



CARIM INDIA – DEVELOPING A KNOWLEDGE BASE FOR POLICYMAKING ON INDIA-EU MIGRATION

Co-financed by the European Union

Highly Skilled Indian migrants in Ireland

Conor Talbot

CARIM-India Research Report 2013/36



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CARIM-India
Developing a knowledge base for policymaking on India-EU migration

Short Research Report
Highly-Skilled Migration Series
CARIM-India RR2013/36

**Highly Skilled Indian migrants
in Ireland**

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CARIM-India – Developing a knowledge base for policymaking on India-EU migration

This project is co-financed by the European Union and carried out by the EUI in partnership with the Indian Council of Overseas Employment, (ICOE), the Indian Institute of Management Bangalore Association, (IIMB), and Maastricht University (Faculty of Law).

The proposed action is aimed at consolidating a constructive dialogue between the EU and India on migration covering all migration-related aspects. The objectives of the proposed action are aimed at:

- Assembling high-level Indian-EU expertise in major disciplines that deal with migration (demography, economics, law, sociology and politics) with a view to building up migration studies in India. This is an inherently international exercise in which experts will use standardised concepts and instruments that allow for aggregation and comparison. These experts will belong to all major disciplines that deal with migration, ranging from demography to law and from economics to sociology and political science.
- Providing the Government of India as well as the European Union, its Member States, the academia and civil society, with:
 1. Reliable, updated and comparative information on migration
 2. In-depth analyses on India-EU highly-skilled and circular migration, but also on low-skilled and irregular migration.
- Making research serve action by connecting experts with both policy-makers and the wider public through respectively policy-oriented research, training courses, and outreach programmes.

These three objectives will be pursued with a view to developing a knowledge base addressed to policy-makers and migration stakeholders in both the EU and India.

Results of the above activities are made available for public consultation through the website of the project: <http://www.india-eu-migration.eu/>

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1. Policy Framework on highly skilled workers: recent and current

In Ireland, the demand for specific skills has consistently exceeded available supply from the EEA labour market since the early 2000s. As a result, Ireland has aimed to attract key talent from non-EEA countries to fill skills shortages in specific sectors such as IT, engineering, finance and healthcare. This has led to the introduction of a wide range of policy measures over the years, including Green Cards for highly skilled workers and various measures to retain international students, even if such measures have become controversial in the context of economic recession and high unemployment in recent times.

- Sectoral focus of Irish policy

Generally speaking, Green Card Employment Permits are tailored towards occupations such as ICT professionals, professional engineers and technologists. The rules as they stand state that Green Card Employment Permit applications may be made in respect of certain occupations where remuneration is between €30,000 and €9,999,¹ in particular for ICT Professionals, Health Professionals, Health Associate Professionals, Professional Engineers and Technologists, Researchers and Natural Scientists, Business and Financial Professionals and Associate Professionals.

Eligible occupations are largely determined in line with the regular analyses of the Experts Group on Future Skills Needs² with regard to the labour market requirements in respect of strategically important skills.³

- Eligibility for permanent residence under Irish policy

It was originally planned that Green Card holders would proceed directly to long-term residence, but delays in enacting the *Immigration, Residence and Protection Bill 2010* have meant that long-term residence is not yet a statutory status⁴. In the interim an administrative status is offered to Green Card and work permit holders, although the latter must reside in Ireland for a longer period before becoming eligible.

