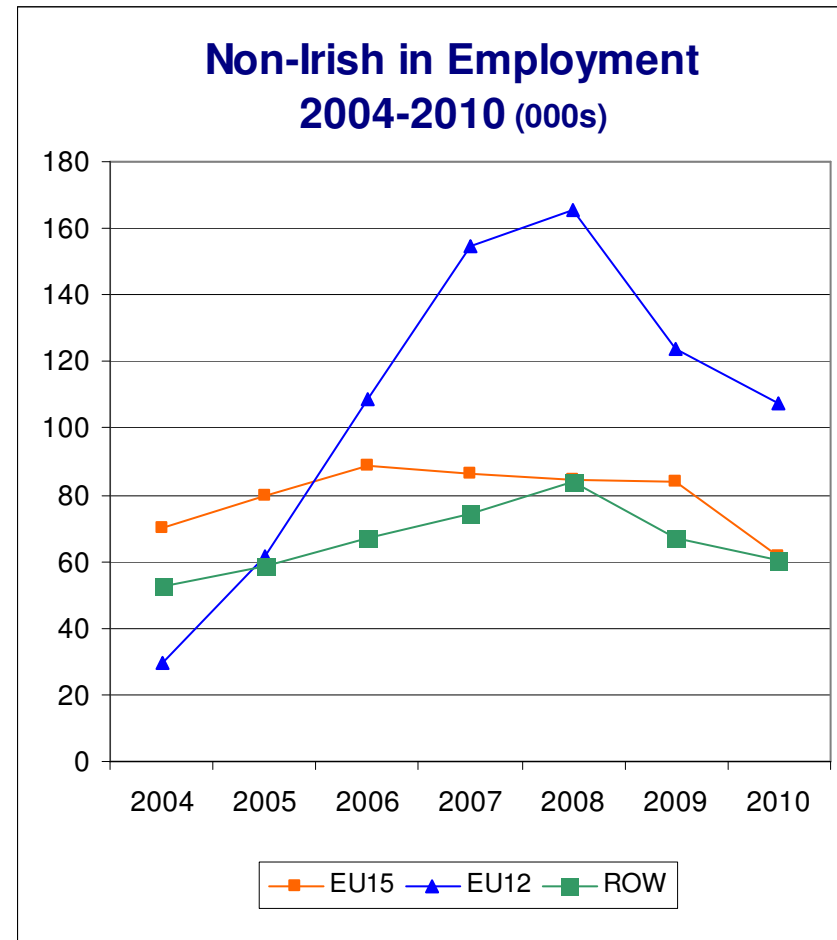
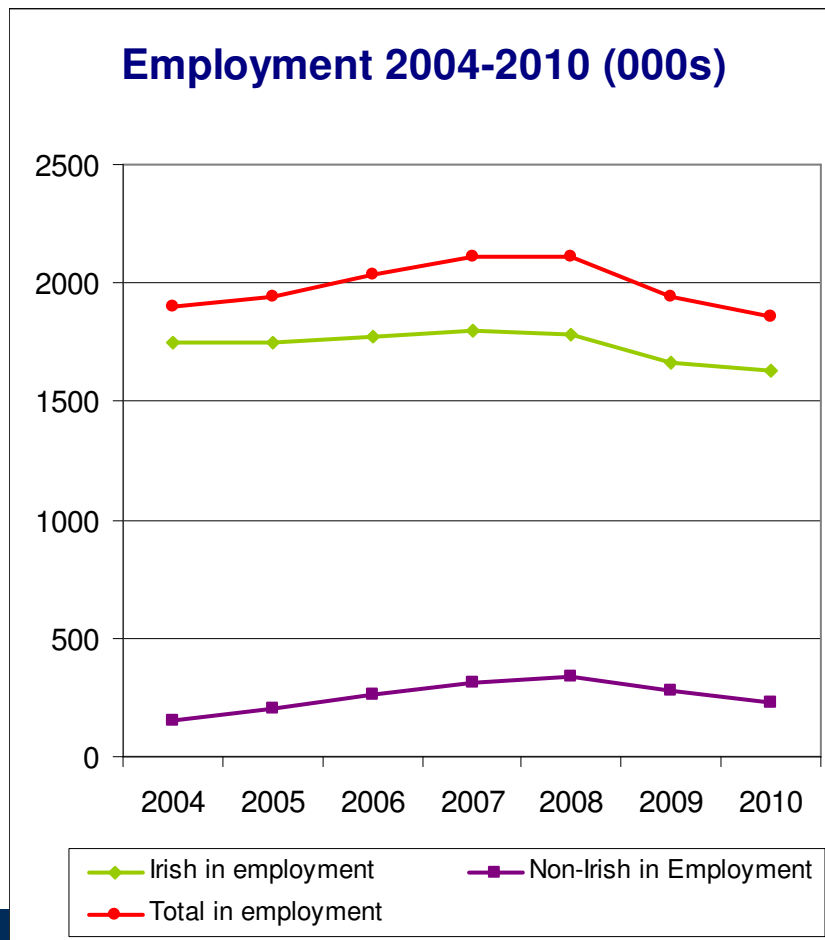


