



**EUROPEAN MIGRATION
NETWORK**

**CONDITIONS OF ENTRY
AND RESIDENCE OF
THIRD COUNTRY HIGHLY-
SKILLED WORKERS IN
IRELAND, 2006**

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The opinions presented in this report are those of the Irish National Contact Point of the European Migration Network and do not represent the position of the Irish Department of Justice, Equality and Law Reform or the European Commission Directorate-General Freedom, Security and Justice.

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LIST OF ABBREVIATIONS

CSO	Central Statistics Office.
DATH	Dublin Academic Teaching Hospitals.
EGFSN	Expert Group on Future Skills Needs.
EMN	European Migration Network.
ESRI	Economic and Social Research Institute.
FÁS	Foras Áiseanna Saothair (Ireland's National Training and Employment Agency).
HSE	Health Service Executive.
NCP	National Contact Point.
NGOs	Non-Governmental Organisations.
QNHS	Quarterly National Household Survey.
SLMRU	Skills and Labour Market Research Unit.

ADDENDUM

In January 2007 a new Employment Permits Scheme was introduced that significantly altered the system of highly skilled labour migration to Ireland. The visa/authorisations system described in the current report was the closest equivalent to a highly skilled labour migration scheme in Ireland at the time of writing. This scheme was a response to specific skills shortages; it applied to a limited number of occupations and the number of permits allocated was relatively low. The newly introduced green card system is in contrast a more strategic, long-term policy development. It is the first complete highly skilled labour migration scheme in Ireland.

The new green card applies to an extensive list of occupations with annual salaries of €60,000 and above, and for a more limited list of occupations with salaries between €30,000 and €60,000. Important incentives are being offered to attract potential green card holders. The cards will be issued for two years initially and will normally lead to the granting of permanent or long-term residence after that. Green card holders will also be allowed to bring their spouses and families to join them immediately. No labour market test is required before making an application for the permit, therefore the employer will not need to advertise for the four week period necessary before a work permit is issued. However the system remains employer driven in that green cards will only be issued to individuals with job offers.

The newly implemented employment permits system also includes a reintroduced intra-company transfer scheme. A revised work permit scheme has been introduced mainly for non-green card occupations in the €30,000 to €60,000 annual salary range and for occupations with salaries below €30,000 in exceptional circumstances only. This new employment permits system further develops Ireland's policy of limiting non-EEA labour migration to areas of skills or labour shortages that cannot be met from within the EU.

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Source: Department of Enterprise, Trade and Employment.

1. EXECUTIVE SUMMARY

Substantial immigration into Ireland is a relatively recent development in response to an economic boom in the past two decades and a resulting dramatic increase in employment. Prior to 2003 labour migration policy was quite laissez-faire. Irish labour migration policy is designed primarily to attract workers from other EU countries to meet skill and labour needs. This policy objective has been supported by a labour market test which requires that employers who wish to employ a non-EU national must first try to fill the post with an EU national. Migration policy vis-à-vis non-EU states is designed to meet skill needs that cannot be met from within the EU by attracting workers with high or scarce skills and to attract workers to areas where there are labour shortages.

The flow of labour migration to Ireland has changed in recent years partly in response to the substantial increase in labour supply following the accession of ten new EU member states (EU10) in May 2004. The recently passed Employment Permits Act 2006 sets out an enabling structure for reformed labour migration policy that takes account of this enlarged work force by limiting non-EU labour migration to highly skilled and/or specialised workers. Permissions akin to Green Cards will be given to workers with highly sought after skills and a limited number of work permits will be available to less skilled workers in areas of labour shortage. The 2006 Act awaits the necessary Ministerial Commencement Order for the new system to be put into practice (expected in January 2007). Until then non-EEA workers continue to enter Ireland under the old system. This system has two main elements: work permits and working visa/authorisations.

The existing Irish employment permits system is employer led. Employers are required to try to fill vacancies with EU nationals and only if they are unsuccessful may they begin the application process for an employment permit. Work visa/authorisations may be applied for by workers in a limited number of occupations where skills/labour shortages have been identified (for example, in information and computing technologies, construction professionals, and a broad range of medical, health and social care professions). These are fast tracked and the holder has pre entry visa clearance.

Chapter 5 of this report provides information on programmes for attracting third country highly skilled workers. The introduction of the work visa/authorisation scheme in 2000 is the most relevant national development to date regarding attracting third country highly-skilled workers. In addition, intra-company transfer/trainee schemes were introduced in 1999. The incentives offered to workers on such programmes and the potential for abuse are discussed briefly. The rights and obligations for third country highly-skilled workers are discussed in Section 6, including family reunification and the right of a spouse to work. Until recently family members of non-EEA workers in Ireland were generally wholly supported by the original employment permit holder. In order to attract highly-skilled workers, particularly nurses, to Ireland the regulations were reformed to allow the spouses of migrant workers to apply to work in Ireland under the spousal work permit scheme. Ireland does not yet have a long-term residence status, although it has been signalled that such a system will be provided for in forthcoming Immigration, Residence and Protection legislation.

Chapter 7 provides an evaluation of effectiveness of the procedures for the admission of third country highly-skilled workers. It is shown that in terms of responsiveness to labour market demands the existing work permits, work visas/authorisation systems have been effective to date. Developments discussed above since the accession of ten new EU member states in May 2004 mean that the procedures need to be revised in order to continue to attract the type of skilled workers required. The existing labour migration system has, however, encountered problems in relation to the potential for exploitation of migrant workers. The new procedures that will be introduced in 2007 will address some of these issues.

Available data are presented in Chapter 8 and a brief overview is given of major trends. Very large increases have been seen in the period 2000 and 2005 in the number of non-EU and EU nationals employed in occupations classed as “skilled”. It is interesting to note the jump in the number of EU nationals employed in skilled occupations between 2004 and 2005. Tables 8.3 to 8.8 show the number of indigenous and migrant highly-skilled workers employed by ISCO-88 (Sub-) Major Group in 2000 to 2005 inclusive.

The study concludes (Chapter 10) that the new policy of seeking to attract workers from other EU countries to meet most labour shortages, and to confine immigration from non-EU countries to meet specific skill shortages appears to be consistent with the recent trends observed in labour market migration. The conclusion also argues that the growing presence of migrant workers increases the need for adequate protection against exploitation and it welcomes the enhancement of such protection with the establishment of the Office of the Director for Employment Rights Compliance.

2. INTRODUCTION: THIRD COUNTRY HIGHLY- SKILLED WORKERS IN IRELAND

2.1 Introduction

Irish labour migration policy is designed primarily to attract workers from other EU countries to meet skill needs. Migration policy vis-à-vis non-EEA states is to meet skill needs that cannot be met from within the EU by attracting workers with high or scarce skills and to attract workers to areas where there are labour shortages.

There are three government departments with responsibility in the area of labour migration in Ireland: the Department of Enterprise, Trade and Employment; the Department of Foreign Affairs and the Department of Justice, Equality and Law Reform. The Department of Enterprise, Trade and Employment is the main body responsible for defining policy and legislating on Irish labour migration and also manages the work permit programme. The Department of Foreign Affairs implements the working visa/authorisation programme on behalf of the Department of Enterprise, Trade and Employment. The Department of Justice, Equality and Law Reform has responsibility for immigration control and deals with applications for citizenship and business permission.

This study has been compiled at a time of significant change to the labour migration system in Ireland. The Employment Permits Act 2006, discussed further at Section 2.7, has recently been signed into law. However, until the necessary Ministerial Commencement Order has been introduced, non-EEA workers continue to enter Ireland under the old system. This system has two elements:

1. Work permits.
2. Working visa/authorisations issued to suitably qualified persons in areas of skill shortages.

Collectively these forms of permission to work in Ireland are called employment permits.

Third country highly-skilled and skilled workers as defined in the specifications for this study¹ may hold work permits or working visa/work authorisations. Tables 2.2 and 2.3 show the recent allocations of each.

A work permit is the main means by which non-EEA nationals take up employment in Ireland and traditionally covered a wide range of occupations from low to high skilled. Since the accession of ten new EU member states in 2004, however, most work permits are now allocated to highly qualified or

¹ Highly-skilled workers comprise Legislators, Senior Officials and Managers; Professionals; Technicians and Associate Professionals. Skilled workers comprise Skilled Agricultural and Fishery Workers; Craft and Related Trades Workers; Plant and Machine Operators and Assemblers. In accordance with the specifications researchers have been excluded from this discussion.

highly specific personnel (Department of Enterprise, Trade and Employment, 2004a). Government labour migration policy is to meet most of Ireland's labour needs from within the enlarged EU.

The working visa/authorisation programme was from its inception designed to facilitate the recruitment of highly-skilled workers. A work visa/authorisation is a fast track employment permit issued to highly skilled non-EEA personnel who wish to work in Ireland. The programme covers highly specialised areas of the economy requiring a high level of skill and educational achievement – the high-tech, medical, and engineering sectors dominate the working visa/work authorisation programme. Working visas are issued to nationals from visa-required countries, hence the term 'working visa'. Work authorisations are issued to non-visa required countries. Apart from their different names these employment permits are identical.

The Irish labour migration system is outlined in Chapter 2 of this report and a description of the methodology of this study is provided in Chapter 3. Existing and future legislation related to the migration of third country highly-skilled workers is discussed in Chapter 4. Programmes designed to attract such workers are outlined in Chapter 5 and the rights and obligations considered in Chapter 6. We attempt to evaluate experience to date of such programmes at Chapter 7. Chapter 8 contains a large amount of statistical data showing the numbers employed in ISCO-88 skilled and highly skilled occupations between 2000 and 2005.

It is intended that policy makers, researchers and groups working with third country workers in Ireland can use the objective information contained in this report to inform their own work. The synthesis report arising from this study should provide good comparative information and present the opportunity to learn from other EU member states. The nature of the implementation of the recently passed Employment Permits Act 2006 may be informed by this study.

2.2 Reasons for the Need of Third Country Highly- Skilled Workers

The economic boom of the past two decades or so have, particularly in the past decade, lead to a dramatic increase in employment demand. Between 1997 and 2006, total employment grew by 35 per cent, from just under 1.5 million to over 2 million. Since 2000, the unemployment rate has averaged around 4 per cent (Central Statistics Office, 2006). Another indicator of employment demand, the monthly FÁS/ESRI *Employment and Vacancies Survey* shows that since 2002, between 5 per cent and 25 per cent of firms have reported vacancies.

In the earlier period of the economic boom, a substantial part of the increased employment demand was met by returning Irish emigrants. In the period since 2000, however, the supply of Irish emigrants returning from abroad has fallen off, and been replaced by immigrants from the other countries, including the EU as well as the rest of the world. For example, returning Irish accounted for 47 per cent of the immigrant inflow in 2000, but this had fallen to 25 per cent by 2005 (Hughes, McGinnity, O'Connell and Quinn, forthcoming). Immigration into Ireland has generally been positive for the Irish economy. The analysis in Barrett, Bergin and Duffy (2006) showed that immigrants have increased both GNP and GDP per capita.

Over 10 per cent of employees in Ireland are now non-nationals, and non-nationals accounted for half the total increase in employment between 2005 and 2006. (CSO, 2006). Barrett *et al.*, showed that immigrants had significantly higher levels of education than the native Irish population. However, they also found that immigrants were found to be in lower level occupations than natives, even controlling for age and education. Further analysis of this immigrant over-qualification pattern shows that the immigrant occupational gap narrows with time in the labour market (Barrett, Kearney and McCarthy, 2006). This can be interpreted in a number of ways.

- (1) The closing of the immigrant occupational gap could reflect an assimilation process, as immigrants acquire location-specific skills over time that enhances their labour market integration.
- (2) It could be due to a change in the nature of the immigrant inflow over time, with earlier migrants performing better on the labour market than later arrivals.
- (3) It could be due to a selective return migration process whereby those who did not meet success in the labour market left, resulting in a more successful group of migrants remaining in the country.

The Expert Group on Future Skills Needs report *Skills Needs in the Irish Economy: the Role of Migration* (2005) showed that EEA workers are available for most of the skills shortages Ireland will face going forward. However, the Group found that continued non-EEA immigration would be required to meet some high-skill needs.

2.3 Anticipated Skills Shortfalls

Irish labour market policy making is informed by a regular occupational forecasting exercise that provides detailed forecasts of occupation by economic sector. Table 2.1 shows the results of the latest occupational forecast.

Table 2.1: Employment by Occupational Group, 2000 to 2010 (ILO basis)

Occupational Group	2000	2005	2010	Change	Change
	000s	000s	000s	2000-05 %	2005-10 %
Agricultural Occupations	114.7	101	85.7	-11.9	-25.3
Managers & Proprietors	206.4	231.1	271.9	12.0	31.7
Health & Education Professionals	87.7	103	118.5	17.4	35.1
Science & Engineering Professionals	40.1	55.7	67	38.9	67.1
Business, Legal & Other Professionals	55.5	81.6	107.5	47.0	93.7
Health Associate Professionals	50.3	67.7	82.2	34.6	63.4
Science & Engineering Associate Profs.	36.3	42.3	51.5	16.5	41.9
Other Associate Professionals	51.4	59	75.8	14.8	47.5
Clerical	209.7	242.7	266.8	15.7	27.2
Skilled Building Workers	55.3	85.3	95.4	54.2	72.5
Skilled Maintenance Workers	69.5	74.5	80.7	7.2	16.1
Other Skilled Manual	69.9	80.8	86.1	15.6	23.2
Operatives	152.4	126.4	138.3	-17.1	-9.3
Transport Occupations	69.9	84	86.7	20.2	24.0
Sales Occupations	157.9	184.9	204.1	17.1	29.3
Carers	38.1	64	80.4	68.0	111.0
Other Service & Protective Activities	108.2	121.2	134.6	12.0	24.4
Unskilled Manual	97.2	123.7	122.4	27.3	25.9
Total	1,670.7	1,929.2	2,155.6	11.7	29.0

Source: Doyle, Lunn and Sexton (2006).