Ireland has not opted-in to *Council Directive 2003/109/EC of 25 November 2003 concerning the status of third-country nationals who are long-term residents*⁵ and there are no specific legislative provisions regarding the granting of 'long-term residence' in Ireland. General immigration legislation provisions, such as section 4 of the *Immigration Act 2004* do apply and long-term residence status, which is a five-year renewable permit granted and renewed at the discretion of the Minister for Justice and Equality, is only available to foreign nationals who were first admitted under employment permits schemes or as scientific researchers on the basis of a hosting agreement.⁶

Applications for Long Term Residency in Ireland are currently processed as an administrative scheme. Persons who have been legally resident in the State for a *minimum* of five years (i.e. 60 months) on the basis of work permit/work authorisation/working visa conditions may apply to this

¹ <http://www.djei.ie/labour/workpermits/highlyskilledoccupationslist.htm>

² <http://www.djei.ie/labour/workpermits/highlyskilledoccupationslist.htm>

³ <http://www.djei.ie/labour/workpermits/greencardemploymentpermit.htm>

⁴ Emma Quinn, Labour Migration in Ireland: Overview of Trends and Recent Policy Changes, http://emn.ie/media/2010_05-EMN_EmmaQuinn19Nov1.pdf

⁵ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2004:016:0044:0053:EN:PDF>

⁶ http://www.immigrantcouncil.ie/images/stories/ICI_Submission_to_4th_Programme_of_Law_Reform_-_January_2013.pdf

office for a five year residency extension. In that context, they may also apply to be exempt from employment permit requirements.⁷

Holders of Green Card permits for 2 years may be granted a stamp 4 permission for a further 2 years.⁸

- Family reunification under Irish policy

Family immigration to Ireland is permitted for the spouse and/or dependent children of a primary applicant relocating to Ireland. Relatives moving to Ireland through this type of family visa class are generally granted leave to remain in Ireland which matches the duration of that awarded to the principle applicant. In addition, these candidates may apply for a spousal work permit or dependent work permit allowing them to seek and undertake employment during their time in the country.⁹

Green Card Employment Permits are because permit holders can apply for immediate family reunification from the Irish Naturalisation & Immigration Service of the Department of Justice and Equality. Once their spouses / dependants are resident in the State they are eligible to seek any employment and apply to the Department of Jobs, Enterprise and Innovation for a Spousal / Dependant Employment Permit which is currently issued free of charge.

Ireland continues to be the only EU Member State that does not have national rules regarding family reunification enshrined in legislation.¹⁰ The previous government decided not to opt-in to Council Directive 2003/86/EC on the right to family reunification.¹¹ There is a lack of clarity regarding which family members may be admitted to the State, the conditions under which family reunification may be granted, the rights and obligations of family members once admitted to the State and the length of time it takes to process applications. The wide discretion of the Minister with regard to granting of family reunification to Irish nationals and legally resident migrants has led to inconsistencies and a lack of transparency of the decision making process.

- Irish policy compared to the 2009 Blue Card directive

Ireland has maintained their previous immigration system and has not implemented the Blue Card Directive due to its concerns about losing flexibility in the Irish labour market. In a European context, Ireland ranks alongside the Netherlands and the UK as having the most open policy for attracting high-skilled immigrants.¹²

⁷ http://www.inis.gov.ie/en/INIS/Pages/Long_Term_Residency

⁸ http://www.inis.gov.ie/en/INIS/Pages/Renewal_of_Green_Card_Work_Permit

⁹ <http://www.globalvisas.com/countries/ireland.html>

¹⁰ http://www.immigrantcouncil.ie/images/stories/ICI_Submission_to_4th_Programme_of_Law_Reform_-_January_2013.pdf

¹¹ <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32003L0086:EN:NOT>

¹² Lucie Cerna, The EU Blue Card: preferences, policies, and negotiations between Member States, *Journal of Migration Studies* (July 2013), doi:10.1093/migration/mnt010

- Applicable minimum salary requirements

Green Card permits are granted to 2 groups of people: people with specified skills in a restricted list of occupations in the salary range of €30,000 to €60,000 and people in almost any occupation where the salary range is above €60,000.¹³

- Applicability of labour market test

For a Green Card Employment Permit, since the relevant skills are identified as being in short supply, a Labour Market Needs Test is not required. However, an employment permit will not be granted to companies if the granting of the permit would mean that more than 50% of the employees would be non-EEA nationals. This requirement does not apply if the Green Card application is made by the employee.¹⁴

