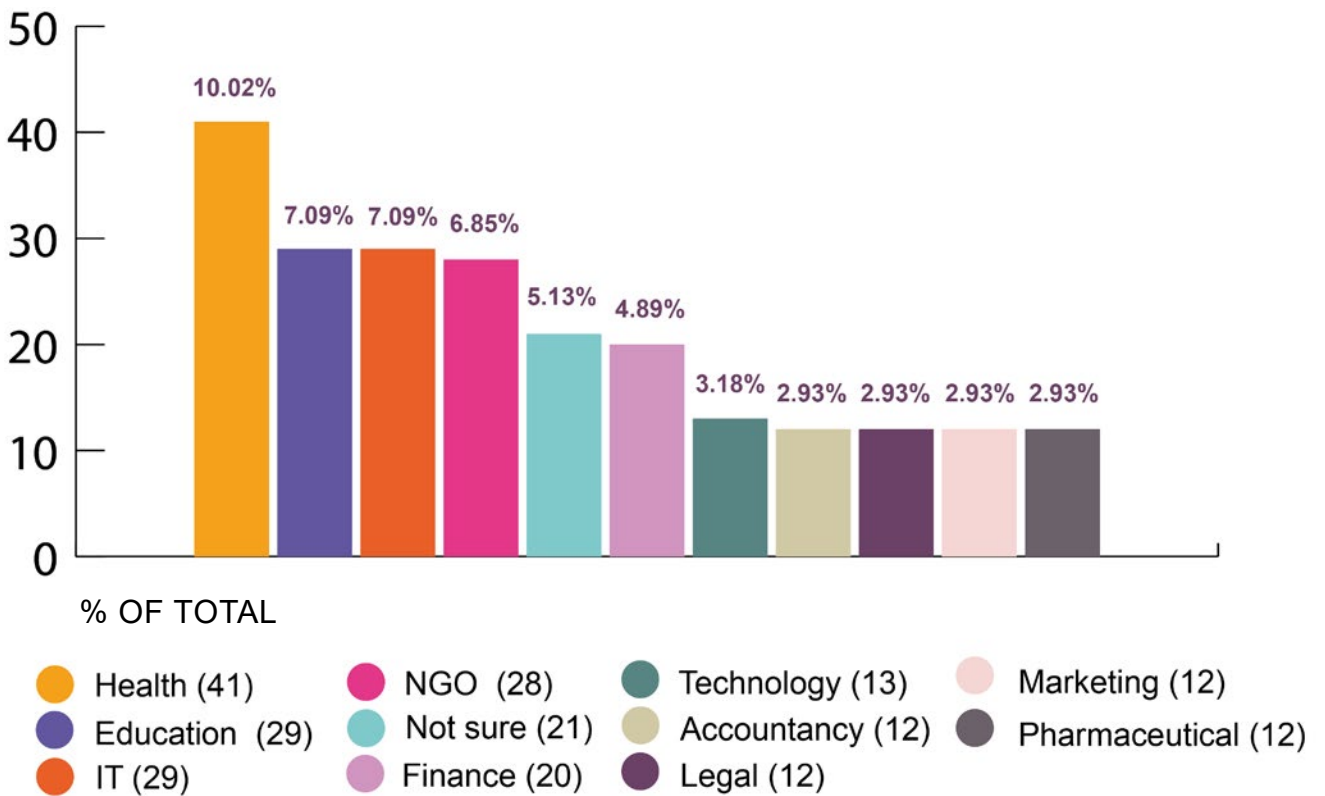


8 Ideal Sector:

The eight question of the survey asked: “What do you think would be the perfect sector for you to fulfil your professional goals?”

Respondents listed 82 different sectors. There were 11 sectors in the top 10, which represent 54.52% of the responses:

What do you think would be the perfect sector for you to fulfil your professional goals?



*A full list of the 82 sectors listed by respondents can be found in “Appendix F”.