Labour Migration in Ireland: Overview of trends and recent policy changes



The Irish National Contact Point of the European Migration Network is funded by the European Commission and the Irish Department of Justice and Law Reform.

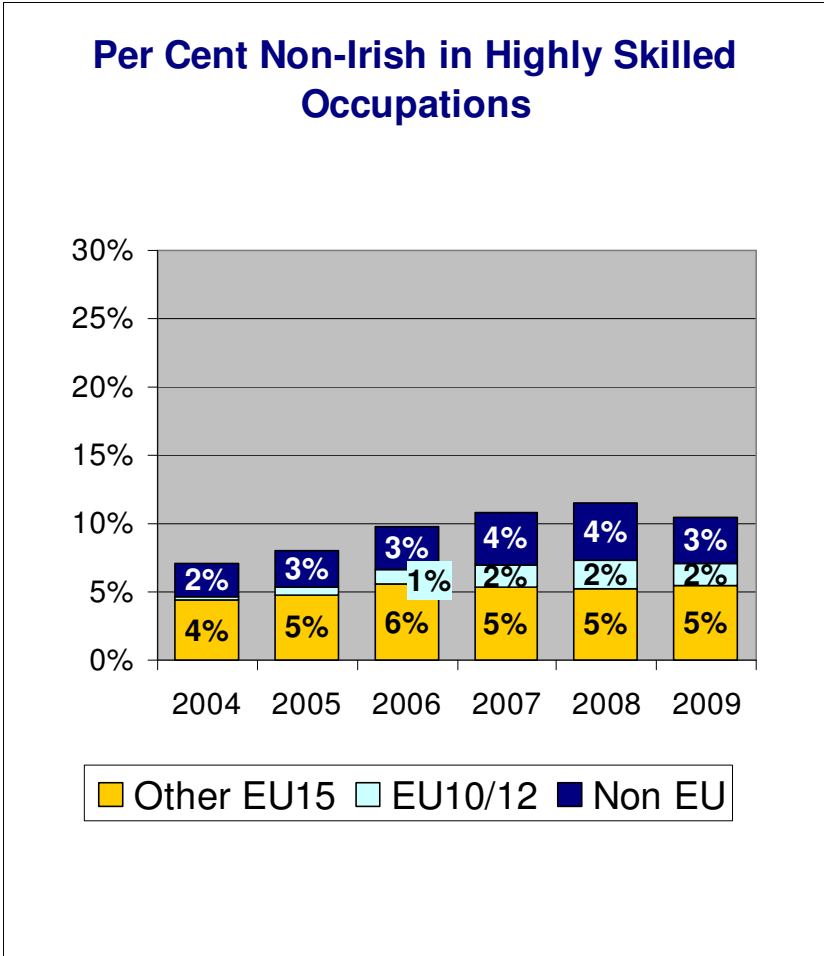
Non-Irish Nationals in Employment 2004-2010