Otherwise, the Labour Market Needs Test is that the employer must advertise the vacancy with the DSP employment Services (www.welfare.ie) /EURES employment network for at least 2 weeks and in a national newspaper for at least 3 days and also in either a local newspaper or jobs website (separate to DSP/EURES websites) for 3 days.¹⁵

- Applicability of age restrictions

There would not appear to be any age restrictions on highly skilled migrant workers entering Ireland, and it is doubtful that any age criteria applied by the authorities would survive a challenge under the domestic equality legislation (Employment Equality Acts 1998 and 2004).

- Definition of 'highly skilled' under Irish policy

In the Irish labour migration policy context, annual remuneration is generally used as an indicator of level of skill.

The Highly Skilled Occupations List is restricted to: ICT professionals; Health professionals; Health associate professionals; Professional engineers and technologists; Researchers and natural scientists; and Business and financial professionals and associate professionals whose annual remuneration is between €30,000 and €9,999.¹⁶

Otherwise, all occupations (unless not in the public interest or listed on the Ineligible Categories of Employment for Employment Permits¹⁷) are eligible in all sectors with remuneration of €60,000 or higher.

- Linguistic training and language issues in Ireland

Migrant workers already in Ireland and in need of English translations of documents and linguistic assistance are directed to contact the embassy or consulate of their country.¹⁸

¹³

http://www.citizensinformation.ie/en/moving_country/moving_to_ireland/working_in_ireland/coming_to_work_in_ireland.html

¹⁴ http://www.citizensinformation.ie/en/employment/migrant_workers/employment_permits/green_card_permits.html

¹⁵ <http://www.djei.ie/labour/workpermits/labourmarketneedstest.htm>

¹⁶ <http://www.djei.ie/labour/workpermits/highlyskilledoccupationslist.htm>

¹⁷ <http://www.djei.ie/labour/workpermits/ineligiblecategoriesforemploymentpermits.htm>

The Department of Education and Science's English language support policy and the provision of English language support in many schools has been criticised as being poorly coordinated and even haphazard.¹⁹ This policy provides for two years of support per pupil/student but does not make allowances for individual variables such as age, language background, and previous educational experience.

Research has shown that, although Indian languages are important in the private domain for Indians living in Ireland, with other friends from India they are as likely to speak English as Indian languages. At work, and with friends from other countries, Indian respondents reported speaking only English and are more likely to rate their English language proficiency highly than other non-EEA migrants.²⁰

- Availability of special schemes for academic researchers

A scheme for the admission of non-EEA Researchers (on a Hosting Agreement) has been in operation since late 2007.²¹ Indians must apply for an Irish visa prior to entry to the State.²² The researcher must attach a copy of their contract to their visa application together with supporting documents so as to satisfy the visa officer that they are coming to Ireland to take up a position as a researcher.

The researcher will be required to register with their local registration office.²³ Family members (i.e. spouse and dependants) may accompany or join a researcher to Ireland subject to normal immigration rules. Family members and dependants who are granted permission to be in the State under these arrangements may only remain for a maximum period equal to the Registration of the researcher.

A third level graduate scheme was started in April 2007 for non-European Union students who have, on or after January 1, 2007, acquired a primary, masters or doctorate degree from an Irish third level educational institution.²⁴ The purpose of the scheme is to provide an opportunity to legally resident non-EU third level graduates to remain in Ireland for six months after successfully completing their degree courses and to seek employment during that period with a view to applying for a Green Card Permit or a work permit in Ireland. Applicants under this scheme must hold a current certificate of registration issued by the Garda National Immigration Bureau.

