



Straitéis Forbartha Teanga Chomhairle Cathrach Bhaile Átha Cliath

Is í Comhairle Cathrach Bhaile Átha Cliath an tÚdarás Áitiúil is mó in Éirinn. Tá achar 11,761 heicteár fúithi agus is os cionn 600,000 duine an líon daoine a bhfuil cónaí orthu inti faoi láthair.

Tá sí ar cheann de na ceithre údarás áitiúla atá i Réigiún Bhaile Átha Cliath arb é gar de 1.5 milliún duine a dhaonra iomlán agus arb ionann sin agus níos mó ná an ceathrú cuid de dhaonra na tíre. Is í príomhchathair riaracháin agus pholaitíochta na hÉireann í agus is inti atá rialtas na tíre agus uachtarán an stáit lonnaithe. 63 chomhalta thofa atá ar an gComhairle seo a thosaigh a téarma oifige i Meitheamh 2019. Soláthraíonn an 5,800 ball foirne atá ag an gComhairle Cathrach réimse leathan agus éagsúil seirbhísí do mhuintir chathair Bhaile Átha Cliath, do ghnóthais agus do na daoine a thugann cuairt ar an gcathair.

Is é an fhís atá ag an gComhairle ó thaobh na Gaeilge de ná tacú le húsáid na teanga sa Chomhairle agus úsáid na teanga a mhéadú agus a chur chun cinn i measc na foirne agus inár dteagmháil leis an bpobal.

Is mian leis an gComhairle Straitéis Forbartha Teanga a chur le chéile don Ghaeilge don tréimhse 2024 go 2027. Chuige sin tá an Chomhairle ag lorg tairiscintí ó dhaoine aonair nó ó chomhlachtaí chun tuairimí a lorg ó pháirtithe leasmhara (cliaint agus custaiméirí, baill foirne, an pobal i gcoitinne agus eagraíochtaí teanga san áireamh) maidir leis na príomhghnéithe ar cheart díriú orthu sa Straitéis, chun cur chuige a bheachtú maidir le forbairt na Gaeilge san eagraíocht agus ina cuid oibre agus chun dréachtú a dhéanamh ar na modhanna le feasacht, cumas agus staid na teanga san eagraíocht a mhéadú ar bhealach taitneamhach, deonach thar thréimhse ama.

Seo iad na cúraimí a bheidh ar an duine nó ar an gcomhlacht ar a mbronnfar an conradh chun tabhairt faoin obair seo:

1. tuairimí a lorg ó phobal na Gaeilge, idir dhaoine aonair, eagrais agus chomhlachtaí Stáit atá ag plé leis an nGaeilge
2. tuiscint a fháil ar an bhfeasacht teanga agus ar an gcumas teanga atá san eagraíocht faoi láthair
3. tuairimí a lorg ó fhoireann na Comhairle a bhfuil Gaeilge acu, idir iadsan atá líofa sa teanga agus iadsan atá ar bheagán Gaeilge, maidir le bealaí leis an bhfeasacht agus leis an gcumas teanga a mhéadú

4. tuairimí a lorg ó Chomhairleoirí Cathrach Bhaile Átha Cliath
5. dréachtstraitéis a ullmhú ina ndéanfar idirdhealú idir na cúraimí reachtúla teanga atá ar an gComhairle faoi láthair (faoi Acht na dTeangacha Oifigiúla, 2003, an tAcht leasuithe, an Scéim Teanga, etc) agus an fhorbairt dheonach is mian leis an gComhairle a dhéanamh ó thaobh na Gaeilge de ina cuid oibre agus i measc fhoireann na heagraíochta.

Beidh sé de chúram ar an duine nó ar an gcomhlacht a cheapfar le tabhairt faoi fhorbairt na dréachtstraitéise í a phlé leis na scairshealbhóirí cuí agus tacú le Fochoiste Gaeilge na Comhairle an dréacht seo a aontú agus a chur faoi bhráid Chomhairle na Cathrach go hoifigiúil.

Anseo thíos, tá liosta de chuid na nithe is gá a chur san áireamh sa Straitéis.