Employment growth has occurred across a wide spectrum of occupations, and has been particularly strong in skilled occupations. Table 2.1 shows employment by occupation in 2000, 2005 and forecast to 2010. Among the rapidly growing occupations are Science and Engineering Professionals, Health Associate Professionals, Skilled Building Workers and Carers.

Detailed information on skills shortages is provided in the *National Skills Bulletin* produced by the Skills and Labour Market Research Unit (SLMRU) for the Expert Group on Future Skills Needs. Skill shortages refer to the situation

where there are an insufficient number of trained/qualified individuals in the domestic market to meet the demand for an occupation. Labour shortages refer to a situation where there are an insufficient number of individuals willing to take up employment opportunities. The focus in the current report is on skills shortages. Available data on skills shortages are confined to classifications of sectors used in Irish official statistics rather than the ISCO88 classification of occupations specified for this report and which are used in the Tables in Chapter 8. Occupations within which the SLMRU identify skills shortages are listed in Table A3.1. (See Expert Group on Future Skills Needs, 2005). In summary the SLMRU identify skills shortages in the following sectors:

Construction: The SLMRU (2005) observe that many of the professional occupations within the construction industry are in short supply. This shortage is attributed to the current high level of construction activity in Ireland. Occupations in which skills are in short supply include architects, civil engineers, planners, and quantity surveyors, as well as project managers and experienced site managers. As Table 2.3 shows, a significant number of these professionals continue to be recruited from abroad under the work visa/authorisation scheme.

Financial: SLMRU also found evidence of a current shortage of accountants and tax experts, actuaries and financial analysts.

Engineering: It is suggested that the current output of design and production engineers from the education system is insufficient to meet demand. SLMRU indicate skills shortages at technician level, including manufacturing and multi-skilled maintenance technicians. This is evidenced by the numbers of work permits issued in this area and also by the results of the 'difficult-to-fill vacancy' survey.

Information technology: A shortage exists of computer analysts/programmers. Table 2.3 shows that work visa/authorisation data support this finding. In addition these occupations were identified in the FÁS/ESRI 'difficult-to-fill vacancy' survey January 2004 to June 2005.² SLMRU predict that the skills shortage in the IT sector may become more of a problem given the recent recovery of the IT industry and the decline in enrolments onto software and computer courses.

Pharmaceuticals: There is a significant shortage of chemical engineers. The number of chemical engineers required is expected to increase given the continuing development of the chemical and pharmaceutical industry. Supply at current levels will not be able to meet this demand. SLMRU also caution that the government's campaign to encourage industry to become more engaged in scientific research and development activities will require much increased numbers of science graduates.

Healthcare: Table 2.3 illustrates the fact that there are clear shortages in a number of health care occupations including medical practitioners and nurses. Dentists, various types of therapists and radiographers and social workers are also in short supply. In response to shortages, new courses have recently begun in physiotherapy, speech and language therapy, occupational therapy and social work and new places have been created for medical practitioners. The issue of skills shortages in nursing is a complex one involving high attrition rate and issues with work practices (see Quinn, 2006).

Other: SLMRU identified also a shortage of integrated supply chain managers, despite a recently introduced new degree programme.

² A monthly "Employers and Vacancies" survey is conducted by the ESRI on behalf of FÁS. This survey asks companies in four economic sectors questions relating to vacancies and the job titles of the vacancies that they are finding difficult to fill. Employers' perceptions of difficult to fill vacancies are used as an indicator of shortages.

2.4 Development of Policy Regarding the Admission of Third Country Highly-Skilled Workers Over the Last Five Years

WORK PERMITS

Ruhs (2005) characterises the development of the Irish work permit system as *laissez-faire* until April 2003 with more interventionist policies emerging after that date. Prior to the enactment of the first Employments Permit Act in April 2003 the work permit system was almost entirely employer-led with almost no government intervention. Before 2002 there was a voluntary requirement on the employer to check on the availability of local workers before applying for a work permit for a non-EEA national. Since January 2002 employers must advertise their vacancy with FÁS for four weeks before applying for a new permit.

Table 2.2 shows the breakdown of work permits issued in 2004 and 2005 by the occupation categories used by the Department of Enterprise, Trade and Employment. A relatively small proportion of permits are issued to managers, professionals and associate professionals.

Table 2.2: Work Permits Issued and Renewed by Occupation, 2004 and 2005*

	2004*		2005*	
	No.	%	No.	%
Agricultural	2,145	7	918	4
Managers etc.	782	3	830	4
Professionals	1,783	6	1,921	9
Associate Professionals	1,964	7	1,811	9
Clerical	328	1	186	1
Craft Occupations	3,588	12	2,243	11
Plant Operatives	783	3	475	2
Sales Occupations	393	1	218	1
Catering Occupations	4,417	15	3,544	17
Personal & Protective	3,022	11	2,618	13
Other (Mainly Unskilled) Occupations	9,501	33	5,667	28
Total	28,706	100	20,431	100

*The data for 2004 and 2005 are for the period January to September.

Source: Hughes and Doyle (2005).

In late 2003 FÁS undertook an analysis of the potential labour supply in Ireland, the vacancies in Ireland and work permits issued and found that work permits were being issued for unskilled occupations for which there appeared to be a substantial supply of local labour.

In April 2003 the Employment Permits Act 2003 was passed. The Act was principally intended to manage the access of nationals of the new EU accession states (EU10)³ to the Irish labour market in May 2004. EU10 nationals were granted unlimited access to the Irish labour market, however, the Act made provision for the introduction of a work permit requirement should the labour market experience a disturbance. Even before accession in May 2004 nationals from EU10 states were given explicit preference in the allocation of work permits. During 2003 the Department of Enterprise, Trade and Employment began to send back to employers, with an explanation of policy, applications in respect of third country nationals in cases where experience had shown that the requisite skills were available in the accession countries. Employers were also informed that an application made in respect of an accession state national would be more likely to succeed (Department of Enterprise, Trade and Employment, 2004). In April 2003 the Department of Enterprise, Trade and

³ Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia.

Employment also published a list of mainly unskilled occupations that were ineligible for work permit applications.

WORK VISAS/AUTHORISATIONS

The work visa and work authorisation programme was introduced in 2000 to facilitate the recruitment of non-EU nationals in the areas of information and computing technologies, construction professionals, and a broad range of medical, health and social care professions. As Table 2.3 shows the number of work visas/authorisations issued peaked in 2000 at 3,749 and then fell to 1,158 in 2003. In 2005 the number of work visas authorisations had increased again to 2,585. Since 2001 between half and three-quarters of work visa/authorisation allocations each year have been allocated to nurses.

Table 2.3: Numbers Received Work Visa/Authorisation 2000-2005 by Occupation

	ICT Professional	ICT Technician	Registered Nurse	Architect	Construction Engineer	Quantity/ Building Surveyor	Town Planner	Medical	Total
2000	555	167	557	42	44	14	4	0	1,383
2001	1,117	130	2,034	134	259	53	22	0	3,749
2002	556	106	1,395	83	328	22	9	111	2,610
2003	204	21	640	25	102	6	2	158	1,158
2004	213	35	880	63	93	13	0	147	1,444
2005	194	54	1,982	66	116	17	0	156	2,585
Total	2,839	513	7,488	413	942	125	37	572	12,929

Source: Department of Enterprise, Trade and Employment.

Working visa/authorisations may be issued for the following occupations:
Information and Computing Professionals

- Information and computing technologies professionals.
- Information and computing technologies technicians.

Construction Professionals

- Architects, including architectural technicians/technologists.
- Construction engineers, including engineering technicians.
- Quantity surveyors and Building surveyors.
- Town planners.

Medical Professionals

- Medical Practitioners.
- Registered Nurses.
- Registered Midwives.
- Dentists.
- Certain specified professionals in the Public Health and Social Care sectors, including voluntary bodies.⁴

⁴ Diagnostic or Therapeutic Radiographer; Audiologist; Dietician; Social Worker; Occupational Therapist; Medical Scientist; Orthoptist; Physiotherapist; Medical Physicist; Hospital Pharmacist; Psychologist; ECG Technician; Speech and Language Therapist; Neuropsychological Measurement Technician; Biochemist; Vascular Technician; Respiratory Technician; Cardiac Catheterisation Technician; GI Function Technicians.

INTRA-COMPANY TRANSFER SCHEME

The intra-company transfer scheme was introduced in 1999. It was originally intended for a limited number of highly skilled or key personnel. Companies with a presence in Ireland and at least one other non-EEA country could transfer staff via the scheme to Ireland for up to four years without requiring an employment permit. The intra company trainee scheme was similar and was intended to facilitate the transfer of staff for training purposes. In October 2002 these schemes were suspended due to abuse. See Section 5.5.

2.5 Other Policies to Make Ireland More Attractive for Third Country Highly-Skilled Workers

A spousal work permit scheme has recently been extended to the spouses of all employment permit holders in Ireland. This means that the spouses of non-EEA workers may more easily apply for a work permit in order to take up employment in Ireland. The scheme is discussed in more detail at Section 6.1.2.

2.6 Current Attitude Towards Having Specific EU- Regulation(s) for the Admission of Third Country Highly-Skilled Workers

While a European-wide system for certain types of labour migration may be implemented the Department of Enterprise, Trade and Employment believe that labour migration policy development should remain a matter for member states. One reason put forward for this position was the different labour market situations, especially unemployment rates prevalent in different member states.

2.7 Plans to Change the Selection Process and/or Legislation

Two new pieces of legislation are relevant to third country highly-skilled workers. First, the Employment Permits Act 2006 has recently been signed into law. The Act awaits the necessary Ministerial Commencement Order to put it into practice. It is expected that from January 1 2007 a reformed system will be introduced which will have three elements:

1. A type of "Green Card" for occupations where there are skills shortages, which will be for a restricted list of occupations in the annual salary range from €30,000 to €60,000 and for a more extensive list of occupations in the annual salary range above €60,000.
2. A re-established Intra-Company transfer scheme for temporary trans-national management transfers.
3. A revised Work Permit scheme for non-green card occupations in the €30,000 to €60,000 annual salary range and for a very restricted list of occupations up to €30,000, where the shortage is one of labour rather than skills.

Three possibilities for the accession to the EU of Bulgaria and Romania are provided for in the Act. Nationals of these two countries may be required to hold a work permit; to hold a work permit and be subject to a labour market test; or the work permit requirement will be waived.

The reformed system is part of the general policy of meeting most labour needs from within the enlarged EU: generally just the very highly qualified or highly specific personnel will come to Ireland as employment permit holders in the future.

Second, a Scheme for a new Immigration, Residence and Protection Bill was published in September 2006. The Scheme makes reference to a long-term residence permit valid for five years and renewable after that period. Immigrants with long-term residence status will have rights and entitlements similar to those of Irish citizens. The status is being introduced in order to help attract highly-skilled workers to Ireland. (See Section 6.2).

2.8
Ethical
Recruitment
Policies

There are no such policies at national level in Ireland.

3. METHODOLOGY

Information for the current study was collected by desk research and discussions with an official from the Department of Enterprise, Trade and Employment.

The majority of information regarding policy was accessed from the Department of Enterprise, Trade and Employment's website⁵ and discussions with the Department. From a policy perspective the Irish country report for Small Scale Study III focuses on the working visa/authorisation programme and the work permits scheme. There is no policy information available specifically for the ISCO-88 occupational categories.

Some numerical data are provided on the individual work permit/authorisation and work visa allocations (see Tables 2.2 and 2.3) however, in accordance with the specifications the main Tables in Chapter 8 provide data on nationality by ISCO-88 classification. Therefore workers who appear in the non-EU15/non-EU25 columns in Tables 8.3-8.8 may have come to Ireland as work permit holders, work visa authorisation holders or may have an alternative legal status.⁶

The Irish *Quarterly National Household Survey* (QNHS) uses Standard Occupational Classification (SOC) classifications. However, a conversion of the SOC data is performed in order to send ISCO-88 classifications to EUROSTAT. Data were obtained from the EU statistics section of the UK national statistics office. Data on vacancies are taken from the *National Skills Bulletin 2005* (produced by Skills and Labour Market Research Unit (SLMRU) for the Expert Group on Future Skills Needs) and do not follow ISCO88 classifications.

Data are supplied from the Irish labour force survey from 2000 to 2005 by nationality and ISCO-88 occupational code for the following major groups and sub-major groups.⁷

Major Group 1 Legislators, Senior Officials and Managers:

11 Legislators and Senior Officials.

12 Corporate Managers.

13 General Managers.

Major Group 2 Professionals:

21 Physical, mathematical and engineering science professionals.

22 Life science and health professionals.

23 Teaching professionals.

24 Other professionals.

⁵ <http://www.entemp.ie/>.

⁶ For example some people may hold refugee status, or may be the spouse or dependent of an Irish/EU national etc.

⁷ Major, Sub-Major, Minor and Unit Group titles are available from <http://www.ilo.org/public/english/bureau/stat/isco/isco88/major.htm>.

