

04

Diversity

Diversity describes the differences among groups and individuals based on backgrounds such as ethnicity, race, language, sexual orientation and religion.⁸⁵ Cork City has a diverse population that includes a number of minorities. Those who differ from the majority, whether by sexual orientation or gender identity, ethnicity, nationality or other characteristics, often face societal challenges. People with different levels of education, skills and English language proficiency can face varying degrees of exclusion from full participation in society.

⁸⁵ - [Sph.unc.edu/files/2013/07/define_diversity.pdf](http://sph.unc.edu/files/2013/07/define_diversity.pdf).

⁸⁶ - Cited in www.esri.ie/pubs/BKMNEXT350.pdf.

⁸⁷ - <http://www.CSO.ie/en/releasesandpublications/er/pme/populationandmigrationestimate-sapril2017/>.

In recent years the population of Ireland has become increasingly diverse, mainly due to two factors. Between 2004 and 2007 a number of New Member States (NMS) gained accession to the EU: Bulgaria, Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia and Slovenia. Also, at this time Ireland's economy was growing and coupled with the larger EU, the period saw a steep rise in immigration. In 2002, around 40,000 non-Irish immigrants came to Ireland and in 2007 this annual inflow peaked at around 120,000. By 2010 it fell to just under 42,000 and increased again by 2012 to 52,700. In 2014 Ireland had the fourth highest proportion of foreign-born residents in the EU after Luxembourg, Cyprus and Austria (Eurostat, 2017).⁸⁶

The number of immigrants into the State in the year to April 2017 is estimated to have increased by 2.8% from 82,300 to 84,600, while the number of emigrants declined over the same period, from 66,200 to 64,800. These combined changes resulted in net inward migration for Ireland in 2017 (+19,800), the highest level of net inward migration since 2008.

The number of births in the period was 63,900 while the number of deaths was 30,800, resulting in a natural increase of the population of 33,100.

The combined effect of natural increase and positive net migration resulted in an overall increase in the population of 52,900 bringing the population estimate to 4.79 million in April 2017.⁸⁷

4.1

Non-Irish Nationals

In 2016 there were 535,475 non-Irish nationals, from 200 different nations, living in Ireland. The largest single national group came from Poland, followed by the UK and Lithuania.⁸⁸ In the year before the 2016 census almost two thirds of non-Irish immigrants were aged between 20 and 34, 67.7% were single and 22% were students. Brazilians were the largest group of students, followed by French and US nationals.

⁸⁸ - Attitudes to Diversity in Ireland March 2018 Frances McGinnity, Raffaele Grotti, Helen Russell and Éamonn Fahey, ESRI.

⁸⁹ - <http://www.CSO.ie/en/releasesandpublications/ep/p-cp7md/p7md/p7se/>.

⁹⁰ - <http://www.CSO.ie/en/releasesandpublications/ep/p-cp7md/p7md/p7se/>.

⁹¹ - All other persons are classified according to the SEG on their family member on whom they are dependent.

In 2016 18% of all non-Irish nationals were students and pupils and aged 5 and over. People from Poland were the largest group, followed by UK nationals, Lithuanians and Brazilians, and those from EU countries accounted for two in three non-Irish students.⁸⁹

Since the 2011 census non-Irish nationals have been asked about their main field of completed study on the census form. Similar to statistics for Irish nationals, ‘Social Sciences, Business and Law’ was the most common study category reported, followed by ‘Engineering, Manufacturing and Construction’. Looking at the top 12 nationalities living in Ireland with an education level of third level degree or higher, Indian nationals had the highest percentage (76.3%), 66.4% were Spanish and 65.2% were French. Latvian, Lithuanian and Romanian nationals had amongst the lower rates.⁹⁰

Although non-Irish national workers could be found in all sectors in 2016, large proportions were working in ‘Wholesale and retail trades’ and ‘accommodation and food services’ followed by ‘manufacturing’ and the ‘Health sector’.

Based on a person’s skill and education level they are classified into one of ten socio-economic groups (SEG)⁹¹ (if they are working, unemployed or retired) and the largest group of non-Irish nationals were classified as ‘Non-manual workers’ (21.6%).

⁹² - The timeframe for the data in the report was 2002-2014.

⁹³ - Page 5, ESRI report.

⁹⁴ - Page 34, ESRI report.

⁹⁵ - <http://www.CSO.ie/en/releasesandpublications/ep/p-cp7md/p7md/p7anii/>.

In 2016, 14.9% of Ireland’s workforce was non-Irish nationals and 42.1% of this group was people from Poland and the UK. The next largest groups were Lithuanian followed by Romanians. In 2016 the unemployment rate for non-Irish nationals (15.4%) was higher than for Irish (12.5%).

In March 2018 the ESRI published a report which examined the attitudes to immigration in Ireland among the Irish-born population⁹² and one of the findings of the report indicated that factors which influence attitudes to diversity were educational attainment, economic inclusion and the quality of communities. The study found that those with higher education levels held more positive attitudes about immigration than those with lower education levels.

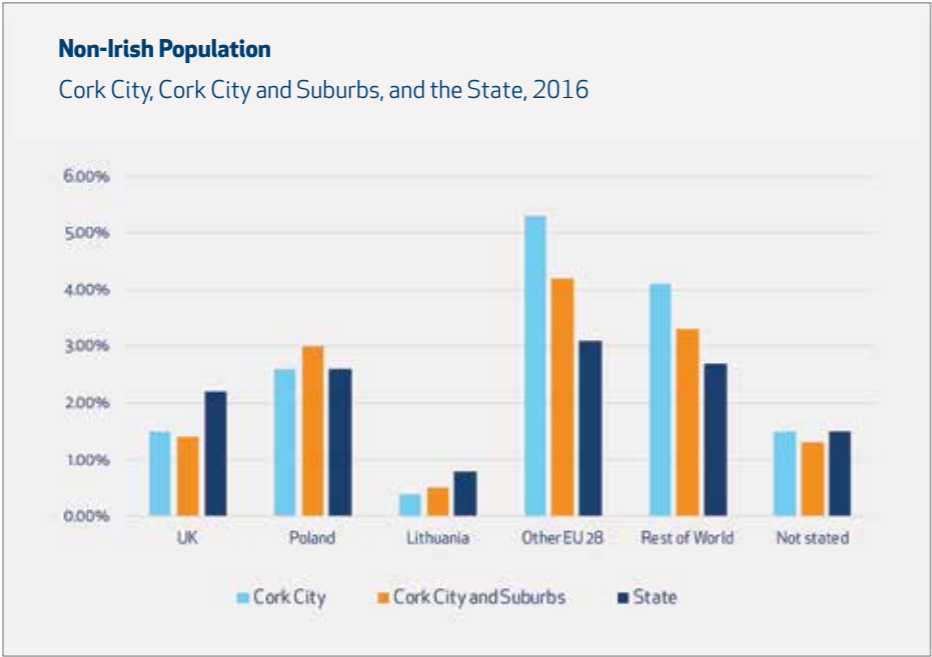
One of the explanations for this was the argument that it is more likely that this group will be in competition with migrants for jobs and social benefits. ‘Attitudes in Ireland became more negative as unemployment rose.’⁹³ Irish people were found to express particularly negative attitudes towards specific groups of immigrants, especially those from the Roma community and Muslim immigrants.⁹⁴ The study found that for the most part social contact promoted less negative attitudes towards immigrants.

Cork County was the administrative county with the third highest number (42,002) of Non-Irish Nationals in 2016. Dublin City had the highest and Fingal had the second highest. Across the State, between 2011 and 2016, Cork City recorded the largest increase in its non-Irish population by 17.2% (2,505)⁹⁵. Nationally, the gender profile of Non-Irish nationals was fairly evenly split in 2016 and 2011, a change from 2006 when males outnumbered females. Almost 50% of all Non-Irish nationals were aged between 25 and 42 years. Less than a quarter of Irish are in this age range and less than 5% of non-Irish nationals were aged 65+.