Over the last six years, 1,720 researchers from 78 different countries have come to Ireland using the fast track Scientific Visa.²⁵ The scheme offers a free and fast service for both educational institutions and companies. By availing of a hosting agreement, entry visas are fast tracked and researchers can work in Ireland without recourse to the usual work permit or Green Card. This scheme also allows the researcher's immediate family to live in Ireland for the duration of the agreement and entitles their spouse and dependents to apply for a work permit and avail of public schooling.²⁶ The scheme is operated by the EURAXESS Ireland office based in the Irish Universities Association (IUA). The top 3 nationalities availing of the scheme are India, China and USA.

(Contd.) _____

18

http://www.citizensinformation.ie/en/moving_country/moving_to_ireland/working_in_ireland/coming_to_work_in_ireland.html

¹⁹ <http://www.tcd.ie/immigration/css/downloads/TIIRReport01.07.10.pdf>

²⁰ http://www.immigrantcouncil.ie/images/stories/Publications_-_Getting_On.pdf

²¹ <http://www.entemp.ie/science/technology/accreditation.htm>.

²² As they do not appear in Schedule 1 of the latest Visas Order S.I. No. 417 of 2012 - Immigration Act 2004 (Visas) Order 2012, <http://www.inis.gov.ie/en/INIS/SINo417.pdf/Files/SINo417.pdf>

²³ <http://www.inis.gov.ie/en/INIS/Pages/Researchers>

²⁴ Ishani Duttgupta, Third level graduate scheme gives edge in job hunting TNN | 20 Aug, 2007, <http://economictimes.indiatimes.com/features/the-global-indian-takeover/third-level-graduate-scheme-gives-edge-in-job-hunting/articleshow/msid-2293203,curpg-1.cms>

²⁵ <http://www.djei.ie/press/2013/20130515.htm>

²⁶ <http://www.iua.ie/research-innovation/euraxess-ireland/>

- Recruitment of health care professionals

The recruitment of health care professionals would appear to operate under the same legal regime, but because of its sensitive nature there have been many special initiatives undertaken over the years to attract qualified workers in the sector.

More than 200 doctors from India and Pakistan arrived in 2011 to bolster the health service after a projected shortage of doctors. A new division of the Medical Register called the 'Supervised Division' was created through legislation to induct these doctors into their jobs, after they underwent initial evaluation by the Health Service Executive (HSE), and then sat a tailored exam held by the Royal Colleges so as to further assess their suitability to serve in the system.²⁷

The Supervised Division stipulates that these doctors cannot work outside their approved scope of practice, nor can they do locum work.²⁸ They were not entitled to apply for training posts, in spite of keeping up their professional competencies with the respective colleges.²⁹ Only 74 of the 300 doctors currently in the Supervised Division are expected to transfer to the General Division of the Medical Register, thereby entitling them to continue to practise in Ireland.³⁰ To fill vacancies, the HSE is targeting Pakistani doctors under a government-to-government arrangement and is also seeking to hire South African doctors.

In March 2013, solicitors for the doctors informed the HSE, the Department of Health and the Medical Council of their intention to take legal action for alleged ongoing discrimination and unlawful treatment since their enticement to work in Ireland and in relation to requirements placed on their continued registration and employment in Ireland.³¹ Also in 2013, the Medical Council amended the rules for the assessment of doctors seeking entry to the Supervised Division of the Register of Medical Practitioners to help address the NCHD manpower crisis.³² The changes provide for more streamlined assessment of doctors seeking entry to the Division.³³

As regards applications for Long Term Residency from Doctors registered with the Irish Medical Council, the Irish Medical Council has recently restructured their register into the following divisions: Trainee Specialist Division, General Division, Specialist Division. Time spent solely within the Trainee Specialist Division is not calculated for Long Term Residency. It is understood that doctors may now move from the General Division to the Trainee Specialist Division and/or Specialist Division. In such cases, the onus is on the applicant to provide certification from the Irish Medical Council to confirm that they have the requisite 60 months reckonable residence in the General Division. In the Trainee Specialist Division, a Senior House Officer or Registrar does not require an Employment Permit. In the General Division, Non-EEA non-Consultant Hospital Doctors with a job offer as a Senior House Officer or Registrar do not require work permits.³⁴ No labour market needs test will apply to Work Permit applications in respect of Doctors.