Major Group 3 Technicians and Associate Professionals:

31 Physical and engineering science associate professionals.

32 Life science and health associate professionals.

33 Teaching associate professionals.

34 Other associate professionals.

Major Group 6 Skilled Agricultural and Fishery Workers:

61 Market-orientated skilled agricultural and fishery workers.

Major Group 7 Craft and Related Trades Workers:

71 Extraction and building trade workers.

72 Metal, machinery and related trades workers.

73 Precision and handicraft, printing and related trades workers.

74 Other craft and related trades workers.

Major Group 8 Plant and Machine Operators and Assemblers:

81 Stationary-plant and related operators.

82 Machine operators and assemblers.

83 Drivers and mobile plant operators.

4. NATIONAL LEGISLATION FOR MIGRATION OF THIRD COUNTRY HIGHLY-SKILLED WORKERS TO IRELAND

4.1 Current Rules and Regulations Regarding the Entry and Residence of Third Country Highly-Skilled Workers

As mentioned above the Employment Permits Act 2006 has recently been passed however procedures arising are not yet in place. The current labour migration system is based on the Employment Permits Act 2003. The 2003 Act makes it an offence for non-nationals to take up employment in Ireland without the relevant employment permit. It is also stated that when deciding whether to grant applications for employment permits preference will be given to current and future EU member states.

The work visa/authorisation scheme was introduced in order to provide more flexible conditions to highly-skilled workers migrating to Ireland than the regular work permit holder could expect. Holders of work visas/authorisations effectively obtain advance immigration clearance.

WORK PERMITS

There is a strict procedure to be followed before a work permit may be applied for in Ireland. The application must be made by the Irish-based employer. The vacancy must be in an occupational sector deemed eligible for work permit application by the Department of Enterprise, Trade and Employment. The employer must register the vacancy with FÁS for a minimum period of four weeks. FÁS is the national employment authority in Ireland. They maintain a database of vacancies and seek to match those vacancies with job seekers within the EEA. The database is linked and available to all of the employment authorities within the member states of the EEA and from the point of registration, the vacancy is advertised in all EEA Employment Services databases (EURES) and websites. FÁS, in conjunction with the Department of Enterprise, Trade and Employment, have a statutory obligation to attempt to fill all Irish vacancies with EEA citizens.

If the employer is unable to fill the position with an Irish/EEA candidate they then request their local FÁS office to request that the Department of Enterprise, Trade and Employment is forwarded a “return form”. The return form contains the employer’s details, the employees’ details, details of the job on offer and evidence of the employer’s attempts to recruit suitable candidates from within the Irish and EEA labour markets.

Including the four-week advertising period the entire procedure may take three to four months. The work permit is currently issued to the employer and a copy given to the employee however this system is about to change (see Section 7.1).

WORK VISA/AUTHORISATION

Applications for a work visa/authorisations are fast tracked and generally processed within eight weeks. The application is made by non-EEA nationals who have been offered a job in Ireland. The individual completes an application form with brief personal details; the skills category their intended job falls into and the name and address of their prospective employer. The applicant presents the form together with a copy of their job offer (stating the starting date and pay and quoting the employer's registered number for tax purposes and the applicant's passport number) and the processing fee⁸ at an Irish embassy or consulate in their country. If there is no Irish Embassy/Consulate in that country the application may be made through any Irish Embassy/Consulate, through the applicant's reference in Ireland or direct by post.

If the applicant is a nurse, they must also present a certificate of temporary or full registration with An Bord Altranais (the Irish Nursing Board). If the applicant's job offer is in the information and computing technologies sector, they should have a third-level qualification. The working visa/authorisation is issued to a successful applicant in their country of origin through an Irish embassy or consulate.

The follow minimum qualifications apply to applicants for working visas/authorisations.

ICT Professionals	Applicants must have the minimum of a degree in the Information and Computing Technology field from a recognised third level institution.
ICT Technicians	Applicants must have the minimum of a diploma in the Information and Computing Technology field from a recognised third level institution.
Architect	Applicants require the minimum of a degree in architecture.
Architect Technician/Technologist	Applicants require the minimum of a diploma in Architectural Technology or equivalent.
Construction Engineers	This generally relates to civil engineering and applicants require the minimum of a degree in civil engineering.
Engineering Technician	Applicants require the minimum of a diploma in Civil Engineering Technology or equivalent.
Quantity/Building Surveyor	Applicants require the minimum of a degree in Quantity/Building Surveying.
Town Planners	Applicants require the minimum of a degree in Town Planning.
Medical Professionals	Applicants for posts of Medical Practitioner, Dentist, Nurse or specified range of health and social care professions must be registered with the appropriate body and their employer must be one of the relevant authorised employers.

Source: Department of Enterprise, Trade and Employment.

Intra Company Transfer Scheme

Those being transferred present an appropriate letter from the headquarters of the company to immigration officers upon arrival in the State.

4.2 Quotas

There are currently no quotas on the number of employment permits granted in Ireland. The Minister for Enterprise, Trade and Employment has stated that Irish economic migration policy remain vacancy-driven rather than based on quotas or points. This policy is based on the belief that such a system is more

⁸ Currently €100 for work visas, €50 for work authorisations.

responsive to labour market conditions and through its simplicity it avoids potential inefficiencies of a quota or points system.⁹

**4.3
Involvement of
Employers or
Representatives
from Particular
ISCO-88 Group(s)
in the Selection
Procedure**

The FÁS advertising procedure is the principal means of determining labour shortages in the specific job categories applied for through the work permits system. In this way the market dictates the selection of who receives work permits.

The selection of occupations to be listed as ineligible for work permit applications is determined by an analysis of the skills profile of jobseekers registered with FÁS. This list may be updated on a quarterly basis.

The list of occupations for which a work visa/authorisation may be granted was determined by an analysis of the number and type of work permit applications that were being made prior to 2002. It became obvious that serious skills shortages were being experienced, that could not be met by Irish/EU workers, in the three sectors of: IT and Computing, Health and Construction. This list is not static and may be reviewed every 12-18 months.

**4.4
Language
Proficiency
Requirements**

The individual employers, who make the offer of employment, determine language proficiency requirements.

⁹ Department of Enterprise, Trade and Employment. October 2005.

5. PROGRAMMES FOR ATTRACTING THIRD COUNTRY HIGHLY-SKILLED WORKERS

5.1 Description of National Programmes/ Schemes

The fact that Ireland's non-EEA labour migration system is based on a labour market test (in the form of a period of advertisement of the post) rather than quotas or a points system means that responsibility for recruitment rests primarily with prospective employers. Some schemes have been run by FÁS in the new EU accession states to attract workers to Ireland, such as the "Know before you go" scheme.¹⁰

The introduction of the work visa/authorisation scheme is the most relevant national development to date regarding attracting third country highly skilled workers. As was discussed in Section 2.4 the work visa and work authorisation programme was introduced in 2000 to facilitate the recruitment of non-EU nationals in the areas of information and computing technologies, construction professionals, and a broad range of medical, health and social care professions.

The intra-company transfer scheme was introduced in 1999. Companies with a presence in Ireland and at least one other non-EEA country could transfer staff via the scheme to Ireland for up to four years without requiring an employment permit. The intra company trainee scheme was intended for the temporary transfer of senior management or key personnel within international companies with offices in Ireland. These two programmes have been suspended since 2002 due to abuses (see below).

There are few other examples of national schemes for attracting third country nationals to Ireland. There are two structured public recruitment programmes for nurses: the Health Service Executive (HSE) Nursing/Midwifery Recruitment and Retention National Project; and the Dublin Academic Training Hospitals (DATH) Recruitment Project.

In both cases a needs analysis is carried out and a tendering process is held to select employment agencies to go to potential sending countries. The recruitment agencies are given a list of countries they may not recruit from (currently South Africa and Nigeria) and they take account of the UK's Code of Practice for International Recruitment (Department of Health and Children, 2004). The employment agencies selected through the tendering process go to the selected countries, advertise and work with agencies there. A short-list of candidates is drawn up and teams from the HSE or the DATHs are then sent to conduct interviews and if appropriate to offer the nurses a position in Ireland.

¹⁰ This scheme involved the distribution of information to assist immigrants coming to Ireland. The guide sets out the steps that a potential migrant should take before travelling and on arrival in Ireland. It provides useful information and addresses where immigrants may access further assistance.

The HSE recruitment project has performed two recruitment drives. In 2005 nurses were recruited from the Philippines and India, while in 2006 the drive targeted only India. The DATHs project has recruited approximately 1,000 nurses since it was set up in 2001 in response to a shortage of nurses in the hospitals. In 2006 DATHs recruitment project has targeted India, Bahrain, Singapore and the Philippines. (See Quinn, 2006 for more information.)

**5.2
Agreements with
Other EU
Member States**

In general Ireland has no agreements with other EU member states regarding the immigration of highly-skilled third country nationals. In relation to a European Council Resolution on self employed persons,¹¹ the Department of Enterprise, Trade and Employment made the point that permission to establish a business is more likely to be granted where the person's proposed business will add value or contribute significantly to economic activity in Ireland including through the provision of highly specialised services which are in short supply. (Department of Enterprise, Trade and Employment, March 2005).

**5.3
Programmes in
Co-operation with
Employers**

The work permit/visa/authorisation programme works in cooperation with employers in that the employer must make a job offer before an employment permit can be issued.

Further the Department of Enterprise, Trade and Employment has introduced new procedures designed to enable non-EEA workers, with overseas nursing qualifications, that are currently in the state (on work permits or as a dependant of a spouse) to complete the adaptation process in order to gain full registration with An Bord Altranais¹² and subsequently practice as nurses. The employer completes certain extra steps when applying for a work permit and a permit is then issued which will give the named individual special permission to complete the adaptation process in the specified hospital

**5.4
Incentives
Offered**

The visa/authorisation programme offers a number of incentives to highly-skilled workers by way of advantages over work permit holders. Specifically the work visa/authorisation is issued to the individual worker, as opposed to their employer. Work permits are currently issued to the employer, although this will change in 2007. The working visa/work authorisation entitles the holder to work for any company in the specified sector. Work permit holders may currently only work for the employer specified on the original permit.¹³ Work visa holders also have visa pre-clearance, which may not necessarily be forthcoming for work permit holders.

The spousal work permits scheme discussed below at Section 6.1.2 was originally introduced in order to encourage non-EEA nurses to choose Ireland as their destination. The scheme has the effect that spouses of non-EEA workers may more easily apply for a work permit in order to take up employment in Ireland.

¹¹ Council Resolution relating to the limitations on the admission of third country nationals to the territory of the Member States for the purpose of pursuing activities as self-employed persons (1994).

¹² The Irish Nursing Board, which has a variety of responsibilities including the determination of the minimum education requirements necessary for entry to nurse training; and ensuring that the education and training requirements will satisfy the minimum standards specified in any directive or regulation adopted or made by the Council of European Communities.

¹³ In cases of abuse of immigrant workers the Department of Enterprise, Trade and Employment will facilitate work permit holders to change employers on a case by case basis.

5.5 Abuse of Programmes for Attracting Third Country Highly- Skilled Workers

NGOs such as the Immigrant Council of Ireland and Migrant Rights Centre Ireland have drawn attention to the problem of abuse of individual employment permit holders in Ireland.

In terms of organised abuse of programmes the most obvious examples are the intra-company transfer scheme and intra company trainee scheme. In October 2002 these schemes were suspended due to abuse. The Department of Justice, Equality and Law Reform (2002) reported that contrived arrangements were being put in place in order to bypass the work permit scheme. The Immigrant Council of Ireland (2003) reported that often cheap low-skilled workers were brought into Ireland on the transfer programme or very experienced worker entered on the trainee programme.

Ruhs (2005) reports that despite the official suspension of these schemes 752 permits for intra-company transfers were issued during 2003-2004. The new set up under the Employment Permits Act 2006 is expected to re-establish the intra-company transfer scheme.

The Department of Enterprise, Trade and Employment indicated that highly-skilled workers may also be at risk of abuse through the regular work permit/visa/authorisation scheme and the Department must be vigilant.

5.6 Programmes to Promote Entrepreneurship

There are no programmes to promote entrepreneurship among non-EEA highly-skilled immigrants in Ireland. Non-EEA nationals who want to come to Ireland to set up a business must apply for a business permission. Unless the applicant qualifies for exemption¹⁴ the proposed business must:

- result in the transfer of a minimum capital of €300,000;
- create employment for at least two EEA nationals for a new project or, at the very least, maintain employment in an existing business;
- add to the commercial activity and competitiveness of the State;
- must be a viable trading concern and provide the applicant with sufficient income to maintain and accommodate themselves and any dependants without resorting to social assistance or paid employment for which a work permit would be required.

The applicant must also be in possession of a valid passport or national identity document and be of good character. (Department of Enterprise, Trade and Employment, March 2005). As Table 5.1 shows the number of business permit applications has been increasing in recent years.

Table 5.1: New Business Permissions Applications Made 2001-2005

	Business Permission Applications
2001	133
2002	143
2003	168
2004	283
2005	533

Source: Department of Justice, Equality and Law Reform.

¹⁴ Refugees, dependent relatives of EEA nationals, spouses of Irish nationals or other persons granted leave to remain on an alternative basis do not have to apply for business permissions before establishing a business in Ireland. The minimum capital investment and employment creation conditions do not apply in cases where the applicant has been legally resident and employed in the State for at least five years, is seeking to exercise a right of establishment under one of the Association Agreements between the EU and Turkey, Bulgaria and Romania or where the application falls within the terms of the European Council Resolution relating to the limitations on the admission of third country nationals to the territory of the Member States for the purpose of pursuing activities as self-employed persons (1994).

