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Is the Irish Immigration Policy Delivering the Best for its Economy Through its Non-EU Dependent Immigrants. An Empirical Study

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Is the Irish Immigration Policy Delivering the Best for its Economy Through its Non-EU Dependent Immigrants. An Empirical Study

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R00183143

Supervisor: Dr Angela. Wright.
Date of Submission: 16th August 2021

Cork, Ireland
Author’s Declaration

The author hereby declares that, except where duly acknowledged, this thesis is entirely his/her/their own work and has not been submitted for any degree in any University, Institute of Technology, or other HE Institution by me or anybody known to me, or for any other qualification/examination.

Name: M J Arjun Pai
Date: 16th August 2021
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<td>Computer-Assisted Qualitative Data Analysis Software</td>
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<td><strong>CSEP</strong></td>
<td>Critical Skill Employment Permit</td>
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<td><strong>CSO</strong></td>
<td>Central Statistics Office</td>
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<td><strong>CTA</strong></td>
<td>Common Travel Agreement</td>
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<td><strong>DETE</strong></td>
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<td><strong>EU</strong></td>
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<td><strong>ICT</strong></td>
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  * You can work in a profession, subject to conditions of the relevant professional or other bodies.  
  * You can establish and operate a business.  
  * You may access state funds and services as determined by Government departments or agencies |
| **Stamp-6** | Dual Citizenship |
Dedication

To my Mom and Dad, who have made the world a better place for me

To my wife, who means the world to me

To Ireland, a place I call home.
Acknowledgement

* I would like to gratefully acknowledge having stood on the shoulders of many fine researchers, authors, and thinkers who, through their work, have sifted through rich and timeless data concerning immigration as a core concept. Although a few have long since ceased their contributions, their scholarship lives on through their work in the form of references aiding future research to a purpose.

* I would like to thank my thesis supervisor, Dr Angela Wright, whose expertise and guidance proved monumental in completing this research study.

* I would like to thank all my fellow postgraduates who participated in the MBA program for their support and a special note to Gordon for helping provide valuable contributors for this study.

* I would like to thank all participants for their invaluable experiences shared about immigration and their experience securing an occupation in Ireland.
Abstract

The Emerald Isle is fast becoming the next big hotspot for highly skilled migrants aspiring to relocate to the last English-speaking nation within the European Union [EU]. The transition from the state of being an emigrant country to an immigrant nation poses complex opportunities for the country, its people, and the immigrants who relocate in making Ireland their home. Despite a consistent inflow of skilled immigrants migrating into the country since the last few decades, policy reforms adopted in Ireland towards dependent immigrants remain reactive, lacks the backing of studies in evaluating the utilization of available skilled dependent immigrants in contributing to the Irish economy.

This research investigates the utilization of existing skilled dependent immigrants guided through a constructivist approach to the ontology that employs a qualitative grounded theory method. Challenges to seeking employment and policies that govern dependents' eligibility to secure a livelihood through occupation are evaluated in this study. These include complexity in defining dependent work permits; the establishment of precise and measurable tools in assessing skill and their integration within the recruitment domain; communication dissemination mechanism adopted within the system when changes to immigrants policies are applied; and the effectiveness of the approach adopted in comparison to other Irish peers.

This exploratory research is intended to encapture the interests of relevant policymakers within the Department of Enterprise, Trade and Employment [DETE] and Irish Naturalisation and Immigration Service [INIS] to retrospect and improve policies within Ireland and maximize its economic worth.
1 Introduction

This study investigates the value add that the Irish Immigration policy beckons through its non-EU-dependent immigrants, who are highly skilled and willing to be part of a dynamic workforce that contributes to the Irish economy. Ranking second to Norway in the quality of life index published by UN Human Development, a study that was originally designed to capture multifaceted development than simply measuring economic growth, Ireland’s overall growth has increased by 23.5 % since 1990 (O’Leary, 2020). In addition, in a Report published in 2019 by Migrant Integration Policy Index [MIPEX], Ireland, Canada, and New Zealand are becoming the most attractive global destination moving ahead in the list of countries, including Australia, the UK, and the US. However, the report also indicates that the Irish immigration system makes it harder for its non-EU newcomers to secure their career, family life, and residency in Ireland, in comparison to most MIPEX countries [refer to Appendix 1].

As Kenny, (2020) highlights, only 1% of non-EU immigrants can settle as long-term residents in Ireland, under one of the most restrictive and discretionary policies in the EU. Kenny, (2020) adds that non-EU residents having immigrated to Ireland regularly face problems of administrative discretion, bureaucracy, and uncertainty about their permits and legal status before turning a new page towards economic contribution. Despite the efforts to improve and instil clarity through the establishment of Irish Naturalization and Immigration Services [INIS] in 2005 and publishing policy updates later in 2015, it is noted in the MIPEX study that Ireland’s policy concerning immigrant integration is still far below the standards in EU and other English-speaking countries Kenny, (2020).
This research study employs an exploratory qualitative approach in utilising the grounded theory method to gather real-life experiences of immigrant dependents and the influence they come to bear with immigration policies, which has come to light as rather arduous through Kenny's view. This study explores and delves deeper into the participant's state of mind and attempts to construct a dais with themes under the spotlight which often lay hidden in *an unchartered abyss of emotions* (Snider, J, 2010).

1.1 Overview of the topic

In a broader perspective, Ireland is comparatively friendlier amongst other EU countries to immigrate (Hughes *et al.*, 2008). The ease to migrate and integrate within Ireland is mostly driven by language compatibility, with English being the primary communication medium (Raine, 2012). However, there have been instances in the past to adopt a more restrictive attitude towards immigration (O'Brien, 2015). Turner, (2010) argues that the concept of immigration has not taken a pivotal seat in electoral campaigns, with the general attitude surrounding the idea has been adiaphorous amongst the Irish. The historical context of Irish migration, liberal principles and the institutional mindset that mediates between policies and other economic factors are prime reasons for Irish neutrality towards the concept of immigration (Turner, 2009).

Immigration can have extensive benefits in regulating and propelling the host country's economy (OECD, 2014). In the EU, immigrant workers help address specific labour shortages and the problems associated with ageing populations in the EU (European Migration Network, 2015). Seeking skilled foreigners from outside Ireland brings flexibility into the labour market that can address labour shortages, particularly during the economic surge, and facilitates further economic expansion (Castles, 2000). The phenomena of immigration inherently generate demand for goods and services, contributing to the demand
in labour and providing for a consistent pool of labour reserve (Ben-Gad, 2004). Contrary to the perceived notion and supported by most studies in Western Europe, it is essential to note that the negative effect of immigration on native wage levels is small, and the impact on employment is relatively negligible (ILO, 2004).

The Department of Justice governs immigration in Ireland, and the Minister of Justice has complete responsibility in the matters concerning Immigration. The current Immigration process only allows a non-EU primary visa holder on Stamp-1 to apply for family reunification and sponsor their spouse on either Stamp-1G or Stamp-3. The type of permit offered to a dependent and their eligibility to work depends on the type of permit the primary visa holder is on. i.e., a Critical skill permit or General work permit.

Studies indicate that in an expatriate family, it is always the primary visa holder who is bestowed with a focus on relocating and remaining employed in foreign lands (McNulty, 2012). A dependent immigrant is linked with the primary visa holder as a ‘trailing spouse’ with no employment status merely due to the nature of relocation often sought by Multinational Companies [MNC] in fulfilling an open position (Vijayakumar and Cunningham, 2018). Brown, (2008) demonstrates that a dependent in a dual-career expatriate family suffers from an increased sense of loss of power, identity and self-worth due to interruption in a spouse’s career. A condition leading to the spousal problem due to spillover effects on immediate family members (Brown, 2008). Brown, (2008) demonstrates that often spouse

\[\text{Details of Permits may be reference from the link below}\]

\[\text{Ibid}\]
1.2 Research Justification

Before undertaking this study, the author moved to Ireland in January 2018 as a dependent, with limited access to a reliant source of information about one’s (dependent’s) eligibility to work in Ireland on a dependent permit. While access to this information gets clearer and well within one's grasp only after immigrating and relocating within Ireland, as in the researcher's case, it presented an opportunity and, more importantly, time for the researcher to delve and investigate the topic with impartiality. Access to the immigrant community and the ability to connect with dependent immigrants morally, culturally is a quintessential element for this research. 2016 census\(^3\) reports 11% of the total population in Ireland is non-Irish; however, the majority of the numbers reported have origins from within the EU, considering the UK was still within the union in 2016, who as an EU citizen has the legal right to immigrate, live and work without the requirement of a visa.

This study focuses on a smaller section of immigrants and builds a case based on permits offered to dependents to reside and exercise freedom under the context of residence permit, which to this day remains the only avenue for a non-EU to immigrate into the Isle. It aims to open up a space for the voices of individuals who have immigrated, having left behind their loved ones, to make Ireland their home while building a career through their specialization. A resource pool in high demand for a nation that has built a reputation in sectors including healthcare, pharma and Information and Communication Technology [ICT].

This research aims to break the silence through the actual words and attitudes of people who have endured the outcomes of policies, which otherwise go unaccounted and often gets overlooked due to the disparity in magnitude and when matters of higher importance often get centre stage. Conventional approaches that remain in a dynamic world and are in the midst of a fast-evolving globalized economy require consistent evaluation (Held, 1999). This research examines through a narrative inquiry process and encourages participants to tell their stories in their own terms, hoping for increased sensitivity and evaluation of future policies that continue to govern the eligibility to dependent in securing an occupation.

1.3 The Research Question

The core focus of the study is to identify if the immigration policies empower and utilize skilled dependents residing in Ireland and are being productive to the economy.

To investigate if the dependent immigration policies in Ireland are productive and deliver the best to its economy through its inhouse dependents residing in Ireland and are willing to contribute through its dynamic workforce.

1.4 Research Aim and Objectives

This section presents the aim and objective of this research.

1.4.1 Research Aim

The research has the following aim:

To examine in detail if the dependent immigration policies in Ireland are productive and deliver the best to its economy through its inhouse dependents residing in Ireland and are willing to contribute through its dynamic workforce.
1.4.2 Research Objectives

This research has the following objective:

- To examine if current dependent immigration policies empower dependents from contributing to the economy of Ireland.
- To analyze the opinions and attitudes of dependents towards immigration and their eligibility to seek a job in due course.
- To collect appropriate data and interpret dependent’s eligibility to work or remain self-employed in Ireland.
- To explore how immigrant policies to aid in dependent’s securing a job or remain self-employed.
- To examine various factors that govern and contribute to dependent’s securing an occupation.

1.5 Research Synopsis

Chapter 1.0 provides an introduction to the area of study through a brief background into Irish immigration policy, its position as an immigrant country, and the research justification to help broaden the reader's context to the chosen area of the study. This section also discusses and outlines the research objective, followed by an overall discussion on the research structure as the conclusion.

Chapter 2.0 provides relevant literature about the study. This section critically inspects the dogma, morale, and justification behind the formation of current immigration policies, including the ones adopted by Ireland, and its basis compared to all other prominent policies that currently govern the phenomena of immigration in the contemporary world.
Chapter 3.0 presents the research strategy. This section, in detail, outlines the selection of the chosen method to approach the research question in a manner that is consistent within academia. This chapter provides readers with in-depth insights into the governing principles of methodology; design considerations; an in-depth overview of the data collection processes; tools, and techniques in the analysis of data; ethical considerations, reliability, and to conclude this section, the chapter lays out various limitations that governed this study.

Chapter 4.0 presents the findings and analysis of collected data through the grounded theory approach. Concepts were built through the coding process, and emergent themes were recognized and conceptualised through graphical interpretations, and the implications were discussed in detail throughout this chapter.

Chapter 5.0 aims to draw synergy between the findings identified in chapter 4.0 and linking the original research objective through the discussion outline with prior work showcased in chapter 2.0. The recommendations proposed in this section provide a foundation for future studies aiding policy refinement and adopting sustainable models.
2. Literature Review

2.1 Introduction

This chapter intends to gather and focus the reader’s attention on the literature on the formation of Irish immigration policies and various underlying factors that contribute to the present-day legislation that (to date) govern the rights of Irish immigrants. Legislations are often formed based on need basis (MacÉinrí, 2001), and immigration as a trend has gained significant momentum only in the past few decades owing to, and as quoted by Mr Michael McDowell [former Minister for Justice, Equality and Law], Unprecedented levels of economic prosperity (DOJ, 2021a). For many, Ireland has become one of the most desirable places to live and work; however, very little research is conducted to exemplify if policies adopted by the immigration services truly percolate to finer levels as intended. Also, due to imposed restrictions on travel and closure to public and college libraries over the Covid pandemic, access to literature was further restricted down to online resources.

2.2 Evolving Irish and EU Policies - An Historical Context

Garner, (2007) reviews ‘The time’ during the formation of the Irish constitution and in light of its current immigration policies that are sui generis⁴, whose emergence was noted right after important historical events such as the origin of the party system, the independence struggle followed by the civil war, and the very absence of far-right during the formations of immigration policies in the Republic’s history. According to Coffey, (2018), the emergence

---

⁴ Is a Latin term which means of its own kind/ genus. It is something that is unique in its characteristics. The expression is often used in analytic philosophy to indicate an idea, an entity, or a reality which cannot be included in a wider concept.
of the Irish constitution was at a time when Europe’s liberal democratic regimes seen crumbling, political bidding expressed by people through the general elections of 1932-33 was upheld, and the overly bearing legal obligation imposed by the established commonwealth framework.

