

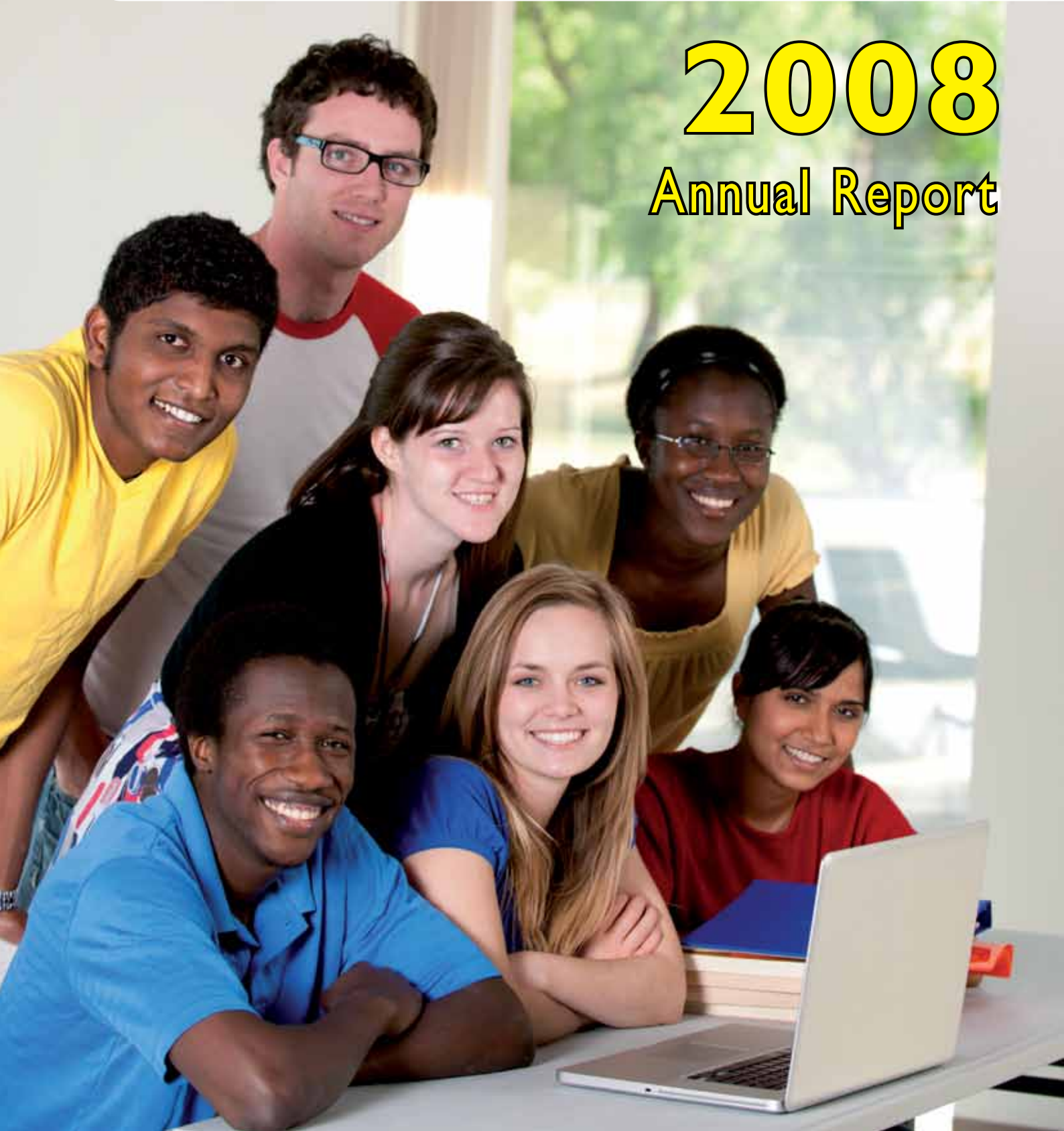


ICOS

Irish Council for International Students

2008

Annual Report



Irish Council for International Students (ICOS)

President of Honour: President Mary McAleese

Chair: Ms. Suzanne Buckley, UCC

Director: Ms. Sheila Power



Contents

Mission, Vision, Values and Key Aims	4
Foreword	5
Introduction	6
Policy Issues	7
Services to Members	8
Services to Students	9
Irish Aid Fellowship Training Programme	10
Governance and Organisation	14
Summary of Accounts	15
Institutional Representatives and Individual Members	16
Summary of Activities 2008	18



MISSION

The Irish Council for International Students (ICOS) is an independent, non-profit network of educational institutions, NGOs and individuals interested in international education and working with Government and other agencies to promote good policies and best practice in relation to the recruitment, access and support of international students in Irish education.