²⁷ Medical Practitioners (Amendment) Act 2011, <http://www.irishstatutebook.ie/2011/en/act/pub/0012/sec0008.html>

²⁸ <http://www.medicalcouncil.ie/Registration/Supervised-Registration/>

²⁹ <http://www.imt.ie/opinion/2013/05/look-to-doctors-already-trained.html>

³⁰ <http://www.imt.ie/news/latest-news/2013/06/226-asian-doctors-could-go-home.html>

³¹ IMT 15/03/2013

³² Statutory Instrument No. 208 of 2013, effective from 17 May 2013.

³³ <http://www.imt.ie/news/latest-news/2013/07/si-amends-supervised-division.html>

³⁴ <http://www.djei.ie/labour/workpermits/doctors.htm>

- Ireland's arrangements for the recruitment of health professionals

Ireland has not entered into labour migration agreements relating to attracting qualified third-country nationals or adopted legislation which facilitates labour migration from specific third-countries. Ireland has few labour migration-related policies that involve a focus on specific third-countries. As mentioned above, the Health Service Executive has focussed certain active recruitment campaigns on specific countries, including India. Enterprise Ireland has 32 overseas offices around the world, and education consultants in some regional markets including India.

The number of Indian Nurses registered with An Bord Altranais (Irish Nursing Board) are as follows: 2005 - 1,634; 2006 - 2,037; 2007- 1,868.³⁵

Some of these nurses have not trained in Ireland and are working temporarily in the country in order to receive verification of their qualifications, and typically wish to move on to positions in the United Kingdom or the United States. In 2006, 116 nurses from India sought such verification.³⁶

The Register of Medical Practitioners 2008-2011 showed a Grand Total of 18,798 with the Total Non EU being 4,854 of which 511 were Indian.³⁷ The following is a breakdown of Indian nationals on the Irish Register of Medical Practitioners 2012: General (qualified doctors) 241; Specialist (doctors practicing independently as specialists) 125; and Trainee Specialist Division (medical graduates completing an internship in a hospital or qualified doctors in postgraduate training posts) 59.³⁸

- Access for spouses/partners of principal applicants to the labour market

Family immigration to Ireland is permitted for the spouse and/or dependent children of a primary applicant relocating to Ireland. Relatives moving to Ireland through this type of family visa class are generally granted leave to remain in Ireland which matches the duration of that awarded to the principle applicant. In addition, these candidates may apply for a spousal work permit or dependent work permit allowing them to seek and undertake employment during their time in the country.

- Policy on intra-company employee transfers

This form of employment permit was only ever issued on a highly restrictive basis and was intended solely to meet the short-term needs of the companies concerned. This scheme is restricted to very senior executives who are foreign nationals from an overseas branch of a multinational corporation with a branch in Ireland.³⁹ The Department's preference is for all Employment Permit holders to be employed salaried and paid under an Irish Employment contract. Intra Company Transfer Employment Permits are strictly limited to the following eligible positions:

- senior management earning a minimum annual remuneration of €40,000;
- key personnel earning a minimum annual remuneration of €40,000; or
- personnel undergoing a training programme earning a minimum annual remuneration of €30,000.

Senior Management refers to an employee primarily having one of the following functions: management; supervision or control over the work of other supervisory, professional or managerial

³⁵ http://www.mohprof.eu/LIVE/DATA/National_reports/national_report_India.pdf, p.209

³⁶ McDaid D, Wiley M, Maresso A and Mossialos E. Ireland: Health system review. Health Systems in Transition, 2009; 11(4): 1 – 268, http://www.euro.who.int/__data/assets/pdf_file/0004/85306/E92928.pdf

³⁷ <http://www.medicalcouncil.ie/News-and-Publications/Publications/Annual-Reports-Statistics-/Annual-Report-Financial-Statements-2011.pdf>, p.109.