6. RIGHTS AND OBLIGATIONS OF THIRD COUNTRY HIGHLY-SKILLED WORKERS

6.1 Rights and Obligations for Third Country Highly-Skilled Workers

6.1.1 FAMILY REUNIFICATION

The family members¹⁵ of all non-EEA workers in Ireland may apply for family reunification provided that their sponsor (i.e. the worker in Ireland) holds a valid employment permit, is in employment on the date of application and has an income above the threshold, which would qualify the family for Family Income Supplement. The family members of workers who are in employment and hold a valid permit but whose income is below that level may apply for family reunification after they have been in employment for three years.

The family members of workers who hold working visas or authorisations and work permit holders within the following skills sectors may apply for family reunification immediately: information and computing professionals and technicians; architects; architectural technicians; construction engineers; engineering technicians; quantity surveyors and building surveyors; town planners; medical practitioners; registered nurses; registered midwives; dentists and specified professionals in the public health and social care sectors, including voluntary bodies.

In all cases the worker must be able to support family members without the need for them to have recourse to public funds or paid employment (unless a family member holds a working visa/work authorisation or work permit in his/her own right. If the worker has been in Ireland for less than three years they must show sufficient funds to support their family members as well as proof of income; if the worker has been here longer proof of income is sufficient.¹⁶

6.1.2 RIGHT OF SPOUSE TO WORK

Until recently family members of non-EEA workers in Ireland were generally wholly supported by the original employment permit holder. In cases where the spouse found a job in Ireland the prospective employer had to apply to have a work permit issued on their behalf. In February 2004 the Minister for Enterprise, Trade and Employment announced new measures to attract highly-skilled workers, particularly nurses, to Ireland. The spouses of certain categories of migrant workers could now apply to work in Ireland under the spousal work permit scheme.

Spouses still require a work permit to take up employment in Ireland but the procedure is simplified. Such spouses may apply for work permits in jobs

¹⁵ Family members comprise the spouse provided that the marriage is subsisting and any dependent unmarried children under 18 years old. Only one spouse may be admitted per worker.

¹⁶ Information from Department of Justice, Equality and Law Reform, August 2006.

deemed ineligible;¹⁷ the employer in question does not need to advertise the job with FÁS in advance of making a work permit application and there is no work permit fee levied.

In the press release, which accompanied this policy change, the Minister observed:

...for sometime now I have been concerned at our continued capacity to attract and retain highly skilled personnel where their spouses do not have what is, in effect, an automatic right to work in this country. This problem is perhaps most acute in relation to some 4,500 highly trained nurses from outside the EEA who do not face this difficulty in other countries. (Department of Enterprise, Trade and Employment, February 2004).

In recent months the spousal work permit scheme has been extended to the spouses of all employment holders.

6.2 Settlement, Further Tests in Order to Remain in the Country

Work permits are issued for one-year periods and may be renewed for one year at a time. Work visa/authorisations are issued for two-year periods and may be renewed for a further two years. Workers who remain with the same employer for a five-year period are given a work permit with unlimited duration. If the employee leaves that employer at any time in the future they must start the process from the beginning unless they have naturalised.

In order to apply for naturalisation a non-EEA national must have been resident for five of the previous nine years and naturalisation is granted at the Minister for Justice, Equality and Law Reform's discretion. As Table 6.1 shows many more applications are received than are granted each year.

Table 6.1: Applications for Naturalisation Received and Certificates Issued 2001-2005

Year	Applications for Naturalisation Received	Certificates of Naturalisation Issued
2001	1,431	1,012
2002	3,574	1,332
2003	3,580	1,664
2004	4,074	1,335
2005	4,523	1,451

Source: Parliamentary Debates (Official Report – Unrevised) Dáil Éireann Tuesday, 21 February 2006.

Ireland is not bound by the provisions of Council Directive 200/109/EC, to grant long-term status to certain third country Nationals after five years of legal residence and there is currently no long-term resident status in Ireland. The Minister for Justice, Equality and Law Reform has, however, signalled that such a system will be provided for in forthcoming Immigration, Residence and Protection legislation. As was noted in the press release accompanying the publication of the Scheme for that legislation:

Policies are being developed which will be aimed at encouraging people with sought-after qualifications, skills or entrepreneurial ability to

¹⁷In January 2003 the Department of Enterprise, Trade and Employment announced that following an analysis of the skills profile of jobseekers registered with FÁS 'Ineligible Occupation Sectors' would be specified on a quarterly basis. These are in mostly lower skilled occupations including clerical and administrative positions; general labourers and builders; operator and production staff; and selected sales, transport and childcare workers.

consider Ireland as a destination for permanent migration for themselves and their families. An important factor in the development of such policies will be the provisions set out in the Scheme for a status of “long-term resident”, with entitlements and access to State services that will approximate to those of Irish citizens. This status will make Ireland a more attractive place for those with scarce skills and experience. The Minister said “Make no mistake, we are in competition with other economies for go-ahead people with experience or qualifications that are in short supply at home.” (Department of Justice, Equality and Law Reform, September 2006).

**6.3
Conditions with
Regard to Length
of Stay
Consequences of
Unemployment**

All non-EEA nationals must register with the Garda National Immigration Bureau within 90 days of arrival in the State. Their “permission to remain” stamp is placed in their passport. The date of expiry of that permission generally coincides with the date of expiry of the employment permit. The family members of employment permit holders will be given a stamp in their passport which expires at the same times as the permit holder in question.

Working visa/work authorisation holders may renew their permission to remain and their employment permit for a further two year period provided that they continue to come within the terms of the scheme i.e. are employed in the specified sector. Work permit holders and their families may re-register for a period of one year provided they are with the same employer. (If an employment permit holder becomes unemployed through no fault of their own and can find another job they will generally be facilitated in the interim in terms of permission to remain. The Department of Enterprise, Trade and Employment must watch such changes closely in order to guard against trafficking for labour.)

**6.4
Initiatives to
Encourage
Return, ‘Brain-
Circulation’**

There are no such programmes in Ireland.

**6.5
Responsibilities
of the Employer**

The employer must make genuine efforts to fill their post with Irish or EEA nationals. They must pay the agreed amount and may not deduct the cost of applying for a permit from their employee’s salary. At present the employer is obliged to supply the employee with a copy of their work permit, however, from 2007 the permit will be issued directly to the employee. The employer may not withhold any personal documentation e.g. passports belonging to their employee. Some of these responsibilities are new and have come about due to concerns around the exploitation of migrant workers (see section 7.1).

**6.6
Specific Taxation
Regime for Third
Country Workers**

There is no separate taxation regime for third country workers.

7. EXPERIENCE WITH THIRD COUNTRY HIGHLY-SKILLED WORKERS

7.1 Evaluation of Effectiveness of the Procedures for the Admission of Third Country Highly-Skilled Workers

The Department of Enterprise, Trade and Employment consider the existing work permits, work visas/authorisation systems to have been effective to date. The increase in the number of work permits issued between 1998 and 2003 shown in Table 7.1 below demonstrates that the system responded to the upturn in the Irish economic conditions from the late 1990s discussed at Section 2.2.

Table 7.1: Work Permits Issued and Renewed, 1998-2005

Year	1998	1999	2000	2001	2002	2003	2004	2005
Permits Issued	3,830	4,597	15,735	29,951	23,759	22,512	10,821	8,166
Permits Renewed	1,886	1,660	2,271	6,485	16,562	25,039	23,246	18,970
Total	5,716	6,262	18,006	36,446	40,321	47,551	34,067	27,136
Percentage Renewed	42.0	29.0	36.3	36.0	45.4	62.1	48.9	55.6

Source: Department of Trade Enterprise and Employment website. <http://www.entemp.ie>

Permits issued includes new permits and group permits.

Note: The percentage renewed is calculated on the basis of the total permits issued for the previous year.

In recent years, however, the situation has changed and the work permit data reflect this. Since the accession of ten new EU member states in May 2004 the total number of permits issued has dropped as workers are drawn from within the enlarged EU. Even before May 2004 the Department of Enterprise, Trade and Employment gave preference to work permit applications from EU10 countries. The proportion of permits renewed has increased showing many of the third countries' workers who are in Ireland are opting to stay.

The introduction of new employment permits legislation discussed at Section 2.7 is in acknowledgement of the fact that the situation with regard to third country migrant workers has changed. New procedures will have to be put in place to implement the new policy of limiting third country labour migration to workers in highly skilled and/or highly specialised occupations. The work visa/authorisation system is no longer relevant in the context of this new more selective work permit system. The Department of Enterprise, Trade and Employment welcome the fact that the whole system will be centralised in Ireland in the future. The fact that work visas/authorisations were issued

through embassies, with varying numbers of staff, had led to operational problems in the past.

Under the new system the employee or employer may make the application for an employment permit. The new Employment Permits Act provides that the employee should hold the original of their employment permit and the employer should be given a copy. The Act also forbids the employer to withhold any personal documents belonging to their employee such as passports. The deduction of the cost of an employment permit from a worker's wages is also prohibited. These measures have been introduced to address the problem of exploitation of migrant workers. NGOs such as the Immigrant Council of Ireland and the Migrant Rights Centre Ireland have lobbied for immigrant workers to have more control over their immigration and employment status. The fact that until recently employers applied for and held work permits led to a situation whereby workers were unwilling or unable to move on from abusive employers. Low wage employees such as construction workers and domestic workers are particularly vulnerable. The same NGOs provided evidence of cases of the cost of applying for an employment permit being deducted from the worker's wages.

As part of the recently agreed Partnership Agreement a new statutory Office of the Director for Employment Rights Compliance (ODERC) will be established under the aegis of the Department of Enterprise, Trade and Employment and the number of Labour Inspectors under this Office will be increased from 31 to 90 by end-2007.

7.2
**Has a New Group
of Migrants Been
Attracted?**

Given the recent nature of immigrant flows this question is not relevant to Ireland.

7.3
**Difficulties
Balancing
Attractiveness of
Ireland to Third
Country Highly-
Skilled Workers
and Retaining
Control of
Numbers
Admitted**

This balance has been achieved to date largely through the labour market test.

7.4
**Do Third Country
Highly-Skilled
Workers Go
To/Come from
Other Member
States after a
Short Period in
Your/from Their
Initial Member
State Entry
Country?**

There is some evidence indicating that EU10 nationals may be travelling between Ireland and the UK to take up employment. Regarding third country nationals the European Court of Justice ruled in the Van der Elst Case¹⁸ that in the case of non- EEA workers legally employed in one member state, who are temporarily sent on a contract to another member state, the employer does not need to apply for work permits in respect of the non-nationals for the period of contract. However the employer would need to have a contract in Ireland and be considered reputable. The Department of Enterprise, Trade and Employment watch such movements carefully in case of abuse. No information is available on the magnitude of such flows.

¹⁸ Regarding the Freedom to Provide Services, 9 August, 1994.

8. STATISTICAL DATA

8.1 Overview of Trends

Table 8.1 and 8.2 below provides a summary of the information in the following Tables 8.3-8.8 grouping the various ISCO-88 Major Groups into Highly Skilled, Skilled and Other occupational groups. Table 8.1 shows that increases have been seen in the period 2000 to 2005 in all three skills groups (highly skilled, skilled and other) and in total employed. These increases are seen across national, EU and non-EU groups. The most dramatic increases were seen in the number of non-EU workers employed, particularly in the skilled and other occupations, the increases are however from a very low base.

Table 8.1: Numbers of EU, National and Non-EU Workers in Highly Skilled, Skilled, Other and Total Workforce

	EU*	National	Non EU**	Total*
Total Highly Skilled (Major Groups 1, 2, 3)				
2000	21.66	606.29	6.21	634.16
2001	24.59	621.29	8.65	654.53
2002	25.85	652.70	12.29	690.84
2003	27.70	672.07	16.31	716.08
2004	30.31	707.60	16.36	754.27
2005	30.73	704.14	15.62	750.49
Total Skilled (Major Groups 6, 7, 8)				
2000	9.75	392.50	1.54	403.79
2001	10.56	407.19	3.80	421.55
2002	10.68	389.40	5.51	405.59
2003	11.43	390.17	9.84	411.44
2004	11.22	380.09	10.15	401.46
2005	28.15	402.75	8.26	439.16
Total Other† (Groups 4, 5, 9)				
2000	16.09	612.70	3.42	632.21
2001	19.94	613.06	9.00	642.00
2002	20.32	625.24	16.32	661.88
2003	23.34	619.93	22.58	665.84
2004	21.34	634.43	24.65	680.43
2005	46.68	672.15	20.73	739.56
Total Employed				
2000	47.50	1,611.49	11.17	1,670.16
2001	55.08	1,641.54	21.46	1,718.08
2002	56.86	1,667.34	34.11	1,758.31
2003	62.47	1,682.17	48.73	1,793.37
2004	62.88	1,722.12	51.16	1,836.16
2005	105.57	1,779.04	44.61	1,929.21

* Refers to non-EU15 in years 2000-2004 and non EU25 in 2005.

** Refers to EU-15 in years 2000-2004 and EU25 in 2005.

*** Excluding No Answers.

† Includes semi and unskilled occupations.