VISION

ICOS' vision is that all international students who come to study in Ireland achieve their educational aims and are valued and treated equitably by the institutions that host them and by the wider society in which they live and work.

KEY AIMS

1. Promoting the rights and entitlements of international students
2. Promoting best practice and professional standards in the quality of service offered to international students in Irish educational institutions
3. Promoting awareness of the role of international education in contributing to global understanding and human development.

VALUES

ICOS values education as a fundamental human right and believes that international education contributes to global socio-economic development and intercultural understanding.

ICOS, working in partnership with other actors including Government, particularly believes in working to achieve access to Irish education services for students from countries where opportunities for further education are least available.

The energy and optimism with which ICOS started the year was unfortunately replaced in the final months of 2008 with a period of uncertainty and insecurity. This mirrored the climate of the nation as a whole as the country struggled to come to grips with the banking crisis and the worst recession in decades. ICOS has come through the challenge a leaner and more focused organisation. An evaluation of our strategic plan started at the end of 2008 has reconfirmed that we are providing a valuable service to our members on international student matters and to IrishAid on the management of the Fellowship Training Programme.

Looking back on 2008, we can be proud of our many achievements and the progress achieved in meeting our objectives. Our training output grew substantially suggesting a continuing need and appetite within institutions to invest in staff training in order to be able to deliver a better service to international students. Our annual seminar in June was well attended as it sought to answer some important questions about our current understanding of international education and the challenges and opportunities which face the sector over the coming decade.

Despite the Government's decision at the end of the year not to proceed with the establishment of Education Ireland, ICOS continued to engage positively with various Government Departments on the policy front. ICOS also continued its active participation in the Irish Higher Education Quality Network (IHEQN) working group which presented its proposals for a new Code of Practice on the provision of education to international students to a wide stakeholder group in April at a seminar in Griffith College Dublin.

In October, we were uplifted by the warm reception we received from President Mary McAleese when she hosted Irish Aid study fellows, ICOS staff and board members on a visit to Áras an Uachtaráin. President McAleese had earlier agreed to become ICOS' new President of Honour following the sad passing of Dr Patrick Hillery who had long distinguished that position and was a great supporter of ICOS over many years.



ICOS President of Honour, President Mary McAleese, with Director Sheila Power (left) and Chair Suzanne Buckley (right)

As we approached the end of the year, it became clear that we would not be able to sustain all ICOS' positions and we prepared to say goodbye to two loyal members of staff, Sue Heah and George Salib, and we take this opportunity to thank them for their contribution. We also said goodbye, in 2008, to our esteemed Chairperson, Philip Curtis from RCSI, whose drive and leadership was much valued and respected during his term in office.

We thank all who contributed to the work of ICOS during the year. Irish Aid's support for the management services provided by ICOS on the Fellowship Training Programme remains vital and we are pleased that the FTP continues to deliver positive feedback regarding its effectiveness as a tool for capacity development in Ireland's partner countries in Africa and Asia. We could not sustain our operations without the input of our members and especially our Board members who contribute on an on-going basis, attend meetings and volunteer for events. We thank them all for their encouragement and active involvement. Finally, we thank our small but dedicated staff team who have demonstrated considerable resilience and great commitment to ICOS over what has been a turbulent and challenging year.

Suzanne Buckley, ICOS Chair

Sheila Power, ICOS Director

Introduction

ICOS' work is guided by objectives as laid out in its Strategic Framework (2006-08) and this involves activity under five headings as follows:

1. Building ICOS' influence and profile on policy issues related to the rights and welfare of international students
2. Responding to the need for professional development in the sector through training and information services for staff working with international students
3. Working with international students and their representative associations to ensure the students' voice is heard
4. Management of components of the Fellowship Training Programme (FTP) for Irish Aid
5. Organisational strengthening.