³⁸ <http://www.medicalcouncil.ie/News-and-Publications/Publications/Annual-Reports-Statistics-/Annual-report-2012.pdf>, p.104.

³⁹ <http://www.djei.ie/labour/workpermits/ictemploymentpermit.htm>

employees; management of an essential function within the organisation, or a department or subdivision of the organisation; having the authority to hire and fire or other HR functions; exercising discretion over the day-to-day operations. Key personnel refers to persons working within an organisation who possess specialist knowledge essential to the establishment's service, research equipment, techniques or management.

- Recent policy changes regarding the attracting of highly skilled workers to Ireland

In July 2013 the Department of Justice and Equality (INIS) announced that it will provide, on a pilot basis, temporary authorisations for highly skilled workers to come to Ireland to attend interviews. It is envisaged that, subject to normal immigration requirements and procedures at the port of entry, permission to enter the State on a temporary basis will be granted to non-EEA nationals who have been invited by an employer based in the State to attend an interview for employment in a recognised highly skilled shortage occupation (listed at www.djei.ie).

Thus, visa-required nationals must still be in possession of a valid entry visa. Successful interviewees may remain in the State whilst applying to the Department of Jobs, Enterprise and Innovation for an Employment Permit and awaiting the outcome of the application. All applications for Employment Permits are subject to qualifying criteria as specified by that Department. Persons granted an Employment Permit must then register with the Garda National Immigration Bureau.⁴⁰ At the time of writing, it is unclear what the uptake of this scheme is.

Elsewhere, the Immigrant Council of Ireland argues that visa facilities are still lacking, even two years after the issue was highlighted by High Court.⁴¹ The Government has not yet introduced entry visa facilities at Irish Airports and other borders in the two years since a High Court judgment highlighted the shortfall. This has been referred to the European Commission for possible intervention.

As part of Ireland's framework agreement with the IMF, ECB and European Commission, an Action Plan for Jobs 2013 is being implemented which includes the adoption of measures to expand the scope of employment permits in order to allow for non-EEA ICT professionals to operate in all sectors of the economy.⁴² Following consultations with stakeholders, i.e. industry, Forfás, FAS, DSP and enterprise agencies, significant additions were made to 'Highly Skilled Eligible Occupations' list (eligible occupations for Green Card and other employment permit types) in line with reports by the Expert Group on Future Skills Needs. The 'Highly Skilled Eligible Occupations' list will also now apply to all sectors. The changes were announced by the Minister for Jobs, Enterprise and Innovation in early April 2013 and are commencing roll-out at the time of writing. Reforms to the Employment Permits system include changing about 100 of the current 192 rules, putting process improvements in place in order to reduce the processing time by at least 33%, as well as streamlining the appeals process.⁴³

In the same vein, the government announced a 50% increase in work permits for the high-tech sector.⁴⁴ This has been welcomed, but some commentators have warned that Ireland may not attract

40

<http://www.inis.gov.ie/en/INIS/Pages/NEW%20INITIATIVES%20BETWEEN%20THE%20DEPARTMENT%20OF%20JUSTICE%20AND%20EQUALITY%20%28INIS%29%20AND%20THE%20DEPARTMENT%20OF%20JOBS,%20ENTERPRISE%20AND%20INNOVATION>

41 <http://www.immigrantcouncil.ie/media/press-releases/702-visa-facilities-still-lacking-two-years-after-issue-highlighted-by-high-court?format=pdf>

42 http://www.enterprise.gov.ie/Publications/Action_Plan_for_Jobs_2013_First_Progress_Report_PDF_1MB_.pdf

43 <http://www.education.ie/en/Press-Events/Press-Releases/2013-Press-Releases/PR13-04-10.html>

44 <http://www.idaireland.com/ida-files/docs/business-in-ireland/ict/pdf/ICT-Newsletter-2013-Spring-Summer-2013.pdf>, p.4.

the necessary expertise unless it is matched with immigration reform.⁴⁵ Ireland's attractiveness for people whose skills, talents and education would boost the economy is arguably being damaged by the lack of a modern, efficient and transparent immigration system.