Table 8.2: Percentage Change 2003-2005 in Numbers of National, EU and Non-EU Workers Employed in Highly Skilled, Skilled and Other Occupational Groups

	EU*	National	Non-EU**	Total*
Total Highly Skilled (Major Groups 1, 2, 3)				
	%	%	%	%
2003	3.9	93.9	2.3	100.0
2005	4.1	93.8	2.1	100.0
Total Skilled (Major Groups 6, 7, 8)				
2003	2.8	94.8	2.4	100.0
2005	6.4	91.7	1.9	100.0
Total Other† (Major Groups 4, 5, 9)				
2003	3.5	93.1	3.4	100.0
2005	6.3	90.9	2.8	100.0
Total Employed				
2003	3.5	93.8	2.7	100.0
2005	5.5	92.2	2.3	100.0

* Refers to non-EU15 in years 2000-2004 and non-EU25 in 2005.

** Refers to EU15 in years 2000-2004 and EU25 in 2005.

*** Excluding No Answers.

† Includes semi and unskilled occupations.

It is interesting to look at the trends in numbers employed before and after the accession of ten new EU member states in May 2004. Table 8.2 shows the percentage change between 2003 and 2005 in the numbers of national, EU and non-EU workers employed in highly skilled, skilled and other occupational groups. The jump in the percentage of EU nationals employed in skilled and other occupations between 2003-2005 is particularly marked. This may be due to the fact that the ten accession states are included in the 2005 EU figures, many of whom would have taken up employment in the construction industry.

There was in contrast relatively little change in the percentage of EU nationals employed in highly skilled occupations post accession. The percentage of non-EU workers fell in the period between 2003 and 2005 across all occupational groups, particularly skilled and other. It appears therefore that EU10 nationals may have contributed to the overall decline in non-EU workers across all occupational groups moving mainly into the skilled and other occupational categories.

The percentage of Irish national workers fell across skilled, and other groups and decreased marginally in highly skilled occupations.

8.2 Available Data

Table 8.3 to 8.8 shows the number (or stock) of indigenous and migrant highly-skilled workers employed by ISCO-88 (Sub-) Major Group in 2000 to 2005 inclusive. Information on unfilled vacancies is not available by ISCO-88 categories.

Table 8.3: The Number of Indigenous and Migrant Highly-Skilled Workers Employed by ISCO-88 (Sub-) Major Group in 2000

2000		EU15 Non-National	National	NM10	No Answer	Non-EU15	Non-EU25	Grand Total
MAJOR GROUP 1 LEGISLATORS, SENIOR OFFICIALS AND MANAGERS								
	SEX							
	Female	2.725	73.189		0.145	0.583		76.641
	Male	4.603	209.166		0.107	1.155		215.031
	All	7.328	282.355		0.252	1.738		291.673
11 LEGISLATORS AND SENIOR OFFICIALS								
	SEX							
	Female		1.48411					1.48411
	Male	0.11002	1.95469			0.03732		2.10203
	All	0.11002	3.4388			0.03732		3.58614
12 CORPORATE MANAGERS								
	SEX							
	Female	1.24969	30.64537		0.07392	0.2143		32.18328
	Male	2.77745	56.4121		0.03538	0.57023		59.79516
	All	4.02714	87.05747		0.1093	0.78453		91.97844
13 GENERAL MANAGERS								
	SEX							
	Female	1.47516	41.05948		0.07072	0.36866		42.97402
	Male	1.71531	150.79948		0.07198	0.54719		153.13396
	All	3.19047	191.85896		0.1427	0.91585		196.10798
MAJOR GROUP 2 PROFESSIONALS								
	SEX							
	Female	4.273	125.052		0.110	1.402		130.836
	Male	6.141	113.612		0.251	2.266		122.270
	All	10.414	238.664		0.361	3.667		253.106
21 PHYSICAL, MATHEMATICAL AND ENGINEERING SCIENCE PROFESSIONALS								
	SEX							
	Female	0.527	10.906		0.074	0.220		11.727
	Male	3.003	40.125		0.077	0.879		44.084
	All	3.530	51.031		0.151	1.099		55.811
22 LIFE SCIENCE AND HEALTH PROFESSIONALS								
	SEX							
	Female	1.311	39.713		0.036	0.458		41.519
	Male	0.748	11.707		0.174	0.876		13.505
	All	2.059	51.420		0.210	1.334		55.024

23 TEACHING PROFESSIONALS SEX						
	Female	1.544	49.561		0.402	51.507
	Male	1.077	25.298		0.151	26.526
	All	2.621	74.859		0.553	78.033
24 OTHER PROFESSIONALS SEX						
	Female	0.891	24.871		0.321	26.084
	Male	1.313	36.482		0.359	38.154
	All	2.204	61.353		0.680	64.238
MAJOR GROUP 3 TECHNICIANS AND ASSOCIATE PROFESSIONALS SEX						
	Female	1.479	34.971	0.039	0.402	36.892
	Male	2.439	50.300		0.405	53.145
	All	3.918	85.271	0.039	0.808	90.036
31 PHYSICAL AND ENGINEERING SCIENCE ASSOCIATE PROFESSIONALS SEX						
	Female	0.076	7.925		0.035	8.036
	Male	0.749	19.530		0.107	20.386
	All	0.826	27.455		0.142	28.422
32 LIFE SCIENCE AND HEALTH ASSOCIATE PROFESSIONALS SEX						
	Female	0.2839	6.99828			7.28218
	Male	0.03871	1.94027		0.07899	2.05797
	All	0.32261	8.93855		0.07899	9.34015
33 TEACHING ASSOCIATE PROFESSIONALS SEX						
	Female	0.202	2.006			2.208
	Male	0.107	0.562			0.669
	All	0.309	2.568			2.877
34 OTHER ASSOCIATE PROFESSIONALS SEX						
	Female	0.917	18.041	0.039	0.368	19.365
	Male	1.544	28.268		0.219	30.031
	All	2.461	46.310	0.039	0.587	49.396
MAJOR GROUP 6 SKILLED AGRICULTURAL AND FISHERY WORKERS SEX						
	Female	0.066	1.092		0.038	1.196
	Male	0.488	13.300		0.147	13.935

61 MARKET-ORIENTED SKILLED AGRICULTURAL AND FISHERY WORKERS	All	0.554	14.393		0.185	15.131
	SEX					
	Female	0.066	1.092		0.038	1.196
	Male	0.488	13.300		0.147	13.935
MAJOR GROUP 7 CRAFT AND RELATED TRADES WORKERS	All	0.554	14.393		0.185	15.131
	SEX					
	Female	0.403	13.371		0.068	13.842
	Male	5.575	204.286	0.078	0.691	210.630
71 EXTRACTION AND BUILDING TRADES WORKERS	All	5.978	217.657	0.078	0.759	224.472
	SEX					
	Female		1.343			1.343
	Male	2.696	105.081	0.040	0.306	108.123
72 METAL, MACHINERY AND RELATED TRADES WORKERS	All	2.696	106.424	0.040	0.306	109.467
	SEX					
	Female	0.256	2.376		0.035	2.666
	Male	2.124	73.553	0.039	0.215	75.931
73 PRECISION, HANDICRAFT, PRINTING AND RELATED TRADES WORKERS	All	2.380	75.929	0.039	0.249	78.597
	SEX					
	Female	0.029	2.176			2.205
	Male	0.350	10.016	0.037		10.403
74 OTHER CRAFT AND RELATED TRADES WORKERS	All	0.378	12.192	0.037		12.607
	SEX					
	Female	0.118	7.476		0.034	7.627
	Male	0.405	15.636		0.132	16.173
MAJOR GROUP 8 PLANT AND MACHINE OPERATORS AND ASSEMBLERS	All	0.523	23.112		0.166	23.801
	SEX					
	Female	0.400	39.199	0.038	0.143	39.780
	Male	2.819	121.251	0.048	0.449	124.568
	All	3.219	160.451	0.087	0.592	164.348

81 STATIONARY-PLANT AND RELATED OPERATORS	SEX					
	Female		3.914		0.041	3.955
	Male	0.330	12.851			13.180
	All	0.330	16.764		0.041	17.136
82 MACHINE OPERATORS AND ASSEMBLERS	SEX					
	Female	0.400	33.684		0.038	0.102
	Male	1.179	41.195			0.377
	All	1.579	74.879		0.038	0.479
83 DRIVERS AND MOBILE-PLANT OPERATORS	SEX					
	Female		1.601			1.601
	Male	1.310	67.206		0.048	0.072
	All	1.310	68.807		0.048	0.072
Total Highly Skilled (Major Groups 1, 2, 3)		21.660	606.290		0.652	6.212
Total Skilled (Major Groups 6, 7, 8)		9.750	392.500		0.165	1.536
Total Employed		47.497	1,611.492		1.284	11.168

Table 8.4: The Number of Indigenous and Migrant Highly-Skilled Workers Employed by ISCO-88 (Sub-) Major Group in 2001

2001		EU15 Non-Nat	National	NM10	No Answer	Non-EU15	Non-EU25	Grand Total
MAJOR GROUP 1								
LEGISLATORS, SENIOR OFFICIALS AND MANAGERS								
	SEX	EU15 Non-Nat	National		No Answer	Non-EU15		Grand Total
	Female	3.469	77.162		0.190	1.069		81.890
	Male	5.270	208.824		0.318	1.168		215.580
	All	8.739	285.987		0.508	2.237		297.471
11 LEGISLATORS AND SENIOR OFFICIALS								
	SEX							
	Female		1.88383					1.88383
	Male	0.10827	1.95194			0.0397		2.09991
	All	0.10827	3.83577			0.0397		3.98374
12 CORPORATE MANAGERS								
	SEX							
	Female	1.990	43.961		0.157	0.613		46.720
	Male	2.874	67.428		0.159	0.671		71.131
	All	4.864	111.389		0.315	1.284		117.851
13 GENERAL MANAGERS								
	SEX							
	Female	1.479	31.317		0.034	0.456		33.286
	Male	2.288	139.445		0.159	0.458		142.350
	All	3.767	170.762		0.193	0.914		175.636
MAJOR GROUP 2								
PROFESSIONALS								
	SEX							
	Female	5.403	129.277		0.237	2.322		137.241
	Male	6.995	116.761		0.885	3.023		127.663
	All	12.398	246.039		1.122	5.345		264.904
21 PHYSICAL, MATHEMATICAL AND ENGINEERING SCIENCE PROFESSIONALS								
	SEX							
	Female	0.860	10.372		0.036	0.309		11.577
	Male	3.565	43.567		0.494	1.760		49.386
	All	4.426	53.939		0.530	2.069		60.963
22 LIFE SCIENCE AND HEALTH PROFESSIONALS								
	SEX							
	Female	1.322	40.687		0.041	1.032		43.082
	Male	0.536	11.920		0.309	0.593		13.358
	All	1.858	52.607		0.350	1.625		56.440

23 TEACHING PROFESSIONALS	SEX						
	Female	1.796	48.888		0.041	0.368	51.092
	Male	1.237	23.131		0.040	0.124	24.532
	All	3.032	72.019		0.081	0.492	75.624
24 OTHER PROFESSIONALS	SEX						
	Female	1.425	29.330		0.119	0.614	31.489
	Male	1.657	38.144		0.042	0.545	40.387
	All	3.082	67.474		0.161	1.159	71.876
MAJOR GROUP 3 TECHNICIANS AND ASSOCIATE PROFESSIONALS	SEX						
	Female	1.537	37.350			0.396	39.284
	Male	1.911	51.913		0.171	0.676	54.671
	All	3.449	89.263		0.171	1.072	93.955
31 PHYSICAL AND ENGINEERING SCIENCE ASSOCIATE PROFESSIONALS	SEX						
	Female	0.254	8.182			0.079	8.515
	Male	0.601	22.243		0.036	0.281	23.161
	All	0.855	30.425		0.036	0.360	31.676
32 LIFE SCIENCE AND HEALTH ASSOCIATE PROFESSIONALS	SEX						
	Female	0.447	7.380			0.111	7.937
	Male	0.109	2.390		0.053		2.551
	All	0.555	9.770		0.053	0.111	10.489
33 TEACHING ASSOCIATE PROFESSIONALS	SEX						
	Female		3.084				3.084
	Male	0.069	0.834				0.903
	All	0.069	3.918				3.987
34 OTHER ASSOCIATE PROFESSIONALS	SEX						
	Female	0.837	18.704			0.206	19.747
	Male	1.132	26.447		0.083	0.394	28.056
	All	1.969	45.151		0.083	0.601	47.804
MAJOR GROUP 6 SKILLED AGRICULTURAL AND FISHERY WORKERS	SEX						
	Female	0.032	1.166			0.123	1.321
	Male	0.348	13.391		0.181	0.477	14.398

61 MARKET-ORIENTED SKILLED AGRICULTURAL AND FISHERY WORKERS	All	0.380	14.557	0.181	0.601	15.719
	SEX					
	Female	0.032	1.166		0.123	1.321
	Male	0.348	13.391	0.181	0.477	14.398
MAJOR GROUP 7 CRAFT AND RELATED TRADES WORKERS	All	0.380	14.557	0.181	0.601	15.719
	SEX					
	Female	0.682	12.635		0.034	13.351
	Male	5.836	209.203	0.346	1.759	217.144
71 EXTRACTION AND BUILDING TRADES WORKERS	All	6.518	221.838	0.346	1.793	230.495
	SEX					
	Female	0.103	1.618			1.721
	Male	3.084	111.815	0.144	0.564	115.607
72 METAL, MACHINERY AND RELATED TRADES WORKERS	All	3.187	113.433	0.144	0.564	117.328
	SEX					
	Female	0.287	2.376			2.663
	Male	1.669	71.619	0.201	0.618	74.107
73 PRECISION, HANDICRAFT, PRINTING AND RELATED TRADES WORKERS	All	1.956	73.995	0.201	0.618	76.770
	SEX					
	Female	0.205	2.519			2.723
	Male	0.552	10.441		0.035	11.029
74 OTHER CRAFT AND RELATED TRADES WORKERS	All	0.757	12.960		0.035	13.752
	SEX					
	Female	0.087	6.123		0.034	6.243
	Male	0.531	15.328		0.542	16.401
MAJOR GROUP 8 PLANT AND MACHINE OPERATORS AND ASSEMBLERS	All	0.618	21.451		0.576	22.645
	SEX					
	Female	0.884	38.929		0.185	39.998
	Male	2.774	131.867	0.263	1.226	136.131
	All	3.658	170.796	0.263	1.411	176.129