Although the symbols of ‘the community’ established by Robert Schuman were not enshrined in the Lisbon treaty (Fimister, 2008), it catalyzed the policy reforms adopted between Denmark, Sweden, Norway, and Finland, to commute passport-free in 1952 and be eligible to work & claim social security in the years that followed (Emerson, 2019b). In Emerson, (2019b) view, the formalization of the Nordic passport union with the common external immigration frontier is believed to have paved the foundation for the emergence of the Common Travel Agreement [CTA]. CTA that existed during 1922 between UK and Ireland are known not to have been contained in legislation but by the mere understanding of shared common history (Citizeninformation.ie). However, it was formally ratified through the declaration on Article 3 of the Protocol on the position of the United Kingdom and Ireland during the Treaty of Amsterdam on 2nd October 1997 (European Parliament, 2021a). Although, according to (Ruane and Todd, 2016), given the depth of division within and between the communities, the CTA might not be a concrete accord, on the contrary, it is difficult to see any better way in which an agreement could have been reached.

Ireland’s decision to join the European Union in 1973 in Barrett et al., (2008) view provided a critical foundation for the subsequent growth of its economy through the Union, whose unprecedented success would have been impossible without the membership in the Single Market. That said, Barrett et al., (2008) describe Ireland’s position within the EU by categorizing the state as conditionally integrationist, which is neither maximalist nor minimalist concerning the development of the EU. Furthermore, the unprecedented prosperity
so acknowledged by Mr Michael McDowell paved the way for reforms through the formation of Irish Naturalisation and Immigration Services to manage immigrants seeking Ireland as their preferred location to live and work (DOJ, 2021a).

Hamilton, (n.d.) defines a constitution as the unified view of gathered experiences of the masses to balance a large society, a task beyond the comprehensible scope of a single human genius. (Ginsburg and Melton, 2015) furthers this definition by emphasizing that the constitution should be flexible with changing times to accommodate evolving political practices and ensure its continued relevance. Flexibility creates constitutional stability, and according to Hamilton, (n.d.), it builds the ability into the system to remedy defects and unintended consequences of a constitutional text, making it more enduring. In being receptive, the Irish constitution has been through 32 amends since its formation (Gov.ie, 2020); however, in exercising the sense of ownership over the enterprise of constitutional self-government, in (Cahill. 2019) view, undermines the true purpose and existence of a constitution.

2.3 Need for Immigration into Ireland: Historical Perspective

The most remarkable aspect of Ireland’s aberrant history in the later nineteenth century is surely the disappearance of nearly half her population (Fitzpatrick, 1980: pp.126-143).

Glynn (2012) recounts the historic and pre-Independent state of Irish emigration to an outflow of an essential commodity, an estimated ten million relocations since 1800, bore drastic impact felt like no other nation in Europe. The Irish migration out of Ireland referred to as ‘out-migration’ by (MacÉinrí, and White, 2008), cast a great overshadow on the concept of immigration, the formation of its policies, its practices today and any further research on this topic.
(Barrett and Duffy, 2007) refer to Ireland as country of emigration post analysing negative outflow results obtained in a study conducted based on Immigrants (other nationals moving into Ireland) vs Irish emigration. In the study conducted by (Barrett and Duffy, 2007), analytical representation depicts a 1% population outflow during 1980 (Irish population estimate of 3.5 million in 1980), rose to a substantial increase by 6% in the decade to follow (1981 to 1991) with the net outflow crossing just over 200,000. The above numbers are consistent with a continued outflow recorded until 2015 on a report issued by Central Statistics Office [CSO] [refer to Appendix 2].

According to (Quinn and Kingston, 2012), immigration as a trend is relatively new to Ireland, reflecting through the incongruent nature of the immigration policies adopted. MacÉinrí, (2001) affirms in the past; bills have been passed mostly as an outcome of an ad-hoc activity owing to dealing with issues as they rose and never as a pre-emptive measure. However, O’Brien, (2005) views the establishment of INIS in 2005 as the evolution of a more coherent one-stop strategy in effectively managing the rise in immigration and asylum seekers. In O’Brien, (2005) opinion, pre-emptive measures (as opposed to ad-hoc) include quick response to labour needs by monitoring skills shortages within the economy and to co-ordinate social efforts to help with the acceptance of lawful immigrants into Irish economic and cultural life.

Studies conducted by the government-appointed pension commission reveal that over the next 30 years, Ireland would need 4 million migrants to sustain the financial health of the State pension system [SPS] (Weston, 2021). In a statement issued by CSO statistician James Hegarty, the ratio of pensioners to working people, which is currently at 1:5, is expected to

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5 Department of Justice http://www.inis.gov.ie/en/INIS/Pages/WP07000075
fall to 1:2.3 by 2025, exponentially increasing the challenges to SPS housing and transport, and employment sectors (Weston, 2021). The trend published by CSO and as reported in the Irish daily, emigration in ‘modern times’ by and large remains to be a cause of great concern with fewer Irish nationals returning to the country (Independent.ie).

2.4 A look into The Schengen Agreement

According to (Anderson and Bort, 2001), the European Union has witnessed many historic agreements since the envisioned integration through its 1950’s Schuman Plan. The world-renowned Schengen Agreement is notably considered the most influential treaty in modern times, bringing Europe closer. Brady, (2008), however, critiques this view, the freedom to travel, movement of goods and capital inside the Schengen Area as a marvellous experiment in the history of Europe. The convenience brought by the Schengen not only enables citizens of EU member states to enjoy free movement in the Schengen Area, but visitors from outside the EU can also benefit from this Policy (European Parliament, 2021b). However, Pridham, (2007) argues that EU’s political conditionality during the early 1960s and the terms defined by European Economic Commission (EEC), regarded as the preliminary phase to tie closer links with Southern European countries, saw several major changes in its scope, focus, priority, procedures, and conditionality post-1990. (Guild and Bigo, 2005) express that the international relationship that the EEC imposes on its new member state is often independent and devoid of considerations on its regional dependencies and past historic ties leading to partial involvement in the union.

Smith, (2011) questions if has the Schengen policy indeed been successful in achieving its true potential with non-solidarity expressed by the United Kingdom and Ireland to remain out of Schengen and to manage their border control through the resolution passed on 22
December 2004 by the Council\textsuperscript{6}, highlighting lack of involvement amongst other members of the Union. (Quinn and Kingston, 2012) agrees with (Smith, 2011) taking into account the strong influence of the CTA that exists with the UK, the Irish immigration policy is unusual within Europe. Consequently, it might restrain itself from completely adopting EU measures relating to immigration and asylum, potentially resulting in an immigration policy differing significantly from the other EU Member States.

Studies conducted by (Heinze, 2015) reveal that the true test of the Schengen area and its proposed progress through \textit{free movement} into the future is yet to be fully tested with unprecedented volumes of refugee seekers arriving at its door and straining its EU leaders. It is reported that a million refugees entered the EU in 2015, and since, there has been a consistent inflow of migrants, subsequently needing an allotment of huge annual budgets to manage the crisis (European Parliament, 2018c). Moreover, in being inconsistent with EU standards and choosing to control borders, the Irish Immigration system is partially vulnerable to the crisis (Smith, 2011). However, substantial efforts are being met by DOJ, contributing to the migrant situation (DOJ, 2021b).

From a globalization perspective, businesses are extensively integrated within digital eco-space, making it \textit{a level playing ground, where all competitors have an equal opportunity} (Friedman, 2005). This digital era knows no bounds, especially conventional boundaries that controlled the movement of people, goods, and services and have the potential to establish corporations with a limited global footprint (Heinze, 2015). Migration is an inevitable phenomenon in a \textit{globally integrated market}, and conferring to (O’Connor, 2000), Ireland, in

\textsuperscript{6} European Law https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32004D0926
every way, has the potential to be a rewarding place to live and work should it open its doors to capitalize and attract skilled and diverse immigrants. However, having chosen to opt-out of Schengen, according to Emerson, (2011a), Ireland suffers serious economic and social reputational costs through its distinct border management policies.

2.5 Liberal Theories on Immigration policies

According to (Kelley and Trebilcock, 1998), scholars, sociologists, policy makers, and other scientists give serious attention to developing theoretical paradigms in analysing immigrations policy and to test these implications on those paradigms in rigorous empirical ways. (Ruhs and Chang, 2004) reflect and re-examine the collective past in the formation of immigration policies, which are explicitly based on a set of core standards and ethical values that reveal the crux of issues about policies that confront us today. The question is also perhaps to be found at the heart of all modern democracies over immigrations policies, both now and in the past, lie in two core values that come to oppose each other: Liberty and Community (Kelley and Trebilcock, 1998).

Carens, (2010) draws attention to preliminary work in this field that focused primarily on liberal theories (namely libertarianism, social contractarianism, and utilitarianism), and to that effect, the evolution of liberal views that are based on the assumption of an individual’s un-biased moral worth, preceding that of the community. However, Indicating the gap in knowledge and possible limitations (Freeman, 1995) argues that these foundations lack essential elements in bearing clarity on the very boundaries that separate citizens and aliens, who seek to become part of the community through citizenship.

Wolff (2108) outlines that the libertarian perspective developed by scholars such as Robert Nozick upholds individual property rights as pivotal. The existence of the state is only
justified to protect property rights and facilitate voluntary transfer. However, this theory suffers from a pitfall which, according to (Salahuddin, 2018) findings, the rights to individualism, in its legitimate form as propagated by Nozick, would only allow for its existence in a confined state rendering the concept fall short of anarchy.

According to Salahuddin, (2018), the constitution of a contractarian social perspective as exemplified and resurrected by Rawls dwells behind the veil of ignorance, where the moral principles of justice are those agreed and accepted in its original position (characterized by a veil of ignorance). The veil intends to nullify the effect of any specific contingencies, which puts individuals at odds since natural and social contingencies are arbitrary from a moral point of view and therefore are the factors that ought not to influence the choice of principles of justice (Cudd and Eftekhari, 2000). Carens, (2010) examines the kind of contingencies that could set people at odds, such as whether one is a citizen of a rich nation or of a poor, and one is a citizen of an alien state or an alien who seeks citizenship. It is, therefore, essentials from Carens, (2010) view that a fair and global picture should be taken into consideration while adopting principles of justice that exclude the knowledge of one’s race, sex, or social class (In this case, the legislation permitting/aiding non-EU to reside and work in Ireland, in a manner consistent with that of rest of EU members).

According to Caldas, (2017) a utilitarian perspective is where the utilities or dis-utilities experienced by the masses are taken into consideration and entered into the utilitarian calculus. However, the ability to quantify and infer total net utility as a criterion for judging the comparative advantages of a social state by observing, measuring and the possibility of adding or subtracting individual utilities and dis-utilities are some impractical tasks that were in direct conflict against the Utilitarian concept (Caldas, 2017). Studies conducted by (Sachs, Layard and Helliwell, 2018) show that the happiness quotient and gains derived by aliens
often outweigh the scale of hardship and difficulties faced before being permitted to join a new and more friendly community. (Cumming, Cumming and Redman, 2006) highlight increased benefit that citizens of a larger population base derive is substantial due to the scaled effects of immigration offered in the private and public sectors. The evidential benefit local taxpayers derive in immigrants over-representing the ‘wage-to-earning age’ category relative to existing citizens contributes more in taxes than the costs entailed in providing them with social services (National Academies of Sciences, Engineering, and Medicine, 2017). Wilcox, (2009) argues that the utilitarian perspective might warrant open borders in general and might provide more scope of restriction than from the views of libertarian nor the social contractarian perspectives.

Akkerman (2005) views core values of community through the accession of united western Europe as being anti-liberal and opposes the very liberal values propagated by the likes of Robert Nozick and Rawls. Determining which stranger or alien might be allowed to enter, in the context of immigration, according to Weiner, (1996), is a powerful expression of a nation’s identity and autonomy, also referred to as sovereignty. Dauvergne (2004), in line with Weiner, perceives a fortified existance of sovereignty extending through control over the movement of people, which stands unquestioned and impregnable even by International Human Rights standards. Weiner, (1996) debates if the natural phenomenon of migration truly exists under the domain of basic human rights or lays buried under the moral obligation of the state to do the best for its citizens and its economy.

2.6 Institutions and Policy Formation

In (Besley and Case, 2003) view, theories and research form a robust foundation and are an important determinant of public policy outcomes; however, they emphasize the need for mediation through institutions for the results to be translated into public policy. (Kelley and
Trebilcock, 1998) points out that the design and formation of a state institution are essential to remain, and as often stressed across literature in political science, an independent variable in determining policies. However, (Lowndes and Roberts, 2013) find that the existential nature of the institution in social, economic, and political spheres undermines and reinforces the liberty it exercises on the formation of these policies.

In his analysis from an Irish perspective and for the exitance of a healthy democracy MacCarthaigh, (2005) emphasizes a need for working partnership between legislature (Parliament) and executive, which is subjected to the examination of the general public. However, for most Irish state, MacCarthaigh (2005) views the parliament as an entity out of power to challenge the government it elects. Even though the Irish constitution has been amended 31 times in the last 82 years, Cahill, (2019) draws our attention to the potential dangers and disadvantages that it would inherit in amending the constitution. The difficulty that the constitutional scholars bear in effecting a constitutional amend is in identifying and upholding the true purpose of the constitution (Cahill, 2019).

