



Making labour migration work: *Identifying skills shortages and attracting migrant workers as part of the solution*

27 November 2015 | Alexander Hotel, Dublin

About the Conference

This half-day conference will bring together Irish and international speakers to provide a comparative overview of approaches to identifying labour shortages, and related migration policy formulation. Recent policy developments in Ireland and Europe indicate that migration is one, increasingly well established, part of the response to identified shortages. The conference will also provide insights into new measures used to compete for migrant workers needed to fill identified skills and labour gaps.

This is a joint conference hosted by EMN Ireland, within the Economic and Social Research Institute (ESRI), and the Department of Jobs, Enterprise and Innovation.

About us

EMN Ireland is the Irish National Contact Point of the European Migration Network and is part of the Economic and Social Research Institute. See: www.emn.ie. The Economic and Social Research Institute produces research that contributes to understanding economic and social change in the new international context and that informs public policymaking and civil society in Ireland. See: www.esri.ie.

The Department of Jobs, Enterprise and Innovation's mission is to encourage the creation of high quality and sustainable full employment by championing enterprise across government, supporting a competitive enterprise base, promoting a low tax environment to incentivise work and enterprise, and promoting fair and competitive markets. See: www.djei.ie.





Conference Programme

- 08:45 **Arrival and registration**
- 09:15 **Welcome: Professor Alan Barrett, Director, Economic and Social Research Institute (ESRI)**
- 09:20 **Opening Remarks: Ged Nash TD, Minister for Business and Employment at the Department of Jobs, Enterprise and Innovation**
- 09:30 **Approaches to identifying labour shortages and informing migration policy**
Chair: Mr Martin Shanagher, Assistant Secretary General, Department of Jobs, Enterprise and Innovation
- **New Approaches to labour migration in the OECD**
Dr Jean-Christophe Dumont, Head of International Migration Division, Organisation for Economic Co-operation and Development (OECD)
 - **Review of the UK's Tier 2 routes for skilled migrant workers**
Dr Jennifer C. Smith, University of Warwick; Migration Advisory Committee, UK
 - **Identification of skills shortages in Ireland: institutions, data and methods**
Ms Jasmina Behan, Labour Market Economist, Skills and Labour Market Research Unit, SOLAS and Expert Group on Future Skills Needs, Ireland
- 10:30 **Questions and answers**
- 10:50 **Coffee break**
- 11:05 **Competing internationally for migrant workers**
Chair: Mr Kevin O'Sullivan, Head of Immigration Policy, Irish Naturalisation and Immigration Service
- **The return to growth and the role of economic migration**
Ms Fiona Flood, Head of Employment Permits and Economic Migration Policy and EU/EPSCO, Department of Jobs, Enterprise and Innovation
 - **Ireland as a global centre for excellence**
Mr Mark Redmond, Chief Executive, American Chamber of Commerce Ireland
 - **Why Europe is losing the global competition for talent and what the EU can do about it**
Professor Iván Martín, Migration Policy Centre, Robert Schuman Centre for Advanced Studies, European University Institute
- 12:05 **Questions and answers**
- 12:25 **Closing Remarks: Professor Alan Barrett, Director, Economic and Social Research Institute (ESRI)**
- 12:35 **Lunch**

Conference presentations will be available to download on www.emn.ie following the event.



Biographies

Professor Alan Barret, Director, Economic and Social Research Institute (ESRI)

Alan Barrett is Director of the ESRI. He joined the ESRI in 1994, upon the completion of his doctoral studies at Michigan State University. His main research areas are labour economics and population economics. Between 2001 and 2003, Alan was seconded to the Department of Finance (Ireland's Treasury) where he worked on the long-term fiscal implications of population ageing. Between 2011 and 2013, he was seconded to the Irish Longitudinal Study on Ageing (TILDA) at Trinity College Dublin where he worked as Project Director. He was a member of the Irish Fiscal Advisory Council from 2011 to 2015. Alan is a Research Fellow with IZA (Institute for the Study of Labor) in Bonn, Germany and an Honorary Fellow of the Society

Minister for Business and Employment, Ged Nash TD

Ged Nash is the Labour TD for the Louth/East Meath constituency and the Minister for Business and Employment. He was first elected to the Dáil in 2011 having previously served as a Councillor on both Louth County Council and Drogheda Borough Council. In 2004 he was elected Mayor of Drogheda; at 28 years of age he was the youngest person to ever hold the post. As Minister for Business and Employment, Minister Nash has established the Low Pay Commission, as well as ensuring the protection of workers' rights through the implementation of legislation on collective bargaining and registered employment agreements. Minister Nash continues to focus on job creation through improved and ongoing support for SMEs. He also has responsibility for legislation governing Health and Safety in the workplace and promotion of the Retail Sector and the Year of Irish Design, ID2015.

Mr Martin Shanagher, Assistant Secretary General, Department of Jobs, Enterprise and Innovation

Martin Shanagher is Assistant Secretary General at the Department of Jobs, Enterprise and Innovation. Martin is Head of the Labour Affairs Division encompassing legislation and policy across: Industrial Relations, Employment Rights, Health and Safety, Workplace Relations bodies (LRC, Labour Court, NERA, Equality Tribunal, EAT), Economic Migration/Employment Permits, Low Pay Commission and EU EPSCO Council engagement.