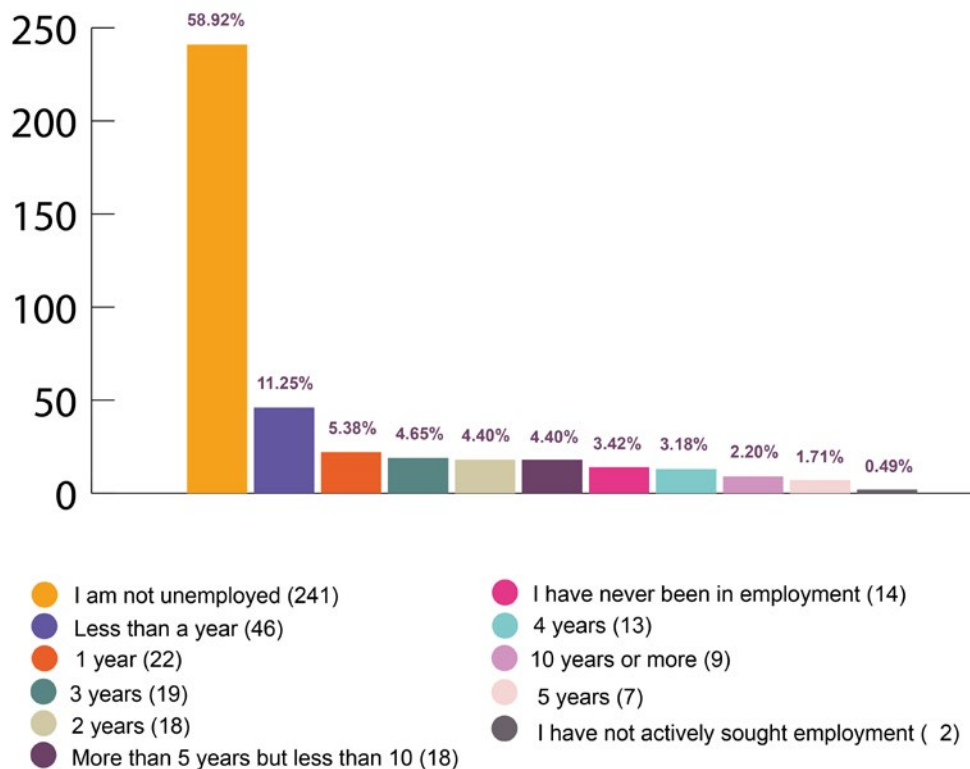
9 Length of Unemployment:

The ninth question of the survey asked: *“How long have you been unemployed?”*

Respondents were given a list of 11 options from which to choose the one that most accurately represented them: ‘I am not unemployed’, ‘Less than a year’, ‘1 year’, ‘2 years’, ‘3 years’, ‘4 years’, ‘5 years’, ‘More than 5 years but less than 10 years’, ‘10 years or more’, ‘I have never been in employment’, ‘I have not actively sought employment’. On average respondents have been unemployed for 3 years.¹³

After analysing the data, we came across the fact that under this question only 241 of the respondents (58.92%) said they are not unemployed, even though 262 of the respondents (64.06%) answered they were employed in question 6.¹⁴ We can simply assume that some of the respondents in question 10 chose to share the length of unemployment they experienced before gaining their current employment.

How long have you been unemployed?



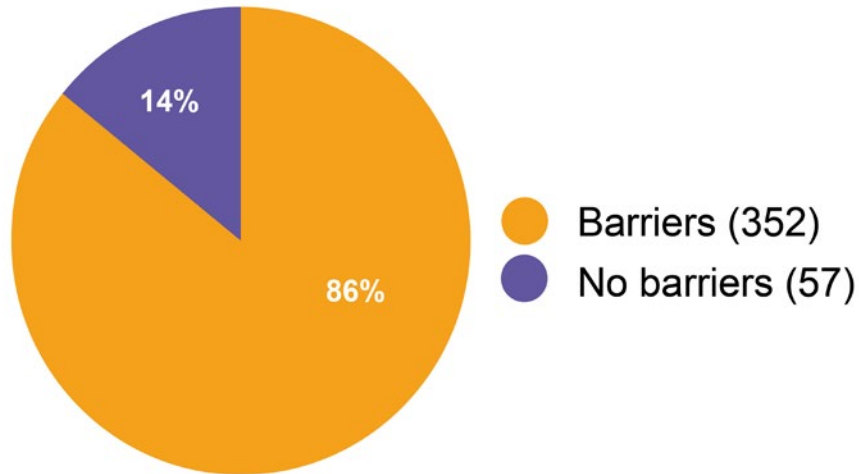
¹³ In order to make this calculation the following information was taken into account: respondents who answered that they were not unemployed, that they have never sought employment or that they have never been in employment were not part of the equation. Moreover, the following assumptions were made: a) less than a year was assumed to be 6 months; b) 1 year was assumed to be 1 year; c) 2 years was assumed to be 2 years; d) 3 years was assumed to be 3 years; e) 4 years was assumed to be 4 years; f) 5 years was assumed to be 5 years; g) more than 5 years but less than 10 years was assumed to be 6 years, 7 years, 8 years and 9 years respectively and the number of respondents of this section (18) were divided by 4 between each category; h) 10 years or more was assumed to be 10 years. The average was then calculated by dividing the assumed total number of years in unemployment (450) between the total number of respondents who did not fall within the three categories listed in the first paragraph (152). $450 / 152 = 3$