Source: QNHS, 2004:Q3; 2005-2010:Q2 Calendarised data



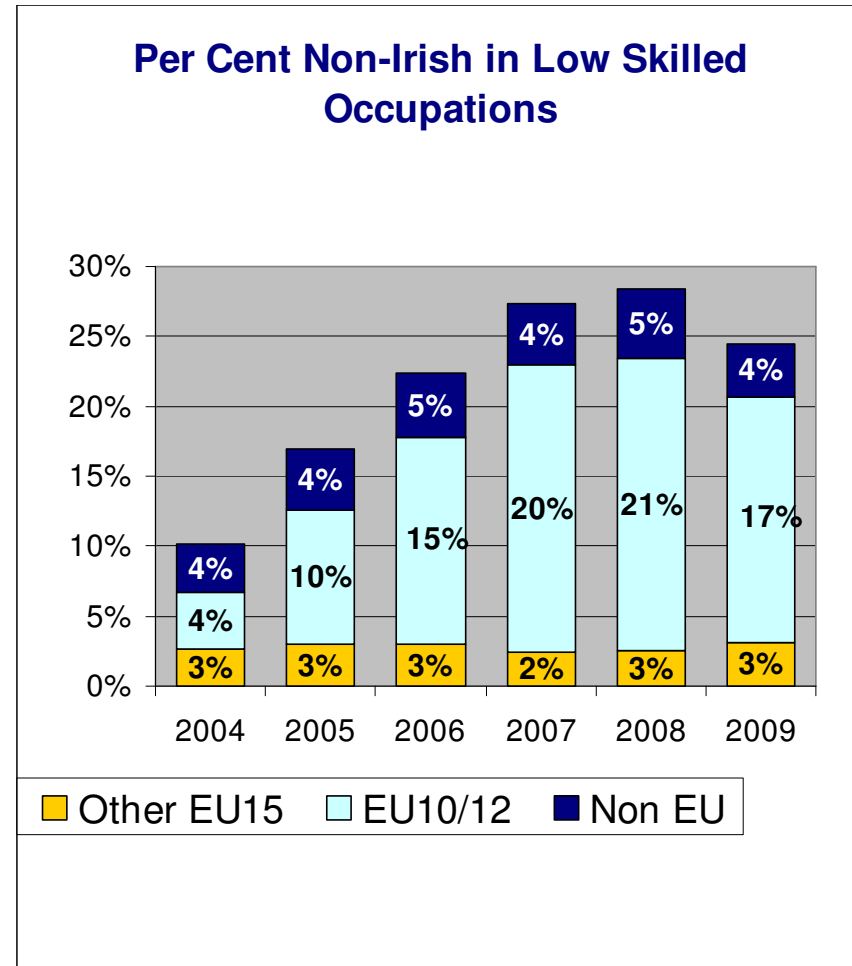
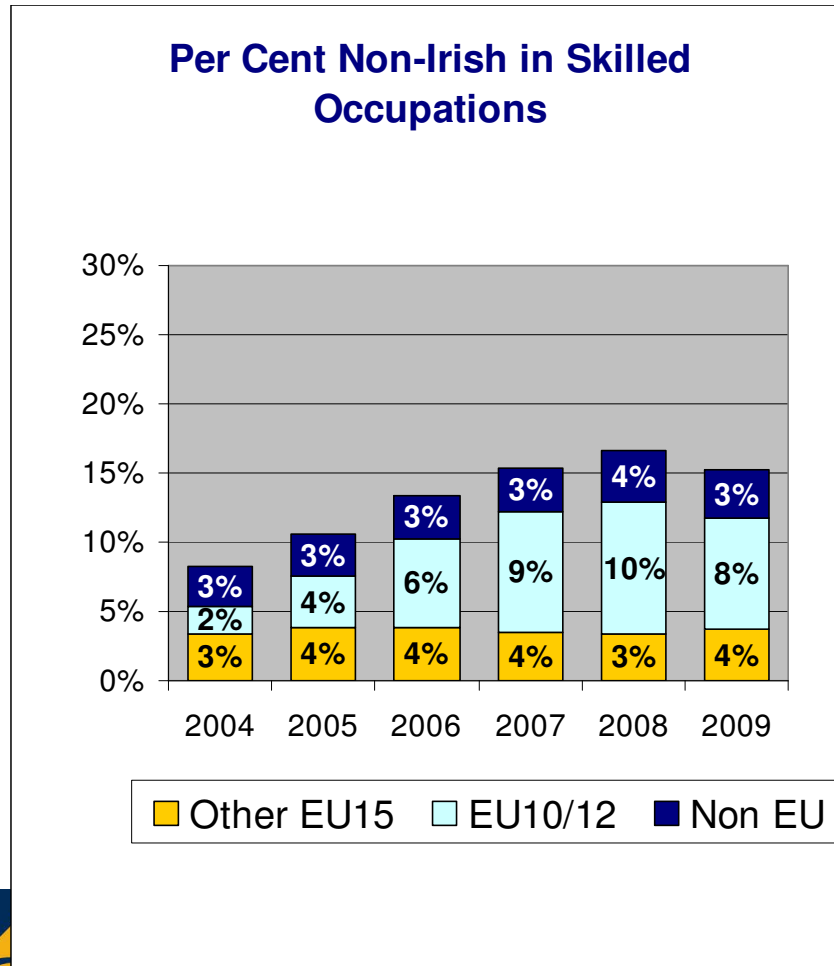
Occupational Skill Groups of Non-Irish in Employment