Objective: To build ICOS' influence and profile on policy issues related to the rights and welfare of international students

Advocacy

In 2008, ICOS continued to engage in discussions with Government departments and made submissions on behalf of members on various policy issues affecting international students. There was positive engagement with the Garda National Immigration Bureau (GNIB) which included two formal meetings and ongoing liaison. This meant that ICOS was able to assist members in some individual student registration cases but also able to clarify some procedural and policy issues.

Prominent among the policy concerns which preoccupied ICOS in 2008 was the proposed introduction of a work permit regime for students. ICOS made a strong submission to the Department of Enterprise, Trade and Employment (DETE) on this issue and also met with the Department in June. Lobbying by ICOS and other groups has ensured that the proposals as originally conceived will not be implemented and any new proposals are likely to be more favourable to genuine students.

“

There was positive engagement with the Garda National Immigration Bureau (GNIB) which included two formal meetings and ongoing liaison. This meant that ICOS was able to assist members in some individual student registration cases but also able to clarify some procedural and policy issues.

”

ICOS also made a submission and met (jointly with other NGOs) with the Department of Justice, Equality and Law Reform on the Immigration, Residence and Protection Bill (2008). This bill will go through the Oireachtas in 2009 but contains little explicit regulation in relation to international students. A general review and clarification of student permission is still awaited.

Code of Practice on the Pastoral Care of International Students

Quality remained very much on ICOS' agenda in 2008 and the organisation continued to contribute, through the Director, to a working group engaged in putting together a Code of Practice for Higher Education institutions involved in the provision of education to international students.

The working group, which was brought together under the auspices of the Irish Higher Education Quality Network (IHEQN), met a number of times in 2008. The group is composed of representatives from all key interests in international education including the Higher Education Colleges Association (HECA), Irish Universities Association (IUA), Union of Students in Ireland (USI), Higher Education Training and Awards Council (HETAC), Irish Universities Quality Board (IUQB), the Institutes of Technology and the DIT.

A first draft of the Code was completed towards the end of 2007 and ICOS actively contributed to a consultation seminar on the draft Code which was held in April 2008 in Griffith College Dublin.

The Code was further amended after the consultation seminar for publication in 2009.

2

Services to Members

Objective: To respond to the need for professional development in the sector through training and information services for staff working with international students

Training

2008 saw considerable further expansion in ICOS' training output. In all, 23 courses were delivered to 11 ICOS member institutions and one external client, an increase of 53%.

"It made me more aware of cultural differences and more understanding of the expectations and needs of international students. I hope to be of greater assistance to them."

'Cross-Cultural Awareness' course participant

"Gave an insight into difficulties for staff teaching international students"

Participant on 'Teaching and Learning in a Cross-Cultural Environment'

Most of the courses were either half-day or full-day programmes on intercultural awareness and communication skills but a new course on 'Teaching

and Learning in a Cross-Cultural Environment' became increasingly popular as the year progressed. In addition ICOS provided 4 information workshops to international students both in specific colleges and at national careers' events.

E-bulletin

ICOS' E-bulletin service to members continued throughout 2008 with 7 issues, one more than in the previous year. The bulletin is also sent to other interested individuals and groups resulting in an increased profile for the organisation.

Research

In a new departure, ICOS' in-house expertise and capacity to undertake research assignments on behalf of members was recognised by ITT Dublin who commissioned ICOS to undertake research on the integration of new community students in the institution. Data gathering on this assignment was completed in the autumn and the report delivered early in 2009.

Annual Seminar

The theme of ICOS' annual seminar in June 2008 was **International Education: Challenges and Opportunities for the Coming Decade**. The newly appointed Dean of International Affairs at NUIM, Professor Lawrence Taylor, offered very interesting and entertaining reflections on the topic and Sr Alice Jurugo Drajea, an Irish Aid Study Fellow from Uganda, offered insights from the international student's perspective.



3

Services to Students

Objective: To work with international students and their representative associations to ensure the students' voice is heard



Report on International Students' Forum

In June 2008, ICOS published and disseminated the proceedings of its international students' forum which had been held in November of the previous year. This publication is available as a resource on the ICOS website.

Information Service to students

ICOS provides a largely web-based information service for international students. In 2008, ICOS continued to develop and update its website and the site was widely used with an average of over 3,500 hits per day. In addition, the office responded to over 125 individual email requests for information. Most questions related to funding for study while the remainder were largely focused on immigration issues.