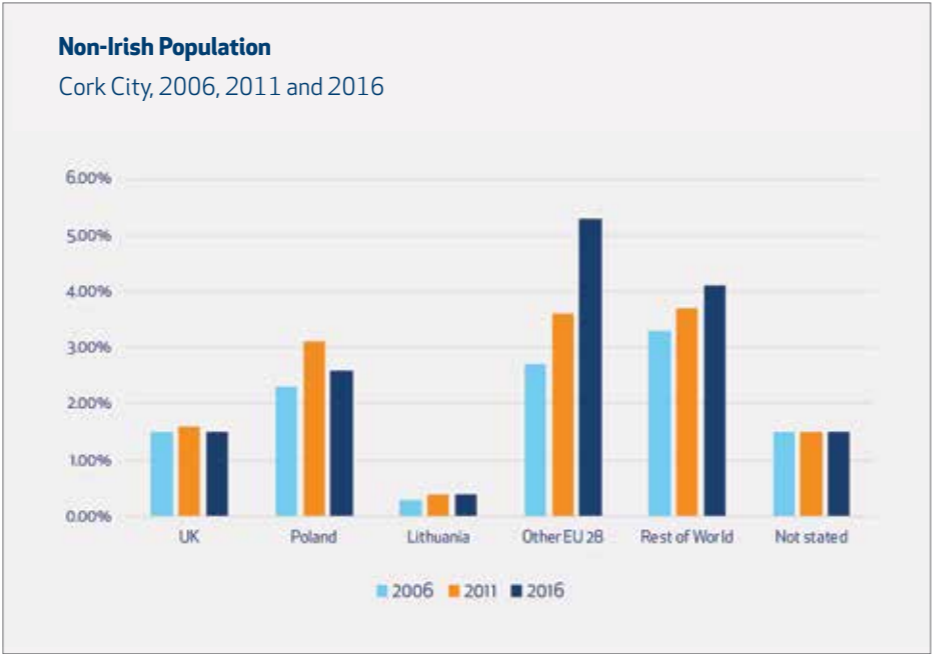
Table 87: **Distribution of Nationalities for Cork City, Cork City and Suburbs and The State** (Source: CSO)

Country/Nationality 2016	Cork City	Cork City and Suburbs	State
Ireland	84.5%	86.4%	87.0%
UK	1.5%	1.4%	2.2%
Poland	2.6%	3.0%	2.6%
Lithuania	0.4%	0.5%	0.8%
Other EU 28	5.3%	4.2%	3.1%
Rest of World	4.1%	3.3%	2.7%
Not stated	1.5%	1.3%	1.5%

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Figure 33:
NON-IRISH POPULATION IN 2016
FOR CORK CITY, CORK CITY
AND SUBURBS AND THE STATE
(SOURCE: CSO)



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Figure 34:
NON-IRISH POPULATION OF
CORK CITY 2006, 2011 AND 2016
(SOURCE: CSO)



96 -
Includes Irish born nationals.

Figure 34 illustrates the distribution of nationalities for Cork City, Cork City and Suburbs and the State in 2016 and Table 87 tabulates this data.⁹⁶ The most prominent group (other than Irish born nationals) for the three geographic areas was ‘Other EU 28’.

Cork City had the greatest proportion with 5.3% followed by the City and Suburbs (4.2%) and the State (3.1%). The second greatest proportion was ‘Rest of World’ and again Cork City was highest with 4.1% followed by Cork City and Suburbs (3.3%) and the State (2.7%). The third most prominent group were from Poland. Cork City and Suburbs had the greatest proportion at 3.0% and Cork City and the State were both at 2.6%.

Table 88: **Country/Nationality of the Population of Cork City 2006, 2011 and 2016** (Source: CSO)

Cork City	2006		2011		2016	
Country/Nationality	Number	%	Number	%	Number	%
Ireland	103621	88.4%	100901	86.1%	103962	84.5%
UK	1777	1.5%	1894	1.6%	1856	1.5%
Poland	2674	2.3%	3648	3.1%	3232	2.6%
Lithuania	386	0.3%	518	0.4%	466	0.4%
Other EU 28	3134	2.7%	4235	3.6%	6580	5.3%
Rest of World	3828	3.3%	4316	3.7%	5049	4.1%
Not stated	1802	1.5%	1709	1.5%	1874	1.5%
Total	117222	100%	117221	100%	123019	100%

Table 88 shows the population of Cork City getting progressively diverse with the proportion of Irish nationals decreasing at each census. 88.4% were Irish in 2006 and in 2016 the proportion was 84.5%. In both 2006 and 2011 the second greatest proportion of the population were ‘rest of world’ at 3.3% and 3.7% respectively. Although this group’s proportion continued to increase, to 4.1% in 2016, the proportion of those in ‘Other EU 28’ was greater (5.3%). ‘Other EU 28’ had the third greatest proportions in 2006 and 2011 but, with the accession States EU membership, the increase is not surprising.

For each census the fourth most prominent group were from Poland. Their population increased by over a third (36.4%) between 2006-2011 but then fell by 11.4% in 2016. Although this group maintained fourth position, ‘Rest of World’ and ‘Other EU 28’ consistently increased in numbers and proportions between each census. The fifth most prominent nationality was from the UK. This group followed a similar trend to the Polish community, increasing between 2006 and 2011 and falling between 2011 and 2016 in number and proportion.

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For reference: Bishopstown A was the most affluent ED with a score of 13.69 in 2016.

→ **ELECTORAL DIVISIONS**

‘Other EU 28’ were the largest group of non-Irish nationals in Cork City in 2016. The following tables (89 and 90) show the EDs where the greatest and least proportions lived in Cork City from 2006 to 2016. The EDs with the highest proportions of ‘Other EU’ were Shandon A, Shandon B, South Gate A, Centre A and Centre B. The table illustrates that over the three censuses the EDs with the greatest proportions remained largely the same. All the EDs featured in 2016 had low proportions of ‘widowed’ and high proportions of ‘single’ (72.7% of those in South Gate A were ‘single’). South Gate A and Centre A were characterised with high proportions whose lowest education level was ‘Degree or higher’. Centre A had a high affluence score (11.97)⁹⁷ and South Gate A, Shandon B, Shandon A and Centre B scored relatively high for affluence.

The EDs with lowest proportions of ‘Other EU’ were Ballyphehane A, Ballyphehane B, Browningstown, Fair Hill B and Pouladuff B and these EDs varied in the characteristics.

Table 89: **EDs with the Highest Proportions of ‘Other Eu Nationals’** (Source: CSO)

2006	%	2011	%	2016	%
Shandon B	28.5%	Shandon A	39.7%	Shandon A	35.6%
Shandon A	26.8%	South Gate A	31.4%	Shandon B	32.2%
South Gate A	26.4%	Shandon B	26.9%	South Gate A	31.9%
Centre A	26.0%	Centre A	26.8%	Centre A	31.2%
St. Patrick's A	19.6%	Centre B	26.5%	Centre B	30.1%

Table 90: **EDs with Lowest Proportions of ‘Other Eu Nationals’** (Source: CSO)

2006	%	2011	%	2016	%
Fair Hill B	0.0%	Fair Hill B	0.1%	Ballyphehane A	0.3%
Togher B	0.3%	Farranferris B	0.2%	Ballyphehane B	0.9%
Farranferris C	0.5%	Ballyphehane A	0.3%	Browningstown	1.0%
Churchfield	0.5%	Gurranebraher E	0.7%	Fair Hill B	1.5%
Mayfield	0.7%	Pouladuff B	0.8%	Pouladuff B	1.7%

In 2006 the EDs with highest proportions of ‘Rest of World’ were concentrated in the centre of the city and north of the City Centre. Table 91 illustrates the rising proportions of this group with each census: with a highest proportion of 15.6% in 2006 to 18.0% in 2016. By 2016 EDs with the highest proportions included Gillabbey C and Glasheen A. These EDs have high percentages with a third level degree. Gillabbey C scored high on affluence at 12.26 and Glasheen A scored 9.93. These EDs varied in their unemployment levels, Gillabbey C had the lowest unemployed percentage and Glasheen A also had a low proportion whilst St. Patrick’s B had one of the highest unemployment levels at 12.9%.

The EDs with the lowest proportions of ‘Rest of World’ in 2016 were Ballyphehane B, Fair Hill C, Fair Hill B, Fair Hill A and Browningstown. Table 92 illustrates little change in the actual proportions of ‘Rest of World’ over time.

Table 91: **EDs with the Highest Proportions of ‘Rest Of World’** (Source: CSO)

2006	%	2011	%	2016	%
Centre A	15.6%	Centre B	17.3%	St. Patrick's B	18.0%
Centre B	14.1%	Glasheen A	14.8%	Gillabbey C	16.1%
St. Patrick's A	13.2%	St. Patrick's B	14.0%	St. Patrick's A	15.4%
South Gate A	12.8%	South Gate A	13.8%	Glasheen A	14.4%
St. Patrick's B	10.1%	Bishopstown E	13.4%	Centre B	13.3%

Table 92: **EDs with Lowest Proportions of ‘Rest Of World’** (Source: CSO)

2006	%	2011	%	2016	%
Ballyphehane A	0.3%	Togher B	0.1%	Ballyphehane B	0.1%
Churchfield	0.3%	Fair Hill A	0.3%	Fair Hill C	0.4%
Fair Hill B	0.4%	Pouladuff A	0.4%	Fair Hill B	0.4%
Gurranebraher E	0.4%	Farranferris C	0.5%	Fair Hill A	0.4%
Gurranebraher A	0.4%	Browningstown	0.5%	Browningstown	0.5%

EDs with high but decreasing proportions of Polish residents have generally remained consistent, concentrated in the north centre of Cork City. In 2016 they were Shandon A, Blackpool B, Farranferris A, Shandon B and Centre A.

Table 93: **EDs with Highest Polish Population** (Source: CSO)

2006	%	2011	%	2016	%
Shandon A	12.6%	Shandon A	15.7%	Shandon A	11.1%
Shandon B	10.6%	Centre A	11.9%	Blackpool B	7.3%
South Gate A	8.9%	South Gate A	11.4%	Farranferris A	7.3%
Centre A	8.8%	Blackpool B	11.1%	Shandon B	7.1%
St. Patrick's A	8.7%	Shandon B	9.7%	Centre A	6.8%

Table 94: **EDs with Lowest Polish Population** (Source: CSO)

2006	%	2006	%	2016	%
Fair Hill B	0.0%	Gurranebraher E	0.1%	Ballyphehane A	0.0%
Gurranebraher E	0.0%	Fair Hill B	0.1%	Fair Hill B	0.1%
Pouladuff A	0.0%	Ballyphehane A	0.2%	Browningstown	0.3%
Togher B	0.0%	Gillabbey C	0.2%	Pouladuff B	0.4%
Browningstown	0.1%	Farranferris B	0.2%	Togher B	0.4%

Of the top five EDs from each census with the highest proportions of Non-Irish, the same four featured: Centre A, South Gate A, Shandon B and Shandon A. At each census the ED with the highest proportion of Non-Irish had more than half its population in this category, in 2006 it was Centre A, in 2011 Shandon A and 2016 Shandon B. Every ED in the top five is in the centre of Cork City.

