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# MIGRATION WORKERS IN NORTHERN IRELAND: INVESTIGATING HOW LEADERSHIP CAPACITY BUILDING AND UP SKILLING PROGRAM WILL CREATE ROADS TOWARDS THE SUSTAINABLE INCLUSIVE COMMUNITY BY 2030?

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**Abstract—** The article explains the conditions of migrant workers in Northern Ireland and gives ideas about ensuring the community inclusion process of migrant workers. This paper highlights the importance of community leadership training programs for attaining different goals of Sustainable Development by 2030. This study gives innovative ideas for reaching a sustainable stage of migration community in Northern Ireland. The study applies data from the 2018 Northern Ireland Statistics & Research Agency. A qualitative methodology with the special requirement of the Migration Community in Northern Ireland discovers attitudes and insights of living in this area.

**Keywords—** Migration, Northern Ireland, Sustainable, Leadership, Forced Labour, Development

## I. INTRODUCTION

The new world perspective is where business, environment, and society are one and inseparable (Hargreaves, 2009). Every member of the community has the capacity to bring pragmatic change in society (Sandhu, 2017). This changing process becomes more accessible when the personnel have a more comprehensive experience of the social and environmental sectors. Targeting migrant workers in NI, this research points out different challenges the migrant community is currently tackling in their real lives for sustainable development. Migrant community comes here from different countries with diverse socio-cultural and economic backgrounds. This study also shows how to ensure a diversified community atmosphere in NI. This paper shows an example has three pillars: economic growth, social inclusion and environmental sustainability. But most countries suffer from all these cases of

the developed country. Though they achieve poverty goals, they suffer from income, wealth and power inequality (Sachs, 2015). This paper investigates how to minimise these inequalities in migrant community NI by capacity building of migrant leaders and possible leaders to bring innovative positive change in the community.

## The Ethics of Equality and Rights

There are several schools of thought regarding this community inclusion: Aristotle argued that virtue was the key to eudemonia, which means ‘a flourishing life’ According to Aristotle, man is a social animal, so man should cultivate good attitudes and behaviour in the city-state. When someone faces social exclusion, there are several ethical questions. Income and wealth inequality can be one dimension of the social exclusion problem. Though the government does not support it, cultural and social discrimination attitudes against minority groups often create this situation.

Judaism, Christianity, and Islam all believe in the Golden Rule: “Do not do to others what you would not want them to do to you.” The Bible does not allow racial discrimination. Instead, The Bible states that all human beings should flourish. “Basic humanity and all human beings have been created by The God” (Gen. 1:28, 5:1-2; Acts 17:26). People cannot be distinguished due to gender, race, or culture that will go against the biblical view of humanity, though there is a multicultural diversity presence from historical time (Vorster, 2002). In the 57th UN Human Rights session, Archbishop Desmond Tutu affirmed that sometimes diversity becomes so extreme no one can ignore it. However, there should be no racial discrimination; all human beings deserve equal dignity and respect, whatever their situation might be (Tutu, 2001).

**Migration Concept:** Migration is not a new phenomenon. Throughout history, humans have spread across the planet. The reasons behind this movement are many, especially economic opportunities, family reunions, education purposes, and the need to avoid conflict/ war, persecution, and adverse effects like climate change, natural disasters, or other environmental factors. total global migrants is 272 million, 3.5% of the total global population (UN, 2019). However, the reasons for migration have changed from old phenomena in the 21st century since 2008. Due to climate change, approximately 265 million people have been displaced (IDMC.2018). The most acceptable definition of migration is highlighted below:

According to the OECD, a migrant worker is received by a foreign country for economic purposes and paid by the employer. The length of stay in the receiving country depends on the worker's employment status.

The UN Migration Agency (IOM) defines a migrant who moves away voluntarily or involuntarily from his or her habitat temporarily or permanently within a country or across the international border.<sup>1</sup>

**Migrants and SDGs:** The Sustainable Development Goals discuss universality, integration, and transformation. For the first time, the 2030 agenda recognises migration's contribution to Sustainable Development; 11 out of 17 Sustainable Development Goals accommodate targets and indicators that apply to migration (UN). The SDGs' primary reference for migration is target 10.7, which directly mentions migration policies and support.