Student Support

ICOS regularly takes up individual student issues, especially in cases where there has been an obvious injustice such as the failure of an institution to provide educational or other services or to refund tuition fees when a visa has been refused.

In 2008, students from a diverse range of countries approached ICOS for support in various situations. The most common problem had to do with family re-unification and the related issue of the education of minor children. Other students presented with problems as a result of becoming undocumented, including one student who had been imprisoned.

ICOS also operates a very small hardship fund for international students experiencing difficulty which can contribute to temporary relief in situations where long-term solutions have to be worked out. One small loan was paid out in 2008.

4

Irish Aid Fellowship Training Programme

Objective: To achieve the highest possible standard in the management of the Fellowship Training Programme

ICOS' role

ICOS' Memorandum of Understanding (MOU) with the Department of Foreign Affairs on the administration of the Irish Aid Fellowship Training Programme was extended for a further year to the end of 2008. This followed successful implementation over a 2-year period and confirmed what has been in effect a long-standing relationship with Irish Aid. The administration of the Fellowship Training Programme (FTP) continues to be ICOS' core activity with a budget of over €1 million.

As anticipated, the service contract for the management of the FTP was put out to public tender in June 2008 and ICOS was successful in its bid. However, the sharp economic downturn in the country in general and the particularly severe cuts to the Irish Aid budget meant that the scope of the work changed somewhat and it was not possible to conclude an agreement regarding a new contract before the end of 2008 as had been hoped.

Distribution of Awards

There were 23 new awards for study in Irish HEIs in 2008 while a number of 2006 and 2007 awardees were continuing their studies bringing the total number of fellowships managed by ICOS in 2008 to 59. The distribution of awards by country and institution is presented below:

	DIT	NUIG/ QUB	QUB	TCD	UCC	UCD	UL	Total
Burundi				2				2
Ethiopia				9	1	4		14
Mozambique						1		1
Tanzania	1					3		4
Uganda		1		5		6	1	13
Vietnam						2		2
Zambia	3		3	3	1	13		23
Total	4	1	3	19	2	29	1	59

Services provided by ICOS to the Fellowship Programme

- Financial and administrative services
- Coordination of placement of Fellows on academic programmes
- Pre-and post arrival information and briefings for Fellows
- Travel and logistics service
- Links with academic staff and host institutions
- Orientation day and welcome reception
- Accommodation arrangements
- Immigration assistance and advice
- Social and cultural events
- Support, advice and information to Study Fellows during the course of their Fellowship.
- Monitoring academic progress and welfare of Fellows
- Reporting to DFA on Fellowship matters
- Research project on the longer term impact of the Fellowship on recipients when they return to their home countries



Study Fellows, ICOS staff and Executive Committee members are received by the President in Áras an Uachtaráin

Special events for Study Fellows

Starting with a Fellowship Orientation day and welcome reception in September, ICOS organises a number of events for Study Fellows each year in order to help with their adaptation to life in Ireland and to enhance their overall experience of Irish life and culture. Routine events are parties to celebrate St Patrick's Day and Christmas and a trip to Glendalough. The highlight event in 2008 was the visit of the fellowship group with ICOS staff and Board members to Áras an Uachtaráin in October. Each Fellow received a warm greeting from the President and enjoyed a guided tour of the Áras afterwards.



Impact of Fellowships on Capacity Building: Research Findings

In 2008, ICOS continued its research project on the longer term impact of the Fellowship Programme.

Based on the responses of a sample of the 2005 cohort of Study Fellows who had been back in their home countries for a minimum of 12 months, the results were very positive. 88% of the survey group felt that the FTP was contributing to capacity development in their countries, while 100% of female candidates felt that the fellowship programme had had a positive impact on their ability to address gender inequalities back home.

A key indicator of the positive impact of the Fellowship Programme was the high percentage of Study Fellows (60%) who reported that they had earned promotions

within the first year of their return to their home countries. Many of this group were now in senior management positions within their organisations and in a position to influence policy and bring efficiencies to programme implementation.



2006-07 Study Fellow, Woinshet Tadesse, pictured in New York in November 2008 as a member of the Ethiopian delegation for the 64th General Assembly Session of the United Nations

What former Study Fellows say:

“Since my training I have been able to encourage colleagues to practice good governance and reiterate that they should always be accountable and transparent in their dealings. This is in line with my research topic.”

