A Critical review of multicultural conflict in the Republic of Ireland.

By

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I want to thank my parents for their unconditional love and support. The possibility of carrying out this master's degree is also their merit.

Matteo, my partner, my love, has been cheering me on this journey.

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Abstract

The following dissertation was prepared as part of the Independent College Dublin's MA in Dispute Resolution programme.

This work will present a critical review of literature about the history of immigration in the Republic of Ireland and how multiculturalism has been presented in this country. For millions of people, migration has always been a part of life. Massive people migrations across international boundaries, seas, and continents have influenced cultural values and lifestyles and altered ethnic and cultural characteristics in many nations.

One of the most pressing issues in today's society is the need to strike a balance between cultural variety and social cohesiveness. A more diversified society has emerged due to several reasons connected to globalisation, with individuals of various faiths, languages, cultural values and lifestyles, and traditions and beliefs. Cultural variety may contribute significantly to the quality of life, conflict resolution, and human security, but it can also lead to social friction and conflict.

Several countries have had this issue as a challenge in their policies. In some countries, this movement took place late, as, in the Republic of Ireland and other countries, this movement has happened with many conflicts.

Each country has its immigration policy and its rules to legislate on. This work aims to briefly analyse this phenomenon through a critical literature review on the subject.

Initially, the work will discuss the immigration process in the Republic of Ireland, followed by a reading of authors who discuss the issue of immigration and multiculturalism and how this has been the subject of conflicts and world debates. The experience of other countries will also be considered, in an attempt to analyse what are the other possibilities of dealing with the process, bringing multiculturalism as a possibility to welcome diversity, as in the case of Canada and Australia.

Keywords: Immigration, Multiculturalism, Republic of Ireland.

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Introduction

This research intends to address critical topics in conflict resolution. According to LeBaron (1998), topics connected, mediation and multiculturalism, have diverse origins and serve different purposes. This text also aims to produce a literature review of the phenomenon of multiculturalism taking place in the Republic of Ireland as a challenge to today's world. As Koenig and Guchteneire (2007) cited, cultural diversity can undoubtedly contribute to the quality of life, conflict resolution, and human security, but cultural diversity may also lead to social tension and conflict.

The importance of this issue comes after the Irish government recently announced, in November 2021, changes in the work permit for critical work, a list of ineligible occupations and quotas, and offering Visa work permit residency to immigrant professionals who wish to live in the Republic. In some sectors, the lack of qualified labour in the country led the Irish government to advertise vacancies for these immigrants.

According to data from the Central Statistical Office, in 2018, Ireland had 90,300 immigrants, estimating that 34.2% were non-EU immigrants. Furthermore, in April 2019, 622,700 non-Irish nationals were estimated to be residents in Ireland, accounting for 12.7% of the total population.

As a result of this demand, the prospect of increasing foreigners choosing Ireland as a country to live and work in arises. Faced with this immigration growth, the concepts of multiculturalism and conflict resolution appear in questions and answers to explain the new dynamics of opening society to foreigners.

The points addressed in this study should include in Chapter 3 a critical view of a systematic review of the literature in Section 3.1 on the history of multiculturalism in the Republic of Ireland and policy of immigration. This is followed in Section 3.2 by a critical review of how multicultural issues can cause conflict. Furthermore, Section 3.3 assesses lessons learned from international case studies. Can we

resolve multicultural conflicts?

This study examined vital topics to evaluate and analyse essential aspects of multiculturalism and immigration processes. The Republic of Ireland has hosted a variety of ethnicities, and some studies have discovered its immigration policies. Important data was gathered, and research was discovered, exposing the nature of government endeavours to update itself to better adapt to globalisation. In order to illustrate what paradoxes and obstacles migratory movements have brought to the creation of less racist and xenophobic policies, this effort required the reinterpretation of professionals in the immigration process. This research also includes a short review of other nations' experiences to determine what social and political situations each country has dealt with this complex and evolving issue.

The study synthesis provides a knowledge base on the proposed topics. This study also indicates research gaps and possible areas of research.

1. **Aims and Objectives**

This study aims to analyse and critically review the issue of multiculturalism and immigration in the Republic of Ireland. In addition, it intends to analyse the history and relationship between multiculturalism and conflicts and the experience of other European countries, Canada and Australia, as examples of how migration policies have been historically conducted.

The goal was to provide a systematic review of key results from current research in the Republic of Ireland on the link between immigration and multiculturalism and a system overview of key findings from other countries essential for comparison and assessment.

This dissertation intends to answer three main questions: How has immigration and multiculturalism been handled in the Republic of Ireland? How can multiculturalism topics cause conflict? Furthermore, what are the lessons learned from international case studies: Can we resolve multicultural conflicts?

This research study aims to:

-A critical view of a systematic review of the literature on multiculturalism in the Republic of Ireland;

-A critical review of how multicultural issues can cause conflict;

-An assessment of lessons learned from international case studies. Can we resolve multicultural conflicts?

2. Research Methodology and Method

2.1 Research Question

A research method is a procedure for doing and carrying out research. The science and philosophy that underpins all research are known as research methodology. Research methodology informs the processes and strategies used to find, select, process and analyse information about a topic. The research methodology part is the part that critically examines the overall validity and reliability of the study. Furthermore, that is why this research must guarantee its validity and reliability.

This research will explore the theme in various books, researchers, data on migrants and multiculturalism in the Republic of Ireland and some countries, and the vast existing bibliographic material on the subject through an exploratory review. The literature review is a strategy for finding subjects that have been previously documented and examined.

Before starting any study, the most critical thing for a researcher to have is a good question. According to Saunders et al. (2013), the researcher should have a rough notion of what he wants to accomplish before beginning the study. It is most likely the most challenging but crucial aspect of a study endeavour.

Three fundamental questions underpin this dissertation: How has immigration and multiculturalism been handled in the Republic of Ireland? How can multiculturalism topics cause conflict? Furthermore, what are the lessons learned from international case studies: Can we resolve multicultural conflicts?

2.2 Research philosophy and Approaches

The abductive method is the best option for this study. The research process is devoted to reviewing the literature on the subject proposed in the study's introduction – referring to the study's research topic of immigration and multiculturalism in the Republic of Ireland, which includes an analysis of immigration as a policy challenge and a description analysed of other countries. The scholars who

connect their topics will be scrutinised, how these themes were defined, how they were discussed in the Republic of Ireland, and some case studies from other nations.

The abductive technique was selected since the topics picked are empirical, difficult to assess, and the researcher's intended emphasis dictates conversations on multiculturalism. For example, a researcher who wants to count the number of immigrants in a specific location will need to keep track of multiple perspectives on what it means to be an immigrant. Re-reading major studies and researchers on the selected topics provide the study with diverse, high-quality data. Because prior academics have previously created these materials, quantitative research is not required. The goal is to create awareness about which research was conducted and whose conclusions were reached.

The abductive method consists of drawing a conclusion based on previously collected data. It is further defined to solve the flaws of deductive and inductive techniques. Deductive reasoning is mainly attacked for its ambiguity in determining which theory should be tested by developing hypotheses. On the other hand, inductive reasoning is attacked because "no amount of empirical facts will make theory development viable." As a third option, abductive reasoning resolves these flaws by taking a pragmatic approach. The researcher can still use the abductive technique to develop a better explanation for the data. Approximations of possible findings are fascinating academic options, as the subjects are multiculturalism and immigration processes, dealing with empirical and dynamic realities. (Mertens, D.M., 2010).

2.3 Research Design and Methods

The chosen strategy is a critical literature review. The research intends to be based on the collection of literary productions that aim to guide the production of the work and analyse the proposed themes.
A literature review is an excellent technique for synthesising study findings into a meta-level to present evidence and identify areas where further research is needed, which is an integral part of developing a theoretical framework and conceptual models. It conveys the substance and quality of existing

knowledge and makes the reader aware of the importance of past efforts. According to Galvão et al. (2004), the systematic review uses the scientific method to give a structured synthesis of the knowledge available on a particular subject.

A systematic review of the academic research literature will answer the following questions: How have immigration and multiculturalism been addressed in the Republic of Ireland? How can the topics of multiculturalism cause conflict? Also, what are the lessons learned from international case studies: Can we resolve multicultural conflicts? Using pertinent key terms, the researcher scoured electronic databases. The descriptor words that took the first step in the literature review process are keywords and phrases entered in a search field in research platforms such as Short Journal Storage (JSTOR) and Sage Research Methods.

The order chosen by the researcher involved the research that provided the historical context of the immigration process in the Republic of Ireland. Significant research was found, and they guided the researcher is searching for the bibliography of these documents. These bibliographies helped in the second stage of the research process, searching for official data on the immigration process. The government department's research was analyzed that is the basis for creating new policies and providing data on the reality of immigrants. Exploratory review research found many articles, books and qualitative and quantitative studies. As a proposal of this study, all sources found were analyzed. The researcher sought to include the broadest range of publications found, bringing different perspectives on the subject and different data confirming the dynamics of change in the chosen subject.

Subsequent discussions on world immigration processes and how this movement has brought political and social challenges and the analysis of immigration policies in other countries will also be discussed, following the same research procedures reported previously. The selection process prioritized the most widely discussed publications about this topic, and the operationalization of the word "immigration" was the most crucial assessment factor for the final selection.

Those studies that provide databases on the subjects explored were considered primary sources in this study. Research in research institutions and formal government platforms are two examples. The reading of scholars who address the recommended topics, bringing fundamental analyses and helping to synthesise the theme, are considered secondary sources.

The literature review is suggested as a possibility of theoretical and methodological sophistication, allowing the construction of quality information on the themes and evaluating which data have been collected so far by other authors. A critical review entails organising and constructing a logical and cohesive argument. It should flow easily from one point to the next, relying on facts and, when feasible, presenting opposing perspectives. It might also include assessing rather than merely stating the quality of the evidence offered to support an argument. To put it another way, critical reading aids in evaluating the quality of other people's work and their limits and provides promising leads for future study (Adams, John, et al., 2014).
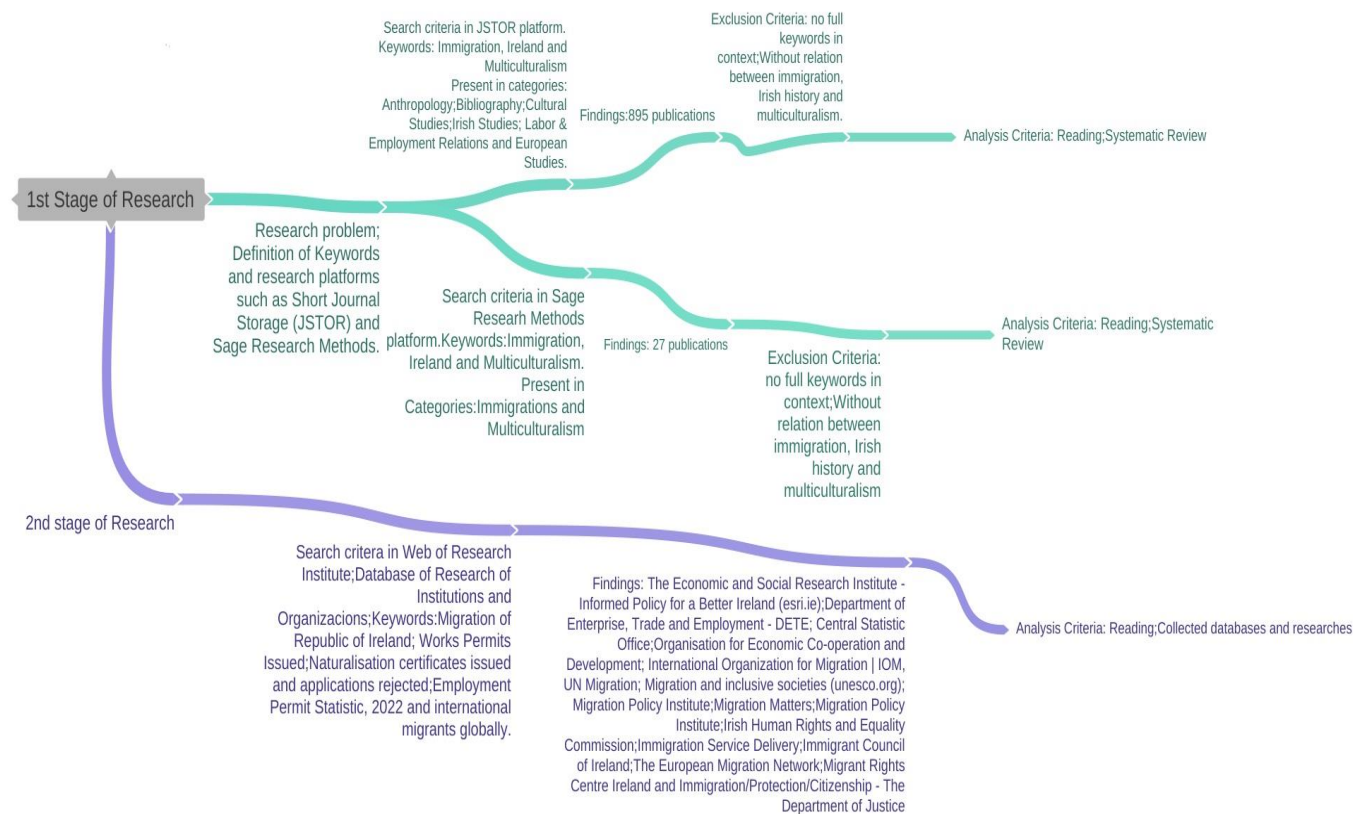
3.Presentation of the data

The idea of this study was born out of the creation of a critical evaluation of multiculturalism in the Republic of Ireland. The technique employed was a comprehensive literature examination, with re-readings of significant scholars, academic departments, government departments source, and official data serving as valuable tools for evaluating and analysing the topic.

The abductive technique provided the opportunity to uncover several sources of references to explain the topic's complexity. Multiculturalism, immigration, and conflict are fluid and complicated processes to navigate. Because of the relevance of this issue, an extensive bibliography was discovered. This data is difficult to collect, analyse, and organise. Some elements were left out since the study aimed to gather data relevant to the subject and academics who specialise in it. Hundreds of publications were evaluated and gathered and critical research sites.

The requirement for the work to connect with the researcher's interest in this issue and the government's announcement on the potential of a work permit visa for non-EU citizens justifies the focus on research that delivered the material on the examination of immigration procedures in situations employment. According to Snyder (2019), the necessity to disclose reasons and openness about all research decisions must be reasonable and legitimate motivations. The flowchart below depicts the technique used to conduct this study.