Castles, (2000) argues that globalization is the root cause for international migration to exceed the demand greatly and is the key factor driving social transformation across the globe. While globalization is attributed to advancement in transportation and technology, (Czaika and De Haas, 2014), show that this notion is skewed, and migration as a phenomenon is getting wider and wider, deeper, and increasingly diversified from historical patterns of post-colonial ties to a more progressively skill-based system. A paradox to the assumption of increased migration was ascribed in a study conducted by (Tapinos and Delaunay, 2000) about non-accelerated global migration attributing to increased restrictions imposed by States to reinforce control on migration. While state policies have promoted trade and capital flows
(Tapinos and Delaunay, 2000), indicate that migration as an aspect has been excluded from State's globalization processes in general.

Liberalization derived through liberal principles and globalization driven by technological advancement might seem to have levelled the playing field to aspiring people living in poorer countries through the concept of migration (Friedman, 2005; Guiraudon and Joppke, 2001); however, the underlying processes are semi-autonomously driven by economic and political shifts (Kapur, 2014). Alternatively, (De Haas and Vezzoli, 2011) back the policies adopted by destination countries restricting the growing migration trends, given migratory encouragement offered to many low-skilled individuals by many soviet and communist countries. However, in Castles, (2000) view, the degree to which Institutions in actuality control migration policies is often limited and attributed to larger geo-political and economic factors driving migration. However, the question remains whether Institutions should contain in the quest for self-reliance in an increasingly globalized world we now live in (Iredale, 2001).

2.7 The emergence of English as the Global Language of Business

"The UK’s departure from the EU would leave the State as its only predominantly English-speaking member, and a natural destination for US investors looking for a European base, especially given Ireland's longstanding “special relationship” with Washington" -Daniel Mulhall.

(The Irish Times, 2018)

Daniel Mulhall’s statement reinforces Aneesh, (2006) findings of the dominance of the ‘English language’ across the globe in a fast-growing business sector such as the ICT in establishing ‘itself’ as the generic and inclusive nature of skill requirement. The dominance of the language found its inception through post-war colonial independence, and its leaders, who were a product of the colonial education system, were naturally inclined in adopting
English as either an official or their national language (Raine, 2012). In Raine, (2012) view, America’s accession, post-dissolution of the Soviet Union in 1991, as the world’s sole superpower and its political, economic influence across the globe has had a significant bolstering contribution to the dominance of English as a globally spoken language in modern times.

Neeley, (2012) emphasizes the need for businesses to, going forward, adopt English as the global medium of communication that inherits the ability to mitigate competitiveness, integrate across borders, meet compliances, foster positive attitudes and unify dispersed employees to meet corporate goals. Increased accessibility, the expansive nature of modern businesses, and international recognition of higher education are inspirational drivers of immigration (Iredale, 2001). Though the benefits of “Englishnization” possibly have opened doors for immigrants to work in similar positions across the globe, the challenges faced and as critiqued by Quinn, (2010) points to the absence of significant yardsticks to validate the educational and vocational qualifications and skills of the developing world, in line with the requirements of Irish employers. In his research, Choi, (2020) agrees with Quinn, (2010), highlighting that the software profession is characterized by weak or non-existent institutionalization of occupations and competencies established and effectively certified within firms.

However, Phillipson, (2012) critiques the adopted pedagogy and fallacious practices as an act of modern linguistic imperialism aiding policies adopted to embrace a neo-liberalistic ideology, in need of serious scrutiny. Phillipson (2012) looks to prevailing linguistically

7 Term used by Hiroshi Mikitani, the CEO of Rakuten on how English language has evolved into being the driving force of multinational businesses across the globe. Available at https://www.diggitmagazine.com/articles/englishnization, accessed 12/07/2021.
imperialist states such as China and Turkey where the influence of the language controls areas of culture, education, media, communication, economy, and politics, thereby abetting avenues to exploitation and inequality and hierarchy within its society. Evaluation of these concepts has led to the formation of EU policies for ‘Protection of linguistic diversity’ through The European parliament and the European Council and Commission in December 2000 committing the EU to respect linguistic diversity through its Article 21 and Article 22 (De Witte, 2008).

2.8 An overview of Immigration

Probably no other word in Webster’s work has had “such an impact in the United States than his reworking of immigration.” (Wills, 2017).

According to Wills, (2017), the first systematic study in the formation of the word ‘Immigration’ was performed by Neil Larry Shumsky, tracking its roots to none other than the author of the famous ‘American Webster’s dictionary’, Noah Webster, in 1828. In Wills, (2017) view, Noah’s introduction of the word immigration elaborated and furthered the concepts of human migration, fundamentally defined by Samuel Johnson’s 1755 dictionary. This perhaps is the single most significant moment in history that imbedded the kernel of fear and contributed to the paradigm shift in the modern world, through the eyes of American’s viewed foreigners against native-born (Shumsky, 2008). Furthermore, the explicit yet modest definition arrived by Noah saw America amidst a tremendous inflow of migrants and culmination of geo-political situations that led to the first known and systematic reforms through restrictions being adopted within the American immigration system (Bankston, 2006).
Pines, (2017) reflection on the travel document that we know now as ‘a passport’, existed through history as a mere process of recognizing an individual’s character to facilitate travel into foreign land under the protection of the ruler of the land was no more than a written plea during the post-classical era. Also referred to as the ‘safe conduct’ document, the first known document of this accord appeared during the reign of Henry V in the year 1414 and survived as a testament signifying its purpose (Benedictus, 2006). However, it wasn’t until the turn of the 20th century that passports, as we know them today, were issued as legal travel documents recognizing an individual’s right to enter/ live/ work in a country (Benedictus, 2006). However, studies in this field reveal ghastly tales of using such documents (passports) during the early modern era dwelled in exploitation and persecution of peasants into descent-based servitude (Gornostaev, 2020; Kessler, 2001).

Through the establishment of the first permanent English colonies in Jamestown, Virginia in 1607 (Sheler, 2005) to the proclamation of Governor Bourke implemented ‘the doctrine of terra nullius’ (Bourkes, 1835), the purpose of immigration eternally has shifted from the days of colonization to skilled immigrants relocating in pursuit of better livelihood (Castles, 2000). Cohn, (2015) highlights that the systematic amends to immigration policies adopted by the United States began soon after it won its independence from Great Britain; however, it found its immigrations laws in favour of the European immigrants. It took the ‘The Great Nation’ 189 years for its immigration system to finally open its doors to immigrants from other parts of the world through The Immigration and Nationality Act of 1965 (Cohn, 2015).

Amadeo, (2021) views the formation of the Organization for Economic Cooperation and Development [OECD] in 1948 as an effort to reconstruct post-war Europe, paving the way for skilled individuals from non-OECD states to immigrate, live and work within its member countries. With Canada and The United States joining OECD in 1960 (Amadeo, 2021) and
immigration reform consistently adopted by the US since 1965 (Cohn, 2015), has transformed the quality of immigration individuals that the US attracts in comparison to the rest of OECD members (Katseli, Lucas, and Xenogiani, 2006). The rising popularity of English as the global language makes it convenient for people to relocate and seek a lifestyle of choice reinforcing research findings (Aneesh, 2006; Raine, 2012). Colonial ties, language, and geographical proximity, and income disparities between home and host countries are among some determinants noted in European migration giving rise to the difference in migratory regimes between the EU and the rest of the English-speaking countries (Katseli, Lucas, and Xenogiani, 2006) [refer Appendix 4].

Studies cited by (Katseli, Lucas, and Xenogiani, 2006) on US immigration reveal that the biggest source of immigrants from Asia is the Philippines, with 730,000 migrants and the vast majority having completed their tertiary level of education. The study also reveals that of the 300,000 immigrants from Korea and India, more than 75% of Indian immigrants have a tertiary education as doctors, engineers, and scientists (Katseli, Lucas, and Xenogiani, 2006). According to (Carrington and Enrica, 1999), A major drawback is the lack of consideration of the ‘brain drain’ factor that OECD indirectly imposes on source counties. (Carrington and Enrica, 1999) highlight the need for more research not only on the economic impact on the source counties of immigration with taxing a number of the intellectual drain, but there also exists a far wider and unexplored area of study on the pursuits of ‘sought-after livelihood’ that immigrants embark on and if at all they succeeded as intended.

2.9 Conclusion

As we have seen, the critique of policy formation has a long-standing history. Yet, the impact of such review upon legislation and practices have been delayed considerably, if not limited. To explore this further, the researcher has examined some of the wider debates in the
socio-economic and cultural spheres on the effectiveness and ineffectiveness of different forms of analysis.

This chapter provides an encapsulating literature review about the core principles and factors that determine immigration policies being adopted by the Irish government. Policy formation and the amends enacted to existing policies are highly intricate, which surges a ripple effect beyond the horizon of economy and politics. Bearing in mind, a study of this stature requires a wider scope of future consideration; the topics reviewed are multifaceted, playing a crucial role in identifying potential gaps and contingencies that are perceived indispensable.

The literature backed by statistics presented by CSO\(^8\) reveals that over the last decade, there has been a significant shift in the Irish migration pattern about emigration in Ireland, indicating a consistent annual drop instead of increased immigration trends. On average, the data shows a yearly inflow of non-EU immigrants that accounts for 35% of total migration in a year, including dependents.

Ireland ranks 19\(^{th}\) out of 38 overall European countries that are migrant-friendly and with the Chief Executive of Immigration Council of Ireland (2015), Brian Killoran’s admission in the lack of efforts being adopted by institutions and parties who assume power in the Dáil Éireann ensuring the adoption of measures to help migrants integrate (O’Halloran, 2015) only makes the situation grim. It is further evident that Irish policies concerning immigrant integration are largely uncertain, inconsistent with EU standards adopted by its other member states, and below standards in comparison to other English-speaking countries part of OECD

(Kenny, 2020). Nevertheless, institutions discussed earlier do play a vital role in the formation of the policies that govern and permit the movement of non-EU immigrants within Ireland.

According to (Daniel Mulhall, 2018), Ireland post-Brexit is the only EU destination for most internationally operated conglomerates seeking an English-speaking headquarter within the EU. The paradigm shift of the nation in seeking-out skilled talents through its immigration policy to build and retain inhouse competency (O’Brien, 2005) seems to be bog down by adopting liberal theories and principles that best suit the economic and political situations that are currently driving the country within a complex geo-historic tie.

The literature also provides evidence of the lack of robust, well-founded, and timely measures adopted in Ireland, which in many views (MacÉinrí, 2001), are often formed based on ‘need basis’ owing to lack of thought and scope for vulnerability in the policies. According to the Former Secretary-General of the UN, Kofi Annan, *In this twenty-first Century, immigrants need Europe. But Europe also needs immigrants. A closed Europe will be meaner, poorer, weaker, older Europe. An open Europe will be fairer, richer, stronger, younger Europe – Provided Europe manages Immigration well* (Annan, 2004).
3. Methodology

3.1 Introduction

The choice of methodology and methods for one’s research naturally follows one’s worldview and philosophy (Wisker, 2007: pp66-69).

As explained by Singh, (2006), research is the orientation of discovery in the world we live in and the identification of invariant relationships that exist among certain antecedents and certain consequents. However, a robust methodology is essential for conducting research, as it is of paramount importance to deduce the right conclusion (Kumar, 2019).

This chapter aims at constructing an epistemic approach to answer the research question by exploring the ontology of the immigration process as it exists in its current form. It explores taking into account the arguments presented in the earlier chapter and justifies the approach adopted going forward, given the near absence or scarce nature of contemporary credible research around the area of ‘value-add through dependant Immigrants’. The intention of the researcher to adopt a qualitative approach is further examined and verified under the lens of widely accepted paradigms.

3.2 Overview of Methodology

Qualitative research is best suited for exploring the objectives when there is limited credible research on a topic. (Gratton, 2013: pp:6)

Wisker, (2007) defines methodology as the foundation justifying the rationale in methods adopted to research with cognition to one’s worldview. Sire, (2004) defines worldview as expressed in ethics, religion, philosophy, and scientific belief as the collection of attitudes, values, stories, and expectations about the world around us, which inform us of our everyday thought and action. A research design employed is largely dependent on the...
objectives of the research (Creswell and Creswell, 2017); however, (Liamputtong and Ezzy, 2005) caution that a design should allow for a certain level of flexibility to accommodate any unforeseen shift in events that might arise owing during the tenure of the research process. Booth et al., (2003) demonstrate that research is never unidirectional and is therefore essential for researchers from both Wisker, (2007) and (Cohen, Manion, and Morrison, 2017) point of view that the research question requires the usage of consistent research methods which adheres to universal and philosophical standards, which is more consistent with Blaxter et al., (2010) who establishes an intelligent connection with methodology and thereby fortifying a research paradigm.

According to Kumar, (1996), the definition of research varies from one discipline to another and from one expert to another. Furthermore, through the social science research methodology perspective, Kumar, (1996) demonstrates that the variations seen may be attributed to diverse philosophy that underpins research thinking. Therefore it is essential to evaluate research through the classification of its perspectives, as shown below.

![Figure 1: Typology of research (Kumar, 1996)](image-url)
Given the definition and the type of research, immediately one would imagine the form of data that qualitative research would generate. It is possible to consider that responses could range from a single-word answer to an open-ended question to a fifty-page narrative of the participant's life history. According to (Ryan and Bernard, 2000), qualitative data may be broadly classified into text, images, and sounds (Fig:2). As emphasized by (Liamputtong and Ezzy, 2005), the flexibility in inductive research may be built through an iterative process of adjustable sampling during the data collection process (Ryan and Bernard, 2000).