Dr Jean-Christophe Dumont, Head of International Migration Division, Organisation for Economic Co-operation and Development (OECD)

Jean-Christophe Dumont has been the Head of the International Migration Division in the Directorate for Employment, Labour and Social Affairs, OECD since 2010. He joined the OECD Secretariat in 2000 to work on international migration issues. He oversees the OECD annual flagship publication on migration: *International Migration Outlook*, and numerous publications on the economic impact of international migration, as well as on migration management and the labour market integration of immigrants and their children in OECD countries. He has also worked on migration and development issues and on the international mobility of health workers. He holds a PhD in development economics from the University Paris IX-Dauphine and was a research fellow at Laval University, Quebec, Canada.

Dr Jennifer C. Smith, University of Warwick; Migration Advisory Committee

Jennifer C. Smith is Associate Professor in the Economics Department at Warwick University, where she is Director of Postgraduate Taught Programmes and an Associate Researcher at the Centre for Competitive Advantage in the Global Economy (CAGE). Jennifer is a member of the UK's Migration Advisory Committee and a Regular Academic Visitor at the Bank of England. Jennifer's academic research focuses on UK labour market dynamics and she has written on wage setting, unemployment and employment, labour market mismatch, pay comparisons, job satisfaction, nominal and real wage rigidity, migration, and unions. Before moving to Warwick University, Jennifer worked for 5 years as a Bank of England economist, having previously lectured at Queen's University Canada and studied at the Universities of Oxford and Cambridge. Jennifer won a silver medal at the 2002 Commonwealth Games, rowing for England in the women's quadruple scull.

Continued overleaf



Ms Jasmina Behan, Market Economist, Skills and Labour Market Research Unit, SOLAS and Expert Group on Future Skills Needs, Ireland

Jasmina Behan is a labour market economist and Senior Researcher in the Skills and Labour Market Research Unit of SOLAS. Her Unit provides research support to Ireland's: Expert Group on Future Skills Needs (EGFSN), Department of Education and Skills, Department of Jobs, Enterprise and Innovation and other Ministries and Government bodies. Since her appointment with the Unit, Jasmina has led the development of the National Skills Database for which the Unit received an Innovation in Government 2008 award. Jasmina has contributed to a number of EGFSN reports including: the *National Skills Strategy 2006*, the *Role of Migration 2007*, the *National Skills Bulletin* (annually since 2005) and *Workforce Planning in Healthcare 2009*. Jasmina produced occupational employment projections to 2020 (published in 2014) and the estimation of labour market transitions at occupational level for 2013, 2014 and 2015. She is interested in the dynamics of the labour market at occupational level, including the estimation of the balance between demand and supply, expansion demand, replacement demand and labour turnover.

Mr Kevin O'Sullivan, Head of Immigration Policy, Irish Naturalisation and Immigration Service

Kevin O'Sullivan is Head of Immigration Policy at the Irish Naturalisation and Immigration Service, which is part of the Department of Justice and Equality. He took up this post in 2006 having previously worked for the Irish Prison Service, and the Departments of Agriculture and Jobs, Enterprise and Employment (in one of its previous incarnations). During the Irish Presidency of the EU he chaired the Strategic Committee on Immigration Frontiers and Asylum. He is from Dublin and is a graduate of UCD and the University of Limerick

Ms Fiona Flood, Head of Employment Permits and Economic Migration Policy and EU/EPSCO, Department of Jobs, Enterprise and Innovation

Fiona Flood is Head of Economic Migration and Employment Permits Policy and Labour Market/EU/EPSCO Coordination at the Department of Jobs, Enterprise and Innovation since 2013. Prior to this, Fiona was Head of Employment Rights Policy Section, Department of Jobs, Enterprise and Innovation. She held the position of Assistant Director of the National Employment Rights Authority (NERA) from 2007 – 2011. Fiona also worked in a number of overseas

roles; she worked as Human Rights Policy Officer with Permanent Representation of Ireland to the UN, Geneva; First Secretary, Anglo-Irish Division, Department of Foreign Affairs, Dublin and Belfast; Vice Consul, Irish Consulate Chicago; and Third Secretary, Department of Foreign Affairs Dublin.

Mr Mark Redmond, Chief Executive, American Chamber of Commerce Ireland

Mark Redmond is Chief Executive of the American Chamber of Commerce Ireland, the leading international business organisation in Ireland, which represents the 700 US companies located here. Prior to joining the Chamber, Mark was Chief Executive of the Irish Tax Institute and a Director with PwC. Mark is on the Board of the Investor Compensation Company Ltd. He has previously served on the National Council of Ibec and the Governing Authority of UCD. He is a graduate of TCD and DCU.

Professor Iván Martín, Migration Policy Centre, Robert Schuman Centre for Advanced Studies, European University Institute

Iván Martín is an economist and Professor at the Migration Policy Centre of the European University Institute. He is a member of the Expert Group on Economic Migration and an expert on labour migration in the framework of the External Technical Expertise on Migration to DG DEVCO (both European Commission). He has been Associate Professor at the Universidad Carlos III de Madrid, Director of the Socio-Economic Forum of Casa Árabe and its International Institute in Spain, Research Administrator at the College of Europe, (Poland), as well as Associate Research Fellow at the Instituto Complutense de Estudios Internacionales (Madrid). He has coordinated several international research projects and has worked with the IOM, ILO, European Commission (DG DEVCO), European Training Foundation, Anna Lindh Foundation for the Dialogue between Cultures, Union for the Mediterranean Secretariat and the European Migration Network. His current research interests focus on labour migration, EU cooperation in the field of migration and migration and development.

Contact us:

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