The number of people who came to NI to live reason for work, education, or family purpose, in June 2018 total international inflows were 225518, International outflows 184484 and net International migration was 41034

| Time-period         | International Inflows | International Outflows | Net International Migration |
|---------------------|-----------------------|------------------------|-----------------------------|
| Jul 2000 - Jun 2001 | 6,524                 | 7,609                  | -1,085                      |
| Jul 2001 - Jun 2002 | 6,488                 | 6,393                  | 95                          |
| Jul 2002 - Jun 2003 | 6,810                 | 6,683                  | 127                         |
| Jul 2003 - Jun 2004 | 8,174                 | 6,996                  | 1,178                       |
| Jul 2004 - Jun 2005 | 12,544                | 8,861                  | 3,683                       |
| Jul 2005 - Jun 2006 | 15,803                | 8,797                  | 7,006                       |
| Jul 2006 - Jun 2007 | 19,773                | 10,633                 | 9,140                       |
| Jul 2007 - Jun 2008 | 18,261                | 11,981                 | 6,280                       |
| Jul 2008 - Jun 2009 | 14,404                | 11,406                 | 2,998                       |
| Jul 2009 - Jun 2010 | 13,877                | 12,115                 | 1,762                       |
| Jul 2010 - Jun 2011 | 13,401                | 14,097                 | -696                        |
| Jul 2011 - Jun 2012 | 12,922                | 12,480                 | 442                         |
| Jul 2012 - Jun 2013 | 12,736                | 13,623                 | -887                        |
| Jul 2013 - Jun 2014 | 13,300                | 11,063                 | 2,237                       |
| Jul 2014 - Jun 2015 | 13,093                | 10,298                 | 2,795                       |
| Jul 2015 - Jun 2016 | 12,998                | 11,540                 | 1,458                       |
| Jul 2016 - Jun 2017 | 11,310                | 10,727                 | 583                         |
| Jul 2017 - Jun 2018 | 13,100                | 9,182                  | 3,918                       |
| <b>Total</b>        | <b>225,518</b>        | <b>184,484</b>         | <b>41,034</b>               |

Fig 1. Estimated Net International Migration (year ending mid-2001 to year ending mid-2018) (NISRA, 2018)

**A Goal Statement:** This study aims to ensure an inclusive society in Northern Ireland by 2030 through capacity building of new and settled migrant communities. It emphasises skill development training for migrant and potential leaders and sharing skills with others to build capacity and generate innovative ideas to enhance positive change in the community.

**Research Question:** To identify the problem of the migration

community staying in Northern Ireland associated with establishing a green and inclusive community.  
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## II. LITERATURE REVIEW

**Introduction:** This paper is related to a broader existing literature review that explores how leadership capacity building can enhance sustainable community building. As this research is based on the migration community, literature is essential evidence that tries to establish the challenges the migration community faces and ways out. Although most of the literature in this area establishes the coercion of migration, this paper's central point is the community sustainability aspect rather than the problem. Thematically, the review will establish the main idea of leadership and skill-up training for making an inclusive migration community. So, this literature review is a basic pillar and a very important source of evidence for this study.

| Year    | Racist Motivation | Homophobic Motivation | Sectarian Motivation |
|---------|-------------------|-----------------------|----------------------|
| 2010/11 | 531               | 137                   | 995                  |
| 2011/12 | 458               | 121                   | 885                  |
| 2012/13 | 470               | 149                   | 888                  |
| 2013/14 | 688               | 179                   | 961                  |
| 2014/15 | 916               | 209                   | 1,043                |
| 2015/16 | 851               | 210                   | 1,001                |
| 2016/17 | 654               | 162                   | 694                  |
| 2017/18 | 609               | 163                   | 576                  |
| 2018/19 | 702               | 201                   | 622                  |

Figure 2: Police Recorded Hate Crime (Nisra, 2020)