The picture is less uniform with regard to those EDs with the lowest proportions of Non-Irish. Those EDs are geographically and socially ‘spread’ ranging from RAPID areas to affluent areas.

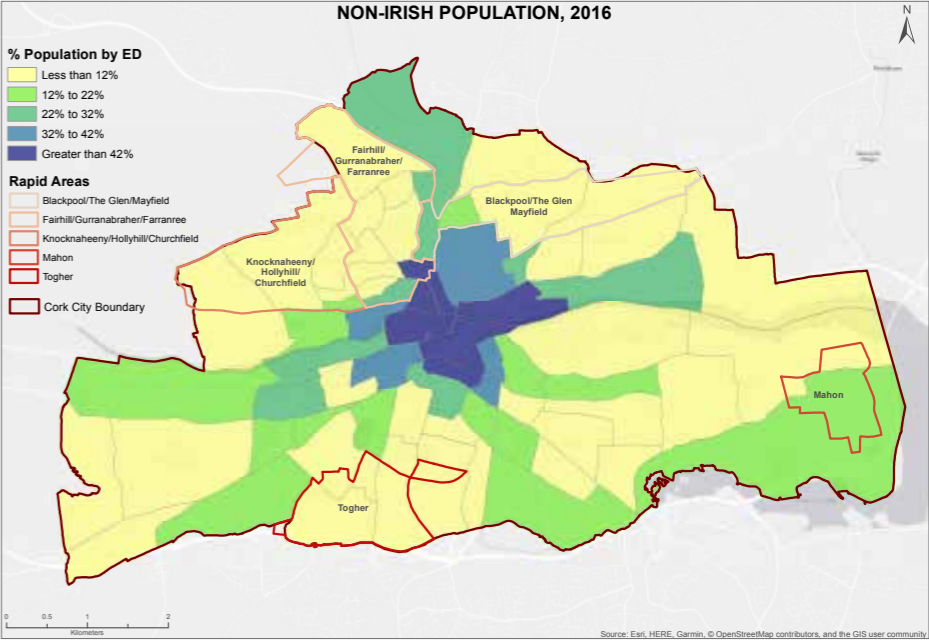
Table 95: **EDs with the Highest Proportions of Non-Irish Population** (Source: CSO)

2006	%	2011	%	2016	%
Centre A	51.7%	Shandon A	51.2%	Shandon B	52.5%
South Gate A	43.2%	Centre B	49.6%	South Gate A	49.9%
Shandon B	42.4%	South Gate A	48.8%	Centre B	49.1%
Shandon A	42.0%	Centre A	46.5%	Shandon A	49.0%
St. Patrick's A	38.9%	Shandon B	43.1%	Centre A	48.6%

Table 96: **EDs with the Lowest Proportions of Non-Irish Population** (Source: CSO)

2006	%	2011	%	2016	%
Togher B	1.8%	Fair Hill B	1.5%	Browningstown	2.9%
Churchfield	2.5%	Farranferris B	2.5%	Fair Hill B	3.2%
Gurranebraher D	2.9%	Fair Hill A	2.8%	Ballyphehane A	3.3%
Pouladuff A	3.0%	Ballyphehane A	3.0%	Ballyphehane B	4.0%
Browningstown	3.1%	Pouladuff B	3.4%	Gurranebraher A	4.4%

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Figure 35:
NON-IRISH POPULATION, 2016
(SOURCE: CSO)



→ **SPEAKERS OF FOREIGN LANGUAGES
AND THEIR ABILITY TO SPEAK ENGLISH**

In Cork City ability to speak English improved from 2011 to 2016. 49.6% stated that they spoke English ‘Very Well’ in 2011, rising to 57.4% in 2016. All the other categories of answer ‘Well’, ‘Not well’ ‘Not at all’ show that a greater proportion in 2016 have better English than in 2011. Cork City compares favourably in 2016 to Cork City and Suburbs and the State. The following table shows that the city had the highest proportion who speak ‘very well’ and ‘well’ (combined) and lower proportions of those with poorer English.

EDs with the highest proportions of those who speak English ‘not well’ or ‘not at all’ tend to be characterised by high proportions of non-Irish. Most of the EDs characterised by high proportions who speak English ‘very well or well’ are among the EDs with the highest proportions of Irish nationals (all more than 90% Irish): Pouladuff A, Fair Hill C, Glasheen C and Bishopstown D.

Table 97: **Speakers of Foreign Languages and Their Proficiency with the English Language** (Source: CSO)

2016	Cork City	Cork City and Suburbs	State
Very well	57.4%	57.0%	53.7%
Well	29.3%	28.7%	29.3%
Not well	8.9%	9.4%	11.9%
Not at all	1.6%	1.9%	2.3%
Not stated	2.8%	3.0%	2.8%

Table 98: **EDs with the Highest Proportions Who Speak English
‘Not Well or Not At All’ and ‘Very Well or Well’** (Source: CSO)

Highest ‘not well or not at all’	%	Highest ‘very well or well’	%
Togher B	27.3%	Pouladuff A	100.0%
Gurranebraher E	20.7%	Mardyke	94.3%
Fair Hill A	18.8%	Fair Hill C	93.8%
Browningstown	18.4%	Glasheen C	93.3%
Tivoli A	17.0%	Bishopstown D	92.6%

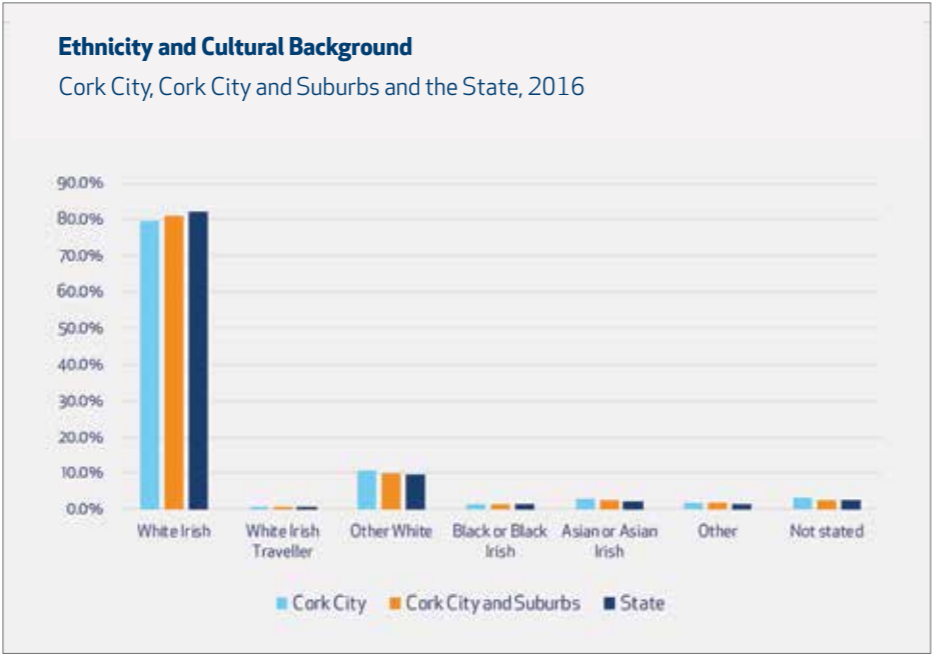
4.2 Ethnicity and Cultural Background of the Population

When considering the City and Suburbs and the State in 2016, each of the three geographies had similar proportions of White Irish Travellers (0.7%, 0.6% and 0.7% respectively) and Black or Black Irish (1.3%, 1.4% and 1.4% respectively). Cork City had a lower proportion of White Irish and a higher proportion of Asian or Asian Irish than either the City and Suburbs or the State. Cork City has a slightly higher percentage of people with different ethnicity and cultural background than White Irish when compared to the Suburbs and national average percentages (see Table 99).