1. An staid reatha

Is gá an staid reatha maidir le cumas Gaeilge na foirne a mheas agus fáil amach cad iad na bearnaí atá ann maidir le seirbhísí trí Ghaeilge a sholáthar. Ní mór an staid reatha i dtaca le feachtas teanga san eagraíocht a mheas freisin, i measc iadsan a bhfuil an Ghaeilge ar a dtail acu le cois iadsan nach bhfuil an teanga acu. Is féidir an t-eolas sin a bhailiú trí agallaimh a chur ar bhail foirne agus trí shuirbhéanna a scaipeadh ar an bhfoireann go leictreonach.

2. Dualgais reachtúla

Ní mór anailís a dhéanamh ar chumas na Comhairle cloí leis na dualgais reachtúla teanga atá uirthi faoi Acht na dTeangacha Oifigiúla, 2003, Acht na dTeangacha Oifigiúla (Leasú), 2021, an tAcht Pleanála agus Forbartha agus Scéim Teanga 2015-2018, chomh maith le moltaí a dhéanamh le dul i ngleic le haon bhearna atá i gceist sa réimse sin. (Cé go bhfuil deireadh le tréimhse na Scéime Teanga, tá sé de dhualgas ar an gComhairle fós cloí léi go dtí go gcuirfear córas nua in áit chóras na scéimeanna.) Ní mór freisin an *Lámhleabhar Comharthaí Trácht* faoin Acht um Thrácht ar Bhóithre maidir le húsáid na Gaeilge ar chomharthaí trácht agus bóithre a chur san áireamh, le cois Plean Forbartha Chomhairle Cathrach Bhaile Átha Cliath.

3. Mianta na foirne

Tá sé riachtanach fáil amach cad iad na mianta atá ag foireann na Comhairle ó thaobh na Gaeilge de ar bhonn pearsanta agus don eagraíocht trí chéile. Is féidir teacht ar an eolas sin trí agallaimh a chur ar bhail foirne, trí shuirbhéanna a scaipeadh orthu agus trí ghrúpaí fócais a chur ar bun.

4. Deiseanna úsáide

Is gá moltaí na foirne a fháil maidir leis na deiseanna ba mhaith leosan a bheith curtha ar fáil dóibh leis an nGaeilge a chleachtadh san ionad oibre, e.g., ranganna teanga le linn uaireanta oifige, ranganna taobh amuigh d'uaireanta oibre ach am in lieu a bheith ar fáil, ciorcail chomhrá agus imeachtaí sóisialta. Ní mór eolas a bhailiú freisin maidir leis na hacmhainní a bheadh úsáideach dóibh agus iad ag féachaint le feabhas a chur ar a gcuid Gaeilge.

5. Mianta chliaint na Comhairle

- Tá sé riachtanach dul i gcomhairle le cliant na Comhairle, idir dhaoine aonair, eagrais agus chomhlachtaí Stáit atá ag plé leis an nGaeilge, le fáil amach cad iad na seirbhísí trí Ghaeilge is mian leo go gcuirfí ar fáil agus cad iad na laigí a bhaineann leis na seirbhísí atá á gcur ar fáil faoi láthair. Arís, is féidir eolas a bhailiú ó na páirtithe leasmhara seo trí agallaimh a chur ar dhaoine agus ar eagrais, trí shuirbhéanna a scaipeadh orthu nó trí ghrúpaí fócais a réachtáil.