The researcher is interested in understanding the meaning people have constructed around them, as suggested by (Merriam, 2009) on how people make sense of their world and the experiences they have in the world. In the views of many researchers, the approach
to a qualitative type of study involves iteration, and this study adopts a model most similar and as illustrated by (Streubert and Carpenter, 1999).

3.2.1 Qualitative research

*We are enthralled by statistical analyses, even – or especially – when we don’t understand them. Numbers impress. But they also tend to conceal more than they reveal.* (Snider, J, 2010).

Qualitative research analyses in-depth data from observations gathered through fieldwork, interviews, and written documents by engaging with live subjects, studying real-world settings, examining rich narratives, and constructing case studies (Patton, 2005). According to (Guest, Namey and Mitchell, 2013) qualitative research is often employed to answer the ‘Why’ and ‘How’ of human behavior, opinion, and experience which otherwise is difficult to obtain through quantitative methods. This branch of study, significantly
exploited by sociologists, typically rejects positivism and adopts interpretivism by examining case studies that often result from a narrative or descriptive account of a setting, practice, or participant’s observation (Pryce, 2006).

Quantitative research is the numeric representation and manipulation of observations employed to describe and explain a phenomenon that observations reflect (Queirós, Faria, and Almeida, 2017). The application of quantitative research methods, according to Sukamolson, (2007), is not limited to natural and social science. Still, its widespread use in the area of physics, biology, psychology, sociology, and geology, making the model diverse in its application. The capability and wider application of quantitative research had the researcher at crossroads during the initial phase of the research. However, the objective of the research topic in gathering people’s subjective experiences and the meaning they attribute to what happens in their daily lives (Nurani, 2008) facilitated the researcher to steer the research toward qualitative methods.

3.2.2 Research Philosophy

The researcher was posed with challenges in identifying the most appropriate methodology that best suited this research work. Silverman, (2005) believes that research methods vary greatly depending upon the research question and are also determined by the type of information being sought after. (Ratan, Anand and Ratan, 2019) define the characteristics of a good question using the acronym ‘FINERMAPS’ expanded as Feasible, Interesting, Novel, Ethical, Relevant, Manageable, Appropriate, Potential Value, Publishable, and Systematic. The nature of this research dwells largely in the worldview of the researcher and experiences gathered from the immigrant’s naturally occurring situation. (Queirós, Faria, and Almeida, 2017) state the purpose of the quantitative method is to seek to obtain large sets of data that are accurate and reliable in measure, allowing a researcher
to further the study using statistical models. However, this approach does not rest well within the research scope, in eliciting participant's view of reality, which constitutes the basis of systematic inquiry into participant's natural setting. Therefore, the appropriate method is to gather experiences by longitudinally looking at a limited number of situations or cases as proposed by (Teherani et al., 2015) and to construct and thematize, aiding to process the information collected.

3.2.3 Post-Positivism

The positivistic paradigm often relies on evidence-based reality that can be mathematically interpreted (Hunter and Leahey, 2008). Positivists believe that knowledge can be discovered through the use of scientific methods governed purely based on experimentation, observation, control, measurement, reliability, and validity incorporated within the processes of research (Hunter and Leahey, 2008). However, in the wider perspective of many scholars (Pryce, 2006; Guest, Namey and Mitchell, 2013), adopting a positivistic paradigm often orchestrates anarchy over epistemic study through social sciences that are usually constructed based on emotional and social experiences.

The post-positivist paradigm, having evolved from the positivist paradigm, adopts flexibility and subjectivity over underlying core positivist concepts. According to Krauss, (2005), the post-positivist paradigm, on the contrary, drifts away from the objective-based perspective adopted by the logical positivists and is determined with reality and experiences that are often subjective.

3.2.4 Constructivism

(Elliott et al., 1999) defines constructivism as a learning phenomenon that is based on the edifice of knowledge that people actively construct, giving rise to a reality determined
by their individual experiences. Learning theories suggest that information is often partially received and relies on the ability of an individual, through the process of cognition and comprehension, to build a meaningful connection between new and prior knowledge (Nagowah and Nagowah, 2009). Phillips, (1995) furthers this idea and believes that constructivism is built on transient human interpretation of knowledge that is often influenced by erstwhile knowledge built on experiences. Brau, B. (2020) exposes the challenge to a constructivist approach, in accounting for holistic outcomes due to the nature of the study being more abstract and applicable. However, compared to popular quantitative-based practices that are often driven by statistics (Queirós, Faria, and Almeida, 2017), constructivism is epistemologically intersubjective to the hermeneutics of phenomenology and interpretivism (Nurani, 2008; Teherani et al., 2015).

3.3 Research Design

3.3.1 Research Process

Given the researcher, it is paramount to anchor the study so as not to deviate from a systematic research approach while being endlessly cognitive in linking ineffective and feeble work (Kumar, 2019). The researcher intends to steer the study through robust fundamental elements as adopted and represented in Figure 4. A literature review infuses an academic perspective and enables the researcher to establish a framework governed by underlying theories, best practices, and prior recommendations in this field (Wisker, 2007).

Qualitative research offers a great level of freedom and becomes arduous to a novice researcher to frame the right perspective (McCaslin & Wilson Scott, 2003). The complexity to a novice researcher to know how to determine the appropriate research tradition and how to construct a canvas and frame upon which a study can be effectively and artistically
painted is often daunting (McCaslin & Wilson Scott, 2003, p.447). Being a non-EU and having moved to Ireland no less than a year, the researcher used all platforms to develop focus into the research topic. This includes all in-consistent sources to understand underlying principles, culminations of present legislations in the view of historical events and agreement, all along developing a cultural Intelligence with the Irish society and immigration system. It is essential to build theoretical knowledge to eliminate any form of bias that may unconsciously flow through the research (Kumar, 2019).

![Method of Data Collection](image)

*Figure 4: Data collection process. Source: (Kumar, 2019)*

### 3.3.2 Secondary data – Literature Review

Research starts with reviewing existing literature to acquaint the researcher with the topic and draw conclusions reported by other scholars in the chosen area (Kumar, 2019). There are several reasons to consider secondary data. Besides the fact they contain important information, the data sets such as the NPHS and CSO hold on to social facts
beyond the scope of a researcher’s primary data collection ability (Wade and Brannigan, 2010). Preliminary research work in the form of literature review assisted the researcher in orient the study based on available data about immigration in Ireland and key elements taken into account in the policy formation. Some consideration include

- As the researcher’s knowledge of any Irish legislation is bare and a novice to the research process, the researcher is encouraged to review older studies.
- Unreliable sources were initially used to familiarize with the topic, jargon, and keywords essential for the secondary data collection process.
- Abstracting, keyword search, noting, and manually summarizing are key techniques used during the initial secondary data collection process.
- The researcher faced challenges with software version-related discrepancy with endnote in maintaining the search manually on MS word.
- All literature was sourced for MTU library, hard copy publications, and journals referred online through google scholar.

3.3.3 Primary data – Qualitative

The key benefit of using primary data is that the researcher is collecting information specific to the purpose of their study, i.e. the chosen mode of data collection is focused on eliciting data that will aid the study (Kumar, 2019). Besides, (Wade and Brannigan, 2010) critique the consistency of secondary data and the limitation that it could bring upon research intentionally or unintentionally when state or private bureaucrats turn a blind eye to certain social events. Also, the data collection (of secondary data) might have excluded data sets due to a lack of resources. During that time, the scope of the research deemed the situation unworthy of consideration (Wade and Brannigan, 2010).
Qualitative research is best suited to comprehend the experiences and meaning people have constructed around them to ascertain a phenomenon (Kumar, 2019; Merriam, 2009; Nurani, 2008). Therefore, the primary data source collected for qualitative research was through semi-structured interviews, which allowed the researcher to build some flexibility in data collection. The interview was planned to be conducted on 10 participants gathering their experiences, feelings, emotions, and knowledge on the immigration system in Ireland.

3.4 Data Collection

3.4.1 Participant Sampling

In social research of this stature, the accuracy of research findings, by and large, depends on the sample chosen (Kumar, 2019). The inherent objective of sampling strategy is to minimize, beyond cost implications, the variance observed increasing ambiguity in the research findings (Wisker, 2007). The researcher employed a mixed sampling technique that involved judgment and network in identifying the right sample for the study. The ability of the research’s assessment to determine individuals with ‘quality source of information’ (purposive sampling) and to further the reach through their network (snowballing) helped identify the right sample population and meet the desired criterion.

- The sample size for the interview to be conducted was capped at 10, as prior research indicates that metatheses may be captured during the initial stages of the interview, with saturation point occurring at not less than 10 (Guest, Bunce and Johnson, 2006).
- The research intends to conduct a non-bias study regarding gender, and therefore, an equal number of male and female participants were sought.
• The research question in trying to identify the impact of dependent policy in lieu with immigration streamlined the participant in being married, relocated to Ireland as a dependent on a spouse permit, willing to contribute through Irish workforce.

• Although the scope of the study originally intended to include all non-EU immigrants post evaluation, the study was focused on Indian dependents only.

• All participants were given a choice to remain anonymous. Complete details of the purpose and intent of this research were discussed and handed out through an information sheet followed by the collection of participant's consent [refer to appendix 6].

3.4.2 Pilot Interview

The term pilot in research refers to the feasibility study of a particular research instrument, given this research ‘the questionnaire’, to identify potential flaws and inadequacy in eliciting required results (Majid et al., 2017) (Wisker, 2007). (Majid et al., 2017) emphasizes the significance and benefits of performing a pilot interview in bolstering the effectiveness of the data collection process. The researcher approached the first pilot interview with a constructivist mindset and evaluated the outcome through a reflective process. Through the interview process, it became evident that the participant, being a non-native English speaker, struggled to comprehend and at times lead the discussion off course. It was also noted that the tendency to respond through short phrases and single-word answers is higher due to a lack of confidence, practice, and fluency in articulating in a second language such as English.

After evaluating areas of improvement needed, the researcher set out yet again to pilot a second interview which yielded promising results. The second participant (part of the findings, P2 Savitha) was confident and comfortable expressing her experience and
thoughts on the immigration system. In addition, it helped the researcher greatly connect with participants through an initial ice-breaking session in connecting before the interview, aiding to sustain the interview duration and making it more pleasant for both parties.

3.5 Data Analysis

Research around reality built on experiences gathered by people (Nurani, 2008) requires analysis of collected data as early as the data collection phase to ensure the attitudinal scales of measurement elicit the information sought by the researcher (Khandkar, 2009). According to Charmaz, (2006), constructing a definition based on observations noted on collected data through the labelling technique is the fundamental transition of analytical interpretation of an interview. The iterative coding process assisted the researcher in formulating categories that best narrate perceptions shared by participants. First, statements were coded as part of the initial coding process, followed by refocused coding to build category trees employing the axial method.

3.5.1 Open Coding

The protocol to analyse data, either verbatim or line-by-line or by an entire paragraph to break it down into distinct ideas and label any important information, is often referred to as the open coding technique (Khandkar, 2009). Qualitative data in the form of interviews and support groups (recordings) are often studied initially with an open coding paradigm to build theories in an inductive manner (Kumar, 2019). By employing the open coding technique, the researcher recorded code count progression from 57 in the early stages of the interview [refer to appendix 8] to a total of 121 codes that were manually coded using Dedoose application [at saturation] [refer to appendix 9]. Open coding from the initial data
collection phase built back iterative constructivism in the qualitative technique allowing for focus throughout the coding activity.

3.5.2 Refocused Coding – Axial and Selective

Refocused coding is the process of analysing the codes developed through the open coding process and establishing relationships between concepts and categories that emerge through open codes (Strauss and Corbin, 1990). To assist in categorization, the researcher focussed on the model suggested by (Vollstedt and Rezat, 2019) in identifying context, action/interaction strategies and consequences to construct meta-level relationships that exist between codes and hierarchy. The evolution of core categories was consistently tested through memo writing and the comparison of data with codes at all stages.

The subsequent process of selective coding is to develop consistency in forming a theory that integrates all attitudinal variations evolved in the form of core category through open and axial coding (Strauss and Corbin, 1990). Identification of the core category establishes the storyline of the research (Vollstedt, 2015). For the novice researcher studying a topic of this magnitude, the task wouldn’t have been possible without the process of mind maps [refer to appendix 10].

3.5.3 Theoretical coding

Many theorists believe that the graphical representation of emerging theories is a quintessential part of theory building in grounded theory research (Charmaz, 2006; Strauss and Corbin, 1990). Furthermore, visual representation of qualitative data enhances the comprehension of research theories aiding clarity to readers on the author’s analysis (Verdinelli and Scagnoli, 2013). Therefore, the theoretical coding for the research was
processed in two stages after reviewing the capability and potential of Computer Assisted Qualitative Data Analysis Software [CAQDAS] Dedoose and Nvivo.