A considerable amount of literature has been censured about migration workers' oppression, anti-minority attitudes, behavioural problems, forced labour, and hate crimes. (Jarman 2004; Allamby et al, 2011; Pehrson et al, 2012) Illustrated various forms of explorations of migration workers, including forced labour and harassment. The migrant community remained isolated due to the language barrier and social networking, making them more vulnerable and dependent on employers (Allamby et al., 2011). Radford & Templer's (2009; p. 43) ethnographic research defined migrant condition as "Home away from home" in Northern Ireland is complex, here raises societal challenges that require societal responses." Mcdermott (2014) correctly argued that the percentage of hate crimes, prejudice and racial discrimination increasing nearly 40% against ethnic minority groups in NI. Here Mcdermott made the most valid point about intercultural dialogue or broader cultural understanding at the societal level for a positive outcome. Rienzo (2011) examined wage inequality in his study "The analysis reveals that residual wage inequality is higher amongst immigrants than amongst natives." Despite different peacebuilding measures having been initiated, which did not work correctly here, McVeigh& Rolston (2007) exemplified that from 1995, millions of European Union Good Relations and Peace process money

was used for race relation improvement but without understanding local needs. McVeigh& Rolston found Sectarianism presence in NI social life, and this idea was well established by Garvey & Stewart (2015) in their milestone Study where they acknowledged the institutionalisation of the new form of Sectarianism in NI.

Several scholars have revealed the community integration process, whistleblower and training to mitigate the migration barrier in NI. Authors Devine et al. (2007) pointed to integration and socialisation with local communities to help migrants settle quickly and feel comfortable, and multicultural training is needed to get full economic benefit from migrants. Potter and Hamilton (2014) investigated that exploitation and forced labour still exist in NI, and migrant workers often face this vulnerability. The authors recommended that workers be aware of their rights and existing legislation, so a leader and whistleblower were necessary to help migrant workers save from precarious conditions. Toucas (2008) highlighted several barriers to the community inclusion process, such as job-seeking techniques, language barriers, skills, labour market change, and forced labour.

Vorster (2002) loosely argued that ethnic disagreement is very common in different modern societies due to the growing number of diverse populations of these societies. However, diversity should be encouraged for sustainability reasons. The present paper wants to endeavour a new horizon to establish long-term peace, cohesion, economic stability and environmental sustainability by making a group of skilled migrant leaders who will work round the clock to make their community green, clean, sustainable, peaceful, and inclusive. All the studies reviewed here support that migrant communities need different arrangements to overcome their existing obstructions in NI.

## III. RESEARCH DESIGN AND METHODOLOGY

**Introduction:** This section discusses the research methods, data collection strategy, data analysis, and methodology limitations. Data were collected from Government departments and secondary sources. The interview was administered with voluntary community migrant leaders, and surveys were directed to migrant workers. In-depth interviews and surveys were conducted in restaurants, community organisations, and the International House over February/March 2020.

**Research Design:** This study did not start with a specific framework or with a hypothesis to be verified. More specifically, the researcher compares the data to a specific notion. It started with migrant community engagement in NI, what they think about sustainability, and how they bring sustainable change in their belonging community neighbourhood. For finding this answer various migrant groups were chosen. At the same time, a literature review was conducted, which guided the data analysis with the coding of data. Simultaneously, the participant's observation helped the

researcher conceptualise the original feeling. The most recently available NISRA 2018 and 2020 update information database was taken. This paper considers approximately 0.2 million migration communities in NI (Table 1).

A questionnaire survey was conducted among 50 migrant workers to find their understanding of sustainable development and their enthusiasm for active participation in the community development process. 9 interviews were recorded with current migrant leaders in NI to get their opinion about leadership and skill-up training. General research questions were asked about the country of origin and years of staying at NI. Participants were asked about the basic concepts of sustainable development and community belongingness. Different places were chosen in NI, and the data collected were analysed using the method described in the method section. A literature review was conducted, which influenced the data analysis process.

**Research Methods:** The researcher tried to find the root causes of social inclusion of the migrant community in NI. Qualitative methodology was chosen (Figure 3). Qualitative data was collected through interviews, questionnaires and observation. Simple statistics analysis was done, and intelligent verbatim transcription software was used to record text transcribing. The coding method was applied for analysing qualitative interviews, and NVivo qualitative data analysis software was used for this study. There are various approaches for interpreting qualitative data, but the most common method is coding (Gläser & Laudel, 2013). Blumer (1939) correctly said that Description made the data more remarkable, making theoretical clarification more meaningful and friendly. Northern Ireland Statistics & Research Agency's different census data were also used in this paper.