Figure 1 Flowchart of research

Search criteria in JSTOR platform. Keywords: Immigration, Ireland and Multiculturalism Present in categories: Anthropology;Bibliography;Cultural Studies;Irish Studies; Labor & Employment Relations and European Studies.

Exclusion Criteria: no full keywords in context;Without relation between immigration, Irish history and multiculturalism.

Findings:895 publications

Analysis Criteria: Reading;Systematic Review

1st Stage of Research

Research problem; Definition of Keywords and research platforms such as Short Journal Storage (JSTOR) and Sage Research Methods.

Search criteria in Sage Researh Methods platform.Keywords:Immigration, Ireland and Multiculturalism. Present in Categories:Immigrations and Multiculturalism

Findings: 27 publications

Exclusion Criteria: no full keywords in context;Without relation between immigration, Irish history and multiculturalism

Analysis Criteria: Reading;Systematic Review

2nd stage of Research

Search critera in Web of Research Institute;Database of Research of Institutions and Organizacions;Keywords:Migration of Republic of Ireland; Works Permits Issued;Naturalisation certificates issued and applications rejected;Employment Permit Statistic, 2022 and international migrants globally.

Findings: The Economic and Social Research Institute - Informed Policy for a Better Ireland (esri.ie);Department of Enterprise, Trade and Employment - DETE; Central Statistic Office;Organisation for Economic Co-operation and Development; International Organization for Migration | IOM, UN Migration; Migration and inclusive societies (unesco.org); Migration Policy Institute;Migration Matters;Migration Policy Institute;Irish Human Rights and Equality Commission;Immigration Service Delivery;Immigrant Council of Ireland;The European Migration Network;Migrant Rights Centre Ireland and Immigration/Protection/Citizenship - The Department of Justice

Analysis Criteria: Reading;Collected databases and researches

Source Prepared by the researcher (2022)

Primary and secondary sources were analyzed and systematized in this research. Qualitative and quantitative research were resources used for the purposes of this discussion. Academic research and government departments' references list also was consulted, and it was also a way of establishing a "road map" of this research.

4.Literature Review

3.1 A critical overview of multiculturalism and migrants in the Republic of Ireland.

First, to start the discussion on multiculturalism, this text will work with the conception found in LeBaron's text (1998), referring to the book by Roberts and Clifton. The short definition is that multiculturalism is the philosophy and practice of honouring cultural differences through developing systems that institutionalise pluralism.

In their book Understanding Contemporary Ireland: State, Class, and Development in the Republic of Ireland, published in 1990, Breen, Hannan, Rottman, and Whelan contend that few societies have evolved as quickly as the Republic of Ireland. The first 40 years of independence in the Republic of Ireland, from the 1920s to the 1960s, were defined by institutional stability rather than change and isolation, which had grown severe by 1950. While the rest of Europe grew and adopted fundamental Welfare State ideals, Ireland slept, unable or unable to solve its vast economic and social issues. On the other hand, the crisis prompted government-sponsored industrialization programmes to innovate in the late 1950s. The success of such enterprises signalled a more incredible promise that the benefits of independence would finally be realised, reinforcing the long-running nationalist struggle. Despite the ups and downs of a challenging economic climate at home and abroad, the Irish Free State was noted for its stability and consistency. The postwar economic boom and enthusiasm for the Beveridge Welfare State delayed the social transition in Ireland, but neither of these things could last into the 1952s.

Consistent with Breen R. et al. (1990) work, after four decades of independence, Ireland was economically classified as one of the United Kingdom's peripheries in 1960. The majority of foreign investment came from the United Kingdom. The British market accounted for two-thirds of all exports. For each new generation, entering the labour market means emigrating to Britain. The inheritance of a family company, primarily in low-productivity small-scale farming, was a concern for the half of new employees who stayed in Ireland.

On the other hand, state-induced economic progress industrialised Irish society in only ten years.

Membership in the European Community (EC) in 1973 cemented an economic and cultural shift away from the United Kingdom. It also hampered creating a class system where advantage was distributed more based on educational qualifications than family wealth. Ireland's admission as one of the eighteen industrial market economies recognised by the World Bank in the 1970s showed the shift (Breen R. et al. 1990).

By the 1980s, Ireland had been transformed by the interaction of State institutional arrangements inherited from Britain but modified after Independence, State policy choices, international economic developments, and the unanticipated consequences of rapid, State-sponsored industrialisation on the class structure (Breen R. et al. 1990).

The article about the Irish immigration process identified was Immigration into the Republic of Ireland: a Bibliography of Recent Research, by scholars Éinrí and White, published in 2008. According to them, Ireland's historical demographic and migratory profile may be unique, at least in European terms. Since the late 1840s famine, Ireland's population has been steadily declining for more than a century, until the late 1950s, notably in the island area that became an independent state in 1922.

Changes in economic, social, and cultural norms following the famine resulted in delayed marriages and high rates of non-marriage, as well as the highest and longest-running per capita rates of emigration in Europe, ensuring that the slight natural increase in population that even this rate of reproduction would have provided was constantly outpaced by new arrivals. High emigration rates consistently surpassed natural growth in the early twentieth century. There was very little immigration into Ireland at this period. Aside from a modest number of labour migrants and a few cases of foreign nationals reconnecting with their families, refugee resettlement activities were another potential source of migrants in the decades after WWII (Éinr and White, 2008).

Mussano's (2003) work, Locating refugee/migration studies in conflict research: The host agenda in the Republic of Ireland, was examined to add to this topic. According to Mussano, owing to the country's economic growth and wealth, Irish society, like other European countries, had to cope with immigration. After a long history of emigration, Ireland has lately witnessed significant immigration and

is grappling with the notion of being a host society. The ability to productively handle variety has always been a characteristic of the Irish experience. Following the 1998 Belfast Agreement, such management has become more important in good governance.

Irish openness and generosity in international affairs may be shown in the country's support for the Northern Ireland peace process, active involvement in UN peacekeeping deployments, and the appointment of Mary Robinson, the former Irish president, as the UN Human Rights Commissioner (Mussano, 2003).

However, for the first time since the country's independence, Ireland's famed worldwide commitment and diplomatic success have been contrasted with a home context in which problems have developed over the "challenge" of hosting and integrating migrant ethnic groups. Implementing pluralism and managing diversity have had direct domestic repercussions for the Irish policy market for the first time since independence (Mussano, 2003).

With the massive growth of immigration in the early 2000s, Ireland was given the title of "Celtic Tiger" due to its rapid economic growth among European countries.

Rapid economic expansion and the transformation of the Republic of Ireland into a multi-ethnic society with a significant number of permanent immigrants were two of the Celtic Tiger's legacies, as highlighted in Fanning's (2015) essay Immigration, the Celtic Tiger, and the Economic Crisis. In 2008, about 575,000 immigrants entered the nation. This number was reduced during the financial crisis of 2010. There was a notable increase in emigration in 2009. In addition, political responses to Ireland's economic crisis included a change of government, substantial austerity measures, and an unspoken sense that the country was facing an existential crisis. As austerity measures took effect, national self-excoriation, numbing quiescence, and anti-establishment protest politics emerged. Massive increases in unemployment and emigration resulted from the economic crisis, as did the collapse of house prices and the threat of foreclosure for those who fell behind on their mortgage payments, tax increases and pay cuts for those who remained employed, and drastic cuts to public services such as education and healthcare.

According to Barrett, A. et al. (2011) work, Estimating the Impact of Immigration on Wages in Ireland. Significant population losses occurred in Ireland, but in the late 1990s, considerable migrant flows started to arrive. Attractive economic circumstances contributed to the high rate of internal migration. The Irish government has granted full access to the Irish labour market since 2004. Two aspects of the Irish immigrant experience, according to these experts, are intriguing. For starters, immigration occurred amid a period of economic expansion. Second, like most Irish locals, many newcomers were white and Christian. Whether immigrants tend to raise or lower the average salary of native employees was investigated in this article by examining the context of immigrants, which is a hotly debated subject in both the public and academic debates on immigration. As a consequence of this paper, they concluded that immigration raised or lowered the average number of openings for native employees, depending on the analysis. When the study is based on competency cells in schooling, it finds adverse pay effects; however, it finds a favourable balance when the analysis is based on the occupation.

The dominant Irish culture was added to the long-established cultures of the Traveling People and the Jewish community, those different traditions and cultures brought by men and women who arrived in Ireland in search of a better future, representing the birth of today's Irish multiculturalism, according to Onyejelem's article Multiculturalism in Ireland, published in 2005. According to the author, many Irish people consider Irish forms of multiculturalism an ominous development, although they are constantly growing. In addition, there has not been an open and sensible discussion regarding multiculturalism. In a nation like Ireland, where globalisation and interdependence have combined to bring economic success and an increasing variety of individuals, the subject of cultural mix has remained contentious, as Onyejelem (2005) points out.

This debate follows Mussano's argument that admittance policies vary from country to country. The rationale for such considerable differences amongst European nations lies in numerous contradictory interpretations and internal political and economic interests, such as bilateral trade agreements with non-EU countries and various kinds of labour sourcing, such as Filipino nurses (Mussano, 2003).

In another reference to Mussano's article (2003), she contends that European, primarily British,

immigration experiences have formative impacted the Irish attitude to immigration and have shaped its immigration and reception policies throughout time. From this viewpoint, Ireland might serve as a case study for how a democracy with a good track record in promoting human rights overseas has had to put in much work.

Mussano (2003) expands on her argument by quoting Hammar, who claims that national immigration and naturalisation policies have generated new citizen subgroups, where immigrants have limited access to services than naturalised citizens. As a result of this distinction, the citizenship process is hampered, as it is incomplete. For example, rights to education, employment and unrestrained movement, as well as rights to social assistance, are established AD HOC in each European member state for each of the various categories of foreigners: asylum seekers, convention refugees, de facto refugees, refugees with humanitarian leave to stay, migrant workers, family dependents and students. Mussano warns of the dangers of negative constructions because foreigners pose a threat since their status and rights to assistance are not always made plain to the public and appear to compete with the host communities.
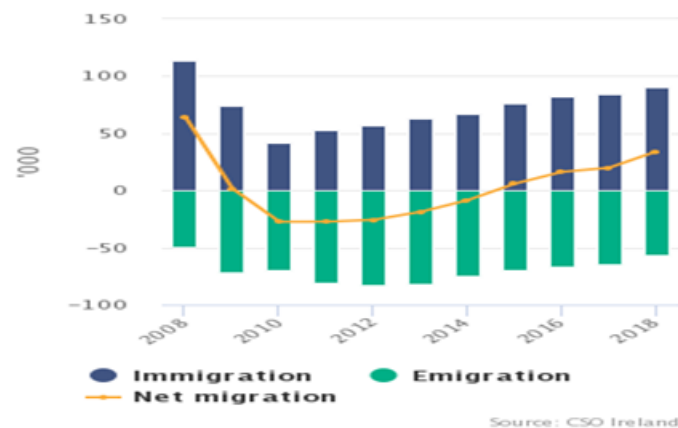
European nations are wary of granting visas and travel permits to third-country migrants from developing countries, citing concerns about international terrorism and uncontrolled cross-border migration.

According to statistics from the Organisation for Economic Co-operation and Development (OECD, 2015), migration is a rising and dynamic issue. In the 13 years leading up to 2013, the number of foreign migrants in the globe rose by one-third, reaching 232 million. Over time, the origin countries have gotten more diverse, while new destinations and transit countries have arisen. Furthermore, migrants nowadays are more skilled than ever before, and women make up a more significant number of migrants. In particular, skilled intra-regional movements are increasing across the globe, particularly inside the OECD and Europe. Regardless of their economic and development levels, all nations have the same obstacles in reaching out to diasporas.

Following the OECD (2015) analysis, which states that both source and destination nations recognise

that migrants can provide opportunities if they are adequately supported. Many governments are taking steps to help them improve their skills. Home countries increasingly realise that permanent homecoming is not the only way diasporas can help their homelands.

Figure 2 The movement of migrations in Ireland

Source Central Statistics Office (2018).

As demonstrated in Figure 2, the movement of migrations in Ireland has increased over the years. The number of immigrants to the State grew by 6.7 per cent from 84,600 to 90,300 in the year to April 2018, whereas the number of emigrants decreased from 64,800 to 56,300 over the same time (-13.1 per cent). Ireland's net inward migration reached 34,000 in 2018, the highest level since 2008 (Central Statistics Office, 2008).

The rise of the Celtic Tiger economic boom of the 1990s witnessed employment and economic growth and inbound multinational investment (albeit primarily focused on the IT and pharmaceutical industries), according to Éinrí and White (2008). However, understanding the composition of these migratory movements is just as crucial. Returning Irish emigrants made up a sizable section of the population. Returning Irish migrants account for almost 40% of all immigrants, according to data from the inter-census period between 2000 and 2005. For example, in 2005, 27% of people listed as immigrants were not from another country. Other types of immigration rose throughout the same

period.

Who is the Irish today? was the title of an Irish immigration policy article discovered. Questions of Citizenship and Nationality in 21st Century Ireland were released in 2016 by Guillaumond. It kicks off a discussion over new legislation that provides some rights to children born on the island of Ireland to non-Irish parents. The Supreme Court's interpretation of the family clause, which said that non-born Irish citizens have the right to dwell in Ireland, bolstered this. Given Ireland's present economic situation, the country was seen as a new Eldorado for those seeking a better life.