81 STATIONARY-PLANT AND RELATED OPERATORS	SEX					
	Female		4.055			4.055
	Male	0.153	13.449		0.161	13.763
	All	0.153	17.503		0.161	17.818
82 MACHINE OPERATORS AND ASSEMBLERS	SEX					
	Female	0.838	33.248		0.185	34.271
	Male	1.476	45.492	0.222	0.744	47.933
	All	2.314	78.740	0.222	0.929	82.204
83 DRIVERS AND MOBILE-PLANT OPERATORS	SEX					
	Female	0.046	1.627			1.672
	Male	1.145	72.926	0.042	0.321	74.434
	All	1.191	74.553	0.042	0.321	76.106
Total Highly Skilled (Major Groups 1, 2, 3)		24.586	621.288	1.802	8.654	656.329
Total Skilled (Major Groups 6, 7, 8)		10.556	407.192	0.791	3.805	422.343
Total Employed		55.085	1,641.537	3.790	21.459	1,721.870

Table 8.5: The Number of Indigenous and Migrant Highly-Skilled Workers Employed by ISCO-88 (Sub-) Major Group in 2002

2002		EU15 Non-Nat	National	NM10	No Answer	Non-EU15	Non-EU25	Grand Total
MAJOR GROUP 1								
LEGISLATORS, SENIOR OFFICIALS AND MANAGERS								
	SEX							
	Female	3.121	79.126		0.077	0.949		83.273
	Male	5.808	214.249		0.224	1.903		222.184
	All	8.929	293.375		0.301	2.852		305.457
11 LEGISLATORS AND SENIOR OFFICIALS								
	SEX							
	Female	0.038	2.627		0.037			2.702
	Male		2.726		0.035			2.760
	All	0.038	5.353		0.072			5.463
12 CORPORATE MANAGERS								
	SEX							
	Female	1.816	44.288			0.434		46.538
	Male	3.072	71.177		0.191	0.929		75.370
	All	4.888	115.465		0.191	1.363		121.908
13 GENERAL MANAGERS								
	SEX							
	Female	1.268	32.211		0.077	0.477		34.033
	Male	2.736	140.346		0.033	0.939		144.054
	All	4.004	172.557		0.110	1.416		178.087
MAJOR GROUP 2								
PROFESSIONALS								
	SEX							
	Female	5.185	145.794		0.224	3.817		155.019
	Male	7.149	120.470		1.029	4.322		132.970
	All	12.334	266.264		1.253	8.139		287.989
21 PHYSICAL, MATHEMATICAL AND ENGINEERING SCIENCE PROFESSIONALS								
	SEX							
	Female	0.977	12.965		0.042	0.468		14.453
	Male	3.576	45.441		0.420	2.184		51.621
	All	4.553	58.406		0.463	2.652		66.074
22 LIFE SCIENCE AND HEALTH PROFESSIONALS								
	SEX							
	Female	1.541	46.001			2.228		49.769
	Male	0.709	10.879		0.406	1.055		13.049
	All	2.250	56.880		0.406	3.283		62.819

23 TEACHING PROFESSIONALS	SEX						
	Female	1.652	53.657	0.136	0.447		55.892
	Male	1.090	24.674	0.120	0.235		26.119
	All	2.742	78.330	0.256	0.682		82.011
24 OTHER PROFESSIONALS	SEX						
	Female	1.015	33.171	0.046	0.674		34.905
	Male	1.774	39.476	0.083	0.848		42.181
	All	2.788	72.647	0.128	1.522		77.086
MAJOR GROUP 3 TECHNICIANS AND ASSOCIATE PROFESSIONALS	SEX						
	Female	2.285	41.819	0.116	0.797		45.017
	Male	2.306	51.245	0.160	0.499		54.210
	All	4.590	93.064	0.277	1.296		99.227
31 PHYSICAL AND ENGINEERING SCIENCE ASSOCIATE PROFESSIONALS	SEX						
	Female	0.471	8.139		0.147		8.757
	Male	0.651	20.589	0.072	0.112		21.425
	All	1.121	28.729	0.072	0.259		30.181
32 LIFE SCIENCE AND HEALTH ASSOCIATE PROFESSIONALS	SEX						
	Female	0.444	7.985		0.409		8.837
	Male	0.193	2.175	0.050			2.418
	All	0.637	10.160	0.050	0.409		11.256
33 TEACHING ASSOCIATE PROFESSIONALS	SEX						
	Female	0.116	3.340				3.455
	Male	0.038	0.662				0.700
	All	0.153	4.002				4.155
34 OTHER ASSOCIATE PROFESSIONALS	SEX						
	Female	1.255	22.356	0.116	0.241		23.968
	Male	1.424	27.818	0.038	0.387		29.667
	All	2.679	50.174	0.154	0.628		53.635
MAJOR GROUP 6 SKILLED AGRICULTURAL AND FISHERY WORKERS	SEX						
	Female	0.117	0.850		0.044		1.011
	Male	0.593	12.477		0.501		13.570

61 MARKET-ORIENTED SKILLED AGRICULTURAL AND FISHERY WORKERS	All	0.710	13.327		0.544	14.581
	SEX					
	Female	0.117	0.850		0.044	1.011
	Male	0.593	12.477		0.501	13.570
	All	0.710	13.327		0.544	14.581
MAJOR GROUP 7 CRAFT AND RELATED TRADES WORKERS	SEX					
	Female	0.499	10.594	0.041	0.108	11.242
	Male	5.826	203.173	0.549	2.431	211.979
	All	6.325	213.767	0.590	2.540	223.222
71 EXTRACTION AND BUILDING TRADES WORKERS	SEX					
	Female	0.250	1.208		0.032	1.490
	Male	3.376	109.495	0.121	0.781	113.774
	All	3.626	110.703	0.121	0.813	115.263
72 METAL, MACHINERY AND RELATED TRADES WORKERS	SEX					
	Female	0.130	2.143			2.273
	Male	1.699	68.642	0.075	0.999	71.415
	All	1.830	70.785	0.075	0.999	73.689
73 PRECISION, HANDICRAFT, PRINTING AND RELATED TRADES WORKERS	SEX					
	Female		3.122	0.041		3.163
	Male	0.514	10.448		0.043	11.006
	All	0.514	13.570	0.041	0.043	14.169
74 OTHER CRAFT AND RELATED TRADES WORKERS	SEX					
	Female	0.119	4.121		0.076	4.317
	Male	0.236	14.587	0.354	0.608	15.784
	All	0.355	18.708	0.354	0.685	20.101
MAJOR GROUP 8 PLANT AND MACHINE OPERATORS AND ASSEMBLERS	SEX					
	Female	0.671	33.743	0.042	0.453	34.909
	Male	2.980	128.565	0.476	1.968	133.988
	All	3.650	162.308	0.517	2.422	168.897

81 STATIONARY-PLANT AND RELATED OPERATORS	SEX					
	Female	0.124	4.248	0.043		4.415
	Male	0.148	13.352	0.213		13.713
	All	0.272	17.599	0.256		18.128
82 MACHINE OPERATORS AND ASSEMBLERS	SEX					
	Female	0.462	27.444	0.042	0.378	28.326
	Male	1.367	41.352	0.361	1.265	44.346
	All	1.829	68.797	0.403	1.643	72.672
83 DRIVERS AND MOBILE-PLANT OPERATORS	SEX					
	Female	0.084	2.051		0.032	2.167
	Male	1.464	73.861	0.114	0.490	75.929
	All	1.549	75.912	0.114	0.522	78.097
Total Highly Skilled (Major Groups 1, 2, 3)		25.854	652.702	1.831	12.286	692.673
Total Skilled (Major Groups 6, 7, 8)		10.685	389.402	1.107	5.506	406.700
Total Employed		56.859	1,667.343	5.534	34.108	1,763.845

Table 8.6: The Number of Indigenous and Migrant Highly-Skilled Workers Employed by ISCO-88 (Sub-) Major Group in 2003

2003		EU15 Non-Nat	National	NM10	No Answer	Non-EU15	Non-EU25	Grand Total
MAJOR GROUP 1								
LEGISLATORS, SENIOR OFFICIALS AND MANAGERS								
	SEX							
	Female	3.433	81.996			1.592		87.021
	Male	6.328	207.632			2.406		216.366
	All	9.761	289.628			3.998		303.387
11 LEGISLATORS AND SENIOR OFFICIALS								
	SEX							
	Female	0.045	3.599			0.117		3.761
	Male	0.085	2.804			0.035		2.924
	All	0.130	6.403			0.151		6.684
12 CORPORATE MANAGERS								
	SEX							
	Female	2.220	45.438			0.990		48.647
	Male	3.440	68.425			1.244		73.109
	All	5.660	113.863			2.234		121.756
13 GENERAL MANAGERS								
	SEX							
	Female	1.168	32.960			0.485		34.613
	Male	2.803	136.403			1.128		140.333
	All	3.971	169.363			1.613		174.947
MAJOR GROUP 2								
PROFESSIONALS								
	SEX							
	Female	5.258	150.084			4.265		159.607
	Male	7.801	128.622			5.796		142.219
	All	13.060	278.706			10.061		301.826
21 PHYSICAL, MATHEMATICAL AND ENGINEERING SCIENCE PROFESSIONALS								
	SEX							
	Female	0.866	12.163			0.533		13.562
	Male	3.874	49.506			2.654		56.034
	All	4.741	61.669			3.187		69.596
22 LIFE SCIENCE AND HEALTH PROFESSIONALS								
	SEX							
	Female	1.381	49.172			2.801		53.354
	Male	0.562	12.112			1.872		14.546
	All	1.943	61.284			4.673		67.900

23 TEACHING PROFESSIONALS	SEX					
	Female	1.466	56.199		0.433	58.098
	Male	1.245	25.385		0.247	26.878
	All	2.711	81.584		0.681	84.976
24 OTHER PROFESSIONALS	SEX					
	Female	1.545	32.550		0.498	34.593
	Male	2.120	41.619		1.023	44.761
	All	3.664	74.168		1.521	79.354
MAJOR GROUP 3 TECHNICIANS AND ASSOCIATE PROFESSIONALS	SEX					
	Female	2.413	45.051		1.328	48.792
	Male	2.466	58.687		0.924	62.076
	All	4.879	103.738		2.252	110.869
31 PHYSICAL AND ENGINEERING SCIENCE ASSOCIATE PROFESSIONALS	SEX					
	Female	0.611	8.808		0.458	9.877
	Male	0.594	21.246		0.250	22.089
	All	1.204	30.054		0.708	31.966
32 LIFE SCIENCE AND HEALTH ASSOCIATE PROFESSIONALS	SEX					
	Female	0.424	7.070		0.274	7.768
	Male	0.078	2.459		0.136	2.673
	All	0.502	9.529		0.410	10.441
33 TEACHING ASSOCIATE PROFESSIONALS	SEX					
	Female	0.216	3.311			3.527
	Male	0.073	0.784			0.856
	All	0.289	4.095			4.384
34 OTHER ASSOCIATE PROFESSIONALS	SEX					
	Female	1.163	25.861		0.596	27.621
	Male	1.721	34.198		0.538	36.457
	All	2.884	60.060		1.134	64.078
MAJOR GROUP 6 SKILLED AGRICULTURAL AND FISHERY WORKERS	SEX					
	Female	0.152	1.224		0.159	1.534
	Male	0.453	11.024		0.327	11.804

61 MARKET-ORIENTED SKILLED AGRICULTURAL AND FISHERY WORKERS	All	0.605	12.247	0.486	13.338
	SEX				
	Female	0.152	1.224	0.159	1.534
	Male	0.453	11.024	0.327	11.804
MAJOR GROUP 7 CRAFT AND RELATED TRADES WORKERS	All	0.605	12.247	0.486	13.338
	SEX				
	Female	0.338	12.012	0.168	12.518
	Male	6.446	217.328	4.377	228.151
71 EXTRACTION AND BUILDING TRADES WORKERS	All	6.785	229.339	4.545	240.669
	SEX				
	Female	0.115	1.343		1.458
	Male	4.059	124.160	1.572	129.792
72 METAL, MACHINERY AND RELATED TRADES WORKERS	All	4.175	125.503	1.572	131.250
	SEX				
	Female	0.078	2.668	0.084	2.831
	Male	1.912	71.761	1.378	75.050
73 PRECISION, HANDICRAFT, PRINTING AND RELATED TRADES WORKERS	All	1.990	74.429	1.462	77.881
	SEX				
	Female		3.096		3.096
	Male	0.244	8.886	0.241	9.372
74 OTHER CRAFT AND RELATED TRADES WORKERS	All	0.244	11.982	0.241	12.468
	SEX				
	Female	0.145	4.905	0.084	5.133
	Male	0.231	12.521	1.186	13.938
MAJOR GROUP 8 PLANT AND MACHINE OPERATORS AND ASSEMBLERS	All	0.376	17.426	1.270	19.071
	SEX				
	Female	0.732	29.302	0.804	30.837
	Male	3.314	119.278	4.008	126.599
	All	4.045	148.579	4.812	157.436