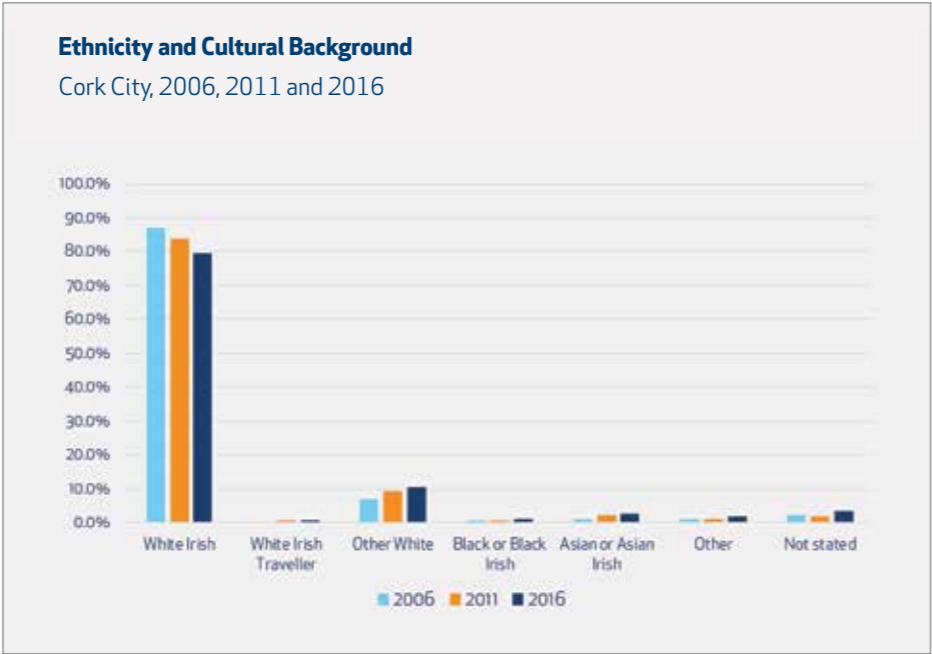
Table 99: **Ethnicity and Cultural Background: Cork City, Cork City and Suburbs and The State, 2016** (Source: CSO)

2016	Cork City	Cork City and Suburbs	State
White Irish	79.4%	81.0%	82.2%
White Irish Traveller	0.7%	0.6%	0.7%
Other White	10.7%	10.0%	9.5%
Black or Black Irish	1.3%	1.4%	1.4%
Asian or Asian Irish	2.8%	2.5%	2.1%
Other	1.8%	1.7%	1.5%
Not stated	3.3%	2.7%	2.6%

→ **Figure 36:**
ETHNICITY AND CULTURAL
BACKGROUND: CORK CITY, CORK
CITY AND SUBURBS AND THE
STATE, 2016 (SOURCE: CSO)



→ **Figure 37:**
ETHNICITY AND CULTURAL
BACKGROUND: CORK CITY, 2006,
2011 AND 2016 (SOURCE: CSO)



→ **DIVERSITY IN CORK CITY**

Results indicate (see Figure 37, Tables 100 and 101) the population of Cork City is becoming more diverse. Whilst the proportion of 'White Irish' reduced from 87.0% in 2006 to 79.4% in 2016 the population of 'Asian or Asian Irish' more than doubled from 1,528 to 3,398. In 2006 there were 561 (census enumerated) 'White Irish Travellers' in Cork City and although this number increased to 789 by 2011 and 902 by 2016 their proportion in the population remained the same at 0.7% between 2011 and 2016.

Table 100: **Percentage Change for Ethnicity and Cultural Background:**
Cork City, 2006, 2011 and 2016 (Source: CSO)

Cork City	2006	Change	% Change	2011	Change	% Change	2016
White Irish	101954	-3494	-3.4%	98460	-736	-0.7%	97724
White Irish Traveller	561	228	40.6%	789	113	14.3%	902
Other White	8268	2675	32.4%	10943	2210	20.2%	13153
Black or Black Irish	904	200	22.1%	1104	494	44.7%	1598
Asian or Asian Irish	1528	1095	71.7%	2623	775	29.5%	3398
Other	1292	-122	-9.4%	1170	1065	91.0%	2235
Not stated	2715	-583	-21.5%	2132	1877	88.0%	4009
Total	117222	-1	0.0%	117221	5798	4.9%	123019

Table 101: **Ethnicity of Population,** (Source, CSO)

Cork City	2006	2011	2016
White Irish	87.0%	84.0%	79.4%
White Irish Traveller	0.5%	0.7%	0.7%
Other White	7.1%	9.3%	10.7%
Black or Black Irish	0.8%	0.9%	1.3%
Asian or Asian Irish	1.3%	2.2%	2.8%
Other	1.1%	1.0%	1.8%
Not stated	2.3%	1.8%	3.3%

98 - CSO

In Cork City the proportion of ‘White Irish’ has decreased in the 10 years from 2006 to 2016 by 4.1%. In the same period the number of people in every other category increased as did their proportion of the population in the city.

‘Asian or Asian Irish’ experienced the greatest growth in Cork City from 2006 to 2016. There is uniformity in the geographical dispersal of this group. Glasheen A, Bishopstown E and South Gate A featured in the top five EDs with the greatest proportion of this group in each census. Bishopstown E experienced the greatest increase of all the EDs over the 10 years. Glasheen A had the second highest proportion (52.8%) of those educated to ‘degree or higher’ and Gillabbey C and South Gate A also had high proportions with a third level qualification. All EDs in 2016 had high or relatively high positive affluence scores and Gillabbey C, Bishopstown E and Glasheen A had amongst the lowest unemployment proportions in the city. The age profile of the Asian or Asian Irish (Chinese) population shows a spike (large proportion) for those aged 20-24 years.⁹⁸ This may be explained by a large proportion of those with Chinese ethnicity studying.

Table 102: **EDs with Highest Proportions of Asian or Asian Irish, 2006, 2011 and 2016** (Source: CSO)

2006		2011		2016	
Glasheen A	7.2%	Centre B	11.4%	Glasheen A	11.5%
Bishopstown E	6.3%	Bishopstown E	11.0%	Bishopstown E	11.1%
South Gate A	6.2%	Glasheen A	9.7%	Centre B	10.4%
Sundays Well B	5.4%	South Gate A	8.4%	South Gate A	9.8%
Mardyke	5.4%	Mardyke	6.8%	Gillabbey C	9.5%

99 - Piaras Mac E ´ inri ´* and Allen White, Irish Geography, Vol. 41, No. 2, July 2008, Rutledge Taylor & Francis Group. Page 151.

100 - Department of Justice and Equality, The Migrant Integration Strategy, A Blueprint for the Future. Page 5.

101 - Nasc. (2012a). Evaluating the Barriers to Employment and Education for Migrants in Cork. Available: <http://www.Nascireland.org/wp-content/>.

102 - The Journal, ‘Seven asylum seekers and refugees will receive scholarships to study at UCC’, 19 January 2018, available at: <http://bit.ly/2DIVC4e>.

103 - NUI Galway, ‘Inclusive Centenaries Scholarship Scheme Announcement’, 17 June 2016, available at: <http://bit.ly/28ZnvVq>.

104 - DCU, ‘DCU designated as a University of Sanctuary’, 21 December 2016, available at: <http://bit.ly/2mLhkwK>.

105 - The Journal, ‘Seven asylum seekers and refugees will receive scholarships to study at UCC’, 19 January 2018, available at: <http://bit.ly/2DIVC4e>.

106 - Irish Times, ‘Asylum seekers to receive student grants for first time’, 28 August 2015 available at: <http://bit.ly/1P1vfpC>.

107 - Access to Education and the Mc-Mahon report, available at: <http://bit.ly/1ipZjNo>.

108 - Irish Times, ‘No asylum in Ireland’s education system’, 25 October 2016, available at: <http://bit.ly/2lRCDIU>.

→ CHALLENGES FACED BY MIGRANTS

Research on the needs and service provision to Refugees, Asylum Seekers and Migrants has been limited in Ireland.⁹⁹ The Migrant Integration Strategy identifies the need for further research.¹⁰⁰

Education and Employment

Employment and education are vital in aiding people to elevate their standards of living, integration and participation in society. The Nasc report Evaluating the Barriers to Employment and Education in Cork outlined a number of obstacles for immigrants in 2012. There have been recent developments in relation to asylum seekers being able to access education and employment.

The question of access to third level education for asylum seekers and refugees is a complex one. Principal obstacles to education identified by the Nasc report include financial barriers. Non-EU migrants in particular are often liable for steep fees, which can be three times greater than for EU nationals. These barriers are particularly challenging for asylum seekers. Entitlements for subsidisation (such as the Back to Education Allowance or Vocational Training Opportunities Scheme) generally require periods of unemployment and significant numbers of non-EU nationals are not entitled to any grants at all. Another issue arising is recognition of prior educational achievements, or lack thereof.¹⁰¹

According to the Refugee Council, there is no systematic access to third level education or vocational training for asylum seekers. Access is possible if they can cover fees, get the fees waived or access private grants or scholarships. Basic English classes and computer skills are available to residents of some Direct Provision centres.