In addition, the country has a robust labour market and a competent social security system, and it is eligible to join the United Kingdom. However, between 2003 and 2005, Ireland's citizenship laws were drastically altered. Since the early 1900s, opponents have claimed that the citizenship clause in the Constitution permitted non-national parents who had children in Ireland "carte blanche" to stay in the country. As early as 2001, the Irish government suggested a constitutional revision to close the "loophole" and abolish unconditional *jus soli* (Guillaumond,2016).
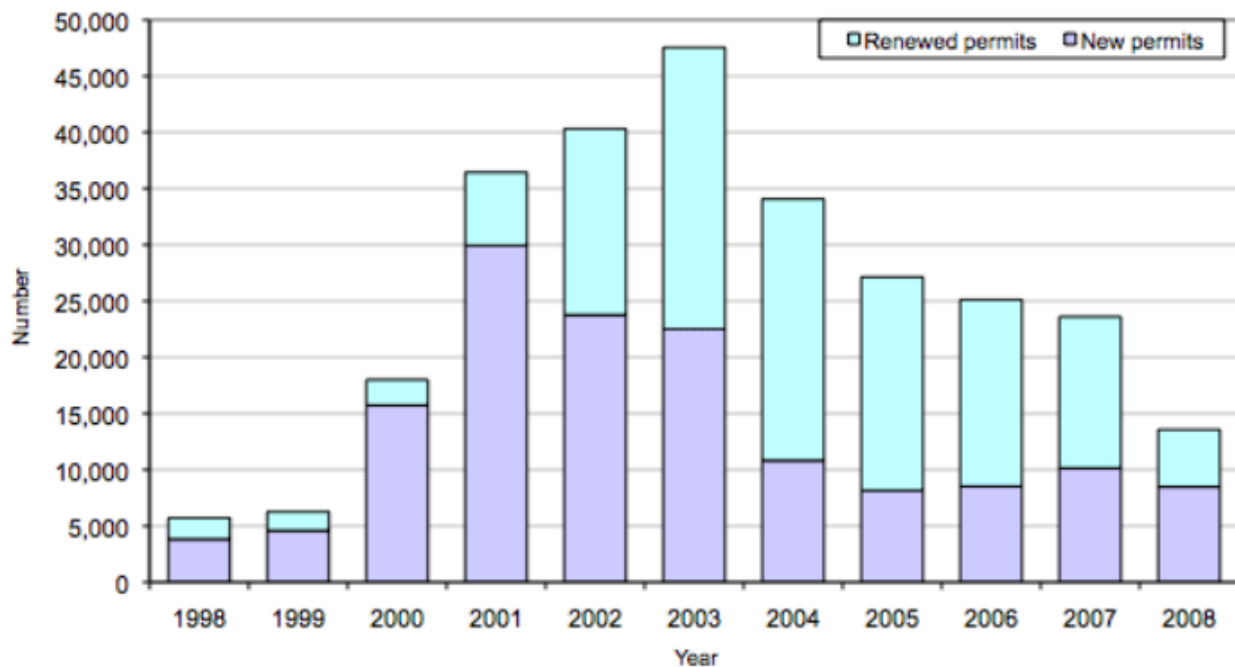
By a four-to-one margin in June 2004, the Irish electorate approved a change to the idea of Irish citizenship. As a result, a person born only on the island of Ireland lost their constitutional claim to citizenship. In other words, an Irish-born child's natural claim to citizenship is removed when the parents are not Irish citizens. As a result, jus soli citizenship is only awarded to those with at least one parent who is an Irish citizen or eligible to become one. If the loss of unconditional *jus soli* is seen as a big step in Ireland, it is not alone since other European nations have seen rising immigration. While citizenship by birth has altered significantly (as the nation moves from emigration to immigration, citizenship is no longer automatic for children born in Ireland), citizenship by descent, which was first impacted by emigration, has stayed intact (Guillaumond,2016).

According to Ruhs and Quinn's 2009 paper, Ireland granted citizenship to anybody born in the nation (the jus soli principle). Non-Irish parents with children born in Ireland may apply for Irish residency based on their child's Irish citizenship. This sparked concerns that non-Irish people, particularly asylum seekers, might relocate to Ireland and have children to get this status. Before January 2003, around

11,000 families with children born in Ireland had applied for residency. Following a referendum in 2004 and subsequent constitutional amendment, anyone born in Ireland to non-Irish parents after January 2005 is not automatically entitled to Irish citizenship unless one of the parents lived lawfully in Ireland for at least three of the four years preceding the child's birth (periods spent in Ireland as an asylum seeker or student are not considered). In January 2005, the Department of Justice, Equality and Law Reform invited non-Irish parents of children born in Ireland who had their claims blocked in 2003 to apply under the Irish Born Child Scheme 2005 (IBC/05). Under this system, non-Irish parents of children born in Ireland may apply for permission to remain in the country for two years to seek renewal. Applicants who completed the renewal process had their licences extended for up to three years, and those who matched the criteria might apply for full citizenship. Over 18,000 people applied, and about 16,700 were admitted. In 2007, the government took steps to speed up renewal requests, and by the end of 2008, 14,117 had been accepted.

The authors also discuss how Ireland's labour immigration regulations have generated and continue to create a significant divide between people living inside and outside the European Economic Area. Citizens of the European Economic Area enjoy unrestricted access to Ireland and are free to relocate and work there. Consequently, Ireland's immigration regulations have no direct influence on their numbers or selection — for example, depending on skill level and nationality. Until April 2003, Ireland's work permit policies were almost entirely dictated by employers. Employers in Ireland could legally hire as many non-EEA workers as they wanted from any country and employ them in any job, regardless of the skill level required, as long as they were willing to go through the work permit system's administrative procedure, which required them to show that "every effort" had been made to recruit an EEA national before applying for a work visa (Ruhs, M. and Quinn, E., 2009).
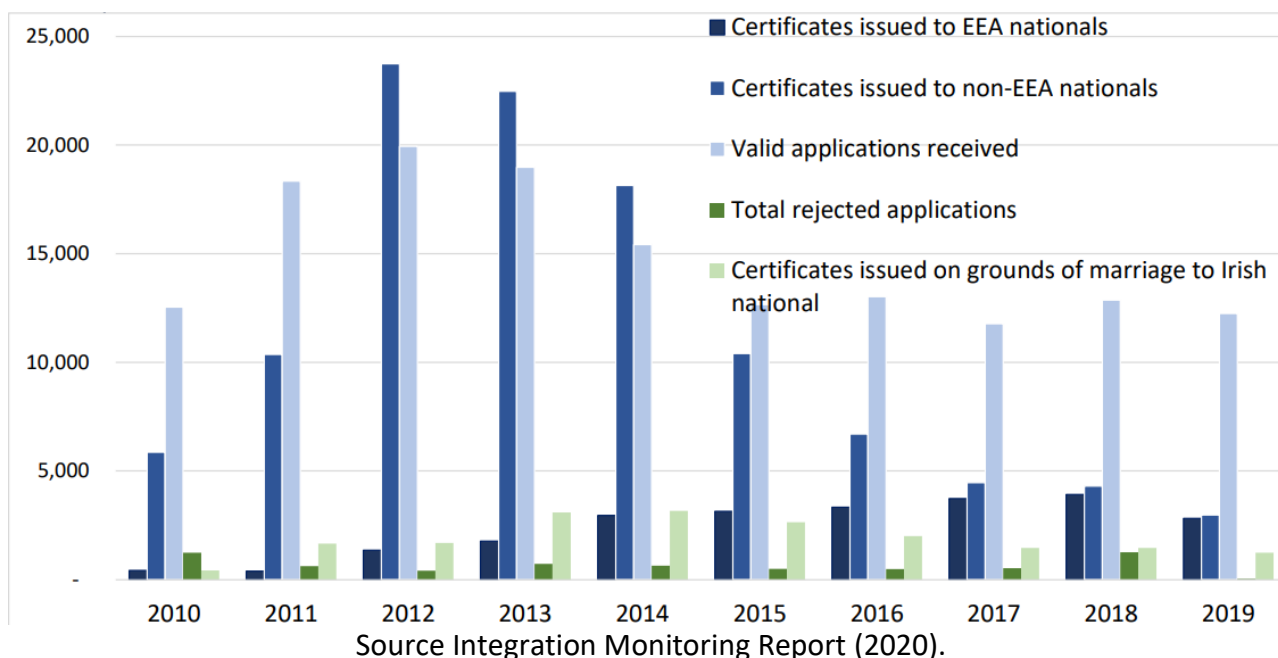
Figure 3 Total Works Permits Issued

Source Department of Enterprise, Trade and Employment, Dublin (2003)

Figure 3 shows that non-EEA nationals granted work permits climbed by more than 650 per cent, from 6,262 in 1999 to 47,551 in 2003. People working in low-skilled employment in areas like catering, general services, and agriculture received most of these licences. Few immigrants to Ireland before the 1990s were neither Irish nor British. Aside from global business professionals, non-EU immigration was minimal. Apart from the previously stated refugees' minor inward movement, significant immigration from outside the English-speaking world is relatively recent, with the significant and consistent growth in labour in-migration happening only since the late 1990s. This occurs mainly in immigration from other EU countries and includes numerous non-EU immigrants such as temporary workers, asylum seekers, and students (Ruhs, M. and Quinn, E., 2009).

The survey of the Integration Monitoring Report in 2020 revealed recent data on Naturalization certificates issued and applications denied from 2010 to 2019. In 2019, there were no rejected applications, but the number of legitimate applications was more than 10,000 in 2017, 2018, and 2019. Non-EEA migrants who become Irish citizens had better labour market outcomes than non-EEA

migrants who do not become Irish citizens, according to this statistic. The naturalization of EEA migrants has also risen in recent years, rising from 5% in 2012 to almost 50% in 2019. However, the overall number of EEA migrants who become Irish citizens in Ireland remains low (McGinnity et al., 2020). Using the following numbers (see Figure 04 below):

Figure 4 Naturalisation certificates issued and applications rejected from 2010 to 2019

Source Integration Monitoring Report (2020).

With the growing demand for requests from citizens in recent years, it is essential to consider how public opinion has led to this issue of immigration. The article by Burroughs (2015), which analyses how the Irish Newsprint media refers to "Illegal immigration," is another piece that discusses the link between Irish society and immigration. The Irish Newsprint's approach to disseminating stories on this topic. According to this article, the speech is told so that it might lead to ideological conceptions of governance and national identity, which could help legitimise inequality and exclusion in Ireland.

In 1990, when the nation saw a tremendous surge in immigration, the expression of immigration in Ireland became "illegal immigration," according to Burroughs's beliefs. The state was unprepared for this and responded on the spur of the moment, especially toward migrants from outside the European Union and asylum seekers. The immigration, residents, and protection legislation was initially proposed

to the Irish parliament in 2005. As a result of being put in this race, there is much misinformation regarding "illegal immigrants," and many connections are made between irregularity, asylum, crime, and danger.

According to Burroughs (2015), Ireland has a small number of "illegal immigrants," with the majority of them becoming "illegal/undocumented" over time. These migrants have received harsh media attention, as has the constructed lousy image of "illegal immigration." Although nothing is known about these migrants, the members of parliament have many preconceptions.

Quinn and Kingston's (2012) Practical Measures for reducing irregular migration: Ireland reports that continues the issue of "irregular immigration." Despite the absence of a solid stock of irregular migrants in Ireland, given the country's distant location and history of emigration rather than immigration, Ireland's unusual population is unlikely to constitute a large part of the EU total.

According to state officials and NGOs operating in the region, the population is also likely to be declining for the following reasons: Most irregular migrants "overrun" their immigration authorisations rather than arriving illegally (Quinn, E. and Kingston, G., 2012).

According to Quinn and Kingston (2012), irregular migrants seek employment because they lack access to other resources such as social assistance. Given Ireland's severe economic slump in 2007/2008, which significantly diminished job opportunities, some illegal migrants are likely to have sought work abroad. Those who stay are more likely than those who leave to be unemployed or underemployed.

According to Quinn and Kingston (2012), the Minister of Justice, Equality, and Defense is in charge of overall immigration policy. The Department of Justice and Equality's Irish Naturalisation and Immigration Service (INIS) is in charge of developing and executing migration policies, including irregular migration. The Common Travel Area, which Ireland shares with the United Kingdom, the Isle of Man, Jersey, Guernsey, and the State, influence Irish policy on irregular migration. Ireland and the United Kingdom have also achieved independence from EU immigration and refugee restrictions. Because Ireland and the UK are not members of the Schengen Area, issuing short- and long-term visas

is a national obligation. A pre-entry clearance in Ireland grants no special permission to enter the country. The "first line of defence" in Ireland is its immigration system. Statutory Instruments published under Section 17 of the Immigration Act 2004 outline the categories of persons who need and do not require a visa when visiting Ireland.

Quinn (2014) reports in the text Racism and Social Change in the Republic that half a million persons residing in Ireland (according to the 2011 Census) were non-Irish nationalities, accounting for 12% of the overall population. He assesses Professor Bryan Fanning's book Racism and Social Change in the Republic of Ireland, published in 2018, examining the gap between national perception and reality regarding how Irish people and institutions "welcome the stranger."

Quinn (2014) emphasises the need for a broader discussion in Ireland about the advantages and difficulties of a more varied society. The reality of racism in this nation must be acknowledged in these talks. Racism may manifest itself in interpersonal interactions, employment discrimination, and structural levels. Thus, it is crucial to recognise this is a complicated and multidimensional problem. Discrimination may be based on skin colour, but it can also be found on religious beliefs, culture, or ethnicity. Most importantly, it must be acknowledged that racism can and should be combated in all of its manifestations.

Joseph's Critical Racial Theory and Inequality in the Labor Market: Racial Stratification in Ireland in 2020 is a recent essay regarding racism in Ireland. While the types and populations of immigrants in Ireland may differ from those in the UK, Germany, France, Sweden, and other European countries where immigrants' descendants are in their second, third, and fourth generations, Ireland's relative newness to mass immigration means we can access raw data on immigrants' experiences in a new environment before fully established assimilation and acculturation. According to Joseph, the top levels of Irish labour market mapping provide the image of a monocultural Ireland. On the other hand, Census data demonstrate that immigrants, including Ireland's indigenous ethnic minority - the Irish travellers - are present inside the country's boundaries.

Theories of Irish racism are insufficient if they do not include the White, indigenous Irish nomadic

minority – Irish Travellers – who, although labelled as "Irish people," have lived in Ireland for millennia and are denied the same advantages as Catholic, White Irish. Ireland seems to have a colour-coded immigration penalty and intolerance of variety, as seen by the racialization of Irish Travellers. This fact underlines and supports the claim that racism in Ireland is much more than skin colour (Joseph, 2020).

Researchers McGinnity et al. (2006) found that Black South/Central Africans face the highest prejudice of all the groups surveyed in a study published by The Economic and Social Research Institute titled Migrant's experience of racism and discrimination in Ireland. Even after adjusting for other characteristics like education, age, and duration of stay, multivariate analysis demonstrates that this is true of racism/discrimination in the workplace, public areas, pubs/restaurants, and institutional racism.

This survey also disclosed that the Irish Work Permit Program, which the Department of Enterprise, Trade and Employment handled under the Employment Permits Act 2003, relates to non-EEA citizen engagements for financial gain, including those of short duration. The system is based on the employer, and the employer must make an effort in the first place to secure permission before the employee's admission into the State. The application must be for a particular position and a specific person. The permits, valid for one year and may be renewed, are intended for positions that Irish or other EEA citizens do not fill. The employer, not the employee, is responsible for obtaining work permits. Migrant advocacy organisations have criticised the program, arguing that it has contributed to labour exploitation.