2. Policy Impact on the Recruitment of both Highly Skilled Labour in general and Indian highly skilled workers in particular

Data from the 2012 Labour Force Survey indicates that some 64,308 third-country nationals were in employment in Ireland, but this remains low in an EU context, with third-country nationals counting for 3.9 per cent of all persons employed in Ireland. However, approximately 29,442 of those third-country nationals in employment, or 46 per cent, were managers, professionals or technicians and associate professionals.⁴⁶ This proportion is high in an EU context: only the UK and Luxembourg have higher proportions of employed third-country nationals in highly skilled occupations among the 20 other EU Member States for which data are available.

- Data on main nationalities recruited so far

According to the 2011 Census, there were 268,180 non-Irish nationals at work in Ireland (15.1 per cent of the total workforce) in April 2011. The top five non- Irish nationalities at work were: Polish (69,473), British (46,902), Lithuanian (19,753), Latvian (10,782) and Indian (8,397).

There was a six per cent increase in the number of people applying for Irish visas in 2012. The top five nationalities that applied for visas were as follows: India (16 per cent), Russia (14 per cent), China (11 per cent), Nigeria (eight per cent), and Turkey (five per cent).⁴⁷

Some 7,786 work permits were issued in 2010 to non-EU citizens, with Indian nationals taking a significant share of work permits at 2,137. In fact, more Indians immigrated to Ireland in 2010 than in 2009 as only 1,788 work permits were issued to workers from India in 2009.⁴⁸

India is one of the countries with more than 10,000 national living in Ireland – along with only 11 others (PRC, GER, LAT, LITH, NIG, PHILL, PO, RO, SLK, UK, US).⁴⁹

From the table below we can see that the number of Indian nationals receiving Person Public Service Numbers spiked in 2006 but has dropped off considerable since then.

	2005	2006	2007	2008	2009	2010	2011
India	3,398	5,551	4,776	4,328	2,244	1,431	1,475

PPSN allocations 2005-2011 by nationality⁵⁰

⁴⁵ <http://www.immigrantcouncil.ie/media/press-releases/665-work-permit-reform-must-be-matched-by-immigration-reform-statement-by-immigrant-council-of-ireland>

⁴⁶ Attracting Highly Qualified and Qualified third-country nationals: EMN Synthesis Report, http://emn.ie/files/p_201309040202272013_Highly%20Skilled%20Focussed%20Study.pdf

⁴⁷ Paul Hyland @PaulieHyland paul@thejournal.ie, <http://www.thejournal.ie/visa-immigration-ireland-2012-737991-Jan2013/>

⁴⁸ <http://www.workpermit.com/news/2011-01-05/ireland/reduction-in-skilled-immigration-to-ireland.htm>

⁴⁹ <http://www.cso.ie/en/media/csoie/census/documents/census2011profile6/Profile,6,Migration,and,Diversity,entire.doc.pdf>, p.15.