Since 2016 some Irish universities have taken steps to improve third level education access for asylum seekers. In Cork, UCC became a dedicated University of Sanctuary in 2018 and has offered seven scholarships to asylum seeker students. This work is now being brought forward in cooperation with Cork Institute of Technology.¹⁰² NUI Galway announced four new scholarships for asylum applicants or have status including permission to remain.¹⁰³ In 2016 Dublin City University (DCU) was designated a ‘University of Sanctuary’,¹⁰⁴ so has the University of Limerick.¹⁰⁵

Third-level student grants were made available to asylum seekers in 2015 on a pilot basis initially. For asylum seekers to avail of the grants, there are conditions..¹⁰⁶ There are concerns that this pilot scheme is very restrictive and difficult to access.¹⁰⁷

In 2015 only two out of 37 applications for support were successful.¹⁰⁸ In 2016 only two people were successful and in 2017 the Irish Refugee Council was aware of only one person who was successful. The Irish Refugee Council and The Irish Human Rights and Equality Commission (IHREC) recommended that the criteria be amended.¹⁰⁹

In 2015 employment rates were slightly lower for non-Irish compared to Irish nationals. The activity rates are almost identical between Irish and non-Irish nationals (around 69%). Among non-Irish nationals, Africans had very low employment rates at 40%. This pattern has continued during the recession and the economic recovery.¹¹⁰

109 -
The Irish Examiner, 'The Irish Refugee Council: Reform aid scheme for asylum seekers students', 27 August 2016, available at: <http://bit.ly/2bHLCf9> and IHREC, Ireland and the Convention on the Elimination of All Forms of Discrimination Against Women, Submission to the UN Committee on the Elimination of Discrimination against Women on Ireland's combined sixth and seventh periodic reports, January 2017, available at: <http://bit.ly/2lAMB4T>.

110 -
Annual Monitoring Report on Integration 2016.

111 -
Nasc Ireland website <http://www.nascireland.org/feature-content/information-on-the-right-to-work-for-asylum-seekers/>.

112 -
Annual monitoring Report on Integration 2016, published in 2017 by ESRI / Department of Justice and Equality. Page xiv (Executive Summary). Available at <https://www.esri.ie/pubs/BKMNEXT330.pdf>.

113 -
CSO statistical release, QNHS Equality, Quarter 3 2014, published on the 31 August 2015.

In terms of finding employment, the Nasc report found poor English language skills to be a significant obstacle. Racism and discrimination on the part of employers was found to be another problem for migrants – particularly Africans – in pursuing employment. Obtaining a work permit is difficult for some as it often requires securing a position with a salary of over €30,000 (restricting opportunities for all but educated professions). The permit also incurs a cost to the applicant of over €1,000 and the waiting time can be long, with the bureaucracy to be negotiated by employers making it an unattractive process for all involved. Another issue is limited work experience – a problem shared with young Irish nationals – whereby, although people may have a qualification for a certain role, a lack of corresponding experience acts as an obstacle to acquiring employment. Other barriers to employment include isolation and lack of access to information and networks. These Nasc research report findings are still relevant in 2018.

In June 2018 the new right to work provisions for asylum seekers was presented under the Recast Reception Conditions Directive, coming into force on 6th July 2018. Under the new provisions, asylum seekers who are applicants in the international protection process and who have been waiting for a first instance decision on their international protection application for nine months or longer will be eligible to apply for a Labour Market Access Permission (LMAP).¹¹¹

The Annual Monitoring Report on Integration 2016 highlights that immigrant skill levels are influenced by English proficiency. Those born abroad that possess high levels of English language proficiency perform well across three skill areas (Literacy, numeracy, and problem solving in technology-rich environments). However, Foreign-born and foreign language speakers have lower skill scores on average in the areas of literacy and numeracy, even if with high levels of education.¹¹²

Discrimination

The CSO's Quarterly National Household Survey on Equality (Quarter 3, 2014) registered reported rates of discrimination in Irish society. Some of the findings were that:

- » 12% of people aged 18 or over said that they felt discriminated against in the two years prior to the third quarter of 2014 (Q3 2014).
- » The highest rates of discrimination were registered by persons of non-white background (28%) and Unemployed People (23%).
- » One of the highest grounds for discrimination was race (21%).
- » People from non-white ethnic backgrounds and Non-Irish Nationals experienced work-related discrimination at rates of 28% and 17% respectively.
- » 14% of discrimination in the workplace applied to persons of non-white ethnic backgrounds, down from 19% in 2004 and 27% in 2010.
- » In terms of effects of discrimination for all groups, the type of discrimination experienced did influence the seriousness of the effect it had on people's lives. The highest proportions in the Serious or Very Serious Effects category were experienced in accessing health services (48%) and those who experienced discrimination in 'shops, pubs or restaurants' (22%).¹¹³

Relating to Cork specifically, Nasc conducted a survey on racism in 2012. They found that 30.2% of respondents had been victims of racist attacks, rising to 42.6% when Irish respondents were excluded and 54.7% when considering only African respondents. Verbal attacks were the most common (92.5% of respondents experienced them) and physical attacks were experienced by 17%. 70% of ethnic minority respondents reported discrimination across the public sphere, including the public sector and other services. The number was high (72%) for Black African respondents in particular. Nasc found that 82.8% of respondents did not report their experiences of discrimination to the authorities.

Nasc found that 77.8% of respondents were aware that there were laws to protect them, however they found that only 23% of foreign national respondents understood their rights under equality law. The figures show that 66% of the foreign national group took no action in 2010 versus 73% in 2004. Reasons for not reporting discrimination including feeling that there was no point (34%); that the incident wasn't serious enough (30%);. not knowing who to complain to (10%), being fearful of the authorities (6%), to scared (6%) or too upset (5%).

Language

14.3% of the population of Cork City speak a foreign language and 4.4% speak English either 'not well' or 'not at all'. 86.6% of them speak well or very well. Accessing services, information networks, friendship circles and engaging in social activities depend on the ability to communicate, making the population with language difficulties vulnerable to a spectrum of disadvantages. Among foreign languages spoken in Cork City (and also nationally) Polish is most dominant (18%); the second is French (11.8%); at 2.2 % Lithuanian is the third.

4.3 Asylum Seekers and Refugees



114 -
<http://www.unhcr.org/figures-at-a-glance.html>.

115 -
Department of Justice and Equality
<http://www.ustice.ie/en/JELR/Pages/PR15000457>.

116 -
Department of Justice and Equality,
The Migrant Integration Strategy, A
Blueprint for the Future. Page 8.

→ EU CURRENT MIGRATION CHALLENGES:

The European Union has recognised that Europe is currently facing its biggest refugee challenge since the end of the Second World War. According to United Nations Refugee Agency (UNHCR) figures, “we are now witnessing the highest levels of displacement on record.”¹¹⁴

Ireland agreed to accept under the Irish Refugee Protection Programme 4,000 refugees. Ireland has agreed to resettle 780 refugees from Lebanon, Jordan and Turkey over 2016 and 2017 and to relocate 2,622 from Greece and Italy. So far 69 Syrians have arrived and 500 refugees will have come here through the resettlement programme by the end of the year.¹¹⁵ This is apart from the incoming numbers of refugees and asylum seekers from other countries. The Brexit process in the UK is also will have an implication for migration patterns in Ireland. Migrants living in the UK may move to Ireland (EU), and alter the levels of migrants in Ireland.¹¹⁶

117 -
Office of the Minister for Integration.

118 -
Page 47, “Migration Nation”.

119 -
Department of Justice and Equality,
The Migrant Integration Strategy, A
Blueprint for the Future. Page 2.

120 -
<http://www.ria.gov.ie/en/RIA/RIA%20Monthly%20Report%20February%202018.pdf/Files/RIA%20Monthly%20Report%20February%202018.pdf>.

121 -
There are two other smaller
Centres in or around Cork City,
Ashbourne House, Glounthaune
and ‘Glenvera’, Wellington Road.

122 -
<http://www.ria.gov.ie/en/RIA/RIA%20Monthly%20Report%20February%202018.pdf/Files/RIA%20Monthly%20Report%20February%202018.pdf>.

123 -
<http://www.ria.gov.ie/en/RIA/RIA%20Monthly%20Report%2002-2017.pdf/Files/RIA%20Monthly%20Report%2002-2017.pdf>.

→ NATIONAL INTEGRATION POLICY IN IRELAND

National policy on integration has been fragmented over the years. “Migration Nation, statement on integration strategy and diversity management” (2008)¹¹⁷ identified the challenges at local level for integration, due to the number of organisations and agencies involved. Local authorities in this policy statement “will have to have regard to the need for integration policy to inform decision-making in the provision of services generally.”¹¹⁸ Subsequently the Migration Strategy was launched. It provides a framework for actions to support migrants to participate fully in Irish life.¹¹⁹ Key to this will be the identification of the needs of migrant communities.

Nine persons applied for Declaration for Asylum to Ireland in 1991. Between April 2000 and February 2018, there have been 77,030 applications for asylum; 11,634 in 2002 (highest recorded), 3,965 in 2007, 946 in 2013, and 2,927 in 2017. In February 2018, County Cork had the highest number of asylum seekers, followed by Dublin and Meath. Waterford, Westmeath and Sligo had the highest percentage of Asylum Seekers per population.¹²⁰

In February 2018 the Reception and Integration Agency of Ireland (RIA) had 32 accommodation centres in 17 counties with a capacity of 5,446 asylum seekers. Three were ‘system built’ to exclusively accommodate asylum seekers. The remaining centres were former hotels, guesthouses, hostels, convents, nursing homes, a holiday camp and a mobile home site. The State-owned Kinsale Road Centre, close to Cork City, was ‘system built’.¹²¹ According to Census 2016 1.6% of the population of Cork was seeking asylum (849 people). In February 2018, the Kinsale Road Centre had 281 residents and a capacity for 299.¹²² In February 2017 the centre had 240 residents and in February 2016 there were 209, indicating an increase. The largest demographic group seeking asylum are single males aged 26-35.¹²³ In February 2017 the largest number were from Pakistan (13.6%) followed by Nigeria (13.0%) and Zimbabwe (9.3%). The category ‘other’ comprising 87 nationalities, each represented by less than 149 persons, is the largest group. The length of time a person is in the asylum process is 32 months (mean average).