¹⁴ See p. 15.

10 Barriers in accessing employment:

The tenth and last question the survey asked was: “As a migrant/migrant descendant woman, what barriers have you faced in accessing employment in Ireland?”

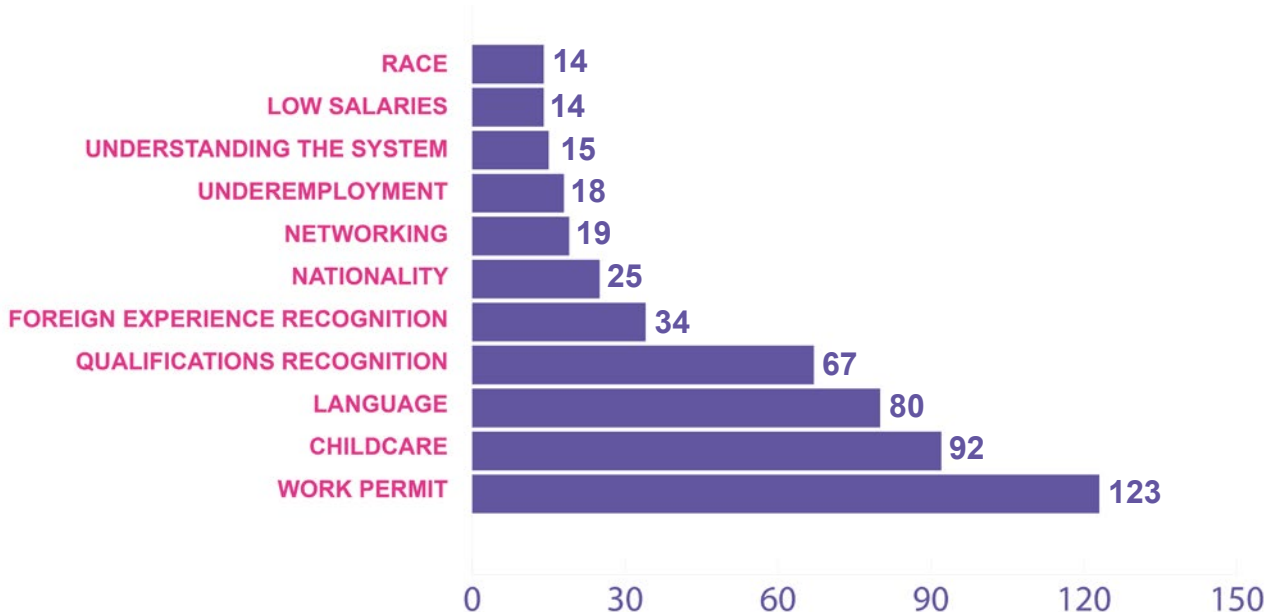
57 respondents (13.94%) sustained to not have faced any barriers in accessing employment in Ireland:



However, as this was an open-ended question, respondents had the possibility of listing as many barriers as they wished. After analysing the data, we discovered that 352 respondents (86.06%) listed between 1 and 5 barriers, with an average of 1.53 barriers per person.