Nvivo is a powerful CAQDAS with an algorithm built internally to auto code qualitative data in developing themes and scenarios aiding the formulation of a core topic. However, the researcher found the process of auto coding as a mechanism that could potentially stray away from the core topic since the coding mechanism and the considerations built within the algorithm to generate codes are not open for investigation. To alleviate this situation, the researcher manually created codes on Dedoose CAQDAS, screening participant's interviews word-by-word and paragraph-to-paragraph in manually building codes needed for further study. The codes were later imported to Nvivo to deduce theories based on the graphical representation ability of Nvivo. A flow chart is employed to represent codes (fig:5) that have aided the process of emergent themes, along with coverage of participants over a topic forms the basis of reporting structure used in chapter 4.

Figure 5: Chapter 4 Findings report structure

3.5.4 Grounded Theory

Grounded Theory (GT) is an innovative and systematic research methodology that has found significant application in gathering, analyzing, and conceptualizing data for
qualitative research. Originally developed by Barney G. Glaser and Anselm L. Strauss, (Charmaz and Bryant, 2010) refer to grounded theory as a tool that offers researchers to approach ethnography studies more analytically by conducting an in-depth interview and an increased emphasis on content analysis.

The modern GT consists of three predominant traditions: Classic, Straussian, and Constructivist GT, although contemporary GT models share the same fundamental tenets. However, according to (Kenny and Fourie, 2015), the GT models vary in their coding, philosophical position, and the use of literature. As per the original text of Grounded Theory (The Discovery of Grounded Theory 1967), the researcher intends to only make the initial choice in the data collection process for the research and does not pre-empt the entire process. The data analysis will set course to the direction of research with coding, categorization, cross-category analysis, thematic and a possible indication into the future for the need for more data (Glaser and Strauss, 2017).

Charmaz, a former student of Glaser and Strauss at the University of California, considered Classic and Straussian GT models are resistive, concrete, bound by rules, a prescriptive approach to coding that stifles and suppresses the researcher’s creativity (Kenny and Fourie, 2015). Instead, Charmaz, (2006) model fashioned highly adaptable coding guidelines with an imaginative engagement with data that captivated the researcher.
The research topic being substantive with no prior formal theory, a framework that is receptive to creating emergent categories and strategy is deemed critical. Charmaz’s constructivist GT framework allowed for a consistent 2 stage coding process, enabling the researcher to tolerate ambiguity and be receptive in creating categories and strategies.

3.6 Gibbs Reflective Cycle

One of the primary learning processes is achieved through the involvement of mutually occurring modification through the process of reflection (Moon, 2004). Illeris, (2003) describes learning as a process that involves the social, emotional, and cognitive dimensions. However, (Illeris, 2003) bolsters the need for a framework during reflective practices as, unlike the cognitive dimension, the emotional and social dimensions are less easily captured. Moon, (2004) recommends that though a framework aids in the initiation of reflective practice, reflective learning should continue to remain in focus over the framework. The researcher has chosen the Gibbs reflective model, and the reflection can be referred under appendix 12.
3.7 Reliability

Unlike quantitative research, where attitudinal measurement scales can render the same results on multiple measurements demonstrating reliability, qualitative studies often reflect diversity or spread of attitude (Kumar, 2019). Reliability is built on the stability of results obtained that produce a consistent and predictable result under given conditions (Moser and Kalton, 2016). Kumar, (2019) upholds Guba and Lincoln’s framework of 4 criteria as a constructivist paradigm in paralleling validity and reliability in qualitative research. The trustworthiness of qualitative research may be sought through internal validity (establishing that the results of qualitative research are in line with participants perspective ascertaining credibility), external validity (an extent to which the results may be transferrable to other settings), reliability (dependability of the results to repeat), objectivity (if others may support the outcomes) (Kumar, 2019).

3.8 Ethical Considerations

In a social science research undertaking where the study is primarily based on human subjects, it is the sole responsibility of the researcher to protect collected data and the rights of participants during and after the study (Kumar, 2019). Ethical values help promote standards that are essential in a collaborative environment to build accountability and fairness amongst a team involved in research (Wisker, 2007). Universities and colleges adhere to ethical standards, and the academic policy of MTU (still available under the CIT code of good practice) served as a preliminary guideline for the research.

3.8.1 Consent Form

According to Korth, (2002), very few empirical studies have explored participants' post-experience contributing to qualitative work. Yet, researchers often dwell on the notion of
having been able to extend an interpersonal connection with their participants. Through prior discussions with participants and inputs offered in form of an information sheet along with the consent form [refer to appendix 6], the researcher has strived hard to preserve any undesired emotional dysregulation that the narration could bring upon the participants. Although applying the ‘participant rights’ vary case to case and research to research basis (Schaefer and Wertheimer, 2010), unconditional and absolute right to withdraw in Edwards, (2005) view could potentially alter the sample sought for study. Therefore, the researcher has ensured that all participants are aware of their contribution, bestowed the absolute right to withdraw and to refrain from being named if the need is, and endured not to screen based on consent-related constraints. The researcher for this study has taken consent from all participants who in chapter 4 will be referred to by their name prefixed with participant number in order of interviews conducted. P1 signifying participant 1, P2 representing participant 2, and so on.

3.8.2 Privacy, Anonymity, Confidentiality, and General Data Protection Regulation (GDPR.)

Privacy, anonymity, and confidentiality are at the heart of any research and a mandatory ethical practice designed to protect data shared by individuals later employed in the process for analysis and reporting (Kumar, 2019). While privacy and anonymity encourage trust within the research space, they differ subtly, where privacy refers to the control, and the latter exercises the right to remain unknown for the duration (Falkvinge, 2013). As a rule of thumb, anonymity is noticed in a quantitative study, and confidentiality is maintained in qualitative studies. On the other hand, confidentiality refers to measures undertaken by the researcher, who is in acquaintance with the participant for the research duration, to protect their identity from being discovered by others (Kaiser, 2012). Privacy, anonymity, and confidentiality are contextual to a research topic in (Baez, 2002) view, arguing that
confidentiality hinders *transformative political actions*. In the context of this research, the participants were happy to share their individual experiences. They were open to their information being held secure for the purpose and duration of the research.

The GDPR policy adopted for this research is based on guidelines set by MTU (Code of good research practice), which are in line with EU GDPR\(^9\) and data protection laws. Data generated during research, including data in electronic form, is kept securely in a password-protected laptop. In addition, appropriate network firewalls and security measures are adopted to prevent any attempted data breach. All hardcopies, audio, and video files generated through the process will be held securely until final evaluation and destroyed after the research is completed.

### 3.9 Limitations

Ruggie, (1998) asserts that one of the prominent limitations to a constructivist and interpretive line of study is that the framework relies heavily on the untainted acquisition of an individual's knowledge and experience, which groups often influence. Often a combination of prior knowledge and present information helps an individual to construct subjective experience. However, not often all outcomes of a study are considerate and all-encompassing of individual subjective opinion.

The researcher's intent, originally during the onset of the study, was resolved to capture experiences encountered by non-EU-dependent immigrants irrespective of ethnic background. However, the scope of such a topic requires monumental effort in terms of resources, grants, funding, and last but not least, time to study such a diverse spectrum of

\(^9\) More on EU GDPR may be accessed through https://gdpr.eu/what-is-gdpr/
immigrants who relocate from various parts of the world. Given these constraints and considering the researcher’s limitation to conclude the research in line with the conclusion of this academic year, all participants were confined to Indian minority groups who have immigrated as dependent on their spouse permits. In addition, although not intentional, all primary visa holders are CSEP holders, which further confines this study's findings.

English is not the first language for most non-EU immigrants. This limitation perhaps resonated the loudest to the researcher during stage-1 of the pilot data collection activity as most responses were in the form of short phrases and single-word answers. (Cheng, Myles and Curtis, 2004) the emphasis is that most non-native English-speaking international students require support to develop skills essential to meet demands posed within academia. The situation is no different in a corporate and research setup. The researcher, being a non-EU, non-native English speaker and a novice to the art of research, tries to put the best foot forward to follow the intended methodology to the fullest, despite being aware of the fact that not many are competent to follow down to the level of last ‘T’ when the research takes a grounded theory approach.

As the world continues to march forward, convalescing from the aftermath of the Covid pandemic, the trail of changes left behind is not only abundant for the prime movers of the economy to adapt. Still, it has widened the scope of new theories to be articulated in time. Meetings conducted for this research were in the confines of ‘zoom meeting rooms’ due to lockdowns imposed to control the spread of the virus and not allowing to establish a personal connection with individuals. In addition, moving to an online research platform posed unexpected limitations concerning access and credibility of quality research data available for use for research. Data available online are often tagged with a hefty price, and the funds available for this study are limited.
The researcher could not get all ten interviews as one of the participants travelled back to India to support her family, who needed medical and moral support. When drafting this research (at a later date), the researcher wishes to ascertain readers that the participant’s family member has recovered.

3.10 Conclusion

This chapter has outlined the philosophical concepts that bolstered the research study and the methodology adopted to infer answers to the research question. Through a narrative justification, the researcher has charted systematic details employed in the implementation of this study. Narratives collected through the process of interview aids in the coding and concluding this study, and the following section will present the core findings.
4. Research Findings and Analysis

4.1 Introduction

This chapter will present the main research findings from the empirical data gathered through the process of nine in-depth interviews conducted on Indian dependents who have immigrated to Ireland with their spouse, who is the primary visa holder. These findings are supported by information obtained from five female participants and four male participants who shared their views and life experiences since their arrival to Ireland. The themes discussed below result from analysis performed using the Grounded theory approach to address the research context.

4.2 Summary of Findings

The analysis was conducted through Dedoose, and later on, Nvivo identified six code convergence of core categories as shown in Fig:8. The following section will explore findings and analysis through graphical representation of participant’s views and experience regarding the subcategories and their coverage analysed through Nvivo.
4.2.1 Immigration Policies and Associated Relationship with Permits

Inputs provided by participants were referenced unto saturation. A total of 314 references were made concerning how Immigration in Ireland is currently controlled by the policies instituted to control entry and their eligibility to work in Ireland, as illustrated below.

As illustrated in the graph (Fig: 10), there has been substantial input from P2, Savitha, P1, Subhash and P7, Santhosh with an overall coverage above 42% concerning the regulation of dependent permit, their mode of entry into Ireland, and their eligibility to work. The findings have been classified into six categories to further the discoveries concerning contemporary Irish Immigrant policies that attract skilled immigrants worldwide.
4.2.1.1 Contemporary Immigration Processes and Ireland

This research has revealed close to seven ways\textsuperscript{10} one may immigrate into Ireland, and the dependent permits vary accordingly. The first participant’s awareness of the current immigration process prevailing in Ireland focuses entirely on work permits issued by sponsor organizations. It draws parallels to other highly-sort-after immigrations systems concerning best practices.

*As far as I know, the only way to immigrate to Ireland is if you have a job offer and you have a work permit. It’s not like Canada or Australia or the UK, though I*

\textsuperscript{10} The appropriate information pertaining to permits may be reference from Permissions, Stamps & Conditions. Available at http://www.inis.gov.ie/en/inis/pages/registration-stamps
don't know the story with the UK now post Brexit, where there is a point-based system, and if you qualify, you may relocate right then and later look for a job. I know at that time, and I think it won't be any different now, that you can't immigrate into Ireland looking for a job, at least for non-EU citizens. Do dependents get a different class of work permit based on a primary visa? I don't know how that thing works. I can only speak in my situation. I understand that Stamp-1G is given only for the dependent CSEP holder instead of Stamp-3 now. So, Stamp-1G means they don't need a work permit and can start working straight away. Some classes of dependent immigrants still are offered with Stamp-3.

[P1, Subhash: 8.71% Coverage]

The next contributor provides more in-depth information concerning permits offered to dependents and how they vary based on the primary visa holder’s eligibility to immigrate to Ireland. It is evident only the spouse of Researchers and CSEP are permitted to immigrate along with the primary visa holder and are provided with Stamp-1G upon arrival. In the participant's view, the spouse and de-facto partner on other schemes are not eligible to immigrate with the primary visa holder. Furthermore, the clause requires the primary visa holder to fulfil a mandatory residence tenure before requesting permits for the spouse with INIS.

Yes, there's more than one way to immigrate to Ireland, and CSEP is one of them. You may also enter the country as a researcher on a general work permit and enter the country as a student. However, apart from a student permit, you are not allowed to bring your family to live with you immediately on a general work permit. Only CSEP and researcher permits allow you to get your family along when you immigrate to Ireland. The dependent permits vary in accordance with the permit offered to the primary permit holder. If a person is on a general work permit, then their spouse cannot join them until they have completed 12 months in the country. Only after that period can the primary visa holder apply for family reunification, and Stamp-3 is offered to the spouse. Stamp-3 does not permit the dependent on work, and it's funny why would they pose such restrictions on a family trying to settle in Ireland. In CSEP, the spouse can join immediately whenever the work permit holder is moving to Ireland. The spouse here is offered Stamp-1G,
which is the latest amendment and as I recall, I moved to Ireland on Stamp-3 in 2018 and only after a year in 2019 is when spouses of CSEP holders are provided with Stamp-1G. With Stamp-1G, the spouse is allowed to work without securing a work permit. A student permit is also Stamp-1G is not allowed to bring their family. Their permit only allows them to live and study here in Ireland. I'm not so sure about researcher’s, but I believe they can join their spouse when they move into the country.

[P2, Savitha: 9.42% Coverage]

According to the next participant, one may immigrate to Ireland as a student or individual who has secured a CSEP. It is worth noting that the amendment in 2019 permitting dependents to access the local job market in Ireland through Stamp-1G was one important condition aiding their thought process to immigrate to Ireland.