4.4

The Traveller Community

The term Travellers refers to ‘the community of people who are commonly called Travellers and who are identified (both by themselves and others) as people with a shared history, culture and traditions including, historically, a nomadic way of life on the island of Ireland’ (Ireland, Equal Status Act, 2000, Section 2(1)).¹²⁴

¹²⁴ - Cited in 'A Social Portrait of Travellers in Ireland Dorothy Watson, Oona Kenny and Frances McGinnity RESEARCH SERIES NUMBER 56, January 2017.

¹²⁵ - Cited in 'A Social Portrait of Travellers in Ireland Dorothy Watson, Oona Kenny and Frances McGinnity RESEARCH SERIES NUMBER 56, January 2017.

¹²⁶ - <http://www.CSO.ie/en/releasesandpublications/ep/p-cp8iter/p8iter/p8itd/>.

¹²⁷ - <http://www.CSO.ie/en/releasesandpublications/ep/p-cp8iter/p8iter/p8itd/>.

¹²⁸ - Traveller populations by 'City or Town' in the State.

30,987 travellers were enumerated in Ireland in April 2016; 0.7% of the general population and a 5.1% increase on the 2011 figure.

Census figures however likely understate Traveller numbers. The Department of Housing, Planning, Community and Local Government (DHPCLG) provide an annual count of Traveller families and estimated that in 2011 there were 9,535 families and in 2014 10,226 families (DHPCLG, 2015).¹²⁵ This gives an estimate of 40,904 Travellers in Ireland in 2015 (assuming an average of four per family).

The demographic profile of Travellers differs from the general population, with the majority under the age of 25 (58.1%) compared to just over a third (33.4%) in the general population.¹²⁶ The proportion of Travellers aged 65 and over was significantly lower than in the general population. Travellers tend to live in urban areas, with 78.6% living in towns and cities compared with 62.4% of the total population.¹²⁷ Cork City and Suburbs¹²⁸ had the third largest population of Travellers (1,222) in 2016, Galway City and suburbs had the second largest (1,598) and Dublin City and Suburbs had the largest (5,089).¹²⁹ Travellers are more likely to marry younger, less likely to divorce, more likely to live in multiple family households and more likely to be lone parents than the general population.

High levels of poverty and deprivation are indicated by poor health, premature mortality, disability, inadequate housing, low educational attainment and unemployment.¹³⁰

→ EDUCATION

Formal education levels attained by the Traveller community are low compared to the general population. A survey of almost 800 Traveller pupils found that school attendance tended to be poor but was highest amongst those living in a house, followed by those living in an official halting site and lowest for those living on an unofficial halting site (Department of Education and Science, 2005)¹³¹.

As with many minority groups the reasons for this are many and complex. Travellers report negative experiences of school with past educational policies which promoted a segregated model of provision. In many schools Travellers were placed in special all-Traveller classes with one teacher who catered for all Traveller children regardless of age in one classroom.

According to the Irish Traveller Movement, there is a lack of visibility of Traveller culture in schools. Furthermore it is difficult for Travellers to see the positive outcomes in staying on in mainstream education as many experience discrimination in trying to obtain employment.

Poor experiences of the education system combined with poor accommodation and living conditions, poor health and the experience of prejudice and discrimination, combine to militate against many Travellers participating fully in education.

Census figures indicate that in 2016 69.1% of the general female population were educated to upper secondary or above compared to 13.3% of Traveller females. State-wide 'Primary' is the highest education level for 13.6% of the general male population compared to 57.2% of the male Traveller population. In 2016 167 Travellers were educated to third level (up from 89 in 2011).¹³²

→ ECONOMIC STATUS

Unemployment amongst Travellers in 2016 was 80.2%. 10,653 persons were in the labour force and 8,541 were unemployed. In the general population 4.3% were unable to work due to a disability, the proportion of Travellers in this category was 11.3%.

White Irish Travellers increased in number and in proportion in Cork City from 2006 to 2016 by 60.7% (from 561 in 2006 to 902 in 2016). The EDs with the greatest proportions in 2016 were The Glen B, Bishopstown A, Mayfield, Mahon and Blackpool A. Their locations within the city have remained largely consistent over the three censuses: in Mahon B, Bishopstown A and Blackpool A. Their proportions at ED level fluctuated over the censuses, tending to increase between 2006 and 2011 and decrease thereafter. The results suggest that by 2016 proportions increased towards the north-east of the city to Mayfield and The Glen areas.

In 2017 a survey was carried out which explored the perspectives of Travellers about life in Ireland¹³³ as well as the perspectives of the general population towards Travellers. The survey found that just over one in 4 Travellers considered that their lives had generally improved in the previous 5-10 years and that issues regarding mental health, accommodation and unemployment had worsened. Aspects of life that Travellers considered improved were education, quality time with family and access to goods and services. The report indicated

134 -
All Ireland Traveller Health Study Team (2010). All Ireland Traveller Health Study. Our Geels. Summary of Findings, Dublin: UCD School of Public Health and Population Science, available at https://www.ucd.ie/t4cms/AITHS_SUMMARY.pdf (Cited in 'A Social Portrait of Travellers in Ireland').

135 -
Cited from Page 11, 'A Social Portrait of Travellers in Ireland'.

→
Figure 38:
TRAVELLER POPULATION, 2016
(SOURCE: CSO)

that three in four Travellers live close to immediate family and younger Travellers rate their experience of education more positively than older Travellers.

Issues facing Travellers include diminishing family structures and religious unity, unemployment and pressure to participate in destructive group activities such as heavy drinking.¹³⁴ These factors compounded by experiences of prejudice and exclusion can undermine self-esteem which can lead to mental health issues such as depression. The All Ireland Traveller Health Study (2010) found that suicide amongst Traveller men is almost seven times higher than in the general population.¹³⁵

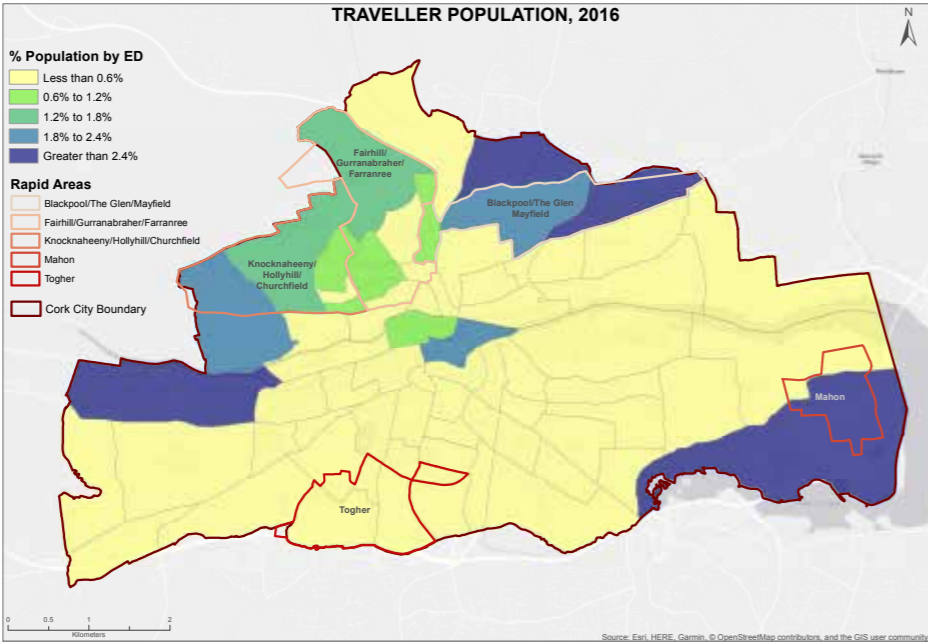


Table 103: **EDs with Highest Proportions of White Irish Travellers** (Source: CSO)

2006		2011		2016	
Mahon B	2.8%	Bishopstown A	3.6%	The Glen B	3.0%
Bishopstown A	2.6%	Mahon B	3.4%	Bishopstown A	3.0%
Shanakiel	2.6%	Farranferris B	2.8%	Mayfield	2.7%
Blackpool A	2.2%	Blackpool A	2.6%	Mahon B	2.5%
The Glen A	1.7%	Shanakiel	2.4%	Blackpool A	2.2%

4.5 Roma

136 -
<http://www.paveepoint.ie/wp-content/uploads/2015/04/RNA-PDF.pdf>.

137 -
<http://www.paveepoint.ie/wp-content/uploads/2015/04/RNA-PDF.pdf> (Roma in Ireland, A National Needs Assessment'.2018.

138 -
<http://www.nascireland.org/wp-content/uploads/2013/05/NA-SC-ROMA-REPORT.pdf>, page 13, 9 European Network Against Racism & European Roma Information Office (2011) Debunking Myths and Revealing Myths about Roma (Brussels, ENAR & ERIO).

139 -
<http://www.nascireland.org/wp-content/uploads/2013/05/NA-SC-ROMA-REPORT.pdf>.