Of the 352 respondents who claimed to have encountered barriers, we found 39 different barriers, many of which overlapped among the respondents. The top 10 barriers described (with two tied in the 10th place), which represent a 79.78% of the barriers listed were:

Most listed barriers / Number of times listed



*A full list of the barriers mentioned by these 352 respondents can be found in “Appendix G”.

CONCLUSION AND RECOMMENDATIONS

Even though the current figures might not be 100% representative of the current reality of Migrant Women in Ireland as it stands, due to the COVID-19 pandemic, they still paint a particularly important picture on the situation of Migrant Women in the country and the barriers they face.

According to The Irish Human Rights and Equality Commission report on the situation of women migrant workers, “(t)he intersection between ethnicity and gender can involve a double discrimination based on racism and sexism experienced by migrant women. Their identities, roles and situations are therefore shaped by a range of inequalities.”¹⁵

This was indeed supported by the data retrieved from the survey – Migrant Women face barriers that are intrinsic to the fact of being women, but they also encounter specific barriers due to the fact of being migrants, because of their country of origin or ethnicity.

A 2016 United Nations report, for example, signalled how often women worldwide are channelled “into low-wage, low status jobs, in the least protected segments of the economy”.¹⁶ In that report, a gender wage gap of 77% was highlighted, with women doing the bulk of unpaid care work, and many facing verbal, physical or sexual abuse¹⁷, while underemployment, for example, was noted as most common among Migrant Women, despite their academic background and/or previous experience in other countries.¹⁸

Some of the data from this survey seems to suggest that as they progress in their migrant journey in Ireland, some of these barriers do not go away, but the support



¹⁵ Jane Pillinger, An Introduction To The Situation And Experience Of Women Migrant Workers In Ireland, The Equality Authority (now The Irish Human Rights and Equality Commission), November 2006, p. 6, <https://www.ihrec.ie/app/uploads/download/pdf/an_introduction_to_the_situation_and_experience_of_women_migrant_workers_in_ireland.pdf> accessed 02 April 2020.

¹⁶ ‘Report of the Special Rapporteur on the rights to freedom of peaceful assembly and of association’, September 2016, pp. 11-12 <http://freeassembly.net/wp-content/uploads/2016/10/A.71.385_E.pdf > accessed 30 April 2020.

¹⁷ ‘Labour rights are human rights: UN report’, IndustriAll Global Union, October 2016 <<http://www.industrialunion.org/labour-rights-are-human-rights-un-report>> accessed 30 April 2020.

¹⁸ Although this was evidenced by the responses received in the survey, and our own experiences as migrant women plus NCP extensive work within the migrant communities in Ireland, there is also an interesting 2012 report by the International Organization of Migration (IOM) titled ‘Crushed Hopes: Underemployment and Deskilling Among Skilled Migrant Women’ which highlights how migratory status and labour market dynamics can combine to constrain skilled and highly skilled migrant women to low-skilled occupations despite their often high human capital, and the effect this can have on migrant women well-being and mental health.

available to them does because it is thought that Migrant Women who have been in the country long enough have adapted. And some have and some do, of course. But without fair access to employment and equal job opportunities, and without both sides of the coin working together to achieve this, the chances of all Migrant Women to become active members of Irish society are diminished. It is a tough task for this population to tackle these challenges on their own, while trying to make Ireland their new home.

Citing the International Labour Office (ILO) report 'ABC of women workers' rights and gender equality'¹⁹:

“Equal opportunity means having an equal chance to apply for a particular job to be employed, to attend educational or training courses, to be eligible to attain certain qualifications and to be considered as a worker or for a promotion in all occupations or positions, including those dominated by one sex or the other. Equal treatment refers to equal entitlements in pay, working conditions, security of employment, reconciliation between work and family life, and social protection. The reference to both employment and occupation means that protection from discrimination is provided not only to employees but also to other segments of the labour force, such as own-account or self-employed workers, owners of enterprises and unpaid family workers.

The promotion of equality in employment is a step beyond the prohibition or elimination of discrimination (which can be described as “negative” equality, consisting merely of the absence of inequality) to a more proactive, positive approach. It requires continuous efforts, including the implementation of concrete, adequately resourced measures and regular monitoring and evaluation.