**Data collection, Choice of Places and Selection of Respondents:** During data collection, the researcher tried to remain unbiased and find the root causes of the social inclusion of migrant workers in NI. Most data were collected from the field among 50 questionnaires survey. One survey was collected online, one by postal and 48 directly by migrants; their ethnic backgrounds were Bangladeshi, White European, Chinese, and Black African (Figure 4). Among the participants, 37 were Female and 22 were male, with an average age range of 38 years and 66.88% were employed. Participants' questionnaires were both open and close-ended. A qualitative methodology was chosen to conduct semi-structured interviews with nine current community migrant leaders in NI.

All participants are migrants and present residence in different places in NI. The researcher intentionally chose interview and survey language in English to achieve sustainable development goals no 8 to promote decent work, goal 10 to reduce inequality and goal 11 to create inclusive, sustainable cities by 2030. The target group of this study is promising

migration leaders interested in helping other migrants by sharing knowledge.

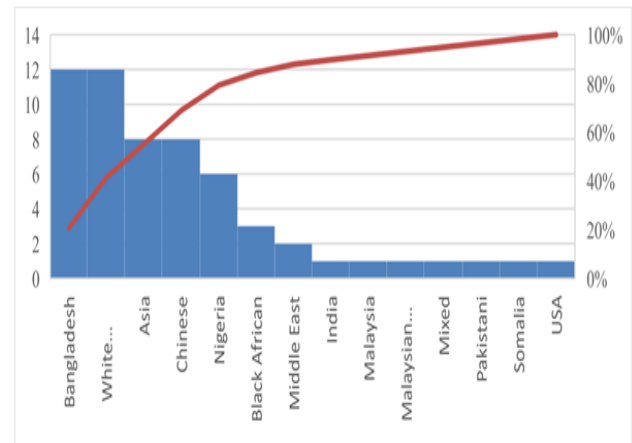


FIGURE 3: PARTICIPANTS ETHNIC BACKGROUND

#### IV. LIMITATIONS AND POTENTIAL PROBLEMS

The researcher is aware of the probable pitfall of methodology, and it is essential to address this issue in this study. As migrants are bilingual, but the survey and interview were initially derived in English, there was the terror that primary information could not be achieved from participants; however, as the survey and interview progressed, language became no longer a barrier. Instead, researchers found that the migrant community was enthusiastic about expressing their feelings in English. To overcome the problem, the researcher intentionally chose educated, active community migrants from various ethnic groups, genders, ages, and classes to understand migrants' profound insights and feelings and carefully observed them. The researcher visited all the possible places to meet more migrants and tried to be one of them, which helped to overcome the limitation.

#### V. RESEARCH FINDINGS

This section discusses critical analysis and research findings. For this paper, interview and survey data have been transcribed and coded. In addition, quantitative comparison is also explored to establish the goal statement. Despite the language barrier's limitations and essential variations among participants, such as ethnicity, age, class, and gender, the overall data manifested here show significant similarities in migrants' expectations. In comparison, the data analysis found that of 59 participants, 50.85% are inactive in the community, and 32 % do not know anything about sustainable development.

##### V.I Share learning:

Participants were asked if shared lived experiences would bring significant change to the community neighbourhood.

“The experience(s) of people on whom a social issue, or a combination of issues, has had a direct personal impact” (Sadhu, 2017). Sharing this personal experience for bringing sustainable change in the community through a different forum like storytelling, exhibitions, seminars, and training. A positive correlation was found between sharing experiences and an inclusive community: 54% strongly agreed with the idea, 36% agreed, and 10% expressed neither agree nor disagree with 50 survey participants that sharing skills will strengthen the formation of a sustainable community.

| Comment scale              | Number (n=50) | Valid % |
|----------------------------|---------------|---------|
| Strongly Agree             | 27            | 54%     |
| Agree                      | 18            | 36%     |
| Neither Agree nor disagree | 5             | 10%     |
| Strongly Disagree          | 0             | 0       |
| Disagree                   | 0             | 0       |

Figure 4: Survey opinion regarding sharing leadership experience

Alomgir (47) (pseudonym) BAME background rightly said “...social awareness...the cultural activities and...I'm an immigrant myself. So obviously, we face a lot of things. So, because I lived here quite a long while so whatever I know I share with other people and if anybody had any issues, things like that, try to help them myself...which is very helpful.”