140 -
Cited, page 26, <http://www.paveepoint.ie/wp-content/uploads/2015/04/RNA-PDF.pdf>, 6 United Nations Committee on the Rights of the Child, 'Concluding observations on the combined third and fourth periodic reports of Ireland' (2016) CRC/C/IRL/CO/3-4; United Nations Committee on Economic, Social and Cultural Rights, 'Concluding observations on the third periodic report of Ireland' (2015) E/C.12/IRL/CO/3.

Since EU accession, Roma have migrated to Ireland as EU citizens.¹³⁶ Estimated numbers in the State are understood to be around 5,000. Data is not gathered on the Roma, so it is difficult to accurately describe this population. It is estimated that the largest Roma communities are in Dublin, Louth, Kildare, Wexford, Cork, Kerry, Clare and Donegal with the majority originally from Romania (approximately 80%).

Discrimination, at institutional and individual level, is reported as a key issue for this community. Roma report difficulties with accessing accommodation and health and education services. Roma women in particular report experiencing verbal abuse and racism in public spaces. They report lack of income and resources to the extent of consistent poverty, hindering their ability to participate in society. Findings of the report 'Roma in Ireland, A National Needs Assessment' revealed that Roma experience high unemployment, compounded by difficulties accessing social protection.¹³⁷

The National Immigrant Support Centre (NASC) based in Cork City works with this community, providing information, advice and support. NASC has reported issues with access to employment and social protection and report on patterns of discrimination 'where Roma stereotyping and prejudice is so deeply rooted in European culture the stereotypes are often accepted as fact'.¹³⁸ They report approximately 40 Roma families living in Cork City, of between 300 and 400 individuals, the majority living in Blackpool¹³⁹. Human rights organisations have raised concerns in relation to social inclusion issues, unemployment, poverty and health inequalities faced by Roma relative to the general population¹⁴⁰ and NASC has found that Roma were particularly at risk of social exclusion. With the help of organisations such as NASC, this community has a greater opportunity to increase awareness of their rights as EU citizens.

4.6 Sexual Orientation and Gender Identity or LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex)

→ DEMOGRAPHICS OF LGPTBI POPULATION

In 2018 the government of the Republic of Ireland marked the 25th anniversary of decriminalisation of homosexuality by offering a State Apology to those harmed by the “improper discriminatory” laws which criminalised men who engaged in consensual same sex and had a “significant chilling effect on progress towards equality for the LGBTI community.”

That apology on behalf of the State was issued by an Taoiseach Lea Varadkar who happens to be gay; seated beside him the Minister for Children and Youth Affairs Katherine Zappone who, with her late partner Ann Louise Gilligan, had challenged the state to recognise their same sex marriage in 2006. In 2018 Ireland was the first country in the world to launch an LGBTI+ Youth Strategy. This outlines the challenges that remain for LBGBTI+ young people in Ireland including discrimination, bullying & harassment in places of education, difficulties in coming out to families and their community, limitations in understanding of their needs by service providers and wider society and mental, physical and sexual health challenges.

According to Census 2016 one third of Ireland’s population is under 25 years. It is unknown how many of this population are LGBTI+. There is currently no official data on transgender or non-binary sex people in Ireland.

Getting older can be more complex for LGBTI+ people than for heterosexual people according to a study carried out

in the UK by Stonewall entitled ‘Lesbian, Gay & Bisexual People I Later Life’ in 2011. The research indicated that LBGBTI+ people have more diminished support networks in comparison to their heterosexual peers and perceive that they will need to rely on formal support services as they age. The report outlines a perception of poor understanding of services to meet their needs:

- » Three in five are not confident that social care and support services, like paid carers, or housing services would be able to understand and meet their needs
- » More than 2 in 5 are not confident that mental health services would be able to understand and meet their needs
- » One in six are not confident that their GP and other health services would be able to understand and meet their needs

Change in Ireland towards equality and inclusion of the LGBTI+ communities has gathered pace, visibly and demonstrably in the last decade.

→ KEY MILESTONES IN LGBTI INCLUSION AND RECOGNITION

1993	Decriminalisation of Homosexuality	2018	Child & Family Relationships (Amendment) bill 2018 (to amend definition of family and include same sex partners)
2000	Equal Status Act: Sexual Orientation one of the nine named grounds under which discrimination was prohibited	2018	Review of Gender Recognition Act (to include self-declaration for 16/17 years old)
2010	Civil Partnership for Same Sex couples introduced	2018	Prohibition of Conversion Therapies Bill 2018 (to prohibit LGBTQ conversion therapies)
2014	Irish Human Rights & Equality Commission Act	2018	First LGBTI+ National Youth Strategy launched
2015	Marriage Equality Act 2015	2018	Department of Justice and Equality initiated a National LGBTI Inclusion Strategy Consultation which began work in Autumn 2018
2015	Gender Recognition Act 2015		
2016	Public Sector Equality and Human Rights Duty		

141 - <https://www.rte.ie/culture/2017/0619/883884-a-different-country-the-story-of-irelands-lgbt/>.

142 - <http://www.CSO.ie/en/releases-andpublications/er/mcp/marriagesandcivilpartnerships2016/>.

143 - LGBTI+ National Youth Strategy 2018-2020 p.7.

The 2014 Cork City Profile asserted that “Transgender persons are not fully recognised at an institutional level and there are few legislative provision for their needs” (p. 77). However, legislative changes in Ireland in the past four years have culminated in the ILGA Rainbow Europe Report 2018 ranking Ireland second in terms of Gender Recognition. Public services are now tasked with responding to legislative advances with multidisciplinary teams, additional training and new protocols initiated in the health services set out in LGBT Health: Towards Meeting the Healthcare Needs of Lesbian, Gay, Bisexual and Transgender People.’

In 1993, homosexuality was decriminalised in Ireland and over two decades later in 2015 two men became Ireland’s first same-sex married couple.¹⁴¹ The following year there were 1,056 same sex marriages in Ireland, 4.7% of all marriages. 606 marriages were male unions and 450 female unions.¹⁴² In 2016 in Cork City 57 same sex marriages took place.

Enumerating the LGBTI community presents challenges for the researcher in Ireland, as elsewhere, as limited data methods exist to capture LGBTI+ information. While Census 2016 showed additional demographics in relation to gay and lesbian couples, there is still no official data on transgender or non-binary people to those who identify as lesbian or gay but are not in relationships.¹⁴³

Drawing on Kinsey’s estimates of 10% of the population as LGB in 2004 Cork City Development Board estimated a population of almost 12,000 of the city’s residents were lesbian, gay or bisexual. While Kinsey’s figures have been contested as too high, in an urban setting such as Cork City they may well be applicable as they offer greater community infrastructure as well as social and economic possibilities which LGBTI+ communities gravitate towards.

Data from Census 2011 shows that 83.1% of same sex couples resided in urban areas. Similarly Census 2016 reported that 83.57% of same sex couples were living in urban areas with nearly half living in Dublin City and suburbs. 41.4% of women living in same sex couples were based in Dublin City and suburbs compared to 55.6% of men. Women in same sex couples were more likely to be living in large towns and rural areas (46.5%) compared to men (34.1%).

Table 104: **Same Sex Couples by Sex and Area Type, 2016** (Source: CSO)

Area	Total	Males	Females
State	6,034	3,442	2,592
Dublin City and suburbs	2,986	1,914	1,072
Other Cities (incl. suburbs)	669	354	315
Towns over 10,000	854	439	415
Towns 5,000-9,999	278	135	143
Towns 1,500-4,999	256	112	144
Aggregate rural area	991	488	503

In 2011 there were 440 people aged 15 years plus in same-sex relationships living together in Cork City and Suburbs. This increased by 72.4% in 2016 to 608. The largest increase in same sex relationships living together in Cork City and Suburbs are in those aged 25 year plus with the greatest increase evident in 35-39 year olds.

Table 105: **Persons in Same-Sex Relationships Cork City and Suburbs (2011 To 2016) by Aggragage Town by Age Group and Census Year**

Sex	Age	2011	2016
Both sexes	15 years and over	440	608
	15 - 19 years	Less than 5	Less than 5
	20 - 24 years	59	39
	25 - 29 years	84	115
	30 - 34 years	95	129
	35 - 39 years	47	102
	40 - 44 years	47	58
	45 - 49 years	39	52
	50 - 54 years	29	43
	55 - 59 years	20	33
	60 - 64 years	13	21
	65 years and over	Less than 5	15

*** NOTE:**
Information on same-sex relationships is only captured in the Irish census where persons are enumerated living together.

In Ireland nearly 80% of same sex couples (4,787) were cohabiting without children, while 656 same sex couples (10.9%) were married without children. There were 591 (9.8%) same sex couples with children, 182 of them married.

Table 106: **Same Sex Couples by Family Type and Sex, 2011 and 2016**

	2011			2016		
	Total	Male	Female	Total	Male	Female
All family units	4,042	2,321	1,721	6,034	3,442	2,592
Married couple without children	122	83	39	656	410	246
Married couple with children	44	Less than 5	43	182	49	133
Cohabiting couple without children	3,690	2,237	1,453	4,787	2,931	1,856
Cohabiting couple with children	186	0	186	409	52	357

In March 2016 the largest study of LGBTI people in Ireland to date, ‘LGBTIreland Report: National Study of the Mental Health & Well-Being of lesbian, gay, bisexual, transgender and Intersex people in Ireland’ was published.