As a student, you can do your MS or post-graduation studies from Ireland and immigrate with Stamp-2. And for students who complete graduation, get Stamp-1G, who can then stay for two additional years and seek to secure a CSEP. The dependent work permit offered to spouses of CSEP is Stamp-1G. It was only after 2019, dependent spouses were offered Stamp-1G and are permitted to work. A major criterion was aiding our move to Ireland.

[P3, Lakshmikanth: 6.08% Coverage]

The following contributor acknowledges that she immigrated to Ireland as a dependent and was not as keen to learn about the immigration process in Ireland.

When I moved to Ireland, I knew that it was either a work permit one needed to live and work here. If not, one could immigrate as a dependent. Also, people immigrate to Ireland as students; however, I am not aware of other means. Maybe it is since I was not looking for information about moving into Ireland when we immigrated. You know that it was my husband’s company that initiated the internal transfer. Also, I just wanted a break from my work since I had my child, three years old then. Once we relocated, I thought since the place is new for my child and the
two of us, the break would help us all to settle in. I didn't research much on how this visa worked.

[P4, Neetha: 4.90% Coverage]

The next participant provides interesting details on ways to immigrate into Ireland that are unique from ways stated by other contributors.

One way is if an employer seeks for the resource from different geographies and offers a work visa, one may immigrate into the country. The second way is you join your family if one of your blood relations is in Ireland. I am not entirely sure how that works. The third way is through asylum, and once again, I don't know the exact details on whether or how one is qualified to seek asylum. Apart from that, I'm not aware of any other ways to immigrate.

[P5, Prashanth: 6.23% Coverage]

The next contributor explains their decision to immigrate, primarily triggered by her husband’s organization. Therefore, there was no intention to learn the details of immigration processes in Ireland.

Honestly, I would say no. I am now aware of what other ways one may immigrate into Ireland. In our case, particularly, there was a lot of debate in his company, and based on the project that he worked we had to immigrate to Ireland. Also, since the decision was made at the very last moment, we decided to move into Ireland and then figure the rest out. I didn't get any time to prepare or work on what immigration policies Ireland provides, what options we have or where we fit in? I didn't do any research, and we didn't get time for it.

[P6, Yamini: 4.20% Coverage]

The following contributor agrees that occupation is one of the primary means to immigrate into Ireland. In his case, it was his wife’s career that helped them immigrate.

I know, from my situation, that one may immigrate into Ireland as a dependent of a spouse who has been offered a permit to live and work in Ireland. Almost five
years back, a couple of my colleagues migrated to Ireland through an intracompany transfer mechanism. So, there is that way you may immigrate to Ireland. I am not sure of other ways since I did not seriously intend to follow the immigration procedure to come to Ireland. It was my wife’s job that got me here, and yeah, so, I am not aware of any other ways one may immigrate.

[P7, Santosh: 4.01% Coverage]

The next participant who immigrated to Ireland as a dependent spouse acknowledges that as a student and through job offers, they serve as a major source of entry into the Irish economy.

As far as my knowledge goes, I know students are travelling from India for their higher studies here in Ireland. Once they graduate, they can reside on Stamp-1G for two years to look for a job. The other way to immigrate into Ireland is through a job offer if you are lucky to be offered a job directly by a company physically located in Ireland. I am not sure what visas are provided for dependents of other permits offered to immigrate into Ireland.

[P8, Pankaja: 3.21% Coverage]

According to the next contributor, it is possible to immigrate into Ireland under seven different possible ways and are managed through different stamp numbers, each signifying a certain degree of freedom one may exercise. But, largely, these permits are heavily dependent and are linked with a primary visa holder. Furthermore, no support is provided to these primary holders in an event leading to job loss, especially worth consideration in the aftermath of a pandemic affecting the Irish economy.

So you may enter the country on Stamp-1, a general work permit, and you are not allowed to get your spouse along with you while on this permit, however after a year, you are allowed to get your spouse on Stamp-3. Stamp-1G would be offered to international students who wish to seek education in Ireland; however, in 2019, it was decided that spouses of CSEP holders too are offered with Stamp-1G. So as a student, you are not permitted to bring your spouse to live with you in the country.
Once you complete five years in the general permit or two years on CSEP, you are offered PR (Permanent Residence) through Stamp-4 whereby you do not require a work visa to work in Ireland going forward; however, there are by-laws to this, and though it is referred to as permanent you have six months if you remain unemployed before you are asked to leave the country.

[P9, Tejashree: 5.04% Coverage]

4.2.1.2 Dependent Visa and the Eligibility to Live and Work

The following theme has led us to understand that there ‘was’ an immigration process that granted limited entitlement to dependents before 2019 under the abolished Stamp-3 scheme. That said, the Irish government swiftly and responsively altered privileges to a certain segment of dependents, thereby providing them with access to the labour market. Thus, though uncertain of the current policies, the first contributor narrates the eligibility of dependents moving into Ireland.

When I moved in as a dependent, I was offered Stamp 3, and permission doesn’t let you work. So, if you are moving in on Stamp-3, you won’t be eligible to work straight away. You still have to apply for a work permit, and the work permit is free of charge. I mean, I’m talking about 2015. So, things might have changed from then and now. The policy was that the dependents on CSEP holders could apply, but they still had to apply for a work permit. Work Permit was free of charge, but the applicant still had to go through a formal application process where one will be in a queue just like any other work permit at the time. It took three months or a few months; even though the dependent permit is free of charge, there still was a delay.

[P1, Subhash: 8.20% Coverage]

The next participant outlines the eligibility of a dependent spouse privilege to live and work before 2019, when she originally immigrated and post 2019 when the government took the swift initiative to amend the permits.
As I mentioned earlier, I moved into Ireland on a spouse permit, Stamp-3, a dependent spouse of critical skills permit Holder. I am eligible to apply for jobs; however, I cannot work with that Stamp-3. Once I had a job offer on hand, I applied for a separate work permit and came with its challenges. But in 2019, there had been a sudden change where Stamp-3 was changed to Stamp-1. I went to the immigration office, and they issued me Stamp-1, a permit offered to primary visa holders to live and work based on a sponsor company. In a week after realizing the drawback, they requested all dependents to visit the immigration office for a change in stamp to Stamp-1G, which is a student permit that then allowed spouses of critical skills permit holders to work without the need to apply for a work permit which previously had been the case on Stamp-3.

[P2, Savitha: 7.16% Coverage]

The next contributor narrates how seamless the process of immigration has been, if not for the pandemic in early 2020 and the inevitable delay that it caused in processing their visa applications. Despite changes effected by INIS in providing access to the labour market through Stamp-1G to the dependents, it is interesting to note the immigration officer’s advice to secure a CSEP as future insurance undermines the notion of an immigrant trying to exercise their right under the current scheme (Stamp-1G).

I was offered Stamp-1G straight away after a quick visit to the Garda immigration office. To be honest, it would have taken less time, but due to COVID, the visa processing got delayed. Her interview took place last November, and it was March when the CSEP was offered. We applied for my visa soon after her CSEP, which came through in the 1st week of August 2020, and then we flew in on the 29th of August. The Garda at the immigration officer asked me if I wanted to work, and when I said yes, he put a remark as ‘permitted to work’ on my residence permit, which is Stamp-1G. He also advised me that if I could secure a CSEP for myself, it will aid me in the future if I were to change jobs. So, on Stamp-1G, I am entitled to access the job market without the need for a work permit and work full time.

[P3, Lakshmikanth: 6.03% Coverage]
The following contributor explains the eligibility offered by INIS during her entry into Ireland and how little the eligibility meant, given the inclination to take a break from her career was outweighing the benefit.

*When I joined my husband here in Ireland as a dependent, I was offered Stamp-3. Stamp-3 does not entitle you to work or access the Irish job market. You do not have permission to work unless you have a rare skill and a company offered you a work permit based on it. However, as I mentioned earlier, during the early days in Ireland, I was not looking for a job.*

[P4, Neetha: 4.82% Coverage]

Though immigrated initially with Stamp-3, the following participant was able to almost immediately convert the permit to Stamp-1G within few months upon his arrival. The amendment in immigration policy was also discussed during the participant’s conversation (P2, Savitha, pp 60).

*I moved to Ireland in February 2019 as a dependent permit holder on Stamp-3, not entitled to work without a work permit. In the same year, the Irish government changed the dependent policy and offered Stamp-1G to all dependents of CSEP holders granting permission to work in Ireland without having to secure a work permit. This was introduced in April, and I renewed my residence permit to Stamp-1G based on my wife’s CSEP. From there on, I started looking for opportunities in Ireland and yeah, that’s how it worked out for me.*

[P5, Prashanth: 4.91% Coverage]

The next participant explains the terms laid out by INIS when she immigrated as a dependent, where she was offered a residence permit that prevented her from accessing the local Irish market. Subsequently, amends to dependent permit cited by Savitha (P2, Savitha, pp 60) enforced rights to the participant in accessing the labour market. However, a few good years were spent in the peril of not securing a future career.
The day we got our immigration registered at the Garda office, my husband was provided with a Stamp-1 visa. I was provided with a Stamp-3 visa with GNIB validity similar to my husband's. Stamp-1 entitles my husband to live and work in Ireland as long as there is a valid contract with the sponsor company. But Stamp-3 gets tied down with Stamp-1 and prohibits dependents from legally accessing the labour market. You are not entitled to work, not conduct a business of your liking. That's the visa I got when I joined him when I came into the country.

[P6, Yamini: 4.27% Coverage]

The following contributor recognizes that Stamp-1G indeed empowered him with access to the Irish job market; however, not without the confusion it created amongst recruiters when the same permit was also offered to non-EU students post completion of their graduation. Consequently, delaying the process of recruitment that now required additional validation procedures that had to be adopted in verifying presented details and simultaneously considering the candidate's eligibility.

I was told before my arrival that the dependent spouse was provided with a residence permit that did not allow them to work. But when I finally immigrated to Ireland, I was given Stamp-1G that permitted me to take up a full-time job without any restriction. I was looking forward to getting employed in Ireland, and when the Garda asked me my preference, I requested for Stamp-1G. I was aware that the recruiters preferred candidates with Stamp-1G; however, there is a bit of confusion here as even non-EU students who complete graduation in Ireland are also offered Stamp-1G visas. I feel recruiters are confused while processing a particular candidate, not entirely knowing if the applicant is a student or an experienced spouse.

[P7, Santosh: 7.18% Coverage]

According to the next participant, the permit offered to her as a dependent is straightforward in its approach.
Based on the Stamp-1G permit offered to me, I have been granted permission to live and work here in Ireland. However, it does not allow me to start any business.

[P8, Pankaja: 3.10% Coverage]

The next contributor relates to her early days concerning the permit that was offered to her as a dependent to a general work permit holder, which as a policy to this day continues to restrict every skilled and willing dependent relocating to Ireland from participating in the labour market. After losing three good years of her prime working life to the imposed restriction, the changes made to residency permit through Stamp-1G shone a ray of hope in May 2109.

When I moved into Ireland in 2016, my spouse was offered a general work permit, so I was offered Stamp-3. On Stamp-3, I am not entitled to work nor engage in any business. In 2018 he got a CSEP; however, my residency remained on Stamp-3 until May 2019, when the government amended spousal permits of CSEP. From May 2019, I was on Stamp-1G, and as per guidelines, my residence permit is tied with my husband's work permit, and I am not entitled to engage in business.

[P9, Tejashree: 5.04% Coverage]

4.2.1.3 Dependent privilege to Freelance and Start a Business.

This study explores the privilege entitled to dependents immigrating to Ireland with their eligibility to live and pursue a career of their choice. It is alarming to note that all non-EU dependents do not possess the freedom or the privilege to freelance or start a business independently. The first participant acknowledges that while on Stamp-1 and while on Stamp-3, a dependent is not eligible to start a business or freelance.

I was on Stamp-3 initially for few months and then moved to Stamp-1. Stamp-3 does not permit you to contribute freely. Even on Stamp-1, you cannot start a
business or freelance or do anything on your own. I had a job, and then why do I need to do another extra business. When I am employed with one company, I won’t do anything else with any other company. Even Stamp-3 that I originally did when I immigrated, restricted me from doing freelance, and I think even now, Stamp-3 means you cannot start a business on your own.

[P1, Subhash: 9.22% Coverage]

The next participant, who immigrated on Stamp-3 and having moved to Stamp-1G, agrees that she is not eligible to operate a small business of her liking.

No, I’m not allowed to freelance or start my own company on this residence permit that I’m currently on. I can only work if I have a formal job offer from a company. Yes, of course, I don’t need a work permit, but it still does not mean I can freelance. I can work remotely, but only if it is a job with a company that I’m an employee of.

[P2, Savitha: 6.68% Coverage]

The following contributor who immigrated on Stamp-1G agrees that limitations were posed on his permit and residency, preventing him from contributing.

I cannot start a business as a dependent, and I’m not supposed to follow the regulations on my permit to freelance. But there are other ways by registering under an umbrella company one can start a business; however, I don’t know its legality. So, yes, I am not allowed to run a business as an independent entity and form a freelance business.

[P3, Lakshmikanth: 6.51% Coverage]

The next contributor, having immigrated on Stamp-3, was more eager to take a break from her career and did not venture out to explore opportunities tied to her permit. However, it is evident from the permit provided to her at the time of her entry that she, too, was not eligible.
I did not have much knowledge of that as well. So, I was not looking to set up my own business back then, so I didn't check further on that front. But now, If I wanted to while I am on Stamp-4, yes, I am eligible to start a business or freelance; however, I am employed full time and not looking into that direction.