- Is gá an Straitéis 20 Bliain do Ghaeilge a chur san áireamh freisin. Is é cuspóir an bheartais rialtais seo ná úsáid agus eolas ar an nGaeilge mar theanga phobail a mhéadú agus tá sé mar aidhm leis a chinntiú go bhfuil oiread saoránach agus is féidir dátheangach sa Ghaeilge agus sa Bhéarla. Luaitear réimsí gnímh sa Straitéis a éilíonn ar an gComhairle aird a thabhairt ar scileanna teanga agus feasacht teanga laistigh dá pobail.
- Ní mór an tionscnamh nua Baile Átha Cliath le Gaeilge a chur san áireamh freisin. (Is comhpháirtíocht é an tionscnamh seo idir Conradh na Gaeilge agus an Chomhairle, le cúnaimh maoinithe ón Roinn Turasóireachta, Cultúir, Ealaíon, Gaeltachta, Spóirt agus Meán). Tá sé mar aidhm ag Baile Átha Cliath le Gaeilge úsáid na Gaeilge a chur chun cinn sa chathair, cur lena hinfheictheacht agus cur leis na deiseanna chun an teanga a chloisteáil á labhairt ar fud na cathrach i suíomhanna éagsúla.
- Ba cheart meicníocht a fhorbairt chun liosta a dhéanamh de na seirbhísí agus na hacmhainní (arna soláthar ag eagraíochtaí eile seachas Comhairle Cathrach Bhaile Átha Cliath) atá ann a thugann deis don phobal a bheith páirteach in imeachtaí Gaeilge.
- Is féidir úsáid a bhaint freisin as an eolas a chuirfear ar fáil i nDaonáireamh 2022 maidir le húsáid na Gaeilge agus cumas an phobail ó thaobh na Gaeilge de i gceantar Bhaile Átha Cliath agus moltaí á ndéanamh maidir leis na seirbhísí Gaeilge is gá a chur ar fáil san am atá romhainn.

6. Moltaí chun feabhais

Tar éis don eolas thuas a bheith bailithe, ní mór don duine nó don chomhlacht a bheidh i mbun na hoibre sin moltaí chun feabhais a dhéanamh, sna réimsí seo a leanas i measc réimsí eile:

- cumas na foirne ó thaobh na Gaeilge de
- feasacht teanga i measc na foirne, e.g. trí phacáistí feasachta teanga a fhorbairt
- deiseanna úsáide Gaeilge i measc na foirne agus i measc na gcomhairleoirí, i.e. ranganna agus imeachtaí sóisialta
- seirbhísí trí Ghaeilge don phobal, e.g., ag na pointí teagmhála (fáilteoirí, lucht freagartha gutháin)
- bealaí le híomhá na Comhairle i leith na Gaeilge a fheabhsú.

Focal scoir

Beidh sé mar mhian ag Comhairle Cathrach Bhaile Átha Cliath go gcabhróidh an Straitéis nua seo le híomhá dhearfach a chruthú don teanga san eagraíocht, feasacht agus cumas teanga na foirne a mhéadú, freastal níos fearr a dhéanamh ar an gcuid sin den phobal ar mian leo an Ghaeilge a úsáid agus aitheantas a bhaint amach don Chomhairle mar eagraíocht atá dearfach, tuisceanach agus réamhghníomhach sa réimse seo.

Ray Yeates,
City Arts Officer,
27th February 2023

This is an English translation of the original Irish language document Straitéis Forbartha Teanga, CCBÁC

Language Development Strategy Dublin City Council

Dublin City Council is the largest Local Authority in Ireland. It covers an area of 11,761 hectares and is currently home to over 600,000 people.

It is one of the four local authorities in the Dublin Region which has a total population of close to 1.5 million people and which represents more than a quarter of the country's population. It is the administrative and political capital of Ireland and is home to the country's government and the president of the state. There are 63 elected members of this Council who began their term of office in June 2019. The 5,800 staff members of the City Council provide a wide and varied range of services to the people of the city of Dublin, to businesses and to the people who visit the city.

The Council's vision in terms of Irish is to support the use of the language in the Council and to increase and promote the use of the language among the staff and in our contact with the community.

The Council wishes to put together a Language Development Strategy for Irish for the period 2024 to 2027. To that end, the Council is seeking proposals from individuals or companies to seek opinions from interested parties (including clients and customers, staff members, the general public and language organizations) regarding the main elements that should be focused on in the Strategy, to refine an approach to the development of the Irish language in the organisation and its work and to draft the methods to increase the awareness, ability and status of the language in the organisation in a pleasant, voluntary way over a period of time.

These are the tasks to be undertaken by the person or body that will be awarded the contract:

1. seek opinions from the Irish-speaking community, including individuals, organizations and State bodies dealing with the Irish language
2. to ascertain the language awareness and the language ability that exists in the organization at the moment
3. seek opinions from the Council's staff who speak Irish, both those who are fluent in the language and those who speak little Irish, in relation to ways to increase awareness and language ability
4. seek views from Dublin City Councillors
5. prepare a draft strategy in which a distinction will be made between the statutory language responsibilities that the Council currently has (under the Official Languages Act, 2003, the amendments Act, the Language Scheme, etc.) and the voluntary development that the Council wishes to undertake in terms of the Irish language in its work and among the organisation's staff.