Equality of opportunity and treatment in occupation refers in particular to the breaking down of horizontal and vertical occupational segregation.”

¹⁹ 'ABC of women workers' rights and gender equality', International Labour Office (ILO), Second Edition, 2007, p. 73 <https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_087314.pdf> accessed 30 April 2020.

RECOMMENDATIONS

1

TO CONDUCT A MORE COMPREHENSIVE RESEARCH PROJECT.

The last report published in Ireland in relation to the employment situation of Migrant Women in the country is from 2006.²⁰

This research study could be considered an annex of Mi-WOW; NCP could lead the research in conjunction with other Irish agencies working with Migrant Women.

2

TO DEVELOP SPECIFIC PROGRAMMES TO PROMOTE MORE INCLUSIVE OPPORTUNITIES FOR MIGRANT WOMEN IN DIFFERENT ROLES AND AREAS IN THE IRISH LABOUR MARKET.

For example, the Garda Síochána under the Diversity Strategy and Implementation Plan 2009-2012²¹ run a campaign to increase their efforts in the recruitment of members from communities of migrant background to ensure the police force is truly representative of Irish society.

3

TO ENCOURAGE AND PROMOTE MORE PROGRAMMES FOR HUMAN RESOURCES STAFF, RECRUITERS,

and personnel involved in the hiring process of organisations working in different sectors to explore and overcome their unconscious bias against Migrant Women, in order to encourage equal employment opportunities and equal treatment for Migrant Women.

4

TO IMPLEMENT CAMPAIGNS FOR THE PROMOTION AND VISIBILITY OF THE BARRIERS THAT MIGRANT WOMEN FACE.

Both visible and invisible barriers

²⁰ See n. 15

²¹ An Garda Síochána, "Diversity Strategy & Implementation Plan 2009-2012", May 2009 <<https://www.garda.ie/en/About-Us/Publications/Policing-Plans/Strategy/Diversity-Strategy-Implementation-Plan-2009-2012.pdf>> accessed 30 April 2020.

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APPENDICES



APPENDIX A

LIST OF SURVEY QUESTIONS

- 1 “What is your country of origin?”
- 2 “How long have you lived in Ireland?”
- 3 “What county of Ireland do you live in?”
- 4 “What is your highest level of education?”
- 5 “What country/countries did you graduate from?”
- 6 “Are you currently employed, volunteering, or doing an internship? If yes, please indicate how long you have been in your current role”
- 7 “What sector or area are you currently working, volunteering, or doing an internship in?” **AND** “Is it related to your studies or academic background?”
- 8 “What do you think would be the perfect sector for you to fulfil your professional goals?”
- 9 “How long have you been unemployed?”
- 10 “As a migrant/migrant descendant woman, what barriers have you faced in accessing employment in Ireland?”

APPENDIX B

COUNTRY OF ORIGIN

	Country of Origin	Number of Respondents	% of Total (409)
1	Poland	58	14.18%
2	Brazil	54	13.20%
3	Venezuela	35	8.56%
4	Philippines	23	5.62%
5	Nigeria	22	5.38%
6	Spain	22	5.38%
7	India	19	4.65%
8	United States of America (USA)	16	3.91%
9	Argentina	9	2.20%
10	Italy	8	1.96%
11	Romania	8	1.96%
12	Mexico	7	1.71%
13	Egypt	6	1.47%
14	Malawi	6	1.47%
15	Pakistan	6	1.47%
16	Germany	5	1.22%
17	Ireland	5	1.22%
18	Russian Federation	5	1.22%
19	South Africa	5	1.22%
20	Zimbabwe	5	1.22%
21	Croatia	4	0.98%
22	France	4	0.98%
23	Lithuania	4	0.98%
24	Bulgaria	3	0.73%
25	Chile	3	0.73%
26	China	3	0.73%
27	China - Hong Kong / Macau	3	0.73%
28	Colombia	3	0.73%
29	Iran	3	0.73%
30	Malaysia	3	0.73%
31	Mauritius	3	0.73%
32	Portugal	3	0.73%
33	Ukraine	3	0.73%
34	Canada	2	0.49%
35	El Salvador	2	0.49%
36	Kenya	2	0.49%
37	Latvia	2	0.49%
38	Moldova, Republic of	2	0.49%