It is critical to track immigrant integration to react appropriately to current changes in Irish society and prepare for future changes. Monitoring the integration's outcomes, on the other hand, is only as good as the data on which it is based. Ireland has a concise history of immigration or tracking migrant outcomes, but given that a considerable part of the population currently comes from a migrant background, now is appropriate to review the data. Second, Fahey et al., 2019. Data for monitoring integration: gaps, difficulties, and possibilities.

According to Fahey et al. (2019), researching ethnic minorities in Ireland is difficult as there are no immigration, Irish or population records. This makes fieldwork difficult, and little study has been done

compared to other European nations. However, two migrant surveys were carried out in Ireland with the theme of Racism and Discrimination against migrants from outside the EU (2005) and a longitudinal survey of new Polish migrants in 2011, 2012 and 2013.

The Irish Naturalization and Immigration Service (INIS) manages the immigration, citizenship and international protection activities of the Departments of Justice and Equality. The administrative data collected and stored by INIS concern requests for citizenship, protection, family reunification, visas and professional residency made mostly by non-EEA (European Economic Area) residents (Fahey et al., 2019).

According to the Integration Monitoring Report 2020, McGinnity et al. (2020), most migrants from outside the EU travel for study or work, with a smaller percentage seeking international protection or other reasons such as a reunion with relatives. Migrants in Ireland are known to have a high level of education, which is especially true for individuals from Western Europe or Asia. Eastern Europeans are the only group with any education.
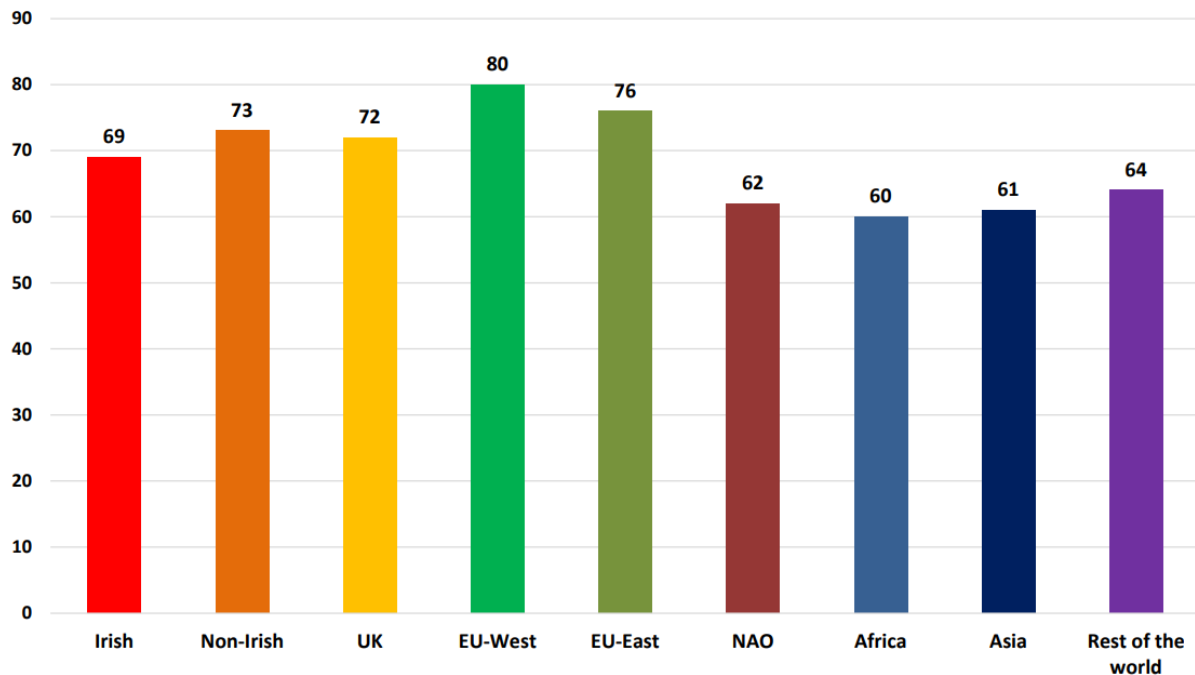
Immigrants also expanded the ethnic variety in Ireland; however, Blacks, Asians and other ethnic groups constitute a smaller percentage of the population, due to the majority of immigrants being of European heritage. Using Census data by McGinnity et al. (2020) illustrate how the number and percentage of people in Ireland who claimed an ethnicity other than 'White Irish' increased dramatically between 2006 and 2016. 'Other White' remains the most common ethnicity among those who identified as an ethnicity other than White Irish, representing 9.5 per cent of the population in 2016.

Another significant study of Origin and Integration supported by the Department of Justice and Equality under the Economic and Social Research Institute's Equality and Integration Research Programme has described that integration research is critical for creating evidence-based integration policies. This research reaffirms with evidence the importance of crucial integration policies and supports, such as adequate training in English for migrants, greater recognition of foreign qualifications, targeted labour market integration programs for refugees, and measures to combat ethnic discrimination in the workplace (McGinnity et al., 2020).

According to the Integration Monitoring Report 2020, McGinnity et al. (2020), most immigrant groups claim more education than the Irish-born population. The Irish-born group has a lower estimated likelihood of having higher education (0.4) than other migrant groups. Even when age and gender inequalities between Irish-born and foreign-born groups are considered, this remains true

Second, there is much variance within broad geographical groupings of origin (EEA, Asia, Africa, and the rest of the globe). For example, a group of highly skilled migrants at the educational level are expected to have a third-level educational certificate. Respondents born in Taiwan (0.9), South Korea (0.87), and India (0.87) are among Asian migrants (0.83). People born in Switzerland (0.81) and France (0.82) are the most common EEA migrants (0.8). Zambian-born respondents (0.74) and Tanzanian-born respondents (0.74) are the most common among African migrants (0.71). Respondents from Mexico (0.81), Venezuela (0.79), and the United States (0.79) are among the migrants from the rest of the globe (0.78). Migration pathways to Ireland, such as highly qualified work permits for non-EEA migrants, applications for protection for non-EEA migrants escaping persecution, and freedom of movement for EEA migrants, are likely to be connected to differences between birth country groups (McGinnity et al., 2020).

Figure 5 Employment Rates, Q1, 2019

Source Labour Force Survey Q1 (2009).

Figure 5 illustrates the employment rates for working-age people in 2019, with non-Irish nationalities having a higher rate (73%) than Irish nationals (69%) overall (McGinnity et al., 2020).

Although English-speaking first-generation immigrants outperformed Irish kids, the difference was insignificant. Immigrant children who speak a language other than English at home, on the other hand, had much lower reading scores than Irish children, dropping 22 to 28 points below the Irish average. People from countries where English is widely spoken, such as former British colonies, have much superior English. Both English language skills and higher education level are important indicators of integration; however, even if the two are connected, source countries with migrants who score well on one of these measures may not necessarily perform well (McGinnity et al., 2020).

Figure 6 The estimated migration classified by sex and country origin/destination

Year ending April / Origin/Destination	Immigrants							Emigrants							Net Migration						
	2012	2013	2014	2015	2016[1]	2017[2]	2018[2]	2012	2013	2014	2015	2016[1]	2017[2]	2018[2]	2012	2013	2014	2015	2016[1]	2017[2]	2018[2]
										'000											
Persons																					
UK	10.1	11.7	13.5	16.4	18.2	18.7	20.1	18.1	20.0	16.4	16.6	14.4	12.1	11.4	-8.0	-8.3	-3.0	-0.2	3.8	6.6	8.6
Rest of EU 15[3]	10.2	11.6	11.7	11.9	14.7	15.1	14.9	13.7	10.5	14.8	13.3	13.9	12.9	12.3	-3.6	1.1	-3.2	-1.4	0.9	2.2	2.6
EU 13[4]	10.1	10.7	10.8	11.9	11.9	12.2	11.0	9.2	13.0	8.0	5.9	9.3	9.7	6.5	0.9	-2.3	2.8	6.0	2.7	2.5	4.5
Australia	5.4	6.0	5.4	5.8	6.9	7.1	7.2	17.4	14.1	9.2	6.5	5.3	5.3	4.5	-12.0	-8.1	-3.8	-0.7	1.6	1.8	2.7
Canada	1.7	1.9	2.2	2.7	3.1	3.2	2.5	2.8	4.9	4.3	6.6	3.4	3.7	3.9	-1.1	-3.0	-2.1	-3.9	-0.3	-0.5	-1.4
USA	5.3	4.0	4.4	4.4	5.3	5.4	7.3	8.2	5.7	6.3	5.1	5.7	6.5	5.8	-2.8	-1.7	-1.9	-0.7	-0.4	-1.1	1.5
Rest of world	14.5	16.7	18.6	22.8	22.2	22.8	27.4	13.7	13.2	16.0	15.9	14.2	14.6	11.9	0.9	3.5	2.6	6.9	8.0	8.2	15.5
Total persons	57.3	62.7	66.5	75.9	82.3	84.6	90.3	83.0	81.3	75.0	70.0	66.2	64.8	56.3	-25.7	-18.7	-8.5	5.9	16.2	19.8	34.0
Males																					
UK	4.9	6.0	6.5	8.1	9.5	9.8	10.2	10.1	10.7	8.4	7.6	7.6	6.5	5.0	-5.2	-4.6	-2.0	0.5	1.8	3.3	5.2
Rest of EU 15[3]	4.1	5.8	5.2	4.9	6.8	7.1	7.6	6.7	4.0	6.6	4.7	5.7	5.9	4.7	-2.5	1.7	-1.4	0.2	1.1	1.2	2.9
EU 13[4]	5.2	5.2	5.2	6.0	6.3	6.5	5.0	4.7	7.0	4.8	3.7	4.3	5.2	3.0	0.6	-1.8	0.4	2.3	2.0	1.3	2.1
Australia	3.1	3.9	2.7	3.1	3.6	3.7	3.7	10.2	7.1	4.4	3.2	2.5	2.8	2.6	-7.2	-3.3	-1.7	-0.1	1.1	0.9	1.1
Canada	1.0	1.1	1.3	1.5	1.7	1.7	1.1	1.8	2.4	3.0	4.7	1.7	2.1	2.1	-0.8	-1.3	-1.7	-3.3	0.0	-0.4	-1.0
USA	2.8	1.5	1.5	1.7	2.4	2.5	3.4	4.4	3.1	3.0	2.3	2.8	4.3	3.0	-1.6	-1.5	-1.5	-0.6	-0.4	-1.8	0.4
Rest of world	6.4	8.8	8.6	10.4	11.0	11.4	13.5	8.1	7.3	8.1	9.5	6.4	7.4	6.0	-1.7	1.5	0.5	0.9	4.6	4.0	7.4
Total males	27.5	32.3	30.9	35.7	41.2	42.7	44.5	45.9	41.6	38.3	35.8	31.0	34.2	26.4	-18.4	-9.3	-7.4	-0.1	10.1	8.5	18.2
Females																					
UK	5.1	5.7	7.0	8.3	8.7	8.9	9.9	8.0	9.4	8.0	9.0	6.8	5.6	6.5	-2.8	-3.6	-1.0	-0.7	1.9	3.3	3.4
Rest of EU 15[3]	6.0	5.8	6.5	7.0	7.9	8.1	7.3	7.1	6.4	8.2	8.7	8.2	7.0	7.6	-1.0	-0.7	-1.7	-1.6	-0.3	1.1	-0.3
EU 13[4]	4.8	5.6	5.6	5.9	5.6	5.8	5.9	4.5	6.0	3.1	2.2	5.0	4.5	3.6	0.3	-0.5	2.4	3.7	0.7	1.3	2.4
Australia	2.3	2.1	2.7	2.7	3.3	3.4	3.4	7.1	7.0	4.8	3.3	2.8	2.5	1.9	-4.8	-4.8	-2.1	-0.6	0.5	0.9	1.6
Canada	0.7	0.8	1.0	1.2	1.5	1.5	1.4	1.1	2.5	1.3	1.8	1.7	1.6	1.8	-0.3	-1.7	-0.4	-0.6	-0.3	-0.1	-0.4
USA	2.6	2.5	2.9	2.7	2.9	2.9	3.9	3.8	2.6	3.3	2.8	2.8	2.2	2.8	-1.2	-0.1	-0.4	-0.1	0.0	0.7	1.1
Rest of world	8.2	7.9	10.0	12.4	11.2	11.4	13.9	5.6	5.9	7.9	6.4	7.8	7.3	5.8	2.6	2.1	2.1	6.0	3.4	4.2	8.1
Total females	29.7	30.4	35.6	40.2	41.2	41.9	45.8	37.1	39.7	36.6	34.1	35.1	30.6	30.0	-7.3	-9.3	-1.0	6.0	6.0	11.3	15.8

[1] Census of Population 2016.

[2] Preliminary.

[3] Rest of EU 15: countries before enlargement on 1 May 2004, (i.e. Austria, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, Netherlands, Spain, Sweden, Portugal).

[4] EU13: defined as 10 countries that joined the EU on 1 May 2004 (i.e. Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia, Slovenia), along with Bulgaria and Romania who joined on 1 January 2007 and Croatia who joined on the 1 July 2013.

Source Central Statistics Office (2018).

In Figure 6, about the estimated migration classified by sex and country origin/destination, in the year leading up to April 2018, 20,100 immigrants from the United Kingdom came to Ireland, while 11,400 emigrants left Ireland to settle in the United Kingdom.

Considerable disparities in labour market outcomes between migrants and those born in Ireland and between various groups of migrants. Even after controlling for characteristics such as unemployment and the availability of highly qualified labour, these inequalities persist (McGinnity et al., 2020).

When it comes to unemployment, first-generation migrants are at a higher risk of becoming unemployed than Irish-born. On this criterion, migrants born in African nations fare particularly poorly, with migrants from just one country having a lower unemployment rate than the Irish-born population. This disparity between groups is partly explained by the fact that black respondents have

disproportionately high unemployment rates than white respondents. However, accounting for ethnicity and other factors does not close the gap between African migrant groups and the Irish (McGinnity et al., 2020).