81 STATIONARY-PLANT AND RELATED OPERATORS	SEX					
	Female	0.078	3.516		0.079	3.673
	Male	0.531	11.002		0.318	11.851
	All	0.610	14.518		0.397	15.524
82 MACHINE OPERATORS AND ASSEMBLERS	SEX					
	Female	0.497	23.509		0.689	24.695
	Male	1.257	35.431		2.555	39.242
	All	1.754	58.940		3.244	63.938
83 DRIVERS AND MOBILE-PLANT OPERATORS	SEX					
	Female	0.156	2.277		0.036	2.469
	Male	1.526	72.845		1.135	75.506
	All	1.682	75.122		1.171	77.975
Total Highly Skilled (Major Groups 1, 2, 3)		27.699	672.072		16.310	716.082
Total Skilled (Major Groups 6, 7, 8)		11.435	390.166		9.844	411.444
Total Employed		62.471	1,682.165		48.729	1,793.365

Table 8.7: The Number of Indigenous and Migrant Highly-Skilled Workers Employed by ISCO-88 (Sub-) Major Group in 2004

2004		EU15 Non-Nat	National	NM10	No Answer	Non-EU15	Non-EU25	Grand Total
MAJOR GROUP 1 LEGISLATORS, SENIOR OFFICIALS AND MANAGERS								
	SEX							
	Female	4.179	86.518			1.718		92.416
	Male	6.606	220.949			2.002		229.558
	All	10.785	307.468			3.721		321.973
11 LEGISLATORS AND SENIOR OFFICIALS								
	SEX							
	Female	0.086	4.046			0.189		4.321
	Male	0.088	4.164			0.150		4.402
	All	0.175	8.209			0.339		8.723
12 CORPORATE MANAGERS								
	SEX							
	Female	2.670	52.357			0.820		55.847
	Male	4.118	81.690			1.102		86.911
	All	6.788	134.047			1.922		142.758
13 GENERAL MANAGERS								
	SEX							
	Female	1.423	30.116			0.709		32.247
	Male	2.400	135.095			0.750		138.245
	All	3.822	165.211			1.459		170.492
MAJOR GROUP 2 PROFESSIONALS								
	SEX							
	Female	6.935	161.603			4.883		173.421
	Male	7.737	129.898			5.666		143.301
	All	14.672	291.501			10.549		316.722
21 PHYSICAL, MATHEMATICAL AND ENGINEERING SCIENCE PROFESSIONALS								
	SEX							
	Female	1.107	13.644			0.611		15.362
	Male	3.482	49.120			1.971		54.574
	All	4.589	62.764			2.582		69.936
22 LIFE SCIENCE AND HEALTH PROFESSIONALS								
	SEX							
	Female	1.357	50.115			2.808		54.280
	Male	0.542	13.471			2.446		16.459
	All	1.900	63.586			5.254		70.739

23 TEACHING PROFESSIONALS	SEX					
	Female	2.414	57.939		0.861	61.214
	Male	1.378	24.037		0.511	25.926
	All	3.792	81.976		1.372	87.140
24 OTHER PROFESSIONALS	SEX					
	Female	2.057	39.906		0.603	42.566
	Male	2.335	43.269		0.738	46.342
	All	4.392	83.175		1.342	88.908
MAJOR GROUP 3 TECHNICIANS AND ASSOCIATE PROFESSIONALS	SEX					
	Female	2.427	45.792		1.010	49.230
	Male	2.429	62.841		1.079	66.349
	All	4.857	108.633		2.088	115.578
31 PHYSICAL AND ENGINEERING SCIENCE ASSOCIATE PROFESSIONALS	SEX					
	Female	0.314	8.808		0.105	9.227
	Male	0.726	24.679		0.423	25.827
	All	1.040	33.486		0.528	35.054
32 LIFE SCIENCE AND HEALTH ASSOCIATE PROFESSIONALS	SEX					
	Female	0.643	7.631		0.349	8.622
	Male	0.235	2.600		0.119	2.954
	All	0.878	10.230		0.468	11.576
33 TEACHING ASSOCIATE PROFESSIONALS	SEX					
	Female	0.174	4.955		0.053	5.181
	Male		0.735			0.735
	All	0.174	5.690		0.053	5.916
34 OTHER ASSOCIATE PROFESSIONALS	SEX					
	Female	1.297	24.399		0.504	26.199
	Male	1.468	34.828		0.537	36.833
	All	2.765	59.227		1.041	63.032
MAJOR GROUP 6 SKILLED AGRICULTURAL AND FISHERY WORKERS	SEX					
	Female	0.133	0.910			1.042
	Male	0.325	10.993		0.136	11.454

61 MARKET-ORIENTED SKILLED AGRICULTURAL AND FISHERY WORKERS	All	0.457	11.903	0.136	12.496
	SEX				
	Female	0.133	0.910		1.042
	Male	0.325	10.993	0.136	11.454
MAJOR GROUP 7 CRAFT AND RELATED TRADES WORKERS	All	0.457	11.903	0.136	12.496
	SEX				
	Female	0.892	10.621	0.577	12.091
	Male	6.518	220.261	5.774	232.553
71 EXTRACTION AND BUILDING TRADES WORKERS	All	7.411	230.882	6.351	244.644
	SEX				
	Female	0.162	1.545	0.055	1.763
	Male	3.594	126.105	2.341	132.040
72 METAL, MACHINERY AND RELATED TRADES WORKERS	All	3.756	127.650	2.397	133.803
	SEX				
	Female	0.254	2.291	0.056	2.600
	Male	2.205	71.968	1.615	75.788
73 PRECISION, HANDICRAFT, PRINTING AND RELATED TRADES WORKERS	All	2.459	74.259	1.671	78.388
	SEX				
	Female	0.154	2.879		3.033
	Male	0.437	9.188	0.094	9.718
74 OTHER CRAFT AND RELATED TRADES WORKERS	All	0.591	12.067	0.094	12.752
	SEX				
	Female	0.322	3.906	0.467	4.694
	Male	0.283	13.001	1.724	15.007
MAJOR GROUP 8 PLANT AND MACHINE OPERATORS AND ASSEMBLERS	All	0.604	16.906	2.190	19.701
	SEX				
	Female	0.827	23.159	0.377	24.363
	Male	2.527	114.145	3.285	119.957
	All	3.355	137.304	3.663	144.321

81 STATIONARY-PLANT AND RELATED OPERATORS	SEX					
	Female	0.101	2.831		0.041	2.974
	Male	0.148	8.863		0.166	9.177
	All	0.249	11.694		0.207	12.150
82 MACHINE OPERATORS AND ASSEMBLERS	SEX					
	Female	0.592	18.027		0.245	18.864
	Male	0.863	28.631		2.040	31.534
	All	1.456	46.658		2.284	50.398
83 DRIVERS AND MOBILE-PLANT OPERATORS	SEX					
	Female	0.134	2.300		0.092	2.526
	Male	1.516	76.651		1.080	79.247
	All	1.650	78.951		1.172	81.772
Total Highly Skilled (Major Groups 1, 2, 3)		30.313	707.602		16.358	754.274
Total Skilled (Major Groups 6, 7, 8)		11.222	380.088		10.150	401.461
Total Employed		62.878	1,722.125		51.159	1,836.161

Table 8.8: The Number of Indigenous and Migrant Highly-Skilled Workers Employed by ISCO-88 (Sub-) Major Group in 2005

2005		EU15 Non-Nat	National	NM10	No Answer	Non-EU15	Non-EU25	Grand Total
MAJOR GROUP 1								
LEGISLATORS, SENIOR OFFICIALS AND MANAGERS								
	SEX	EU15 Non-Nat	National	NM10 Non-Nat			Non-EU25	Grand Total
	Female	2.724	88.508	0.750			1.274	93.256
	Male	6.478	202.100	0.475			2.212	211.266
	All	9.203	290.608	1.226			3.485	304.522
11 LEGISLATORS AND SENIOR OFFICIALS								
	SEX							
	Female		2.767				0.084	2.852
	Male	0.043	2.235				0.083	2.361
	All	0.043	5.002				0.168	5.213
12 CORPORATE MANAGERS								
	SEX							
	Female	1.450	54.653	0.485			0.917	57.505
	Male	3.980	72.907	0.186			1.347	78.421
	All	5.430	127.560	0.671			2.265	135.926
13 GENERAL MANAGERS								
	SEX							
	Female	1.275	31.088	0.265			0.272	32.900
	Male	2.455	126.958	0.290			0.781	130.484
	All	3.730	158.046	0.555			1.053	163.384
MAJOR GROUP 2								
PROFESSIONALS								
	SEX							
	Female	5.427	167.115	0.680			5.391	178.613
	Male	7.214	134.537	0.896			4.864	147.512
	All	12.642	301.652	1.576			10.256	326.125
21 PHYSICAL, MATHEMATICAL AND ENGINEERING SCIENCE PROFESSIONALS								
	SEX							
	Female	0.418	14.306	0.221			0.533	15.477
	Male	3.416	52.002	0.739			1.979	58.136
	All	3.834	66.308	0.960			2.512	73.613
22 LIFE SCIENCE AND HEALTH PROFESSIONALS								
	SEX							
	Female	1.556	53.051	0.162			3.378	58.146
	Male	0.364	12.138	0.056			1.683	14.242
	All	1.921	65.189	0.218			5.061	72.388

23 TEACHING PROFESSIONALS	SEX						
	Female	2.156	57.379	0.126		0.720	60.380
	Male	1.048	26.653			0.389	28.090
	All	3.204	84.031	0.126		1.109	88.470
24 OTHER PROFESSIONALS	SEX						
	Female	1.297	42.379	0.171		0.761	44.609
	Male	2.386	43.746	0.101		0.813	47.045
	All	3.683	86.125	0.272		1.574	91.654
MAJOR GROUP 3 TECHNICIANS AND ASSOCIATE PROFESSIONALS	SEX						
	Female	2.245	51.559	0.345		0.807	54.956
	Male	3.163	60.316	0.337		1.069	64.885
	All	5.408	111.876	0.681		1.876	119.841
31 PHYSICAL AND ENGINEERING SCIENCE ASSOCIATE PROFESSIONALS	SEX						
	Female	0.386	9.184	0.184		0.209	9.964
	Male	1.158	22.558	0.199		0.359	24.274
	All	1.544	31.743	0.383		0.568	34.238
32 LIFE SCIENCE AND HEALTH ASSOCIATE PROFESSIONALS	SEX						
	Female	0.342	9.165	0.103		0.097	9.707
	Male	0.224	2.261			0.165	2.650
	All	0.566	11.426	0.103		0.262	12.357
33 TEACHING ASSOCIATE PROFESSIONALS	SEX						
	Female	0.305	5.840			0.155	6.299
	Male		0.615				0.615
	All	0.305	6.455			0.155	6.914
34 OTHER ASSOCIATE PROFESSIONALS	SEX						
	Female	1.212	27.370	0.058		0.346	28.986
	Male	1.781	34.882	0.137		0.545	37.346
	All	2.993	62.252	0.195		0.891	66.332
MAJOR GROUP 6 SKILLED AGRICULTURAL AND FISHERY WORKERS	SEX						
	Female	0.039	1.019	0.108		0.069	1.234
	Male	0.391	10.799	0.350		0.272	11.813

61 MARKET-ORIENTED SKILLED AGRICULTURAL AND FISHERY WORKERS	All	0.430	11.818	0.458	0.341	13.047
	SEX					
	Female	0.039	1.019	0.108	0.069	1.234
	Male	0.391	10.799	0.350	0.272	11.813
MAJOR GROUP 7 CRAFT AND RELATED TRADES WORKERS	All	0.430	11.818	0.458	0.341	13.047
	SEX					
	Female	0.372	9.716	0.616	0.392	11.095
	Male	6.125	240.633	11.040	4.900	262.699
71 EXTRACTION AND BUILDING TRADES WORKERS	All	6.497	250.349	11.656	5.293	273.795
	SEX					
	Female	0.096	1.053	0.225	0.044	1.418
	Male	3.411	143.177	8.647	2.727	157.962
72 METAL, MACHINERY AND RELATED TRADES WORKERS	All	3.507	144.230	8.872	2.771	159.380
	SEX					
	Female		1.965		0.160	2.125
	Male	2.355	76.151	1.442	1.147	81.095
73 PRECISION, HANDICRAFT, PRINTING AND RELATED TRADES WORKERS	All	2.355	78.116	1.442	1.308	83.220
	SEX					
	Female	0.149	2.992		0.047	3.189
	Male	0.317	9.663		0.304	10.285
74 OTHER CRAFT AND RELATED TRADES WORKERS	All	0.466	12.656		0.351	13.473
	SEX					
	Female	0.127	3.705	0.391	0.141	4.364
	Male	0.043	11.642	0.952	0.722	13.358
MAJOR GROUP 8 PLANT AND MACHINE OPERATORS AND ASSEMBLERS	All	0.169	15.347	1.343	0.863	17.722
	SEX					
	Female	0.435	23.920	0.882	0.595	25.832
	Male	2.233	116.663	5.559	2.036	126.490
	All	2.668	140.583	6.440	2.631	152.323

81 STATIONARY-PLANT AND RELATED OPERATORS	SEX							
	Female	0.047	3.357	0.044			0.165	3.612
	Male	0.164	8.212	0.179			0.165	8.721
	All	0.211	11.569	0.223			0.330	12.333
82 MACHINE OPERATORS AND ASSEMBLERS	SEX							
	Female	0.298	17.772	0.838			0.335	19.243
	Male	0.412	29.046	3.531			1.010	33.998
	All	0.710	46.818	4.369			1.344	53.241
83 DRIVERS AND MOBILE-PLANT OPERATORS	SEX							
	Female	0.090	2.791				0.095	2.977
	Male	1.657	79.405	1.848			0.862	83.772
	All	1.747	82.196	1.848			0.957	86.749
Total Highly Skilled (Major Groups 1, 2, 3)		27.252	704.136	3.483	0.000	0.000	15.617	750.487
Total Skilled (Major Groups 6, 7, 8)		9.595	402.750	18.555	0.000	0.000	8.264	439.164
Total Employed		58.315	1,779.037	47.254			44.609	1,929.215

8.3
Unavailable Data

- Country of origin of highly-skilled workers by ISCO-88 (Sub-) Major Group in 2000 to 2005 inclusive.