39	Sudan	2	0.49%
40	Syria	2	0.49%
41	Turkey	2	0.49%
42	Great Britain	2	0.49%
43	Angola	1	0.24%
44	Australia	1	0.24%
45	Belgium	1	0.24%
46	Botswana	1	0.24%
47	Cameroon	1	0.24%
48	Costa Rica	1	0.24%
49	Eswatini	1	0.24%
50	Ethiopia	1	0.24%
51	Hungary	1	0.24%
52	Indonesia	1	0.24%
53	Ivory Coast (Cote d'Ivoire)	1	0.24%
54	Jordan	1	0.24%
55	Madagascar	1	0.24%
56	Namibia	1	0.24%
57	Paraguay	1	0.24%
58	Rwanda	1	0.24%
59	Sierra Leone	1	0.24%
60	Singapore	1	0.24%
61	Slovenia	1	0.24%
62	Somalia	1	0.24%
63	Tanzania	1	0.24%
64	The Netherlands	1	0.24%
65	Uganda	1	0.24%
66	Uruguay	1	0.24%
67	Vietnam	1	0.24%
	TOTAL	409	100.00%

APPENDIX C

SINGLE COUNTRY OF EDUCATION

	Single Country of Education	Number of Respondents	% of Total
1	Ireland	68	21.73%
2	Brazil	42	13.42%
3	Poland	40	12.78%
4	Philippines	20	6.39%
5	Venezuela	13	4.15%
6	India	12	3.83%
7	Nigeria	11	3.51%
8	Spain	9	2.88%
9	USA	9	2.88%
10	Argentina	8	2.56%
11	France	7	2.24%
12	Italy	7	2.24%
13	Egypt	5	1.60%
14	Romania	5	1.60%
15	Chile	3	0.96%
16	Mexico	3	0.96%
17	South Africa	3	0.96%
18	UK	3	0.96%
19	Bulgaria	2	0.64%
20	Canada	2	0.64%
21	Croatia	2	0.64%
22	Germany	2	0.64%
23	Malaysia	2	0.64%
24	Moldova, Republic of	2	0.64%
25	Pakistan	2	0.64%
26	Russia	2	0.64%
27	Sudan	2	0.64%
28	Syria	2	0.64%
29	Ukraine	2	0.64%
30	United Arab Emirates	2	0.64%
31	Zimbabwe	2	0.64%
32	Australia	1	0.32%
33	Belgium	1	0.32%
34	Cameroon	1	0.32%
35	China	1	0.32%
36	Colombia	1	0.32%
37	Ethiopia	1	0.32%

38	Greece	1	0.32%
39	Hungary	1	0.32%
40	Iran	1	0.32%
41	Ivory Coast (Cote d'Ivoire)	1	0.32%
42	Japan	1	0.32%
43	Latvia	1	0.32%
44	Lithuania	1	0.32%
45	Malawi	1	0.32%
46	NONE	1	0.32%
47	Palestine	1	0.32%
48	Portugal	1	0.32%
49	The Netherlands	1	0.32%
50	Vietnam	1	0.32%
	TOTAL	313	100.00%