Kathe (40) from Mauritius is a migrant leader. She explained her struggle, which took her 12 years to reach her present situation. Now, she is trying to support other migrants staying in the East part of Northern Ireland. She illustrated that “...like sharing knowledge and awareness of we find, like there's not enough ethnic minority people who are skilled.

...There's an awful lot of people that stay here to build up communities. There's a lot of mothers...sharing is good for them like parental, childcare”.

Maya (55/ Africa) mentioned, “I am here last 20 years, I have lost my husband, I did not have a single penny to buy food, I had to struggle a lot. I think sharing could lessen my sorrow and my suffering... to work for new migrants what I suffered I do not want to see their suffering.”

## V.II Active in society:

50 Participants and 9 Interviewers were asked are you active in society?

| Variable            | Numbers (n=59) | Valid % |
|---------------------|----------------|---------|
| Active in society   | 29             | 49.15%  |
| Inactive in society | 30             | 50.85%  |

Figure 5: Survey opinion regarding participation in society

## V.III Culture, Peace, Sustainability and climate change:

50 Participants were asked do you know what does Sustainable Development mean? 32% does not have any idea about sustainable development.

| Sustainable Development concept | Number (n=50) | Valid % |
|---------------------------------|---------------|---------|
| Yes                             | 34            | 68%     |
| No                              | 16            | 32%     |

Figure 6: Survey opinion regarding Sustainability Concept

Zunaib (42) from Kept Town, South Africa and current NI migrant community Leader and spokesman stated, “Community is a culture we want to help them for practical means, and you know, how to just adapt to the culture here because it is a big culture shop for them coming in...to teach them more about the culture and how to adapt, you know, in the community where they are positioned”.

According to Alex (49) from BME background, Alex suggested in his interview, “Northern Ireland has come out of the troubles, many years of troubles and although there is peace process, some element of lack of peace on that surface. So, I think before the migrants could be fully integrated. It's important that the locals are mean by that Ireland, regardless of issue, Republican, if you learn this or whatever for whatever shade, blue or green, it's important that there is peace among themselves so that they can extend the peace to foreigners”.

Alex also mentioned, “...sustainability is an issue that divides your opinion. Some people feel that climate change doesn't happen. Some others feel that it's happening. So, it's something that like I said, climate change is real, we need to save our planet now.”

Ray (33),” Sustainable means that type of development which can serve for a long time with less negative effect.”

## V.IV Route to Leadership:

In this qualitative study, 47 participants and 9 interviewees were asked, “If you get leadership and upskilling training, how would you bring change to your neighbourhood?” The majority of the participants and interviewees, 98.21%, were positive about bringing sustainable change to their neighbourhood (Table 7).

| Variable                 | Number (n=59) | Valid % |
|--------------------------|---------------|---------|
| Environmental Awareness  | 8             | 13.56   |
| Quality Education        | 7             | 11.86   |
| Facilitator              | 6             | 10.17   |
| Professional development | 2             | 3.40    |
| Help Elders              | 3             | 5.08    |
| Events                   | 3             | 5.08    |
| Community gardening      | 2             | 3.40    |

|                                                    |   |      |
|----------------------------------------------------|---|------|
| Ownership of group responsibility                  | 1 | 1.69 |
| Awareness building                                 | 5 | 8.48 |
| Migration Law & Well-being                         | 1 | 1.69 |
| Wide range of services                             | 1 | 1.69 |
| Change the sectarian and racist                    | 1 | 1.69 |
| Share ideas, connect people & groups & signposting | 2 | 3.40 |
| Zero plastic, waste management                     | 2 | 3.40 |
| Help Homeless                                      | 1 | 1.69 |
| Peace Building                                     | 2 | 3.40 |
| strong Bondage                                     | 2 | 3.40 |
| Good practice                                      | 1 | 1.69 |
| Efficient use of energy                            | 1 | 1.69 |
| Help Neighbour                                     | 1 | 1.69 |
| Poverty eradication                                | 2 | 3.40 |
| Go green                                           | 1 | 1.69 |
| Integration                                        | 1 | 1.69 |
| Lead others                                        | 1 | 1.69 |
| Interpreter                                        | 1 | 1.69 |
| No change                                          | 1 | 1.69 |

Figure 7: Survey opinion regarding Leadership and Skill-up Training

Question was asked what is important for migrant community for improving their present condition?