Source: QNHS, 2004:Q3; 2005-2010:Q2 Calendarised data



Occupational Skill Groups of Non-Irish in Employment



Source: QNHS, 2004:Q3; 2005-2010:Q2 Calendarised data



Irish Labour Migration Policy

- Pre-2000s low numbers of migrants. Laissez faire, employer-led system
- Work permits increased from 6,300 in 1999 to 47,500 in 2003
- Employment permits Act 2003. EU enlargement 2004
- EGFSN. *Skills Needs in the Irish Economy: The Role of Migration* (2005)
- Policy to meet all labour and skills needs from within the enlarged EEA as far as is possible. Limit non-EEA labour migration to highly skilled and hard-to-find workers
- Freedom of movement within EU means that managed labour migration policy refers to non EU nationals + Romanian and Bulgarian nationals
- Non-EU nationals include: Employment permit holders; Students; Other non-EU nationals allowed to work



Immigration Registration Stamps (16yrs+)

Stamp No.	Issued to	2009
1/1A	Non-EEA nationals with employment permit or business permission + small no. of full time trainees	15%
2	Non-EEA national students permitted to work under certain conditions.	25%
2A	Non-EEA national students who are not permitted to work.	2%
3	Non-EEA nationals who are not permitted to work.	11%
4	People who are permitted to work without needing an employment permit or business permission: non-EU EEA nationals, spouses/ dep. of Irish/EEA nationals, permission to remain on the basis of parentage of an Irish child, refugees, people granted leave to remain, intra-company transferees, temporary registered doctors, non-EEA nationals who have working visas or work authorisations.	43%
4 (EU FAM)	Non-EEA national family members of EU citizens who have exercised their right to move to and live in Ireland under EU Freedom of Movement. People holding this stamp are permitted to work without needing an employment permit or business permission.	3%
5	Non-EEA nationals who have lived in Ireland for at least eight years and are permitted to remain in Ireland without condition as to time and to work.	0%
6	Irish citizen who has dual citizenship, and who wants their entitlement to remain in Ireland to be endorsed on their foreign passport.	0%
	Stamp A, B, Unrecorded	1%
	Total % with potential access to labour market	86%
	Total Registrations	166,387



Irish Employment Permits System

- **4 main permit types:** Work permits; Green card; Spousal permits; Intra Company Transfers
- **Annual remuneration used as a proxy for skills** in implementing policy of focusing on highly skilled workers. Three main salary groups: <€30,000; €30-60,000; and >€60,000
- **Employer-led system.** State licenses arrangement between employer and potential migrant worker *after* job offer has been made
- **Controls** that may be exercised by state include application of Labour market needs test, list of occupations ineligible for permits
- **Identifying Shortages:** EGFSN, SLMRU, National Skills Database,
- **National Skills Bulletin 2010:** No labour shortages and only limited skills shortages exist



Features of Employment Permits

	Type of Permit			
Conditions Associated	Green Card	Work Permit	Intra Company Transfer	Spousal/Dependent Permit
<i>Permit Availability</i>	Most occ. with annual salary >€60k <u>Restricted list of occupations</u> €30 - €60k	Mainly for occ. €30k-€60k annual salary Also under €30,000 <u>List of ineligible occupations</u>	Senior management, key personnel, trainees Annual Salary > €40,000	Spouse/dependent of GC holder Spouse/dependent of WP holder provided original WP holder made first application before 1 June 2009.
<i>Labour Market Needs Test</i>	None	Strengthened labour market test	None	Applies where original WP holder made first application after 1 June 2009.
<i>Family Reunification</i>	Immediate	Must be legally in the State for 1 year with	None	None



Recent Adjustments to the System I

- Reduction in occupations eligible for green cards in <€60,000 p.a. category (quantity Surveyors, building managers, and engineers and architects);
- Extension of list of occupations ineligible for new work permit including childcare workers; hotel tourism and catering workers;
- Labour market needs test extended for work permit applications and applied to renewals;
- Increased processing fees for new work permit applications post June 2009 + renewals of such permits;
- Spouses of first time new work permit applications post June 2009 not eligible for permits;
- Proposed reform of student immigration regime.