[P4, Neetha: 4.18% Coverage]

Having immigrated with Stamp-1G, the following contributor agrees that due to restrictions imposed, he cannot diversify into a line of business of his choice as long as he is on stamp-1G.

No. Currently, the visa that I hold, which is Stamp-1G, permits me to only work as a full-time employee. So, I cannot look at starting my setup or a small business regardless of the expertise and skill set that I possess or whether I am moving into a different stream like retail or maybe a coffee shop. So, I don't have that permit at the moment.

[P5, Prashanth: 6.28% Coverage]

The next participant highlights what options are available under her permit. However, the freedom to start a small firm and operate it as an individual entity is out of reach at the moment while being dependent on Stamp-1G.

I am currently on Stamp-1G, and I'm dependent on a Stamp-4 holder, which stops me from starting my own business. I can apply for an interview if there's a company that has a job posting. I can attend the interview if everything goes well if they offer me a job, I can take up the job. But my Visa stops me from doing a business, nor can I get into a business of my own by starting a company or anything tomorrow.

[P6, Yamini: 4.20% Coverage]

The following contributor acknowledges the restriction imposed on his permit to start a business as this has a tax-related implication.

No, I don't think I can start a business here with Stamp 1G. I do not have the eligibility to start a business that would require me to register the business for taxation purposes, and with Stamp-1G, I am not permitted. The freelancing model
again falls under the umbrella of self-employed or small-scale business, and with Stamp 1G, I am only permitted to work for a company full time 40hrs a week.

[P7, Santosh: 5.22% Coverage]

The next participant is not eligible to start or operate a business of her liking while on the permit provided for her to reside in Ireland.

No, I don't have the eligibility to take a business or freelance in Ireland based on Stamp-1G. My visa allows me to work full-time with an employer here in Ireland. But it restricts me from starting a business or freelance.

[P8, Pankaja: 3.27% Coverage]

The following contributor, who has resided in Ireland for the last five years on multiple permits, acknowledges that even if she had intended to freelance during those periods of legitimate stay in Ireland, the permit restricted her to run a business legally.

No, none of my residence permits offered to me during various times permitted me to freelance. On Stamp-3, I had no permit to work at all, and on Stamp-1G, I'm not allowed to pursue a business of my own. I don't think I'll be eligible to freelance or work remotely unless I'm on Stamp-4 or have citizenship.

[P9, Tejashree: 5.04% Coverage]

4.2.1.4 Eligibility to Seek Work from Mainland Europe

This study intends to fully capture the eligibility of non-EU dependents to travel within the EU and exercise freedom and seek occupation as a rightful resident. However, it is evident post interviews that the resident permits offered to dependents impose restrictions to remain within Ireland and, unlike EU standards adopted by member states, do not allow free travel within the union. Therefore, the first participant outlines a general overview of how permits work.
A general rule of thumb is that if you get a work permit for France, you have to live in France. You may probably travel from Europe to Italy for a holiday; however, you are based in France. So, I think that's there in any country or any region for that matter where the work permit is tied to the country. That would be the case for a primary visa holder who is an immigrant in a country. However, unlike other EU states for a non-EU national, the dependent permit ties you down to Ireland and, in some cases,, does not permit you to enjoy all benefits as that of the primary visa holder, which is a norm in most EU states. From my Stamp-3 point of view, I was not eligible to look for a job even in Ireland. However, things are different now since I am on Stamp 4.

[P1, Subhash: 9.33% Coverage]

The following participant explains in detail the implications of restrictions imposed on travel to a dependent who is eager to work. Having to remain in Ireland and seek a suitable employer isn’t tough enough while being on Stamp-3 and Stamp-1G. The imposed restriction on travel can stack up the odds during consideration for a role that requires the individual to travel freely within the EU.

Yes, there are challenges in me taking up a job outside of Ireland anywhere in mainland Europe. You see that the work permit that I hold entitles me to work only in Ireland. Like I told you before, I cannot freelance nor take up a job from a company outside Ireland. I can only work in companies that are registered in Ireland and if I have a job offer from the local company in Ireland. There are instances where a job profile requires you to travel freely within the EU. A non-EU like me who has the eligibility to live and work only in Ireland and requires me to apply for a visa every time if at all I have to travel to the EU makes things complicated. This has in the past been a criterion in being considered for a couple of jobs I’ve applied for and have been rejected. Ireland is part of the EU and imposing a restriction on travel to mainland EU for its non-EU residents and vice versa only adds to the complication. The complication is not just from your job point of view. It also affects tourism.

[P2, Savitha: 10.21% Coverage]
Although not having given it a thought, the next participant agrees that the residence permit offered to dependents in Ireland should be recognized across the EU.

To be honest, so far, I have not thought of it, but I'm sure it will be a challenge to get a job in mainland Europe on my current permit. I think Stamp-1G should be recognized in other European countries. Although it's one European Union, I'm not sure whether Stamp-1G will be valid in, let's say, Germany or France. So if it is only limited within the territory of Ireland and it is not a legal document for us to work there.

[P3, Lakshmikanth: 6.05% Coverage]

Having faced rejections whilst trying to get back on her career path, the following contributor decided first to straighten out her residency privilege. It, however, did not occur to the participant to look far and beyond Irish borders for an occupation.

I guess so because when you apply for any roles, the first question they ask is, do you have a visa/permit to work here, something that I didn't have. So, I think that was inhibiting me from going further and checking if it was possible to apply or look for more jobs. I also didn't know that one might have other options, so I decided to have my visa sorted and then apply for a job. And when I say Visa sorted

[P4, Neetha: 4.81% Coverage]

From the next contributor’s point of view, language is a major factor in people choosing a country to immigrate to, followed by the availability of jobs. Thus, while rights and privileges take a backseat during the initial days of consideration, they act as a catalyst in the long run in evaluating making Ireland their permanent abode.

I did not explore extensively to see if I could take up a job in Mainland Europe except the UK. However, when I was idle during my initial days of moving to Ireland and not lucky with the job market in Cork, I started to explore other regions, especially the UK. The main reason for me to consider the UK is due to no language barrier in comparison to any other EU state. However, the residency permit that I have (Stamp-1G) does not permit me to move freely within the EU, and now that the
UK is not part of the Union, it poses a newer and bigger challenge to my future intent.

Secondly, there are more opportunities in the UK compared to Ireland. So definitely answering your question if I get an opportunity to move, yeah, definitely I will and it is primarily because of the tax that we pay here in Ireland. You will notice that people in the UK are doing the same amount of work here in Ireland but are paying lesser tax. I don't know whether it is their guidelines or it is their policy. I have no clue about that, but to my understanding, the Irish government should reconsidered tax rates and slab rates making it easier on people.

[P5, Prashanth: 7.31% Coverage]

The following contributor is not aware of options outside Ireland.

Since I was applying with local companies, and I've always been looking for local companies like Sage, an international company, I've never had an opportunity to look for remote working opportunities. So, I would like to pass this question primarily because I don't have the expertise or the experience to talk. I don't want to say something, which would be wrong.

[P6, Yamini: 4.26% Coverage]

The next participant clearly explains that unless a company offers a permit to live and work in mainland EU, a dependent can't work outside of Ireland.

I do not think this is possible. I immigrated to Ireland as a dependent, and my permit entitles me to reside and work in Ireland. So much so, even my wife is allowed to work only in Ireland. The validity of this residence visa and permit to work is exclusive only to Ireland, and for any non-EU, they are bound to the country based on another Irish policy called the Schengen policy. Ireland is not part of Schengen, and therefore, we cannot take up a job in mainland Europe unless a company in Mainland is offering us a work permit.

[P7, Santosh: 8.10% Coverage]
The next participant agrees that restrictions imposed on the permits do not allow non-EU dependents to seek an occupation in mainland Europe.

Oh, yes, because the geographical location and connectivity restrict us, I cannot take up a job in Mainland Europe. Moreover, the Visa provided to me only facilitates me taking up a job here in Ireland. The visa is not recognized anywhere in the whole of the EU.

[P8, Pankaja: 3.29% Coverage]

The following contributor explains the difficulty dependents face in travel within the island and EU.

My current permit, Stamp-1G, is linked to my husband's work permit, and so as long as he has a valid permit, I am entitled to live and work only here in Ireland. However, it's not independent and continues to have a dependency on my spouse’s permit, so working in mainland Europe is not an option. I cannot go out of the Republic of Ireland unless I have a valid visit visa to enter any country in mainland Europe or even Northern Ireland.

[P9, Tejashree: 5.47% Coverage]

4.2.1.5 Dependent Program in other Countries

This research has identified that most participants believe there is scope for improvement to dependent privileges and that the governing body may seek inspiration from models that parallelly exist in other developed countries, including from within the Union. The first contributor looks to EU member states for models that align with EU standards and sights best practices from the successful points-based model employed in Canada, Australia, and the US.

From my perspective, there is always scope for improvement. We do not have to think far in adopting immigration nations such as Canada and the US models. Those policies might work best in the west; however, they might not be fit for purpose
in a complex Union setup. However, the dependent policies that currently exist in France, Belgium, and the Netherlands could help Ireland align and maybe excel with a model that Ireland can use and create.

[P1, Subhash: 7.33% Coverage]

Though not exactly aware of the process adopted by other immigrating countries, the next contributor looks to them for models.

I have no idea on the details of other models though I know some details through hearsay when friends and colleagues immigrate to the US, Canada, the UK, and Australia.

[P2, Savitha: 2.09% Coverage]

The next participant looks to the point-based system being used by other countries.

Under critical skill permit, I believe they have preferred employer registered with INIS, and so that as a model works well for Ireland. However, I know other countries, like Australia, the US, the UK or even Canada for that matter, mainly immigrant countries, who have a point-based system to immigration, that as a model might be suitable too.

[P3, Lakshmikanth: 4.35% Coverage]

The following contributor acknowledges that not all models are suitable and can be a direct fit to the Irish state of affairs. However, adopting a holistic approach that best suits the current situation is by far the best way forward.

I think every country has its way of managing immigration. I feel that if you have the skillset and are willing to work, then the policy should support dependents in contributing to the workforce. Currently, it is very vague and is not exercised to the fullest potential.

[P4, Neetha: 3.28% Coverage]
The next participant compares policies that existed much before the introduction of Stamp-1G and how beneficial it has been for the UK both from the economic and humanitarian perspectives.

One big example is the UK, where dependents were permitted to work in the UK much before the introduction of Stamp-1G in Ireland. This I feel is very helpful for people to decide, relocate and stay for a long term in the country. A long-term plan is beneficial not only for the immigrants but for the economy too.

[P5, Prashanth: 4.57% Coverage]

The following participant compares spousal privilege offered in the UK and how such a model would benefit the Irish scenario in straightening out intricacies through varied permits.

Having lived in the UK for five years as a dependent, I had the freedom to work or study, take a break, or even claim maternity benefits if I were to be pregnant. Though an immigrant, I was able to exercise my rights as an equal, as a citizen in the UK, and felt like ultimate freedom to do what one wanted in comparison to Irish dependent permit. My recommendation would be to club all spousal dependent permits under the primary holder, like in the UK, which makes life simpler for everyone.

[P6, Yamini: 4.12% Coverage]

The next participant believes that by enabling micro-economy through dependent immigrants, the scope for diversification in businesses contributing to the economy could become a reality and again looks to existing models in the UK, US, and Australia.

The government should provide dependents with the freedom to take up jobs and businesses of their choice. By letting the micro economy flourish benefits the government in the long run through revenue, tax, and investments. Similar facilities are available in the UK, US, and Australia.

[P7, Santosh: 3.48% Coverage]
The next participant is not aware of other prevailing dependent models.

*I am not entirely sure of other dependent models that can be incorporated.*

[P8, Pankaja: 0.30% Coverage]

The following contributor explains the merit-based model adopted in Australia that identifies qualified and experienced individuals and grants them the eligibility to live and work. Skilled individuals who were unsuccessful in seeking employment in the Irish model were able to seek employment in the Australian model, making it a model worth consideration and deliberation.

*I believe Australia follows a point-based system that identifies and recognizes individuals based on qualification and work experience. I wish Ireland could pick a similar system because my friends who moved out of Ireland earned good credit points based on experience and qualification, making them eligible to work in Australia. There is no quantifiable measure in Ireland that determines an individual’s capacity and eligibility to work. So that’s the first thing that comes into my mind, which might be beneficial.*

[P9, Tejashree: 8.03% Coverage]
4.2.1.6 Restriction on Tourism

Contributors in this research are fully aware of Schengen laws and restrictions it imposes on every non-EU resident, not just in Ireland but also on those non-EU residents in Europe, drawing a barrier upon tourism. The first participant affirms that any dependent non-EU residing in Ireland and Europe is expected to seek prior permission with the embassy to enter its territories. In addition, the visa application process is often cumbersome, and rejections could have financial implications for applicants.