Clarone(43), 20 years in NI, from Nigeria, alluded to the notion, “I think leadership training is very important because we are ... minority also in Northern Ireland and we need a leader that can lead and speak on our behalf for those who cannot for the vulnerable people who cannot speak for themselves and I think leadership are very important in Northern Ireland for minorities, and ethnics”.

Kathe stated, ‘Been here. So, I’ve been here 12 years now at the start, I did what we were talking about, like, getting trained and but every job that I was getting was always very hard. It was always very semi-skilled jobs, I found it was very tiring. So I started going back to education, went back to college went to uni, I find that it was a lot of trying to get myself skilled to the point that I was able to now that I feel that I’m at that point, it’s time to give back. So hence the reason why I’m engaged with community projects now”.

Researcher: you think your experience sharing and your skill will help migration community here?

Kathe, ‘I do think so. Because I think a lot of is about raising awareness and knowledge. A lot of people do not know, what it what is in place, what they can access, in terms of immigration funding and all that there’s a lot of things that people don’t know. So yeah, I think so far it’s been really good

having sustainable leadership knowledge...in the long run that people will get awareness that you know how to manage the money how to live peacefully in the society and how you know the system of the society I’m sure it would help does”.

Juaib suggested about new migrants, “... They need training in many different areas, just in life skills, but also you know, finances you know, just letting them know What is available to them here? In terms of benefits and how to go about it? And but yeah, also just providing for them some emotional needs and counselling...”

Sara (50), Italian, said “Leadership and skill-up training would enable migrants to share ideas, connect people & groups & signposting. It would be a useful tool to raise awareness of environmental issues, also issues of social isolation.”

#### V.V: Inclusive community by 2030

Max from white European Migrants, for enhancing inclusive community Max perspective was ‘Increase “ownership” on individual and group responsibilities e.g. Culture, inclusion, litter”.

According to Clarone main problem of inclusive community is housing or accommodation problem and migrant do not know the housing legislations here, “... mostly is the housing ... Because most immigrants having problem issues, especially areas that they’re not accommodating foreigners? I think that is one of the major themes and the other areas is the communication aspects and which I think I’m trying to people going for English classes to improve their language barriers. So, which is also another thing about housing is the main issue. Yes,”.

Question was asked do you have any ideas for ensuring inclusive community in Northern Ireland by 2030? How can we provide support to migrant workers?

Juaib commented,

“Yeah, well, definitely help them to adapt to the culture, you know, give them some training, think English classes is something... And to develop English a lot of them and know a little English. And, help them definitely to adapt to understand the local people, the accent is a bit stronger, but also just to in, get into connected into the community  
....”

#### VI. DISCUSSION

##### Leadership and Up-skilling Training for Change

This study reports an exploratory paper on migration workers in Northern Ireland. It sought to investigate migrants' actual necessity. The data presented above proves that the migration community need special consideration from the NI government to attain SDG by 2030. Upskilling training would benefit migrants and the host country (Hack-Polay & Mendy, 2018). According to Jarman (2004), in NI, more than 66 countries people live in addition to EEA countries. Migrants do not come to NI only for economic benefit. They are human beings. All groups should form a strong community, and



people should be generous and celebrate diversity (Martynowicz & Jarman, 2009). Training and development programs would remove migrant suffering (Robinson, 2000). When many migrants get leadership and skill-up training, they will obviously work for innovative change in the community. An inclusive community is essential not only for a better society but also for more robust economic performance. If the income gap between rich and poor increases, this creates economic instability and breaks relations between government and citizens. In accordance with the present findings, previous studies have demonstrated that “How do those who have suffered inequality become the drivers for change if they don’t have a look into leadership and then, in turn, have ownership...across the board – mental health, poverty, disability, race?” (Sandhu, 2017)”. Consistent with the current literature findings, 98.21% of participants believe that innovative leadership and skill-up training will bring sustainable change to the community.