It will be the responsibility of the person or body appointed to undertake the development of the draft strategy to discuss it with the appropriate shareholders and to support the Council's Irish Language Subcommittee to agree this draft and officially submit it to the City Council.

Below, there is a list of matters that need to be included in the Strategy.

1. The current situation

It is necessary to assess the current situation in relation to the Irish language ability of the staff and find out what gaps there are in terms of providing services through Irish. The current situation in relation to language awareness in the organization must also be considered, among those who speak fluent Irish as well as those who do not. This information can be gathered by interviewing staff members and by distributing surveys to staff electronically.

2. Statutory duties

An analysis must be made of the Council's ability to comply with its statutory language duties under the Official Languages Act, 2003, the Official Languages (Amendment) Act, 2021, the Planning and Development Act and the Language Scheme 2015-2018, as well as make recommendations to address any gaps in that area. (Although the period of the Language Scheme has ended, it is still the duty of the Council to comply with it until a new system replaces the scheme system.)

The Traffic Signs Manual under the Road Traffic Act regarding the use of Irish on traffic signs and roads must also be taken into account, along with the Dublin City Council Development Plan.

3. The wishes of the staff

It is essential to find out what the wishes of the Council's staff are in terms of the Irish language on a personal basis and for the organization as a whole. This information can be obtained by interviewing team members, by distributing surveys to them and by setting up focus groups.

4. Opportunities of use

It is necessary to get the staff's recommendations regarding the opportunities they would like to be provided for them to practice Irish in the workplace, e.g., language classes during office hours, classes outside of working hours with time in lieu provided, conversation exchange [ciorcail chomhrá] and social events. Information must also be collected regarding the resources that would be useful for them as they seek to improve their Irish.

5. Desires of the Council's clients

- It is essential to consult with the Council's clients, including individuals, organizations and State bodies dealing with the Irish language, to find out what services through Irish they wish to have provided and what the weaknesses are with the services currently being provided. Again, information can be gathered from these interested parties by interviewing people and organisations, by distributing surveys to them or by holding focus groups.
- The 20 Year Strategy for Irish must also be taken into account. The purpose of this government policy is to increase the use and knowledge of Irish as a community language and its aim is to ensure that as many citizens as possible are bilingual in Irish and English. Areas of action are mentioned in the Strategy which require the Council to pay attention to language skills and language awareness within its communities.
- The new initiative *Baile Átha Cliath le Gaeilge* must also be taken into account. (This initiative is a partnership between Conradh na Gaeilge and the Council, with funding assistance from the Department of Tourism, Culture, Arts, Gaeltacht, Sports and Media). The aim of *Baile Átha Cliath le Gaeilge* is to promote the use of Irish in the city, increase its visibility and increase the opportunities to hear the language spoken throughout the city in different settings.

- A mechanism should be developed to make a list of the existing services and resources (provided by organizations other than Dublin City Council) that provide the public the opportunity to participate in Irish language events.
- It is also possible to use the information that will be made available in the 2022 Census regarding the use of the Irish language and the ability of the community in terms of the Irish language in the Dublin area when making recommendations regarding the Irish language services that need to be made available in the near future.

6. Suggestions for improvement

Having collected the above information, the person or body carrying out that work must make recommendations for improvement, in the following areas among others:

- the ability of the staff in terms of the Irish language
- language awareness among staff, e.g. by developing language awareness packages
- opportunities to use Irish among staff and Councillors, i.e. classes and social events
- services through Irish to the public, e.g., at points of contact (receptionists, telephone answerers)
- ways to improve the Council's image in relation to the Irish language.

In Conclusion

It will be the wish of Dublin City Council that this new Strategy will help to create a positive image for the language in the organisation, to increase the awareness and language ability of the staff, to better serve that part of the community who wish to use Irish and achieve recognition for the Council as an organization that is positive, considerate and proactive in this area.

Ray Yeates
City Arts Officer,
27th February 2023