APPENDIX D

TWO COUNTRIES OF EDUCATION

	Two Countries of Education	Number of Respondents	% of Total
1	Ireland / Venezuela	12	13.33%
2	Ireland / Brazil	10	11.11%
3	Ireland / Poland	9	10.00%
4	Ireland / USA	8	8.89%
5	Ireland / Spain	8	8.89%
6	Ireland / India	3	3.33%
7	Ireland / Mexico	3	3.33%
8	Ireland / Nigeria	3	3.33%
9	Ireland / Russia	2	2.22%
10	Venezuela / UK	2	2.22%
11	Ireland / Lithuania	2	2.22%
12	Ireland / Croatia	1	1.11%
13	Egypt / UK	1	1.11%
14	Germany / France	1	1.11%
15	India / UK	1	1.11%
16	Iran / USA	1	1.11%
17	Ireland / Australia	1	1.11%
18	Ireland / Colombia	1	1.11%
19	Ireland / Costa Rica	1	1.11%
20	Ireland / El Salvador	1	1.11%
21	Ireland / Eswatini	1	1.11%
22	Ireland / Germany	1	1.11%
23	Ireland / Japan	1	1.11%
24	Ireland / Latvia	1	1.11%
25	Ireland / Malawi	1	1.11%
26	Ireland / Philippines	1	1.11%
27	Ireland / Somalia	1	1.11%
28	Ireland / Tanzania	1	1.11%
29	Ireland / Uganda	1	1.11%
30	Ireland / UK	1	1.11%
31	Ireland / UK / Bulgaria	1	1.11%
32	Malaysia / UK	1	1.11%
33	Nigeria / UK	1	1.11%
34	Poland / Australia	1	1.11%
35	Poland / The Netherlands	1	1.11%
36	Russia / UK	1	1.11%
37	Slovenia / UK	1	1.11%
38	Spain / Poland	1	1.11%
39	Spain / UK	1	1.11%
	TOTAL	90	100.00%

APPENDIX E

CURRENT SECTOR OF EMPLOYMENT / VOLUNTEERING / INTERNSHIP

	Current Sector of Employment / Volunteering / Internship	Number of Respondents	% of Total
	N/A	96	23.47%
1	Health	30	7.33%
2	Education	20	4.89%
3	IT	20	4.89%
4	NGO	20	4.89%
5	Finance	20	4.89%
6	Hospitality	16	3.91%
7	Retail	12	2.93%
8	Marketing	11	2.69%
9	Carer	10	2.44%
10	Technology	9	2.20%
11	Social Work	8	1.96%
12	Childcare	7	1.71%
13	Community Development	7	1.71%
14	Legal	7	1.71%
15	Sales	7	1.71%
16	Accountancy	6	1.47%
17	Customer Service	6	1.47%
18	Administration	5	1.22%
19	Public Sector	5	1.22%
20	Architecture	4	0.98%
21	Arts/Theatre	4	0.98%
22	BPO	4	0.98%
23	Construction	4	0.98%
24	Logistics	4	0.98%
25	Media	4	0.98%
26	Recruitment	4	0.98%
27	Au pair	3	0.73%
28	Banking	3	0.73%
29	HR	3	0.73%
30	Research	3	0.73%
31	Training and Development	3	0.73%
32	Business	2	0.49%
33	Cleaner	2	0.49%
34	Communications	2	0.49%
35	Engineering	2	0.49%

36	Fitness and Wellness	2	0.49%
37	Hair and Beauty	2	0.49%
38	Homecare	2	0.49%
39	Housekeeping	2	0.49%
40	Insurance	2	0.49%
41	Language	2	0.49%
42	Management	2	0.49%
43	Medical Device	2	0.49%
44	Pharmaceutical	2	0.49%
45	Agriculture	1	0.24%
46	Animation/Production	1	0.24%
47	Arts and Education	1	0.24%
48	Business Development	1	0.24%
49	Business Administration	1	0.24%
50	Environment	1	0.24%
51	Fashion	1	0.24%
52	Graphic Design	1	0.24%
53	Interior Design	1	0.24%
54	International Business	1	0.24%
55	Manufacturing	1	0.24%
56	Photography	1	0.24%
57	Project Management	1	0.24%
58	Mental Health	1	0.24%
59	Public Affairs	1	0.24%
60	Telecommunications	1	0.24%
61	Travel	1	0.24%
62	Urban Design	1	0.24%
	TOTAL	409	100.00%