Another important conclusion is that immigrants from more developed economies do better in the labour market than immigrants from less developed nations. African migrants from nations that are more economically developed and politically stable do worse than African migrants born in Ireland. Nonetheless, they do better than other African migrants. According to the study, there was no indication of a correlation between economic development and unemployment among Asian migrants. Migrants from Western European countries are less likely than Irish-born individuals in the EEA to be jobless. Migrants from Eastern and Southern Europe, on the other hand, are more likely to be jobless. Finally, there is great diversity among continental groups of migrants (McGinnity et al., 2020).

Only individuals with a job are included in evaluating their chances of working in a professional or managerial role. There are differences in migrant workers' talents and migrant groups (employed, unemployed, and inactive). Employed people are a more lively group with greater skill levels than jobless people. Migrants outperform the Irish population on this parameter, with slightly less than half of the migrant country-of-birth groups having a greater chance of working in a high-skilled job than Irish respondents. Migrants (excluding Brazilians) from numerous Asian countries and North and South America have more outstanding high-skilled occupations than Irish locals (McGinnity et al., 2020).

Migrants from most African countries, according to McGinnity et al. (2020), are less likely than individuals born in Ireland to work in professional/managerial jobs. EEA migrants from Eastern Europe and Western Europe have significant differences. In terms of occupational accomplishment, migrants from Western Europe surpass Irish-born respondents. The occupational achievement of Eastern European migrants was lower than that of Irish-born migrants. Part of the disparity is presumably due to disparities in entrance routes from various origin countries:

- Non-EEA migrants use the work permit system to work in high-skilled jobs.
- EEA migrants have unrestricted access and do not need to be highly skilled.

- Vulnerable non-EEA migrants seek international protection in Ireland.

Based on data from the Irish Labor Force Survey before the epidemic, researchers believe that while the COVID-19 pandemic has affected the entire population, certain groups may be more vulnerable to the health and socioeconomic issues associated with the pandemic, according to research published in 2020 on Covid-19 and non-Irish citizens. Migrants, immigrants, and asylum seekers have been particularly vulnerable to COVID-19's direct and indirect effects. Concerns about the economy, the risk of sickness, and insulting or xenophobic discourse are just a few examples. Migrant workers might be particularly vulnerable during a pandemic because of their employment. Migrants are overrepresented in critical professions and those worst hit by the crisis. Some international research compares migrants to native residents, while others compare foreign nationals to country citizens, yet others compare ethnic groupings (Enright, S. et al., 2020).

The same raises the issue of non-Irish nationals' involvement in the Irish labour market, with the awareness that these workers were "essential employees" during the epidemic. The extended definition includes employees in healthcare, transportation/retail, education, utilities such as electricity and gas, workers in specified important industrial sectors, and construction workers, which is based on the list of vital services as of October 2020. Critical workers only apply to employees and exclude the self-employed; it typically excludes individuals who may work from home at the discretion of the government (Enright, S. et al., 2020).

Given the above information collected by the researchers, 2020, the government's announcement in November 2021 about changes in the work permit for critical work, a list of ineligible occupations and quotas, and offering Visa cards to immigrant professionals who wish to live in the Republic. In some sectors, the lack of qualified labour in the country led the Irish government to advertise vacancies for these immigrants.

Figure 7 Employment Permit Statistic, 2022

Nationality	2022		
	Issued	**Refused**	**Withdrawn**
Grand Total	**12.268**	**899**	**883**
India	4.783	374	188
Brazil	1.500	121	271
Philippines	556	57	21
South Africa	438	64	26
Pakistan	432	20	24
United States of America	431	15	21

Source Department of Enterprise, Trade and Employment 2022 (2022).

Following Figure 7, the Employment Permit Statistic 2022, India and Brazil are in contrast with other no-EU countries as the sectors that hired the most in 2022, according to data from the Department of Enterprise, Trade and Employment are Information & Activities (3,492), Health & Social Work Activities (2,732), and Agriculture, Forestry & Fishing (1,976).

3.2A critical appraisal of how multicultural issues can cause conflict.

Multiculturalism and Political Integration in the Modern Nation-State, the title of a UNESCO periodical released in 2003 (Rex, J. and Singh, G., 2003), where numerous writers examine this issue of multiculturalism, requires an introduction. The editorial in the journal claims that, during the postwar era, international migration has become one of the most critical causes of cultural diversity, even within traditional nation-states that have referred to themselves as "national immigrants." While Australia, Canada, and the United States adopted different kinds of "multiculturalism" as a public policy framework to handle diversity, Western Europe and Japan realised the need to address cultural diversity in their immigration and integration policies.
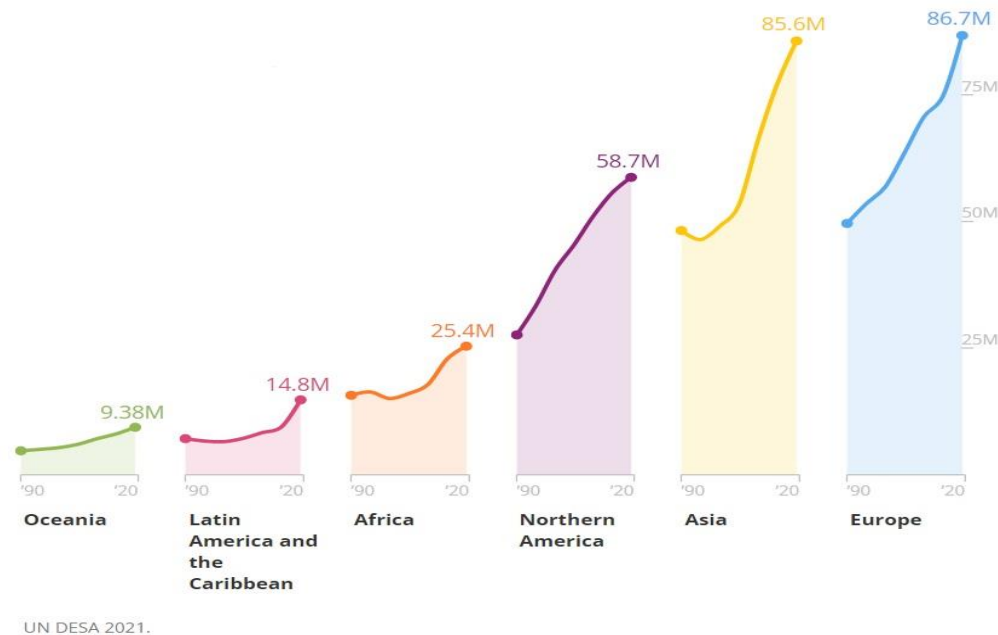
The word multiculturalism was employed as a beneficial quality of national communities and cities, according to Rex, J., and Singh, G. (2003). Cosmopolitan societies were referred to using this concept. However, in recent years, after ethnic wars in which older cultures have dissolved and ethnic cleansing

has occurred, or when violent ethnic conflicts have occurred inside states and towns, multiculturalism has been more unfavourable. When riots involving violent confrontations between Asians and native British people occurred in the United Kingdom, such conflicts were described as being caused by multiculturalism. Economic migrants, political migrants, and refugees were regarded as threatening society's cohesiveness, which had to be safeguarded against multiculturalism.

Migration and the ethnic and racial variety that results are among the most divisive issues of today's society. While worldwide migration numbers have mainly stayed steady over the last half-century, migration's political importance has risen dramatically. Still, it also inspires hopes that the money and expertise migrants acquire overseas might stimulate human and economic growth in their home countries. Settling migrant groups and establishing ethnic minorities in receiving nations may radically alter societies' social, cultural, economic, and political fabric, especially over time (Castles, S., 1998).

According to the Unesco Global Migration Statistics (2020), 281 million international migrants resided abroad in 2020, accounting for 3.6% of the global population. Individuals and nations interested in migration get access to a plethora of benefits. For example, migration symbolises people's access to work, the acquisition of skills and credentials, and the betterment of living circumstances, while it also supports growth and development in both origin and destination nations. At the same time, it is characterised by enormous inequities and significant human rights violations as a process. If the full potential of migration is to be realised and its harmful elements appropriately addressed, targeted measures will be required.

Figure 8 The number of international migrants globally

Source World Migration Report 2022 (2022).

Figure 8 shows that the number of international migrants has grown globally, although it has increased more rapidly in Europe and Asia than in other areas.

According to figures from the International Organization for Migration (IOM), Asia accounted for more than 40% of all international migrants in 2020 (115 million), with approximately 20% of those coming from just six Asian nations, including India. China, Bangladesh, Pakistan, the Philippines, and Afghanistan are the countries involved. Mexico was the second-largest source nation, followed by the Russian Federation. Ukraine, Poland, the United Kingdom, Romania, and Germany are European nations with large emigrant populations.

Since 1970, the United States of America has been the most popular destination for foreign migrants. Since 1970, foreign-born residents have quadrupled, rising from fewer than 12 million in 1970 to almost 51 million in 2019. Germany, the second most popular destination for migrants, has seen a rise in recent

years, rising from 8.9 million in 2000 to roughly 16 million in 2020 (World Migration Report 2022, 2022).

The political relevance of migration has grown worldwide, as has the emergence of extreme right, anti-immigrant politics and anti-Islamic parties. As Castle (1998) has pointed out, this growing antipathy toward immigration has resulted in racist crimes.

Several fundamental case studies are required to demonstrate how some countries' immigration policies have resulted in xenophobic challenges (Castles, S., 1998). When the Arab Spring erupted in 2011, numerous European politicians referred to the Libyan flight as an invasion. The majority of Libyan migrant workers returned to Africa or Asia, while the number of migrants in Italy remained small. However, the Berlusconi administration declared a state of emergency. Italy reached a deal with Tunisia on a temporary residence, provoking indignation among European politicians and concerns that Tunisians may seek refuge in other EU countries. France even placed temporary symbolic border controls on its border with Italy, violating the Schengen Agreement on European free movement.

Burroughs' (2015) writing reminded her of another example of the Italian government portraying "illegal immigration" as a severe problem in the nation. She brought up an occasion in which Italy's prime minister declared his opposition to the objective of a multi-ethnic Italy. This circumstance, according to Burroughs, implies that immigrants "naturally" bring their own set of problems with them. Immigrants are often stereotyped as criminals and dangerous people.

According to Castle (1998), with the onset of European expansion in the 16th century and the Industrial Revolution in the 19th century, the massive population transfers from rural to urban regions within and beyond borders took on new meaning.

Fundamental economic, social, and political transformations transform the world today, and these trends are connected to them. Thousands of people seek work, a new home, or a secure place to call home outside of their native countries. For many developing nations, emigration is part of the societal challenge of integration into the global economy and industrialization. The "green revolution" and population growth have resulted in massive "surplus populations in rural areas." People relocate to

expanding cities where work opportunities are limited, and there are poor social conditions. Due to violence, authoritarian governments, and human rights abuses, forced migrations may occur inside countries or beyond borders. Massive urbanisation outpaces job growth in the early stages of the industry. Some former rural-urban migrants return, expecting to improve their situation by shifting to developing countries in the South or developed countries in the North (Castles, S., 1998).

As a phenomenon to be analysed, it has been found that most migrations, however, are not motivated by poverty or violence: international mobility requires considerable resources, and the majority of 'South-North' migrants do not come from nations or socioeconomic states poorer. Many migrants profit from the world economy's mobility options as highly skilled professionals or entrepreneurs. Class matters: destination nations struggle to recruit high-paying officials, and refugees are often excluded and discriminated against (Castles, S., 1998).

International migration governance is one of the two key challenges arising from the current epoch's population movements (Castles, S., 1998). The other is the influence of growing ethnic diversity on the cultures of immigration-receiving countries. Settlers differ from receiving communities in several ways: they may come from distinct cultures (for example, agrarian-rural vs urban-industrial), and they may have different traditions, religions, and political institutions. They often speak another language and follow other cultural standards. They may have distinct skin tones, features, and hair types and dress differently. Some migrant groups specialise in particular professions (sometimes of low social status) and live in low-income areas. Their legal status often defines immigrants' legal status as foreigners or non-citizens.

Immigrants in traditional immigration countries were still considered permanent citizens who needed to be absorbed or integrated, according to Castle (1998). However, not all prospective immigrants were deemed suitable: until the 1960s, non-Europeans and certain Europeans were barred from entering the United States, Canada, and Australia. Nations that prioritised temporary labour recruiting, such as Western European countries in the 1960s and early 1970s, more recent Gulf oil states, and some of Asia's fastest-growing economies, have attempted (and failed) to prevent family reunion and

permanent settlement. Despite developing permanent settler populations, these states declared themselves non-immigrant countries and generally denied settlers citizenship and other rights.

For a few generations, culturally unique settlement groups frequently keep their languages and specific aspects of their homeland cultures (Castles, S., 1998).

There has been a trend away from individual assimilation programmes and toward recognising long-term cultural variation when governments have recognised permanent settlement. As a result, multicultural policies enacted in Canada, Australia, the Netherlands, and Sweden during the 1970s have provided minority cultural and political rights. However, in the post-9/11 era, many democracies have shied away from diversity. Governments that reject long-term solutions often oppose pluralism, viewing it as a threat to national unity and identity (Castles, S., 1998).

Immigration, regardless of government policy, often elicits strong emotions from some segments of the public. Immigration may occur together with economic upheaval and significant societal transformation. People whose lives are already altered in unanticipated ways may perceive immigrants as the source of their anxiety (Castles, S., 1998).

International migration is not frequently linked to the production of diversity. Some migrants, such as Britons in Australia or Austrians in Germany, fit in smoothly. Other groups, such as Western Europeans in North America, are easily absorbed (Castles, S., 1998). Even though they seldom integrate, 'professional transients,' or highly skilled individuals who relocate momentarily within specialised labour markets, are rarely recognised as constituting an integration difficulty.

In line with Castle,1998, migration's problem with national identity is far more fundamental. As it has evolved since the eighteenth century, the nation-state has been founded on both cultural and political unity.

Ethnic homogeneity has long been seen as the bedrock of the nation-state, characterised by similar language, culture, traditions, and history in many countries. Even though this unity was sometimes illusory – a fabrication of the ruling elite – it resulted in rich national mythology. Immigration and ethnic

diversity endanger such national ideals by creating a population with no common ethnic ancestry. Traditional immigration countries have had the easiest time coping with this challenge since the absorption of immigrants is part of their nation-building narrative. Countries that prioritise a common culture in their nation-building process, on the other hand, have struggled to resolve the problem.