The research was based on an online survey completed by 2,264 LGBTI people in Ireland; 53% aged 26 years plus, 47% aged 14 to 25 years of age. The study respondents were divided as follows:

» 38.6% gay male,

» 2.3% transgender,

» 26.5% lesbian/gay female,

» 2% intersex,

» 14.4% bisexual,

» 6.3% classified as other identity

The report has a number of key findings:

LGBTI people are coming out at a younger age than previous generations.

Age 12 is the most common age for a person to discover their LGBTI identity (although the general public reported not to believe that a person of this age can know they are LGBTI).

Age 16 is the most common age for a person to tell another that they are LGBTI.

3 out of 4 had told a parent that they are LGBTI.

3% had not come out and were more likely to be younger, and bisexual or intersex people. The main reasons cited for not coming out were fear of rejection and discrimination.

1 in 4 of the general population believed that a person has a choice about whether to be LGBT or not.

1 in 5 of the general population believed that a person can become convinced to become LGBT.

56% of LGBTI 14-18-year olds had self-harmed and self-harm rates were 2 times higher among 19-25 year old LGBTI people compared to rates of a similar age group from the 'My World' national youth mental health study.

The 'Burning Issues 2' 2016 report surveyed LGBT people and found that the most important issue to them was 'sexuality and gender acceptance.' Other issues included health and education equality and support for younger and older LGBT.¹⁴⁴

21% of LGBTI people had attempted suicide with two thirds reporting that the suicide attempt was related to their LGBTI identity.¹⁴⁵

¹⁴⁴ - <http://nxf.ie/wp-content/uploads/2016/06/Burning-Issue-2-Report-by-NXF.pdf>.

¹⁴⁵ - <https://www.hse.ie/eng/services/list/4/mental-health-services/connecting-for-life/publications/lgbt-ireland-report.html>.

The report outlines the diverse needs within the LBGTI community. It makes recommendations to address the key issues of concern, and to increase public and professional understanding and change negative attitudes and behaviour towards the LBGTI+ community.

Undoubtedly the national context is important in Ireland as legislation and policy are generated and implemented at national level however, as a Healthy City, the local municipal context is also significant and especially in Cork where some progress on LGBTI + inclusion has been in advance of some national developments.

Cork City is home to two strong LGBTI organisations who between them and their fore runner organisations have decades of community organising as their footprint in the city. LINC – Advocating for Lesbians and Bisexuals and Cork Gay Project are both autonomous organisations which are funded by and connected to public service agencies, namely Cork Kerry Community Health Organisation – HSE, but also Cork City Council and the wider range of agencies offering social and public services. They act as a hub for the wider Munster geographic area to support LGBTI communities and individuals. Both organisations have also been involved at a national level, including offering key support to the creation of a national LGBTI Helpline. Cork Pride has organised the second largest Pride Festival on the island of Ireland for more than a decade. There are also many other student, staff and less formal groupings centred on LGBTI interests which connect with the city on multiple levels.

Cork has demonstrated the leadership that a city can bring to issues that are challenging. In 2002 Cork City Council was the only local authority in the state to incorporate an LGB specific (subsequently broadened to LGBTI as understanding increased) statement of inclusion and to create an Inter-agency group to advance that objective. This commitment has been translated into all subsequent citywide policy frameworks.

In the intervening 15 years or so the LGBT Inter-Agency group has organised eight annual LGBT Awareness Weeks in Cork to challenge homophobia, biophobia and transphobia, and which engage the broadest of civic, community, public agency and business community involvement. These weeks have generated a momentum such that a highlight of the 2014 week was Cork City becoming the first city/local authority to raise a Rainbow Flag over a civic or public building on the island of Ireland. In 2017 the LGBT Inter-Agency Group persuaded the local authority of the value of Cork City applying for membership of the International Rainbow Cities Network – which promotes LGBTI inclusion and equality across municipalities. 2017 also saw Cork City and its sister city San Francisco signing a memorandum on LGBTI inclusion and co-operation and pledging to jointly pursue membership of the Rainbow Cities Network.

The LGBT Inter-Agency won the Ally of the Year Award in 2017, national recognition of the work the inter-agency group has done to further inclusion and equality in the city.

LGBTI Groups (other than LINC, Cork Gay Project and Cork Pride)

In addition to these very well established LGBTI NGOs in the city there are also a diverse range of other groupings which display the many interests across LGBTI communities including:

- » Gender Rebels and Cork Transgender Peer Support Group organise around the issue of gender identity including trans and non-binary identities.
- » Up Cork LGBT Youth Group contains a broad youth membership who identify on sexual orientation and gender grounds. The Youth Group is run and supported by Youth Work Ireland Cork while parenting/family supports are also key.
- » Trans Parents support group assists parents to support their children through transition, Parents of LGB support children around exploring sexual orientation and Loving Our Out Kids.
- » ACT Up Cork works on HIV awareness, a very key issue again Sporting interests are also key.
- » Rebels Football Club, Cork Front Runners Athletic Club, LINC Boxing and teams drawn from among LINC and Cork Gay Project among others competed in the Paris Gay Games this Summer across many sporting codes.
- » Cultural interests are also well catered for and include: Choral Con Fusion an LGBTS Choir, Reel Scene Movie Club, LINC Drama Group, Cork City Library LGBT Book Club while social gatherings include Queer Vibes and OUT for Dinner. Student networks have always been important and the UCC LGBT Society and the CIT LGBT Society played a critical role in recent referenda campaigning and in some second level schools there has also been the development of student LGBTI groupings.
- » Staff networks including UCC LGBTQ Staff Network and groupings especially in some of the larger multi-national companies located in the city are active and engaged.
- » Finally within some church groupings there are interesting developments: the Church of Ireland has an Inclusive Church Programme of which St Finbarr's Cathedral and St Anne's Shandon have provided significant supports to LGBTI communities while the Unitarian Church has also actively positioned itself as an LGBTI Ally and there are positive expressions of support from across other faith systems.

4.7 Religion

¹⁴⁶ - <http://www.CSO.ie/en/releases-andpublications/ep/p-cp8iter/p8iter/p8rrc/>.

¹⁴⁷ - <http://www.CSO.ie/en/releases-andpublications/ep/p-cp8iter/p8iter/p8rrc/>.

In April 2011 84.1% of the population in the State were Roman Catholics but had decreased to 78.3% by 2016. At their peak, Roman Catholics constituted 94.9% of the population in 1961 and since then the proportion has been falling. As well as the proportional decrease, the absolute numbers fell from 3.86 million in 2011 to 3.73 in 2016, the first decline in absolute numbers in at least 50 years.¹⁴⁶ CSO data indicates that the highest proportions of Roman Catholics were aged 82 and the lowest proportions were aged 27.¹⁴⁷ Across the State, County Offaly had the highest proportion of Catholics (88.6%) in 2016 whilst Dun Laoghaire-Rathdown had the lowest (69.8%). Catholic percentages were higher in rural areas and percentages of no religion, Church of Ireland and Muslims were higher in urban areas.

The number of people indicating ‘no religion’ increased between the censuses by 198,610. In both 2011 and 2016 this was the second largest group. Growth in ‘no religion’ and increases in other religions has resulted in falling numbers of ‘Roman Catholics’ and Dublin City had the highest proportion with ‘no religion’ in 2016.

Table 107: **Most Prominent Religions in the State, 2011-2016** (Source: CSO)

Religion	2011	2016
Roman Catholic	84.1%	78.3%
No religion	5.9%	9.8%
Church of Ireland (incl. Protestant)	2.8%	2.7%
Muslim (Islamic)	1.1%	1.3%
Orthodox (Greek, Coptic, Russian)	1.0%	1.3%
Presbyterian	0.5%	0.5%
Apostolic or Pentecostal	0.3%	0.3%
Hindu	0.2%	0.3%



05

Families and Living Arrangements

The following table suggests that the population in Cork City is more secular than the State. In 2016 the State had a higher proportion of 'Roman Catholics', lower 'no religion' and higher 'Church of Ireland'. 73.5% of the population in Cork City in 2016 were Roman Catholic (down from 82.5% in 2011) and 14.8% categorised themselves as having 'no religion' (up from 8.7% in 2011). Whilst the proportions of Muslims and Orthodox increased, the results indicate that a proportion of the Roman Catholics in 2011 (c.5.0%) changed to 'no religion' by 2016.

Table 108: **Most Prominent Religions in Cork City, 2011-2016** (Source: CSO)

2011		2016	
Roman Catholic	82.5%	Roman Catholic	73.5%
No religion	8.7%	No religion	14.8%
Church of Ireland, England, Anglican, Episcopalian	1.5%	Muslim (Islamic)	1.8%
Muslim (Islamic)	1.2%	Church of Ireland, England, Anglican, Episcopalian	1.5%
Christian (Not Specified)	0.9%	Orthodox (Greek, Coptic, Russian)	1.1%
Orthodox (Greek, Coptic, Russian)	0.7%	Christian (Not Specified)	0.7%
Other stated religion	0.5%	Other stated religion	0.6%
Buddhist	0.3%	Hindu	0.4%