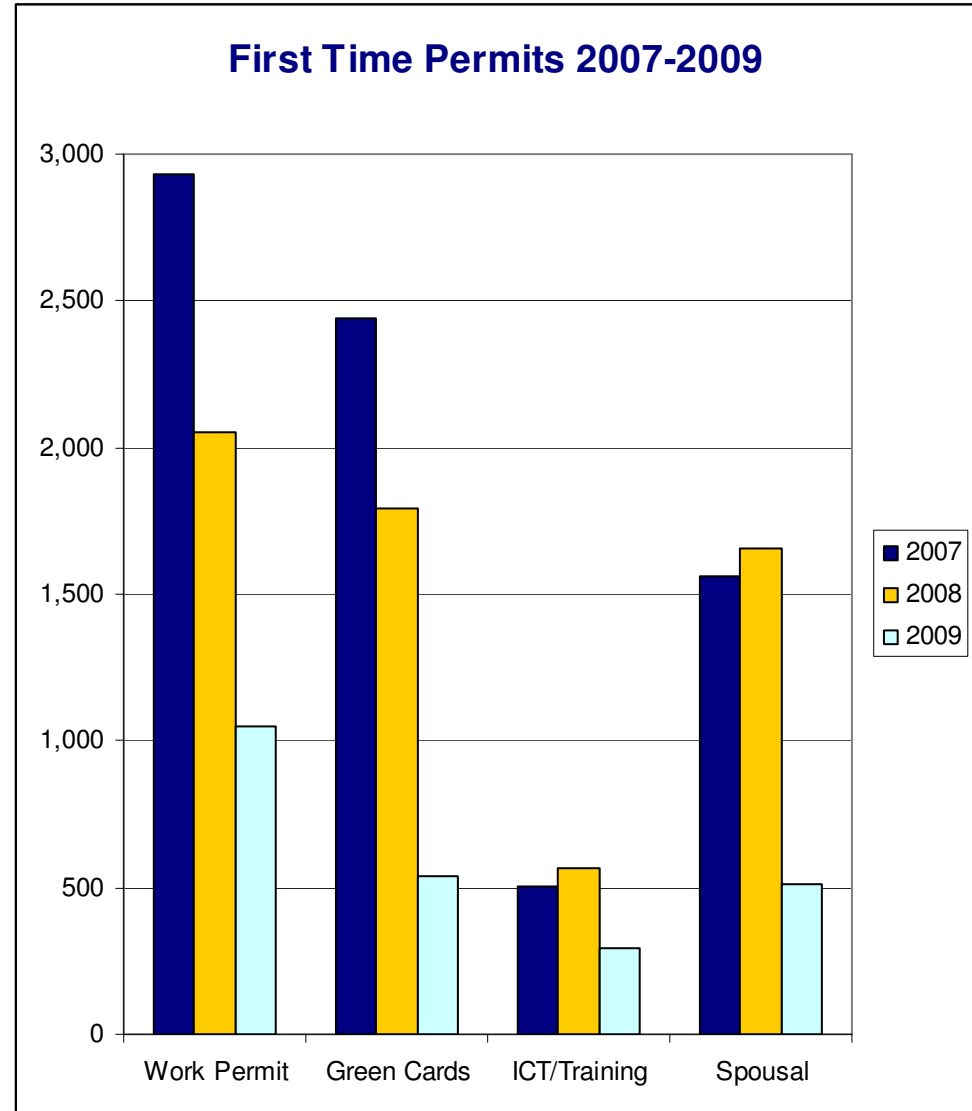
Recent Adjustments to the System II

- Employment permit holders who have been made redundant may remain in Ireland for up to six months to look for employment
- Undocumented workers scheme
- Third level graduate scheme
- Immigration permission to reside for workers who have held permits for 5 years +, extended to workers made redundant after 5 years



First Time Permits Issued 2007-2009

- Work permits fell by 64%
- Green cards declined by 77%
- Proportion of first time permits with annual salaries >€60,000 increased from 9% to 17%
- Proportion of first time permits with annual salary of <€30,000 decreased from 44 to 32 per cent in same period. (Spousal permits)



Main emerging issues

- Generally positive feedback on effectiveness of employment permits system (incl. methods of identifying skills shortages);
- Increasing unemployment means issuing employment permits is potentially problematic, especially in lower salary bands (spousal permits);
- Finding balance between limiting further labour migration and integration of workers already here;
- Exploitation of migrant workers. NERA. Issue of whether it should be easier for employment permit holders to change employer;
- Delays in enacting the Immigration, Residence and Protection Bill 2010. Long-term residence not yet a statutory status. Impact on competing internationally for workers e.g. health care workers. Also Ireland has opted out of LTR Directive and Blue Card Directive.