“Now people look at me with great respect and say they did not know that women could make wise decisions.”

“I have helped the rural community to form co-operative organisations. They have used guidelines and policies from my thesis to help them probe and influence the government to assist them.”



Irish Aid

Department of Foreign Affairs
An Roinn Gnóthaí Eachtracha

88%

of respondents said that, following their Fellowship training, they have been able to contribute to capacity development.

74%

believed that their training was making a contribution at national level in their country.

“

I have been able to share my skills and experiences with colleagues in Government and development partners serving in the region.

A lot has been achieved, especially in areas of poverty eradication by introducing income generating activities to the rural poor.

”

- Returned Ugandan Study Fellow

Summary of Courses/Places of Study

Dublin Institute of Technology (DIT)

- MSc in Pharmaceutical Quality Assurance and Biotechnology
- BSc in Biomedical Science

University College Dublin (UCD)

- MA/MSc in Development Studies
- MSc in World Heritage Management
- MSc (Agr) in Environmental Resource Management
- MSc (Agr) in Rural Development
- MA in Education
- MEd in Special Educational Needs
- MA in Equality Studies

Queens University Belfast (QUB)

- MEd in Inclusion and Special Educational Needs

Queens University Belfast / NUI Galway

- LLM in Human Rights and Criminal Justice

Trinity College Dublin (TCD)

- MEd in Educational Leadership and Management
- MSc in Global Health
- MSc in Technology and Learning
- MSc in Civil Engineering
- MPhil in International Peace Studies

University College Cork (UCC)

- PhD in Education
- MA in Sociology (Development & Globalisation)

University of Limerick (UL)

- MA in Peace and Development Studies

5

Governance and Organisation

Objective: To strengthen and secure the organisation's resources financial and otherwise through membership development, service contracts and service provision

Membership

ICOS admitted one new member, the Institute of Technology, Carlow, at its 2008 AGM. However, ICOS also lost one institutional member, the English Language Institute due to its takeover by another company.

Professor Eamonn Gallagher, honorary member and great supporter of ICOS while at UCD and after his retirement, resigned in 2008.

ICOS also lost its long serving Patron of Honour, Dr Patrick Hillery who died in April, but the organisation was honoured when the current President, Mary McAleese, agreed to act as Patron in his place.

At the end of 2008, ICOS had 30 institutional members, 3 church/NGO members, 6 honorary individual members and 2 subscribers.

Staff

There were no staff changes in 2008.



L-R: George Salib, Sue Heah, Sheila Power, Paul O'Keefe, Colin Tannam, Louise Staunton, Ruary Martin.

Executive Committee

In September, ICOS appointed a new Chair, Suzanne Buckley (UCC), replacing Philip Curtis (RCSI) who had served for 2 years. Other new officers were Sinead Cooke (WIT), Vice Chair, and Ann Flynn (DIT), Honorary Treasurer.

The Executive Committee met 5 times in 2008 and was strengthened and renewed with the election of 3 new members at the AGM in June.

National and International Networking

ICOS keeps up-to-date and maintains its international profile through membership of the UK Council for International Student Affairs (UKCISA) and the European Association for International Education (EAIE). The Director was invited to contribute to UKCISA's Annual Conference in Lancaster in July and also attended an Academic Cooperation Association (ACA) seminar on development in Brussels in October.

At national level, ICOS is involved in a number of networking forums and delivered a workshop at the annual Confederation of Student Services of Ireland (CSSI) conference in June. ICOS is also a member of Dóchas and The Wheel, and networks with immigrant support organisations such as the Africa Centre, Migrant Rights Centre of Ireland (MCRI) and Immigrant Council for Ireland (ICI).