APPENDIX F

IDEAL SECTOR TO WORK

	Ideal Sector	Number of Respondents	% of Total
1	Health	41	10.02%
2	Education	29	7.09%
3	IT	29	7.09%
4	NGO	28	6.85%
5	Not sure	21	5.13%
6	Finance	20	4.89%
7	Technology	13	3.18%
8	Accountancy	12	2.93%
9	Legal	12	2.93%
10	Marketing	12	2.93%
11	Pharmaceutical	12	2.93%
12	Administration	11	2.69%
13	HR	11	2.69%
14	Public Sector	11	2.69%
15	Social Work	10	2.44%
16	Media	7	1.71%
17	Architecture	6	1.47%
18	Arts	5	1.22%
19	Business	5	1.22%
20	Logistics	5	1.22%
21	Tourism and Hospitality	5	1.22%
22	Community Development	4	0.98%
23	Engineering	4	0.98%
24	Retail	4	0.98%
25	Training and Development	4	0.98%
26	Banking	3	0.73%
27	Carer	3	0.73%
28	Construction	3	0.73%
29	Data Analysis	3	0.73%
30	Language	3	0.73%
31	Mental Health	3	0.73%
32	Self-employment	3	0.73%
33	BPO	2	0.49%
34	Business Administration	2	0.49%
35	Childcare	2	0.49%
36	Communications	2	0.49%
37	Compliance	2	0.49%
38	Didn't respond	2	0.49%
39	Entrepreneur	2	0.49%
40	Event Management	2	0.49%

41	Fashion	2	0.49%
42	Fitness and Wellness	2	0.49%
43	Hair and Beauty	2	0.49%
44	Hospitality	2	0.49%
45	Management	2	0.49%
46	Manufacturing	2	0.49%
47	Research	2	0.49%
48	Travel Industry	2	0.49%
49	Cybersecurity	2	0.49%
50	Accountancy or Education	1	0.24%
51	Analytics	1	0.24%
52	Animation/Production	1	0.24%
53	Arts and Education	1	0.24%
54	Business Development	1	0.24%
55	Business Owner	1	0.24%
56	Catering	1	0.24%
57	Civil Engineering	1	0.24%
58	Consulting	1	0.24%
59	Cosmetics	1	0.24%
60	Design	1	0.24%
61	E-Commerce	1	0.24%
62	Economic Research	1	0.24%
63	Entertainment	1	0.24%
64	Gaming Industry	1	0.24%
65	Graphic Designer	1	0.24%
66	Homecare	1	0.24%
67	Humanities	1	0.24%
68	Industrial	1	0.24%
69	Insurance	1	0.24%
70	Interior Design	1	0.24%
71	International Business	1	0.24%
72	Life-Coaching	1	0.24%
73	Mechatronic Engineering	1	0.24%
74	Medical Device	1	0.24%
75	Music Therapy	1	0.24%
76	Photography	1	0.24%
77	Physiotherapy	1	0.24%
78	Politics	1	0.24%
79	Public Affairs	1	0.24%
80	Sports	1	0.24%
81	Translation	1	0.24%
82	UX Design	1	0.24%
	TOTAL	409	100.00%

APPENDIX G

BARRIERS IN ACCESSING EMPLOYMENT IN IRELAND

	Barriers	Number of times barrier was listed	% of Total (628)
1	Work permit	123	19.59%
2	Childcare	92	14.65%
3	Language	80	12.74%
4	Qualifications recognition	67	10.67%
5	Foreign experience recognition	34	5.41%
6	Nationality	25	3.98%
7	Networking	19	3.03%
8	Underemployment	18	2.87%
9	Understanding the system	15	2.39%
10	Low salaries	14	2.23%
11	Race	14	2.23%
12	Gender	11	1.75%
13	Lack of job opportunities	11	1.75%
14	Not being called for interviews	10	1.59%
15	No experience	9	1.43%
16	Bureaucracy	8	1.27%
17	Foreign name	8	1.27%
18	Discrimination	7	1.11%
19	Cultural barrier	6	0.96%
20	Housing prices	6	0.96%
21	Self-confidence	6	0.96%
22	Temporary jobs only	6	0.96%
23	Transport	6	0.96%
24	Unconscious bias	6	0.96%
25	Accent	4	0.64%
26	Lack of qualifications	4	0.64%
27	Family support	3	0.48%
28	Lack of trust from employers	3	0.48%
29	Driver's license	2	0.32%
30	High international college fees	2	0.32%
31	Age	1	0.16%
32	Being stateless	1	0.16%
33	Bullying in the workplace	1	0.16%
34	Coronavirus	1	0.16%
35	Disability	1	0.16%
36	Medical problems	1	0.16%

37	Recession	1	0.16%
38	Religion	1	0.16%
39	Sexual harassment	1	0.16%
	TOTAL	628	100.00%

NEW COMMUNITIES PARTNERSHIP



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