The regulations regulating citizenship and naturalisation are essential ways the people and the state are linked. States that rapidly offer citizenship to immigrants without requiring them to have a similar ethnicity or cultural assimilation seem to be the best capable of dealing with ethnic diversity. States that associate citizenship with cultural belonging, on the other hand, are more likely to adopt exclusionary policies that marginalise and penalise immigrants.

One of the most common but factually unjustified pictures in today's industrialised nations is hordes of people pouring in from the impoverished South and the volatile East, displacing workers, driving up housing costs, and overburdening social services. Immigrants are also blamed for crime, sickness, and unemployment in other immigration-heavy nations like Malaysia and South Africa. Anti-immigrant campaigns have helped extreme-right parties develop and thrive. Migrants, on the other hand, are more often a symptom of change than a cause. For many individuals, immigration is the most apparent manifestation of intangible trends like globalisation and neoliberal economic policies. Consequently, it is no wonder that blame for social and economic problems is often shifted to immigrants and ethnic minorities (Castles, S., 1998).

Returning to the book of Koenig and Guchteneire (2007), one of the world's most pressing issues is the need to strike a balance between cultural variety and societal cohesiveness. According to this writing, we live in an increasingly varied society due to numerous causes connected to globalisation, where individuals have different religions, languages, cultural values and lifestyles, customs, and beliefs. These discrepancies, however, may cause social stress and conflict.

Respect for all differences is firmly based on the concept of human rights, as articulated in the freedoms of speech, thinking, conscience, religion, and the freedom to participate in one's preferred cultural life.

Citizenship and democracy have always assumed at least some sense of shared national identity, whether based on ethnicity, language, or religion. However, in today's multicultural countries, where people of many ethnicities, languages, and religions coexist, the problem of social cohesiveness poses a challenge to democracy, necessitating new institutional arrangements and public policies (Koenig and Guchteneire, 2007).

According to Koenig and Guchteneire (2007), one of the critical variables pushing the growth of cultural recognition politics and increasingly diverse state responses to cultural diversity is the multifaceted process of globalisation. The rise of international human rights regimes during the postwar period has resulted in significant changes in the legitimacy structure of political modernity. In that context, two significant shifts occurred: the transnational dissemination of human rights ideas and their institutionalisation in both governmental and non-governmental international organisations established a status of "universal personhood," to which rights are attached, at least in principle, regardless of formal state membership or nationality. Furthermore, there has been a proliferation of new ownership in the international human rights debate beyond the traditional, modern political paradigm.

The concept has augmented the principles of non-discrimination and equality that nations should protect and actively promote the identities of minorities at the United Nations (UN), where explicit references to minority protection were formerly avoided (Koenig, M. and Guchteneire, P.F. eds., 2007).

Ethnic plurality is a fundamental reality in North America, according to Roberts, Ferguson, and Bös (2013). Ethnic relations concerns have become more prominent in Europe due to increased immigration and the politicisation of ethnic identities. The importance of ethnic plurality on these continents has resulted in a large body of study on ethnic relations. The word ethnic, according to these academics, refers to anybody who thinks of himself or is seen to be a member of a group with a foreign culture and participates in the group's activities.

Sides and Citrin argue in a 2007 article titled European Opinion on Immigration: The Role of Identities, Interest, and Information that immigration is on the political agenda in Europe, pushed there by the

collision of European integration with enduring national loyalties, the impact of long-term demographic trends, and, most recently, the threat of terrorism. The article reaffirms that the extreme right's rhetoric demonstrates that the general population has a higher tolerance for immigration. Furthermore, the very existence of anti-immigrant parties might compel conventional parties to adopt a more assertive stance on immigration to avoid being overwhelmed. The objective of this essay is to examine Europeans' attitudes about immigration. The paper stated that European opinions about immigration are influenced by "symbolic" sentiments about the country rather than misperceptions regarding the number of immigrant groups. The article concluded that public opinion is unaffected by the national economic or demographic environment since inhabitants of nations with significant immigrant populations or countries with financial troubles are less inclined to oppose immigration. According to the article, conditional allegiances are formed based on socio-psychological elements at the personal level rather than national circumstances; therefore, those believed to threaten a nation's particular character are likely to evoke animosity. Immigrants outperform natives in a situation where national identification serves as the foundation for self-categorisation and emotional connection.

Sides, J., and Citrin, J. (2007) look at immigration policy, precisely how many and which immigrants to allow. Because immigration has the potential to compromise a country's identity, these issues are also philosophically important. Consequently, the significant dependent variable evaluates one's opinions on the appropriate level of immigration into one's country. Both economic and symbolic politics theories employ notions of "threat" or perceived costs and benefits of immigration in speculating about the origins of these perspectives. One of the key assumptions in the study of ethnic group interactions is that the size of the "other" ethnic group, usually a minority, affects the likelihood of one's ethnic group suffering in the battle for jobs, power, or cultural standing.

According to Skrentny's (2013) essay How to Understand Immigration Policy, immigration policy is becoming a more significant aspect of global economic growth and development since all industrialised countries confront shared difficulties connected to economic growth sustainability. These issues include falling birth rates, an older population, and a more educated workforce at different stages of life, even as the industry moves away from low-skill occupations, particularly in services like elder care,

cleaning, and food preparation. Furthermore, as technological innovation has increased, competent individuals, mainly scientists and engineers, have become more valuable. Despite these underlying challenges, immigration policies vary significantly across countries and are sometimes a topic of heated political discussion. The form of the policy change and the reasons for conflict-related immigration are less evident than today's demographic issues. However, when it is realised that policy differences and many issues surrounding immigration are based on competing ideas or policy paradigms, they may be understood.

According to Pietsch's (2015) study on Public opinion towards new migrant flows in Europe and the rising engagement of the EU, governments typically find it challenging to reconcile public concerns about immigration with the EU principle of internal free movement for EU citizens. Additionally, people concerned about unemployment and the economy have been increasingly vocal in their calls for more municipal regulations on family reunification, freedom of movement, work permits, and border security. According to Pietsch, immigration has been a contentious subject in Europe, especially since the late 1980s and early 1990s, when southern European nations saw substantial migrant surges. Since the beginning of the twenty-first century, the number of migrants in Spain and Italy has expanded substantially, according to Pietsch. When Spain faced an inflow of migrants from poor neighbouring countries in the 1980s and 1990s, there was no severe racial discrimination or anti-immigrant sentiment since immigration was not politicised. However, when the migrant population grew from 2% to 12% of the population in the twenty-first century's first decade, Spain had a significant anti-immigrant sentiment. Cyprus, the Czech Republic, Hungary, Malta, Slovakia, and Slovenia all had an increase in immigration this decade. On the other hand, Eastern European countries such as Bulgaria, Estonia, Latvia, Lithuania, Poland, and Romania have seen population losses, with more people leaving than arriving.

The national and regional problem of irregular migratory flows is becoming a growing source of worry for several European nations. There is a more lenient political attitude regarding irregular immigration in certain southern European countries than in others (Pietsch, J., 2015).

For example, over half of the migrant population coming into the EU since 2000 has registered first in Spain, according to Piestch (2015). From the 1980s to the early 1990s, migration policy toward irregular migrants and asylum seekers grew less welcoming. Increased pressure to tighten borders made it more difficult for irregular migrants and asylum seekers to enter the EU.

According to this important research, the Asylum and Immigration Appeals Act of 1993 resulted in a significant fall in the number of asylum seekers in the United Kingdom who were granted refugee status. Several social benefits formerly available to asylum seekers were withdrawn due to the law, which was the Labour government's position throughout the 1990s (Pietsch, J., 2015, p. 45). The British government has made it more difficult for asylum seekers to get special payments to help them settle since 1997. The Immigration and Asylum Act of 1999, for example, replaced cash benefits with a voucher system, and temporary assistance was granted for participation in the national dispersion programme, which was designed to reduce social and housing strains in London and South East England. Despite ongoing cuts to social assistance, the UK remains one of Europe's most appealing destinations for asylum seekers.

There was a need to develop an agreement around a unified EU migration and asylum policy as the immigrant population in the EU grew. The Member States are particularly concerned about border security and irregular migration. There is widespread opposition to more significant immigration in most EU nations and a continuous debate between economic and demographic grounds for further immigration (Pietsch, J., 2015).

Governments have attempted to calm a hostile public by supporting regular migration while emphasising the need for tight control over illegal migration. Governments use another tactic to deflect anti-immigration sentiment to emphasise temporary migration that does not lead to permanent residency. The EU's attempts to harmonise immigration policy throughout Europe have mainly reflected these concerns.

As people travel from East to West, European countries are becoming increasingly aware of the need to debate and agree on immigration policies. The European Commission, for example, declared in 2007

that there was a clear need to go beyond 27 immigration policies in a single market with free movement of people (Pietsch, J., 2015).

As previously noted, the effect of public opinion and the rising influence of the extreme right on various EU institutions' initiatives to alleviate the status of migrants through new legislation confronts major national limits. Citizens' concerns about unemployment, low pay, overcrowding, crime and safety, border security, and identity are mirrored in the rise of far-right anti-immigration movements throughout Europe. The far right has emerged as a prominent electoral force in Western Europe. Debates on immigration policy may sometimes breed unfounded prejudice and resentment. New migrants are often the source of public unrest, which is strongly connected to rising globalisation and interdependence among states (Pietsch, J., 2015).

Sharing on Immigrant Integration Policy in the European Union is essential since a fundamental understanding of the host society's language, history, and institutions is required for integration. Education efforts are critical in training immigrants, especially their descendants, to be more successful and engaged members of society; immigrants must have equal access to institutions, as well as public and private goods and services, on a nondiscriminatory basis; interaction between immigrants and residents of Member States is a crucial component of integration; Specific aims, indicators, and assessment methodologies are required to modify policy, evaluate integration success, and enhance information flow (Common Basic Principles for Immigrant Integration Policy in the European Union) (McGinnity et al., 2020).

3.3 Lessons learned from international case studies: can we resolve multicultural conflicts?

Hammar's book (1985) examines six powerful European nations that had large-scale postwar immigration and led to this problem in various ways in studying immigration policy in other European Union countries. They show how rotational or guestworker systems function and policies aimed at long-term settlement. Significant postcolonial immigration, foreign labour recruitment, and later family migration are examples. None of the six countries investigated (Sweden, the Netherlands, the United

Kingdom, France, Switzerland, and Germany) had anticipated or planned such massive migration. Their reactions to this migration were strikingly similar while also strikingly different; however, in the long run, immigration control has become more strict everywhere, and active labour recruitment has been discontinued; at the same time, immigrants' social and cultural circumstances have changed have improved significantly.

According to Hammar (1985), Germany, France, and the United Kingdom were included in his research due to their large immigrant populations, while Switzerland was formed due to its high foreigner population. According to Hammar, Germany and Switzerland have a "guest worker" or rotation system, whereas the United Kingdom and Sweden have a permanent immigration policy. Immigration to nations with colonial links, such as Sweden, Germany, and Switzerland, is mentioned. Post-colonial immigration is prevalent in the United Kingdom and has played a significant role in France and the Netherlands.

Although postwar migration to and within Europe has been depicted as a north-south movement, defining it as a movement from the periphery to the centre would be more correct. Migration from Italy peaked in the 1950s. In the 1960s, it was joined by even more migrants from the southwest, including Spain and Portugal, and the southeast, including Yugoslavia, Greece, and Turkey. The majority of African migration has gone to France, whereas most transoceanic migration from the West Indies, Pakistan, and India has gone to the United Kingdom. Indonesian, Latin American, Moroccan, and Turkish immigrants have all settled in the Netherlands (Hammar, 1985).

Irish immigrants have always been allowed to enter the United Kingdom and seek employment, as Hammar (1985) reminds out. Until at least 1948, they were considered full British citizens. Finnish immigrants have a competitive edge because of the common Nordic labour market and Finland's long-standing ties to Sweden. Unlike the Irish, many Finnish immigrants have substantial linguistic difficulties once they arrive. They are comparable to Swedish immigrant groups with more distant roots.

Foreign citizens are subject to alien control until they become naturalised citizens, according to immigration law. During this time of "restricted" stay, foreign nationals' living circumstances vary

substantially from country to country. Several governments offer their foreign inhabitants the right to stay permanently at an early point. For many years, other nations have kept them in legal instability and ambiguity. Some nations allow foreign employees to work for a season and then ask them to leave when it expires, but they are often allowed to return the following season. Some nations have "rotation" systems in place, in which foreign employees are only permitted to remain for a certain number of months or years before being required to leave to make space for new workers. These governments want to avoid creating new, permanent population groupings whose needs and demands would be much larger than those of transitory "guest workers" in this manner (Hammar, 1985).

Even in countries that do not utilise seasonal or rotational labour, foreign nationals may have to wait years to ensure that they would not be forced to leave the country against their will. By delaying "permanent status," immigration countries maintain the legal power to deport foreign workers, even if they have resided in the country for many years. Consequently, permanent status restrictions may limit the number or composition of immigrants, and they must be included in immigration law (Hammar, 1985).

Large groups of immigrants are seldom forced to return home. As a result, the prospect of forced repatriation is a consideration in a country's immigration strategy. Because administrative bodies make judgments on permanent status with extensive latitude in interpreting such rules, immigration regulation may be said to promote a significant degree of legal instability. This legal instability is exacerbated because foreign nationals have no recourse to challenge administrative rulings (Hammar, 1985).

The second aspect of immigration policy, according to Hammar (1985), is immigrant policy, which relates to the circumstances provided to resident immigrants. Work and housing conditions, social benefits and services, educational opportunities and language instruction, cultural amenities, leisure activities, volunteer organisations, and opportunities to participate in trade unions and politics are all factors that influence immigrants' satisfaction. Immigration policies may be either direct or indirect.

Because immigrants are distinct from the host community, they have a variety of unique demands. They

generally represent a different culture and speak a foreign language. Immigrants have unique economic concerns and goals for the future. All of this might occasionally lead to specific measures being devised by an immigration nation to enhance the circumstances of its immigrants. Non-immigrant populations are often exempt from these policies. These are the direct immigration policies (Hammar, 1985).

Immigrants, like non-immigrants, are influenced by a country's overall public policy, which includes economic, social, political, and other factors. These policies are not just for immigrants; they apply to all people who live in a nation, whether they are citizens. However, they may not be implemented uniformly for all residents, implying that there may be an unequal distribution of resources and opportunities, both good and negative. When a general public policy has a significant impact on immigrants, it is referred to as an "indirect" immigration policy (Hammar, 1985).