⁵⁰ http://cso.ie/en/media/csoie/releasespublications/documents/labourmarket/2011/ppsn_2011.pdf

- Data on the Indians recruited so far

UK, Indian and Filipino nationals accounted for more than half of all non-Irish workers in the Human Health and Social Work sector while India accounted for +/-5%. Some 35% of Indian workers are in Human Health activities. Indians had the highest percentages in the lower professional group (which includes nurses and midwives) with 53.2 per cent and 77.3% of Indians living in Ireland in 2011 had a third level degree or higher.⁵¹

- Population with a non-Irish nationality, usually resident and present in the State on census night, classified by nationality with actual and percentage change, 2006 and 2011⁵²

Nationality	2006 Persons	2011 Persons	2011 Males	2011 Females	Actual change 2006 - 2011	Percentage change 2006 - 2011
Asia	46,952	65,579	33,637	31,942	18,627	39.7
India	8,460	16,986	9,110	7,876	8,526	100.8

- Persons with a non-Irish nationality, usually resident and present in the State on census night, classified by principal economic status, nationality and those aged under 15 years⁵³

Nationality	Total	At work	Looking for first regular job	Unemployed having lost or given up previous job	Student	Looking after home/family	Retired	Unable to work due to permanent sickness or disability	Other	Those aged under 15
India	16,986	8,397	297	1,988	1,294	987	32	26	43	3,922
Indian males	9,110	4,040	194	1,644	938	253	20	18	30	1,973
Indian females	7,876	4,357	103	344	356	734	12	8	13	1,949

⁵¹ <http://www.cso.ie/en/media/csoie/census/documents/census2011profile6/Profile,6,Migration,and,Diversity,entire.doc.pdf>

⁵² <http://www.cso.ie/en/media/csoie/census/documents/census2011profile6/Profile,6,Migration,and,Diversity,entire.doc.pdf>, p.37

⁵³ <http://www.cso.ie/en/media/csoie/census/documents/census2011profile6/Profile,6,Migration,and,Diversity,entire.doc.pdf>

- Persons aged 15 years and over, at work, with a non-Irish nationality, usually resident and present in the State on census night, classified by nationality and intermediate industrial group (NACE Rev. 2).⁵⁴

A. Agriculture, forestry and fishing	16
B. Mining and quarrying	1
C. Manufacturing	408
of which:	
Food products	28
Pharmaceutical products	70
Rubber and plastic products	4
Computer, electronic and optical products	199
Medical instruments and other manufacturing n.e.c	24
Other manufacturing	83
D. Electricity, gas, steam and air conditioning supply	12
E. Water supply, sewerage, waste management and remediation activities	1
F. Construction	31
G. Wholesale and retail trade, repair of motor vehicles and motorcycles	601
H. Transportation and storage	91
I. Accommodation and food service activities	655
of which	
Accommodation	235
Food service	420
J. Information and communication activities	580
K. Financial and insurance activities	201
L. Real estate activities	9
M. Professional, scientific and technical activities	157
N. Administrative and support service activities	138
O. Public administration and defence, compulsory social security	112
P. Education	210
Q. Human health and social work activities	4720
of which	
Human health	2921
Social work	1799
R. Arts, entertainment and recreation	20
S. Other service activities	50
T. Activities of households as employers, undifferentiated goods and services producing activities of households for own use	1
U. Activities of extra-territorial organisations and bodies	5
Industry not stated	378
Total	8397

⁵⁴ <http://www.cso.ie/en/media/csoie/census/documents/census2011profile6/Profile,6,Migration,and,Diversity,entire,doc.pdf>, p.51

- Indian nationals, usually resident and present in the State on census night, classified by nationality and socio-economic group:

Total	A. Employers and managers	B. Higher professional	C. Lower professional	D. Nonmanual	E. Manual skilled	F. Semiskilled	G. Unskilled	H. Own account workers	I. Farmers	J. Agricultural workers	Z. All others gainfully occupied and unknown
16,986	1,051	1,451	9,035	1,470	318	833	88	105	8	6	2,621

- Data on intra-company employee transfers

This scheme was suspended in 2002 because of abuses, but it is reported that 752 permits were granted on a concessionary basis in 2003 and 2004.⁵⁵

⁵⁵ Tony Fahey, Helen Russell, Christopher T. Whelan (eds.), *Best of Times?: The Social Impact of the Celtic Tiger*, Institute of Public Administration, (2007), p.222.