#### **Social integration and Sharing:**

The importance of social bonding and the influence of the neighbourhood affect individual behavior. According to Knoester & Haynie (2005), social integration and sharing can reduce youth violence and influence personal behavior.

Shams (45), an Asian migrant voluntary leader, said, “Migrants need some knowledge and help from the community. Most migrants do semi-skilled jobs. They need training to get better jobs. I want to believe NI is my home; my 2 kids were born here. This is their motherland. I want this acknowledgement from my community people...love NI”.

Rejaul expressed his opinion to the researcher about social integration, “... need to communicate with local people ... need to communicate to each other better... So, it can be helpful for mixing of local and migrant people”.

Prior studies have noted the importance of sharing for building a strong community; according to McDermott (2012), social integration, like sharing culture and language, is important for promoting peace and overcoming underlying tension between communities. Allamby et al. (2011) rightly point out community-based support networks to overcome the forced labour problem of migrants. McDermott (2012) felt the importance of creating a cohesive society through shared spaces for conflict resolution. Several studies revealed that economic growth, sharing, respect towards others could diminish conflict and enhance the social integration (OFMDFM, 2010; Kaysen, 1996; UNDESA, 2009).

#### **Active in society and sustainability knowledge:**

The present findings are significant in at least one central respect: community participation and understanding of the sustainability concept among the participants. Thirty per cent of participants are “Inactive in society,” and thirty per cent have no idea about the sustainable development concept.” Activeness is very important to understanding the green movement of the community. There is an essential correlation

between activeness and the Sustainable development concept; this is an important issue for further research.

### **VII. RECOMMENDATION**

The findings of this study have several important implications for future practice, as the evidence shows that migrants do odd jobs and face discrimination in the workplace. There is, therefore, a definite need for an urgent step to overcome the inequality of migrants from NI. As Sandhu (2017) correctly recommended, “We need to not create a blaming culture but think through how we can collectively start to change. Leaders in our sector need to challenge and push for change (Sandhu, 2017)”. For a sustainable community, the following steps can be considered

#### **Educational remodelling:**

This is a very important step to overcome racist behaviour and prejudice from society. Survey participants mentioned that grammar school and regular school discrimination should be abolished and schools should be uniformed. Gottstein's following quotations made a valid point about the necessity of education for behavioural change:

“Peace and stability in a multi-ethnic society can only be maintained if education relating to tolerance and ethical behaviour starts early and continues throughout the school system...Without consensus on several basic rules and principles of behaviour, a peaceful and stable society is impossible (Gottstein, 2001, p.113).”

#### **Allocating land and inspiring farming:**

Figure 8 shows that farmland and farmers both are decreasing in NI. The world food market is unstable; however, COVID-19 gives an important lesson and message about food localization; the agricultural sector should focus more on local production and decrease dependency on others. Vorster (2002, p. 308) made a valid point: “Focus on the real enemies of a nation. These are not other people or groups but challenges such as poverty, HIV/AIDS, criminality, malnutrition, ecological disasters and illiteracy”. For this reason, long-unused agricultural land can be temporarily allocated to migrant workers for cultivation and farming, which will enhance food security and economic growth. A firm policy should be adopted regarding unproductive land, which is an essential issue for further research.

| Year | No of Farms | Total Area Farmed<br>(thousand hectares) |
|------|-------------|------------------------------------------|
| 1981 | 40,724      | 1,084.7                                  |
| 1982 | 39,965      | 1,082.1                                  |
| 2016 | 24,528      | 1,013.2                                  |
| 2017 | 24,956      | 1,019.7                                  |
| 2018 | 24,895      | 1,022.4                                  |

Figure 8: Number of Farms, Source: DAERA Agriculture Census



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### VIII. CONCLUSION

The paramount idea of this paper is to ensure sustainability in community life through inclusive process migrant worker in NI. The study also focused different challenges faces migrant community. The main problem is language barrier. Second: skill, cultural difference, food habit, religion, migration community come from wider range of socio-cultural setting.

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