When immigrants get much less than others and are denied chances to participate in society, indirect immigration policy may be described as "inequitable" or "discriminatory." Even when benefits are distributed equally, immigrants may still be in a disadvantageous position because they have just recently arrived in the host nation and face fewer conditions than the rest of the population. This condition may be improved if immigrants are provided with additional advantages not available to other people, such as particular language teaching and cultural assistance. These are the instruments of direct immigration policy (Hammar, 1985).

According to Hammar (1985), immigration policy should be considered in a country's history, economics, geography, population, international relations, and other variables that influence immigration numerically and qualitatively.

Although policymakers in each country attempted to build immigration policies based on their individual experiences and unique national requirements, the policies of all the project nations have several characteristics. Every nation has experienced periods of passport exemption, strict immigration controls, and vigorous recruiting of foreign labour at the same or nearly the same time. As a result, it seems that variables outside the control of policymakers in specific nations shape immigration policy in part (Hammar, 1985).

Understanding the Rising Tide of Anti-Immigrant Sentiment, by Lara and Johnson, 2004, was found when researching the example of Great Britain's immigration experience and policy. Like many of its European neighbours, it states that Great Britain has experienced considerable discomfort as a country of immigration. Although politicians often take pleasure in Britain's comparative multiculturalism success, the authors argue that Britain's multicultural experiment was an unintentional result of its ambition to retain its Empire at the turn of the century. The Second World War took place between 1941 and 1945.

Since the 1962 Act, both the Conservative and Labour parties have agreed that strict rules are desirable and essential, according to Lara and Johnson (2004). However, it was thought that the conditions of migrants already in the UK would need to be addressed in addition to strict controls. This has been the slogan of both Conservative and Labour governments since 1962. More immigrants have come despite the fact that the UK has been much more successful in managing immigration than its European counterparts and is less sensitive to immigrant-related repercussions of globalisation and statutory limits on political action in reducing migration. Many of these individuals are from former British colonies which have come to reunite with family, but many more are from countries that were never British possessions, such as those from Central Europe or Iraq.

Given prior restrictive regulations, it is legitimate to wonder how migration numbers have risen so rapidly in recent years, notably between 1998 and 2000. Prior to 2000, the United Kingdom was known for having one of Europe's most restrictive immigration and asylum policies. However, by the end of 2002, even the United Nations – which had previously criticised Britain's (nonexistent) asylum policy – claimed that the country was taking in more refugees than it should (Lara and Johnson,2004).

In a 1995 public opinion survey, Lara and Johnson proved when respondents were asked, "Do you agree or disagree that Britain should take stricter steps to exclude illegal immigrants?" More than three-quarters of those polled preferred stricter measures to keep illegal immigrants out. More significant modifications are unlikely with such a high degree of change currently in place. The question exemplifies the high level of anti-immigrant sentiment in the United Kingdom (Lara and Johnson,2004).

According to Lara and Jonhson,2004, the best explanation they could come up with for this shift was an increase in total immigration numbers, which seems to have sparked an increase in media coverage of immigration and, perhaps more crucially, an increase in official declarations and proclamations on the matter, many of which were pretty unfavourable in tone and substance. However, this explanation was far from complete. Rather than being connected with persons exposed to anti-immigration publications, the heightened animosity seems to have influenced everyone, implying that newspapers have power beyond their audience or that other factors are at work. A 'cultural change' seems to have occurred in society. Graduates, Labour supporters, and those with a strong political interest, previously pro-immigration, have seen the most shift.

Given the constant assault of news reporting and official comments and real increases in immigration, it is no surprise that British residents have become less welcoming of immigrants. Indeed, considering all of these factors - more significant immigration, increased official announcements, and increased media coverage of the subject – it is remarkable that animosity did not rise much higher. This might be due to the high antagonism level (Lara and Jonhson, 2004).

British Diversity after Empire: Immigration, Nationality, and Citizenship by Ashcroft and Bevir, published in 2019, is another critical study on Britain's history with immigration and multiculturalism. They argue that nonwhite immigration after 1945 is the major source of multiculturalism in modern Britain as a demographic reality and policy framework. Overall, the postwar shift in the United Kingdom has entangled arguments about diversity, citizenship, and national identity. Public actors widely acknowledge the unavoidable significance of race in diversity and postwar immigration. The larger effects of postwar legal and political reforms on diversity in the United Kingdom, on the other hand, are sometimes underestimated. Decolonization offers serious challenges to national identity and liberal democracy, which are masked by the term "British multiculturalism" to include non-white immigrants.

Because of the significant academic output discovered throughout the investigation, Canada has been considered a nation to be studied in this literature review. The book Revisiting Multiculturalism in Canada: Theories, Policies, and Debates by Guo, published in 2015, is one example of this study. It

discloses several critical chapters in the history of immigration policy. According to the author, Canada was a British colonial nation. Multiculturalism existed in Canada's demographics at the confederation in 1967, when the nation was created.

According to Guo (2015), three ethnic groups formed Canada: Aboriginal peoples, French, and British. Guo (2015) contends that, in contrast to Europe's anti-multiculturalism discourse, Canada's dominant narrative favours multiculturalism. An increasing majority of Canadians consider multiculturalism as one of the most important indicators of the country's national character, according to a 2015 poll by the Environics Institute. As a consequence, critical Canadian leaders are either silent or vocal in their support for diversity.

The adoption of multiculturalism in Canada in 1971 came amid the country's most intense phase of social and political liberalisation. Between 1965 and 1975, various changes were enacted, including liberalising contraception and divorce laws, eliminating the death penalty, outlawing gender and religious discrimination, and decriminalising homosexuality, to name a few. This period is often called Canada's "human rights revolution" (Guo, 2015).

Guo (2015) also compares and contrasts Canada's and Germany's multicultural policies, stating that multiculturalism in Germany was introduced as a plan for "foreigners" or "aliens" who were unable or unable to become citizens. Multiculturalism functioned as a consolation prize in Germany for non-citizenship. On the other hand, multiculturalism was created as a strategy for Canadian citizens to reformulate the role of ethnic identities and ethnic groupings within citizenship theory and practice. He claims that Canada has never considered multiculturalism as a substitute for citizenship or as a step toward immigrants becoming "real" Canadians who no longer need variety. Multiculturalism is a legal right in Canada.

Immigration, Ethnicity, and Multiculturalism in Canada, by Narang, dated 1994, is another work about the immigration process in Canada. The article states that multiculturalism and popular pride in ethnic variety as a trait of Canadian society could not prevent a racist outburst. Nonetheless, the presence of a provincial human rights law and the nature of rights and freedoms, as well as the articulateness of

immigrants, seem to have had some impact, and the passing of members of "visible minority" out of "entry status" appears to be faster currently than in the past. Some analysts also point out that most allegations of racism are based on ill-considered statements made by politicians or cranks and that the general public may not generally accept them.

According to Narang (1994), the failure of multiculturalism programmes may make coloured ethnic groups more visible targets of racial hate and suspicion, particularly during times of sluggish economic development and significant unemployment, as has been the situation in Britain. Furthermore, racial animosity may be much more significant than in previous decades due to the growing number of developing country groups in Canada and the formation of ethnic organisations with prominent leaders in recent years.

Clary-paper Lemon's 'We are not ethnic, We are Irish!': Oral Histories and Discursive Construction Identity Card, published in 2013, contains a crucial piece of data. This brought up information about Irish immigration to Canada. Because of its free immigration policy, Canada has a large population. Most groups in the 1960s were of European and American origin due to limits on who could move to Canada - policies that banned Asians and Africans. In particular the history of the Irish, it is impossible to estimate how many Irish arrived in Canada at any given period, and their identities were reduced to British or "Other European" in census records.

On the other hand, the Irish were named a "favoured group" in the amended Immigration Act of 1919, and despite the ethnic group restrictions set in the 1952 Act, the Irish were not one of them. Immigrant populations in the provinces had grown much more diversified since 1970, when a new Immigration Law was approved. The Irish took a long time to settle (Clary-Lemon, 2013).

After reviewing some experiences of how the immigration process took place in European countries and Canada, it is essential how these models interact. According to Nieuwenhuysen, 1997, comparing the policies of various nations is risky at best. However, in immigration studies, which are varied and controversial, the risks multiply: they cover a wide variety of subjects and arouse intense emotions. Furthermore, the quantity, character, and nature of immigration flow to different nations vary. Some

host countries, for example, seem to lack even the most fundamental policy framework for deciding how many and which migrants would enter their borders. The difficulty of comparisons is exacerbated by the vast disparities in cultures and political and administrative traditions between nations: many institutions have no equivalents outside their own country. Indeed, the political lobbying strength of competing community organisations varies by location, as do government views on refugee reception.

According to the author, the immigration policy to be implemented or handled should be modelled after Australia's longstanding immigration programme, which has produced excellent economic and social outcomes. The same may be used as examples for nations looking to enhance their regulation and management of immigrant flows. Despite public opinion being mainly hostile toward the programme, at least according to certain polls, a considerable influx of individuals from various backgrounds has mainly been accommodated and integrated with success, socially and economically. However, there is now a significant worldwide trend toward increased mobility. Many skilled migrants' desires are no longer for permanent residence or citizenship but rather for the freedom to work and live temporarily in another nation. In a trade liberalising global economy, the rapid rise of mobility, communication, and change established a new order and ethos of demand for freedom of movement. In Australia, the amount of any temporary visa cut and other workers and visitors far outnumbers the entire permanent settlement for the year at any one moment (Nieuwenhuysen, 1997).

According to Nieuwenhuyzen (1997), the following are important lessons learned from Australia's immigration policies:

- In the face of relatively high unemployment, a laissez-faire approach to immigrant settling difficulties is not unwise. Immigrants will not be absorbed into occupations and will not adjust to the local culture without friction if they react to education and training systems in host countries.
- Ethnicity-specific settlement and language-training facilities are required and should be coordinated.

According to Nieuwenhuyzen (1997), Australian immigration policy has evolved, including a new and

creative settlement and diversity programme.

Founded on four basic principles:

1. Everyone in society should have equal opportunity to reach their full potential and equal access to programmes and services.

2. Everyone should be able to keep their culture without prejudice or disadvantage, and everyone should be encouraged to learn about and accept various cultures.

3. Community-wide programmes and services should generally cover immigrants' needs, but unique services and programmes are required to guarantee equitable access and provision.

4. Services and programmes should be created and implemented in full collaboration with clients, and as much self-help as feasible should be promoted to assist immigrants in becoming self-sufficient as early as possible.

Furthermore, the strategy resulted in practical outcomes such as the formalisation of earlier hit-or-miss attempts to fulfil the NESB's (non-English speaking backgrounds) post-rival needs for immigrants by adopting 57 suggestions and pouring US$50 million in post-rival support services over the next three years; Expansion of a network of migrant hostels that serve as highly centralised settlement offices, concentrating on providing housing, adult English lessons, social assistance, child care services, and information (through bilingual staff); a significant increase of adult English training, including a drastic change in the concentration of grammar-based education from "general English" to "on-arrival courses"; a variety of language and cultural preservation projects (e.g., an ethnic group broadcasting service) as well as free national interpretation services (Nieuwenhuysen, 1997).

Immigration has the potential to be a contentious issue. Feelings may run high, particularly when newcomers to society change the nature of the society in ways that are unpopular with certain members of the host group. Public figures' comments may make headlines, and disputes based on back-of-the-envelope estimates can last a long time and be deceptive. Most immigrant-receiving nations can

undoubtedly point to periods in their history when impassioned discussions raged with little regard for complete information, data, or analysis of immigration's implications (Nieuwenhuysen, 1997).

In keeping with Nieuwenhuysen, 1997, evaluating international and national immigration policies is a difficult task, not only because of the vast differences in the circumstances of countries and their roles in international migration but also because the criteria for evaluation are so ambiguous and governments are unable to define the policy objects clearly. This incapacity stems from the subject's nature and how policies and attitudes about immigration and people movements are created. Past historical customs and heritage and commitments undertaken under the present United Nations, for example, refugee programmes, all have a role in establishing today's conventions and regulations.

5.Data Analysis / Findings

Data analysis was collected through bibliographic references found in books, articles, and research by scholars on immigration, multiculturalism, and conflicts on academic research platforms such as Short Journal Storage (JSTOR) and Sage Research Methods. One small search was done on School Google. Some authors in the area discussed the proposed themes and analysed their texts. The primary source of the research was vital to this research.

This study had access to data from the Economic & Social Research Institute, leading in Ireland studies from Migration, Integration and Demography. The Integration and Equality research programme, European Migration Network, and Integration and Attitudes Towards Immigrants were found in that research. The Department of Justice and Equality funded the integration and Equality research initiative, but the funding was transferred to the Department of Children, Equality, Disability, Integration and Youth as of October 2020. This program is six years old, and the program objective of the research is to develop, improve and expand knowledge in the areas of migrant integration and equality to provide evidence for policy in these areas. The initiative builds on extensive research by experts at the Institute for Economic and Social Research on migrant integration and equity challenges.

Vital statistics about immigration growth in the Republic of Ireland and comparison to other nations were available in the data. The global immigration process was also a valuable source for this research.

Platforms from critical international organizations that address the issue of global immigration were visited. As mentioned below:

- https://www.oecd.org
- International Organization for Migration | IOM, UN Migration
- Migration | United Nations
- Migration and inclusive societies (unesco.org)
- Migration Matters - Migration Matters
- Migration Policy Institute | migrationpolicy.org

Resources from Irish platforms were:

- Department of Enterprise, Trade and Employment - DETE

- Home - IHREC - Irish Human Rights and Equality Commission

- Home - Immigration Service Delivery (irishimmigration.ie)

- Home | Immigrant Council of Ireland

- Home Page - (integration.ie)

- https://www.cso.ie/

- Immigration/Protection/Citizenship - The Department of Justice

- Migrant Rights Centre Ireland - providing support for migrant workers (mrci.ie)

- The Economic and Social Research Institute - Informed Policy for a Better Ireland (esri.ie)

- The European Migration Network | (emn.ie)

Among the studies, articles, and books found, sixteen publications were directly cited in this research on the process, history, and policy of immigration in the Republic of Ireland. Nine publications were cited directly in the discussion on multiculturalism issues. Moreover, seven publications also cited directly on international case studies. Important publications were found and analysed for this research, and essential topics of immigration were covered, such as immigration history, immigration labour, multiculturalism, illegal immigration, racism, xenophobia and discrimination, and integration and immigration.