Summary of Accounts

Approved by the Board: 30th April 2009
Auditors: BFCD Chartered Accountants, 1 Castlewood Avenue, Rathmines, Dublin 6

Income	2008	2007
Irish Aid Administration Grant Received	419,009	384,699
Irish Aid Fellowship Programme Grant Received	1,143,601	1,482,744
Membership Subscriptions	24,712	26,209
Interest Received	2,969	3,686
Training Income	15,100	9,088
Other Income	2,732	9,855
Total	1,608,123	1,916,281
Expenditure		
Employment Costs	371,650	337,612
Administration Costs	93,916	94,633
Fellowship Programme Expenses	1,143,601	1,482,744
Total	1,609,167	1,914,989
(Deficit)/Surplus on Ordinary Activities Before Taxation	(1,044)	1,292
Tax on (Deficit)/Surplus on Ordinary Activities Before Taxation	(869)	(1,010)
(Deficit)/Surplus on Ordinary Activities After Taxation	(1,913)	282

Balance Sheet as at 31st December, 2008

	2008	2007
Fixed Assets		
Tangible Assets	204,287	207,591
Current Assets		
Debtors	22,932	30,786
Cash at Bank and on Hand	414,225	147,226
Creditors		
Amounts Falling Due Within One Year	(437,037)	(179,283)
Total Assets less Current Liabilities	204,407	206,320
Capital and Reserves		
Revaluation Reserve	60,327	60,237
Income and Expenditure Account	144,080	145,993
	204,407	206,230

Institutional Representatives and Individual Members

ICOS Council, June 2008

Institution	Name of Representative	Position
American College, Dublin	Ms. Kathleen Shehan	International Admissions Officer
Ashfield College, Dublin	Ms. Linda Murray	International Officer
Athlone Institute of Technology	Ms. Mary Simpson	Manager of International Office
	Ms. Celine Peignen	International Officer
Ballsbridge College of Further Education	Mr. Robert Griffiths	Head of EFL
	Mr. Peter Keogh	Co-ordinator
Dublin Business School	Ms. Genevieve Daly *	Manager of International Office
	Ms. Tracy Power	Head of International Admissions
Dublin City University	Ms. Marie Heraughty	Head of International Affairs
	Ms. Angela Mitchell *	Assistant International Officer
Dublin Institute of Technology	Ms. Ann Flynn*	International Student Officer
	Ms. Patricia Houston	Student Officer
Dun Laoghaire Institute of Art, Design and Technology	Mr. David Doyle	Academic Administration and Student Affairs Manager
Dundalk Institute of Technology	Mr. Michael Stewart	International Marketing Officer
	Ms. Mary Heffernan	International Officer
Galway-Mayo IT	Mr. Dennis D Murphy	Head of Teaching and Learning
Griffith College Dublin	Mr. Leo O'Brien*	Director of International Office
	Ms. Sally-Anne McIver	Manager of International Office
IT Blanchardstown	Ms. Fiona Canning	International Officer
IT Carlow	Mr. Donal McAlister	International Coordinator
	Mr. Jim McEntee	External Services Manager
IT Sligo	Mr. Padraic Cuffe	Academic Administration Manager
	Ms. Eileen Curley	International Officer
IT Tallaght	Ms. Stella Browne	Administrative Officer
	Mr. Vincent Lennon	Head of Student Services
IT Tralee	Ms. Sinead Lucey	International Development Manager
	Mr. Gerard O' Carroll	International Education Officer
International Study Institute Ireland	Mr. Brian Burns	Director
Islamic Society	Mr. Mustafiz Gani	Youth Coordinator

Institution	Name of Representative	Position
Milltown Institute	Dr. Thomas Grenham	Associate Dean of Student Affairs
National College of Art and Design	Ms. Cecily Grant	Admissions Officer
National College of Ireland	Ms. Nicola Carroll *	Head of International Office
	Ms. Fiona Mongan	International Communication Officer
NUI Galway	Ms. Anna Cunningham *	Director, International Office
	Ms. Louise Coyle	International Officer
NUI Maynooth	Ms. Alison Cooke*	International Officer
Royal College of Surgeons	Mr. Philip Curtis	Head of Admissions and Student Services
	Ms. Corriena Brien	Student Services Adviser
Shannon College of Hotel Management	Mr. Phillip J Smyth	Director
Tipperary Institute	Ms. Carolann Bargary	Access Officer
Trinity College Dublin	Mr. John Mc Partland	Director of International Office
	Ms. Susan Phillips	International Student Officer
Union of Students in Ireland	Ms Linda Kelly *	Equality Officer
University College Cork	Ms. Suzanne Buckley *	International Student Support Officer
University College Dublin	Dr. Erik Lithander *	Director of International Affairs
	Ms. Carl Lusby	International Student Officer
University of Limerick	Mr. Liam Ó Dochartaigh	Director, International Division
	Ms. Josephine Page	Manager, International Division
Waterford IT	Ms. Sinéad Cooke*	International Affairs Manager