Information from the labour force survey is not available by country of origin however Table A3.2 provides a breakdown by nationality of work visa and work authorisations issued 2000-2005.

- Average length of stay of third country highly-skilled workers.

No information available.

9. CONCLUSIONS

There is evidence in the current report to suggest that Ireland has entered a new phase of labour immigration. Ruhs (2005) defined Irish labour immigration policy as *laissez faire* prior to 2003. The data in Chapter 8 show that the number of EU and non-EU nationals working in Ireland increased very significantly between 2000 and 2003. The increased flows necessitated more interventionist policies and with the enactment of the Employment permits Act 2003 employment permits were put on a statutory footing for the first time. It became an offence for a non-EEA national to work in Ireland, or for an employer to employ a non-EEA national without the relevant permit. The policy was to attract EU nationals where possible but non-EU workers could be called upon to fill both skills and labour shortages.

Since the accession of ten new EU member states in 2004 Irish immigration policy is set to change again. The data presented in Chapter 8 show that the percentage of EU workers has increased markedly post accession in skilled and other occupational categories. The percentage of non-EU workers employed in skilled and other occupations fell in the period between 2003 and 2005. Non-EU nationals have more or less maintained their representation among highly-skilled workers. The suggestion is that EU10 nationals are taking up positions in skilled and other occupational categories. Prior to 2003 EU10 would have appeared in the non-EU figures.

The new policy objective of sourcing all but highly skilled and/or specialised labour from within the enlarged EU thus appears to be consistent with the recent pattern of labour migration. The Department of Enterprise, Trade and Employment will seek to further reinforce these trends in the new employment permits system anticipated in 2007. Permissions akin to Green Cards will be offered to highly sought-after workers in defined highly skilled occupational categories and a very limited number of work permits will be issued in areas of labour shortages. In addition, a reformed intra company transfer programme will be introduced. The labour market test will remain at the centre of this new policy as the means of ensuring that EU workers are offered vacancies before non-EU workers and that the system responds quickly to changes in the labour market situation.

As immigrant workers come to represent a larger percentage of the Irish workforce it is important that the problem of potential exploitation is addressed. Migrant workers are more exposed than natives to exploitation in the labour market. Those with lower skill levels are more vulnerable, as are those with poor English language skills. The commitment to a new labour inspectorate in the recent Social Partnership Agreement is a welcome development. A new statutory Office of the Director for Employment Rights Compliance (ODERC) will be established under the aegis of the Department of Enterprise, Trade and Employment and the number of labour inspectors will be increased from 31 to 90 by the end of 2007. The particular attention given to increased protection of immigrant workers in the Employment Act 2006 is also an important step towards maintaining standards.

APPENDIX 1: INSTITUTIONS AND ORGANISATIONS INVOLVED IN MANAGING MIGRATION WITH REGARD TO THIRD-COUNTRY HIGHLY- SKILLED WORKERS

- Department of Enterprise, Trade and Employment.
- Department of Foreign Affairs.
- Department of Justice, Equality and Law Reform.
- Expert Group on Future Skills Needs (EGFSN).
- FÁS (Foras Áiseanna Saothair). Ireland's National Training and Employment Agency.
- Forfás.
- Skills and Labour Market Research Unit (SLMRU).

APPENDIX 2: REFERENCES

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APPENDIX 3: RELEVANT STATISTICS

Table A3.1: Demand and Shortage Indicators for Selected Occupations (FÁS, 2005)

Occupation	Numbers Employed	% Non-National	Annual Average Growth Rate 1999-2004	Work Permits Jan-June 2005	Work Visas/Auth-orisations 2004 (2005)	Difficult-to-Fill Vacancies 2004*	Replacement Rate	Shortage Indicator	Comment
		%	%				%		
Managers in Transport and Storage	15,000	5	7.5	7		13	-1.50		
Transport managers	3,600	6	-1.2	1		2	-1.50	Skill shortage	C
Stores managers	8,500	5	13.8	6		9	-1.50	Skill shortage	C
Natural Scientists	8,000	4	9.0	28	1	9	2.80	Skill shortage	F
Chemists	2,000	4	10.6	13		1	2.80	Skill shortage	F
Biological scientists	3,500	0	9.5	4	1	5	2.80	Skill shortage	F
Physicists & Other Natural Scientists	2,400	9	7.0	11		1	2.80	Skill shortage	F
Engineers and Technologists									
Civil/mining engineers	8,900	7	7.4	10	96 (32)	6	2.80	Skill shortage	S,C,F
Electrical engineers	3,100	15	9.9	3		9	2.80	Skill shortage	F
Electronic engineers	3,300	13	-1.3	1		3	2.80	Skill shortage	F
Software engineers	8,600	16	8.4	70	213 (61)	7	2.80	Skill shortage	S,C,F
Chemical engineers	1,600	5	18.0	2		3	2.80	Skill shortage	S,C,F
Design & development engineers	1,700	4	14.5	2		9	2.80	Skill shortage	S,C,F
Health Professionals									
Medical Practitioners	11,800	23	11.8	260	47 (15)	2	2.80	Skill shortage	S,C,F
Dental practitioners	1,700	3	7.8	3			2.80	Skill shortage	S,C,F
Business and Financial Professionals									
Accountants & tax experts	29,000	3	6.4	29		30	2.80	Skill shortage	S,C,F
Actuaries, economists, statisticians	1,500	18	5.1	2		1	2.80	Skill shortage	S,C,F
Architects, Town Planners and Surveyors	5,900	9	8.4	6	66 (19)	5	2.80	Skill shortage	
Architects	4,300	11	11.6	3	63 (19)	5	2.80	Skill shortage	S,C,F

Other Professional Occupations									
Social workers, probation officers	4,700	12	13.1	3	19 (2)		2.80	Skill shortage	C
Draughtspersons, Quantity and Other Surveyors									
Quantity surveyors	2,600	7	8.0	3	10 (8)	51	2.60	Skill shortage	S,Cp
Computer Analyst/ Programmers	16,100	11	4.5	66	35 (17)	15	2.60	Skill shortage	S,C,F
Health Associate Professionals									
Nurses and midwives	50,200	8	5.7	17	881 (367)	1	2.60	Skill shortage	S,C
Medical radiographers	1,100	11	8.4	5	24 (10)		2.60	Skill shortage	S,C,F
Physiotherapists	1,800	6	12.7	7	20 (5)		2.60	Skill shortage	S,C
Occupational & therapists n.e.c.	3,800	20	11.0	36	38 (19)		2.60	Skill shortage	S,C,F
Other health associate professionals n.e.c.	3,400	9	10.3	1		1	2.60	Skill shortage	C,F
Business and Financial Associate Professionals									
Underwriters, claims assessors and analysts	10,400	7	9.6	24		13	2.60	Skill shortage	S,C,F
Filing & Records Clerks	7,300	7	-2.5	12		22	3.50	Skill shortage	C
Construction trades									
Bricklayers, masons	14,000	5	8.3	13		40	2.70	Skill shortage	S,C
Plasterers	11,700	3	12.0	22		34	2.70	Skill shortage	S,C
Floorers, floor coverers, carpet fitters, tilers	2,200	4	3.6	6		3	2.70	Skill shortage	S,C
Painters & decorators	9,800	3	2.9			13	2.70	Skill shortage	S,C
Other Metal Forming, Welding & Related Trades	13,100	7	0.5	33		55	1.50	Skill shortage	C
Vehicle Trades	17,900	4	2.9	10		16	2.70	Skill shortage	S,C,F
Woodworking trades	41,000	5	7.1	10		25	2.70		
Carpenters & joiners	36,800		7.9	8		25	2.70	Skill shortage	C
Catering Occupations									
Chefs, cooks	19,300	21	3.3	393		44	3.90	Skill shortage	S,C
Buyers, brokers etc.	4,400	5	2.9	2		3	4.40	Skill shortage	C
Sales Representatives	36,600	5	3.8	19		41	4.40	Skill shortage	C
Road transport operatives	65,100	3	5.1	61		87	-1.20	Skill shortage	C

Key: 'S' stands for significant shortage, 'C' stands for current shortage, 'F' stands for possible future shortage.

*The number of difficult-to-fill vacancies mentioned in 2004 for each occupation is presented. However, due to the varying number of firms in different sectors and months covered in the sample, the actual numbers of vacancies mentioned is a crude indicator. The proportion of all vacancies mentioned for an occupation in an individual sector gives a better indication of its difficulty-to-fill.

Source: Selected data from FÁS Expert Group on *Future Skills Needs* (2005), Table 7.1.

Table A3.2: Work Visas and Work Authorisation Allocated by Nationality, 2000-2005

	Work Visas										
	2000		2001		2002		2003		2004		2005
Philippines	516	Philippines	1,834	Philippines	1,063	India	352	India	651	India	1,554
India	191	India	410	India	380	Philippines	343	Philippines	303	Philippines	529
Russia	76	Russia	81	Nigeria	127	Nigeria	34	Nigeria	32	China	49
Slovakia	38	Romania	77	Romania	56	Zimbabwe	14	China	21	Pakistan	31
Yugoslavia	37	Ukraine	64	Pakistan	27	Pakistan	11	Romania	17	Nigeria	29
Romania	26	Nigeria	43	Moldova	25	Romania	10	Russia	17	Ukraine	18
Jordan	22	China	32	Ukraine	24	Russia	10	Zimbabwe	16	Russia	17
China	16	Slovakia	18	Russia	10	Ukraine	4	Pakistan	13	Zimbabwe	13
Turkey	16	Jordan	14	China	6	Zambia	3	Egypt	5	Romania	11
Ukraine	16	Pakistan	14	Yugoslavia	4	China	2	Zambia	5	Bangladesh	6
Pakistan	11	Bulgaria	12	Columbia	3	Kenya	2	Bulgaria	3	Turkey	6
Nigeria	4	Yugoslavia	12	Egypt	3	Columbia	1	Peru	2	Nepal	5
Bosnia	3	Turkey	10	Kenya	3	Indonesia	1	Ukraine	2	Bulgaria	3
Columbia	3	Iran	4	Belarus	2	Jordan	1	Bangladesh	1	Congo	3
Iran	3	Moldova	4	Nepal	2	Moldova	1	Belarus	1	Kenya	3
Other	13	Other	38	Other	18	Other	2	Other	9	Other	30
Sub Total	991	Sub Total	2,667	Sub Total	1,753	Sub Total	791	Sub Total	1,098	Sub Total	2,307
Work Authorisations											
South Africa	184	South Africa	549	South Africa	493	South Africa	223	South Africa	160	Australia	81
Australia	60	Australia	220	Australia	133	Australia	67	Australia	83	South Africa	79
USA	37	USA	76	New Zealand	45	New Zealand	28	USA	34	USA	26
Canada	30	New Zealand	68	USA	40	USA	17	New Zealand	15	Canada	22
New Zealand	22	Poland	45	Zimbabwe	39	Israel	10	Canada	13	New Zealand	19
Poland	16	Czech Republic	26	Poland	34	Canada	7	Malaysia	8	Malaysia	9
Czech Republic	13	Canada	22	Canada	22	Argentina	4	Israel	6	Israel	8
Argentina	4	Zimbabwe	21	Argentina	14	Croatia	2	Argentina	5	Argentina	7
Israel	4	Malaysia	7	Israel	10	Hungary	2	Brazil	5	Mexico	6
Japan	4	Brazil	6	Brazil	7	Poland	2	Korea South	5	Japan	4
Croatia	3	Croatia	6	Malaysia	6	Brazil	1	Mexico	3	Brazil	3
Switzerland	3	Israel	6	Czech Republic	4	Czech Republic	1	Chile	2	Korea South	3
Britain (BNO)	2	Hungary	5	Mexico	3	Mexico	1	Japan	2	Costa Rica	2
Guatemala	2	Japan	4	Lithuania	2	Singapore	1	Singapore	2	Croatia	2
Korea South	2	Argentina	3	Botswana	1	Swaziland	1	Malawi	1	Guatemala	2
Other	6	Other	18	Other	4	-	-	Other	2	Other	5
Sub Total	392	Sub Total	1,082	Sub Total	857	Sub Total	367	Sub Total	346	Sub Total	278
Total	1,383	Total	3,749	Total	2,610	Total	1,158	Total	1,444	Total	2,585

Source: Department of Enterprise, Trade and Employment.