Discussion

The problems raised in this article result from a review of the literature on multiculturalism and immigration processes in the Republic of Ireland. Understanding how immigration policy works and its history over the years has been identified as a challenge in today's environment. A quick analysis of immigration processes from other countries was made to refer to how immigration processes have been handled around the world. In addition to contributing to the theoretical development of the discipline. Can we resolve the conflict of multiculturalism, for example? As diversity is a constantly evolving concept, it has been addressed rhetorically in this essay.

Ireland's immigration procedure started in the late 1990s. Prior to this time, there was limited access to the immigration procedure. According to Éinrí and White (2008), the discussion on immigration is limited to areas that investigate immigration in the number of publications by sector was found: general (87), studies on refugees and asylum seekers (97), the immigration process in the context of the labour market (35), immigration and gender (19), migration return (8), children and migration (21), minorities (33), racism, xenophobia, and discrimination (52), integration, and diversity (39). According to the same, despite Ireland's migration profile having shifted from emigration to immigration for more than a decade, there is just one book on immigration to Ireland, quoting Bryan Fanning, 2007. Following that, the present corpus of study on immigration to Ireland is devoid.

Consistent with the work of Éinrí and White, the number of publications on immigration in Ireland adds up to 391 publications, including articles and books in 2008. It demonstrates the lack of research investment in this area. Texts such as Mussano, 2003; Onyejelem, 2005; McGinnity, 2006 were found before 2008.

After that, important publications were found from 2008 to 2020. The most resources from the Economic & Social Research Institute. Few publications were found about Irish public opinion (Burroughs, 2015) and illegal and irregular immigration (Quinn and Kingston,2012; Quinn,2014), including the topics of racism, xenophobia, and discrimination (Joseph,2020; Quinn,2014; McGinnity et

al., 2006).

These topics are essential for discussing how migration life has been monitored and evaluated in Irish society. Publications on issues like integration and diversity were looked into as possible to strengthen the effort to resolve problems (Fahey. et al., 2019; McGinnity. et al., 2020). The Visa system has been overhauled, and several significant modifications in immigration policy have been made in the last years. However, all of the studies reviewed concluded that better integrations should be maintained throughout time.

Surveys of the immigrant population include unemployment rates (Central Statistics Office, 2018). The advantages and disadvantages of the effects of immigration on the labour market (Barrett, A. et al., 2011). Changes in citizen processes (Arnold, S. et al., 2019), such as the addition of an English language test (Groarke et al.,2020), were current research carried out by Irish researchers.

The regularisation of illegal immigrants, or those who remain in the country without permission, was a significant event in 2022 (Arnold S. et al.,2017). Some causes lead these immigrants to remain illegal, as discussed in section 3.1 of this study.

The research brought the theoretical topic of how multiculturalism has been the target of conflicts all around the world to a global level. Critical historical reasons are reviewed to understand why migration flows and the cultural mix have been obstacles in the world.

However, most migratory processes are not driven by poverty or violence, as international mobility involves significant resources. According to the literature review of this study, most "South-North" migrants do not originate from other countries or countries in a weaker socio-economic situation. Many migrants benefit from the mobility options of the global economy as highly skilled professionals or entrepreneurs.

The immigration process includes individuals finding a job, gaining skills and credentials, and improving living circumstances while contributing to their countries of origin and destination. At the same time, it is distinguished by massive injustices and grave breaches of human rights as a process. Targeted actions

will be needed so that the full potential of migration is realized and its harmful parts are effectively addressed.

The rise of extreme right, anti-immigration politics, and anti-Islamic parties has increased the political importance of migration around the world. Racist crimes have emerged from the growing anti-immigration sentiment.

Several relevant case studies are required to demonstrate how some governments' immigration policies have resulted in xenophobic difficulties.

States that issue citizenship to immigrants rapidly without requiring them to have a similar ethnicity or cultural assimilation tend to be the ablest to cope with ethnic diversity. In states that associate citizenship with cultural belonging, exclusionary practises that marginalise and penalise immigrants are more widespread. Migrants, on the other hand, are often a symptom rather than a cause of change. Immigration is the most visible embodiment of intangible trends like globalisation and neoliberal economic policy for many people. As a consequence, it is no surprise that immigrants and ethnic minorities are routinely blamed for social and economic difficulties.

The concept of human rights, articulated in freedom of expression, opinion, conscience, religion, and participation in a preferred cultural life, underpins respect for all differences.

Human rights discourse has brought the ideals of non-discrimination and equality, which states that nations must actively preserve and promote minority identities, to the United Nations (UN), where explicit references to minorities' protection were previously avoided.

Section 3.3 discusses lessons learnt from international case studies: can multicultural disputes be resolved? They presented crucial historical instances of how immigration policies were implemented in several nations as policies that benefited each state.

According to the World Migration Report 2022, the worldwide COVID-19 epidemic struck at a period of increased uncertainty caused by fundamental technological advances, adding immense complexity and

worry to a world already undergoing significant changes.

Increased immigration flows to the European Union (EU) and Ireland in recent years, due partly to the refugee and migrant crisis, have led to a greater emphasis on integration policies, results, and indicators, especially in the area of labour market integration. Because migrants must integrate into the host country's economic and social life, integration into the labour market is essential for integration strategy. In recent years, the monitoring of migrants' absorption into Irish society has improved. It is vital to monitor success given the focus on mainstream policy on service delivery.

Several non-governmental organisations (NGOs) have worked in the Republic's immigration sector to investigate the country's dialogue and discuss immigrants' perspectives.

In order to integrate this segment of the population from third-world nations into the Irish labour market, the integration policy must be strategic. Its success is determined by all organisations involved, including government departments, agencies, and local governments.

Because both job searchers and employers may not know who is entitled to work, a lack of clarity about labour rights will stymie integration into the labour market (Arnold et al., 2019).

Ireland's approach to labour migration is best understood in the context of the country's overall economic policy: the government wants to encourage and promote investments that result in high-value-added jobs, and skilled labour must be available to meet the demand created by these investments.

A work permit for a non-EU citizen is only issued in Ireland when a job offer is made. In 2022, 12,268 work permit visas were issued, demonstrating the link between identified skills gaps and Ireland's employment permit system. As pointed out by the published surveys, non-EEA citizens working in Ireland are highly qualified.

Understanding multiculturalism in contemporary Britain as a demographic reality and political framework is dependent on non-white immigration after 1945. The UK's postwar transition included

debates over diversity, citizenship, and national identity. Public actors well recognise the importance of race in postwar diversity and immigration. On the other hand, the most substantial consequences of postwar legal and legislative changes on diversity in the UK are often overlooked. Decolonization presents major threats to national identity and liberal democracy, which are obscured by using the phrase "British multiculturalism" to include non-white immigrants.

In addition to considering its local population, the aborigines, as part of their understanding of a multicultural nation, the discussion on the implementation of immigration policy in Canada provided an example of other possibilities of understanding the emergence of the nation. Canada was historically colonised by two different nations, the British and the French.

According to numerous research, multiculturalism and famous pride in ethnic diversity are features of Canadian culture, yet they did not prevent a racist outbursts. However, the existence of a provincial human rights legislation, as well as the nature of rights and freedoms, as well as the articulation of immigrants has had some influence, and members of the "visible minority" seem to be leaving the "entry status" more quickly today than in the past.

Because of various cultural, political, and administrative traditions, comparing immigration laws in different nations would be futile. Australia's immigration strategy, for example, has generated outstanding economic and social outcomes. As a result, countries wishing to monitor and regulate the flow of immigrants should adhere to it.

Conclusion

Human mobility and migration are considered centuries-old processes that touch almost every civilization globally. They have, nevertheless, changed dramatically through time. Examining these shifts in magnitude, direction, demographics, and frequency might help us better understand migration and guide effective policies, programmes, and operational responses on the ground.

Based on the percentage that 3.6% of the global population are migrants, it is concluded that staying in their home country is still the norm for most of the world's population. The vast majority of individuals do not cross borders; instead, they move within countries, but this has slowed in recent years due to COVID-19-related immobility in communities worldwide.

Migration is a complicated topic. As a result, disinformation and politicization can exacerbate hazardous levels.

The main objective of the research was to examine and critically evaluate a literature review on the issue of multiculturalism and immigration in the Republic of Ireland. Including the debate on multiculturalism as a result of conflicts in the world. It also planned to analyze the experiences of other European countries and Canada and Australia as examples of how migration policies were implemented. The changes taking place in migration and mobility globally are important topics for a better understanding of the topic. The rise and rise of misinformation about migration mean that this study makes a significant social contribution to the growth in cases of xenophobia, discrimination and racism. Studies that bring these themes are essential.

Understanding immigration policies and the historic course that has taken place in the Republic of Ireland and the world are essential tools for analyzing this topic.

The discussion on best practices for safe migration must include accurate data on immigration history and policies, as they are vital data for understanding the benefits that immigration processes offer the globe. Various disputes and wars are the results of migratory conflicts.

As a result, this research cannot make standard but factual observations about the enormous benefits that migration brings to the world, best practices for safe and well-managed migration, and how crises combined with misinformation can derail our attention and lead to migration being used as a political weapon.

As stated in the introduction to this research, the genesis of this research proposal stemmed from the Irish government's November 2021 publication on changes to the list of Critical and General Skills, which included the inclusion of some new professions in the list of eligible to work in the Irish market, as well as the possibility of a Visa as a Work Permit for those coming from countries outside the European Union. Determining Labour and Skills Shortages and the Need for Labour Migration in Ireland, released in 2015, contains this subject. With the Work Permits (Amendment) Act 2014, utilising information on labour and skills shortages in drafting labour migration policies has become more structured. The Work Permits Act 2006 currently includes secondary legislation that includes a Highly Skilled Eligible Occupations List (HSEOL) and an Ineligible Employment Categories List (ICEL).

While most EU Member States try to link their economic migration policies to skills shortages, Ireland stands out for seeking to link virtually all forms of work permits to the observed shortages in the labour market.

Even with the institutions' attempts at integration, it is crucial to note that research reveals that migrants' experiences in the Irish labour market still face significant hurdles. Non-Irish citizens, non-Irish blacks, and those of African ancestry face higher rates of discrimination in the workplace than Irish citizens. Low income, overqualification, a lack of growth and exploration, insufficient English language skills, a limited network, and a lack of acknowledgement of qualifications are only a few issues.

The history of immigration in the Republic of Ireland is a recent trend, as illustrated in this study, yet the topic of multiculturalism has existed since the state's creation. Other cultures, such as Travellers and Jews, had a role in establishing Irish identity. The framework of this study was designed to emphasise critical ideas about the importance of cultural variety in integration programmes. Data on the intake of immigrants, employment rates for non-EU immigrants, and qualification levels among

Irish, Europeans, and non-EU immigrants were examined, confirming the disparity in nationalities and determining which areas deserve further attention and effort.

Due to institutional repercussions, Covid-19 has changed the game of global and Irish immigration policy. The world had to close its borders, and many immigrants suffered from the impossibility of returning to their countries of origin. With the current conflict between Russia and Ukraine, many Ukrainians have sought refuge in Ireland, which has opened its borders – a significant influx of immigrants, which requires a necessary effort to develop reception strategies for this group. The consequences of housing policy have been the subject of increasing press criticism from migrant populations facing housing challenges.

The literature review of this dissertation reveals that immigration procedures still need more investment and investigation. The failure of States to act responsibly in this area can have profound effects. The exact result of the globalization movement is cultural variety. Furthermore, this movement is experienced by all modern nations. European nations, which deal with a significant influx of immigrants, have received criticism from international human rights groups on the subject due to the lack of investment in integration policies. Due to substantial state investment in these programs, countries such as Canada and Australia, which have been developing coordinated and supervised immigration policies, have minimal incidences of xenophobia and racism. Cases of racism within a community, such as the cases of Travellers in the Republic of Ireland, are historical, and therefore it is essential to create campaigns and public investments to prevent the spread of xenophobia and racism to new immigrants.

This study revealed and analyzed the main sources of research on the subject of multiculturalism and immigration in the Republic of Ireland and brought the survey of these resources. The data obtained are essential sources of study for future academic research on the topics. The meeting of subject matter experts contributed to the understanding of the themes. Understanding the connection between multiculturalism and conflicts, a discussion raised in this research in section 3.2, was an essential resource to understand how this topic is controversial and challenging. Immigration processes,

whatever the reasons, work permits, asylum seekers, family reunification or studies, need to be investigated with strict criteria not to produce misinformation.

A country that opens its doors to receive qualified immigrants for the job market needs to create incentives and facilities for understanding the consequences of the entry of different cultures. Important aspects need to be considered, following Common Basic Principles for Immigrant Integration Policy in the European Union.

In conclusion of this research, it is worth highlighting the aspects that remained unsatisfactory, such as the collection of information in non-governmental networks to support immigrant assistance. Few data were found; this area certainly needs further exploration. Another noteworthy observation was that the categories used by the surveys when referring to immigrants from outside the EU like the rest of the world, this term tend to generate ambiguous and simplistic interpretations. The analysis of informants on these topics can be used as a research tool in the future.

Reflection

Leaving my country and adapting to a new culture have been my most significant challenges. The realization of this master's degree has been a rescue of what I had left in my country of origin, which was the return to studies for my critical academic training. I have always enjoyed studying behaviours and social conflicts and finding ways to find possible solutions. As a Social Worker, these have always been my academic and professional choices in Brazil. With two postgraduate degrees in Psychoanalysis and Mental Health. The encounter with the Conflict Resolution studies was necessary for developing critical thinking. The language was an essential barrier in the development of this path.

The theme of this dissertation brought me reflections and knowledge of the history of Ireland, with the perspective of the possibility of finding a country that has faced challenges with the presence of immigrants. My immigrant status has also been questioned, and this study has made it possible to understand and discover the real possibilities of reception and confrontation faced by immigrants. It was a discovery to realize that this country, in its formation, had a mixture of nationalities and faced significant social and economic challenges to find itself today as one of the most powerful Nations in the European Union. Ireland's recent immigration history speaks to its not-too-distant past of emigration. This shows that a country is moving towards a more efficient implementation of its immigration policy.

There is much work to be done on this issue. Racism, xenophobia and discrimination are essential themes in constructing a democratic society. Currently, Ireland has other flags in front of its houses and streets. Thousands of foreigners have chosen this country to live in. Like any globalized country, its challenges with this migratory process are an actual demand to be faced. The conservative discourse of a single nation no longer fits contemporary nations. Borders must be regulated to meet better the population's demands and the search for quality of life. But never by policies of segregation and exclusion. Those who exclude the strange, the different, exclude themselves from the possibility of growth.

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