Individual Members	Ms. Alice Grattan Esmonde
	Prof. Brian McMurry
	Mr. Don Niall
	Prof. Louis Smith
	Mr. John Magoye
	Mr. James Vale

* Executive Committee member

Subscriber	Ms. Maura Gallagher	Langtrain Intercultural Training, Dublin
-------------------	---------------------	--

Objectives	Main Activities
<p>1 Work closely with members and build profile of ICOS as a respected and authoritative voice on policy issues related to the rights and welfare of International students.</p>	<ul style="list-style-type: none"> • Representations and discussions with various Government Departments. In 2008: <ul style="list-style-type: none"> • Meetings with GNIB (2) on customer service and registration issues affecting international students • DETE (1) on ICOS submission on work permits • DoJELR (1) jointly with other NGO's on Immigration and residence Bill • DES – contributor to Focus Group on Integration in Higher Education (Nov. 2008) • Ongoing contribution to IHEQN working group on development of Code of Practice for the pastoral care of international students; contributor at April 2008 consultation seminar • Recognition in media, with articles in Metro Éireann and Spectrum
<p>2 ICOS should be visible to its members and respond to the need for professional development in the sector through tangible actions in the area of training and information services.</p>	<ul style="list-style-type: none"> • Delivery of regular E-bulletin to members with 7 issues in 2008 • Continued development of ICOS training programme with delivery of 23 courses to ICOS members (11) and other clients (1) • Seminar on “International Education” – June 2008 – 44 people attended • Information sessions (4) to international student groups at request of members, including stand at careers fair. Topics included anti-racism legislation and employment rights • On-going response to information requests from members
<p>3 Work with international students and their representative associations to ensure that the students' voice is heard.</p>	<ul style="list-style-type: none"> • Launch of proceedings of International Student's Forum (June 2008) – publication online • Web based information service – over 3,500 hits per day • E-mail enquiry service for international students • Support to students with problems with their institutions – ongoing case work • Support to students in difficulty – operation of small hardship fund • Involvement in research project with ITT Dublin on integration of new community students
<p>4 Achieve the highest possible standard in the management of the Fellowship Training Programme.</p>	<ul style="list-style-type: none"> • Extension of Irish Aid contract through 2008 • Successful bid for new contract – terms currently being agreed with Irish Aid • Administration of Fellowship awards including processing of 47 new applications • Travel, accommodation and insurance arrangements for all Study Fellows • On-going welfare and support services to deal with illness, bereavements and other problems of Study Fellows • Compilation and dissemination of list of approved courses
<p>5 Strengthen and secure the organisation's resources financial and otherwise through membership development, service contracts and service provision.</p>	<ul style="list-style-type: none"> • ICOS admits 1 new institutional member at its AGM • Continued strengthening of ICOS Board – including New Chair and officers from Sept. 2008 • President Mary McAleese agrees to become ICOS President of Honour and hosts visit of Irish Aid Study Fellows, staff and Board members at Áras an Uachtaráin • Income from training reaches target €15K for 2008, up 66% from 2007 • Three project proposals submitted – 1. National Consultative Committee on Racism and Interculturalism (NCCRI), 2. Dublin Region Higher Education Alliance (DRHEA) and 3. Citizens Information Board. Government cut-backs affected numbers 1 and 2. Received a small grant for a leaflet on employment rights of graduates to be published Jan. 2009.

Photo credits:

Cover and page 3:
Christopher Futcher - [Dreamstime.com](https://www.dreamstime.com)

Pages 5 , 11 (main and centre), 14:
Fennell Photography - [fennell-photography.ie](https://www.fennell-photography.ie)

Page 8:
Brian McGuinness - [flickr.com/macgbegins](https://www.flickr.com/photos/macgbegins/)

Page 9:
Alessandro Biavati

Page 12:
With thanks to Woinshet Tadesse

All other images: ICOS

Irish Council for International Students

41 Morehampton Road

Dublin 4

Ireland

Tel: 353 | 660 5233

Fax: 353 | 668 2320

Email: office@icosirl.ie

Web: www.icosirl.ie