*Any non-EU citizen with either Stamp-1,2,3 or D I don't think anybody is allowed to work, and we can't even travel on a business visit to Europe unless and until you have a visa. I don't think that's unique to me, and that's not my situation alone. A work permit here in Ireland does not necessarily mean that you get permission to work anywhere in Europe. I think it's kind of incredulous and crazy that they share so much data between mainland Europe and Ireland that they don't share any information concerning residents and their visas. So, it's a strange situation, but yes, I know we can't even freely travel to mainland Europe to start with.*

[P1, Subhash: 5.83% Coverage]

The next participant is a travel enthusiast who, unlike many EU citizens, cannot travel to destinations in the skip of a beat. Lengthy paperwork and delays in the approval process can often dissuade many non-EU aspiring resident tourists from looking away for other options, losing a much-needed inflow of tourists within Irish territories.

*Yes, as I told you before, the restrictions on non-EU apply to tourism. I've always wished to travel around Europe and visit various countries in and around Europe, and while I came to Ireland, I thought I would be able to fulfil that wish. While I have thoroughly enjoyed travelling within Ireland and have been to various beautiful places in Ireland, I still haven't been able to fulfil my wish to travel in and around mainland Europe because of the visa restrictions. This might come to you as a surprise; however, I am not eligible to travel to Northern Ireland in all legality. I*
know nothing is stopping me from driving down, but being a non-EU immigrant in Ireland. While you are trying to make Ireland your home, the last thing you would want to do, no matter how tempting it is, is to have border control pressing legal charges having found you in a part of the land that you are not allowed to enter. If I were to apply for a Visa, I know that the border control and system due to COVID have changed. Under normal conditions, the processing time takes up to 3 months. I have to provide all details, including reservation for travel, boarding, and purpose of my visit to the embassy, who could reject my visa application for unknown grounds and leave me liable for the bookings. While an EU citizen could book a €30 ticket to reach their desired destination in Europe, I will be spending more on just travelling up and down Dublin for merely processing my visa, which comes at an additional cost being a legal resident of Ireland.

[P2, Savitha: 7.65% Coverage]

To the following contributor, the process of applying for a Schengen visa to reach mainland Europe is straightforward and a well-known fact.

Oh no, being a tourist, I don't see any issues travelling to mainland Europe. For now, due to COVID, there are restrictions, but I'm sure getting a visa and moving across isn't an issue. However, we will have to get a Schengen visa because we are not connected with the borders. Otherwise, I don't see any issues.

[P3, Lakshmikanth: 2.14% Coverage]

The next contributor acknowledges the process of applying for a visa as an obstacle for all non-EU dependents who have the legal right to live and exercise freedom but with reduced privilege.

There certainly is a challenge because though we are part of Europe, Ireland has a different visa system for non-EU residents. So, it was a challenge to travel to Europe. Because not like other European countries where you have one residency visa, and you can travel within Europe like any other European citizen, for that matter. We have to apply for a visa to travel to any European country. So I thought that was a challenge being in Europe, you could not travel freely.
The following contributor brings to the discussion a corporate challenge faced by non-EU dependents whilst on the job. All corporate projects have multiple dependencies, and delays are seen to be part-and-parcel of every project delivery. For example, a business visa issued to a non-EU dependent to enable client visits to mainland Europe often bears expiry. Due to a delay in the project, a visit might get postponed. In such an event, the subsequent visit might require a visa and the contributor reports of possible rejection. This has a larger impact on a non-EU being considered for a role in the initial stages of recruitment as the ability to travel freely within Europe might pose subsequent challenges at a later date.

To a certain extent, yes, as Ireland is not part of Schengen. The government is unaware of issues a non-EU immigrant faces concerning free travel within the Union. We need a visa every time we travel to Europe, and the visa process is extensive. If the travel was work-related, there is added stress in managing visits and ensuring you always have a current visa. If meetings get postponed, and you do not travel within the window of the allotted visa, then the embassy may reject the visa when you apply for the second instance.

The next participant agrees that as a dependent on Stamp-1G, she requires a visa to travel to any part of Europe.

The job I'm in right now doesn't require me to travel anywhere. I only know about personal travel, and in my situation, I require a tourist or visit visa to travel to any part of Europe.

The following contributor acknowledges the Schengen policy and how it impacts travel to Europe both as a tourist and while on business to every non-EU dependent.
Yes, of course you know I need to apply for a visa to travel to all those countries and visit. We cannot enter any of those countries without a tourist visa that I have to apply for it well in advance. Even if I were employed by a company in Ireland and had to visit a branch office in Europe, I would have to approach the embassy of the country where the branch is located and apply for a visa first. As I said before, Ireland is not part of Schengen and even if we have a valid residence permit to live in Ireland, we do not have the legal right to move within the European Union freely.

[P7, Santosh: 5.21% Coverage]

The next participant correlates the residence permit and its capacity to provide freedom to its holders (non-EU dependents) about travel within the EU.

Even as tourists, we are not allowed to go to other countries within the European Union. We are expected to apply for tourist visas every time we have to travel to the EU. Stamp-1G lets you only live and work in Ireland and cannot travel based on our residency.

[P8, Pankaja: 1.93% Coverage]

The following contributor shares a glimpse of paperwork-related preparation a non-EU family must accommodate amidst yearly visits home. The need to plan a trip as a tourist to Europe sends many non-EU families spiralling down a pathway of paperwork, which is often stressful.

I have been a resident in Ireland for the last five years. Unfortunately, a non-EU resident's paperwork to prepare for residency renewal every alternate year is extensive. Therefore, any additional travel apart from yearly vacation is a nightmare in terms of preparation and paperwork.

[P9, Tejashree, 4.83% Coverage]
4.2.2 Occupation

Elicitation of the following theme as illustrated below, through Inputs provided by participants, were referenced unto saturation. A total of 248 references were made about all factors that become operative whilst concerning the dependent occupation. A total of 61 codes were identified and coded on inputs provided by all participants.

![Figure 11: Occupation Summary](image)

As illustrated in the graph (*Fig:12*), there has been substantial input from P8, Pankaja with an overall coverage of 44% coverage and the following 4 participants with a median coverage of `30% coverage. The findings have been further classified into five categories to further the understanding of Occupation and what it meant to the participants through their constructive experiences.
4.2.2.1 Background to Immigrate to Ireland.

The table and graph illustrated below is a statistical illustration of immigration based on primary visa holders and the respective sector based on which dependents immigrated to Ireland.

<table>
<thead>
<tr>
<th>Participant</th>
<th>Spouse Sector</th>
<th>Sub-Sector</th>
</tr>
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<tbody>
<tr>
<td>Participant 1</td>
<td>Human Resource</td>
<td>Learning and Development</td>
</tr>
<tr>
<td>Participant 2</td>
<td>Pharma</td>
<td>Process</td>
</tr>
<tr>
<td>Participant 3</td>
<td>Pharma</td>
<td>Engineering</td>
</tr>
<tr>
<td>Participant 4</td>
<td>ICT</td>
<td>Information and Communications Technology</td>
</tr>
<tr>
<td>Participant 5</td>
<td>Health Care</td>
<td>Staff Nurse</td>
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<tr>
<td>Participant 6</td>
<td>Pharma</td>
<td>Supply Chain</td>
</tr>
<tr>
<td>Participant 7</td>
<td>Health Care</td>
<td>Staff Nurse</td>
</tr>
<tr>
<td>Participant 8</td>
<td>Pharma</td>
<td>Mechanical</td>
</tr>
<tr>
<td>Participant 9</td>
<td>ICT</td>
<td>Information and Communications Technology</td>
</tr>
</tbody>
</table>

*Table 1: Occupation Sector of Primary Visa Holder*
Participants in this new study outlined the main reasons for having chosen to immigrate to Ireland. The study tries to capture and fully understand the motivational aspect and the background that determines the choice of making Ireland their future home. The majority of the chosen sample who participated in the interview moved to Ireland based on their spouse permit. The first contributor acknowledges the fact that the decision to immigrate was mutually agreed upon after much deliberation.

So, the decision to move to Ireland was when my wife got an offer to relocate to Ireland. I think we were in Bangalore at the time in 2015, and she applied for a position in Ireland, and when it went through the process, they made her an offer. So, we decided to relocate because she got an offer at that time, and there’s a bit of a background here. I worked with EMC during 2015, and I knew that they have an office here in Ireland. However, it didn’t work out when we tried to process my relocation within EMC due to internal complexity. However, my other thought was to let her get the work permit since her company’s sponsoring the relocation for us. It’s probably easier for me since I am in the IT domain to get an offer than for her to get an offer here in Ireland, even if EMC did not work out.

[P1, Subhash: 8.11% Coverage]
The following contributor acknowledges the decision to immigrate was heavily dependent on how the move could professionally add that extra value to her spouse’s career, thereby having to quit her job.

*My husband and I were both working in India when my husband got an opportunity to work in Ireland. It was a very good job offer with him being offered a Critical Skills Employment Permit (CESP). I decided I will support him in pursuing his career in an international company, so we decided to move to Ireland. I, too, have an engineering degree and I thought let me take a break and look for a job once I moved to Ireland. So, he applied for his CSEP and moved to Ireland, and I joined him six months from giving us ample time to settle.*

[P2, Savitha: 6.83% Coverage]

The next participant outlines the decision in wanting to explore and experience work culture and life outside India. Insomuch Ireland was not on top of the list of countries the contributor’s spouse initially applied to. However, due to her relevance in the pharma sector sought the likes of employers here in Ireland.

*Oh, well, it so happened when we were working in India, and suddenly, my wife wanted to change jobs, so we thought, ‘Why not explore outside India’. I was working in a workshare environment (offshoring and services model) in the engineering sector, and most works used to come from the head office, either from the US or Australia or Gulf. We don’t get into the lead position delivering a project, and we are always working under somebody or the direction of head office. So, one intention was to explore work-life outside India. Secondly, my wife has had a good experience in line with education, in comparison to mine. So, we thought that she should look for a job. She started applying for jobs on LinkedIn randomly to locations including Gulf, Australia, and then Ireland. Ireland was not on the top of our list, but somehow it clicked, and later she got an offer from PM Group Cork. And that's how I ended up here.*

[P3, Lakshmikanth: 4.17% Coverage]
The next participant notes that multiple factors were at play leading to their decision to immigrate to Ireland, including one where the participant wants to take a break from her career. That said, her husband’s employer initiated the move to Ireland, and unlike some participants, it was not a targeted destination by choice.

*Move to Ireland was initiated primarily due to my husband’s role in his company that put him through an internal transfer from India. So we agreed to relocate to Ireland. Thankfully, our relocation to Ireland was assisted by his company, and since I wanted a break in my career, we decided to move. I’ve heard from a few people that their family moved into Ireland later and not with their spouse. Still, in our case, since his company helped us with the entire relocation process by moving all our things, I did not find any issues apart from visa processing that took a while. When I initially moved to Ireland, I was on a dependent visa, which was Stamp-3, and so I moved to Ireland as a dependent on my husband.*

(P4, Neetha: 7.15% Coverage)

The next contributor explains in detail though the decision to immigrate to Ireland was down to the fact that they wanted to explore work-life in a developed economy; however, there were numerous unforeseen challenges and delays along the way. Immigrating as a frontline worker brings invaluable skills to the economy. Despite this, restrictive and discretionary policies for immigrating frontline workers and administrative delays isolates and detaches spouse for an insensitive year and more.

*My wife works as a staff nurse, and she is a frontline worker. And I used to work with an organization called HCL, and we had a couple of clients from Ireland back then, so we were familiar with Ireland. We did not have any set target to move to Ireland. It’s just that my wife and I had a discussion amongst ourselves one day, and we decided to work abroad to gain experience and explore the differences in work culture in India and working abroad. So, we chose Ireland because Ireland was open for recruiting, and it was easier for her to get placed. But we were not aware at that time that there were few drawbacks to moving to Ireland. The policy did not permit a dependent spouse to join the primary visa holder from day one, and when you do*
join your spouse nearly after a year, you are not permitted to work. So, if things dint work out the way we had anticipated, we always had an option to move out of Ireland to another country.

So, she moved in January 2018, and to secure her CSEP, she had to complete a 3-month graduation (probation) program with her employer, which concluded in April 2018. The hospital HR wing was short-staffed, and so when her CSEP came through, it was already July 2018. Based on this CSEP, I was eligible to apply for my dependent visa to join my wife, and it took nearly eight months before I could come and live with my wife in February 2019. There is a delay in administrative tasks across the Irish board, starting from my wife’s HR department to the visa processing centre in the embassy of Ireland located in India. Please remember this is well before Covid, and so the condition now could be far worse.

[P5, Prashanth: 6.58 % Coverage]

According to the next participant, the decision to immigrate to Ireland was entirely driven by the organization where her spouse worked. Very little to no choice were the options available after having worked in the UK for 4+ years. Therefore, the decision to move was entirely reliant on the projects the organization undertook.

My husband is a supply chain consultant for GlaxoSmithKline, the pharmaceutical company, and his project that he was working for extended its wings into Ireland. So, it required him to move to Ireland under the CSEP scheme. So that’s how we moved into Ireland. So, I moved in, along with him as his dependent, on the 14th of July 2018.

[P6, Yamini: 4.03% Coverage]

The next contributor maintains that the decision to immigrate was primarily to seek a better standard of life compared to the country they originally were in during the time. The contributor’s spouse is yet again a frontline worker who immigrated to Ireland. Only after securing her CSEP, 6-9 months from her entry, she was eligible and entitled to seek permission from INIS, who then permitted the participant to immigrate and live with her.
It was in 2017 when my wife was offered a job. She was working in Abu Dhabi at that time as a front-line worker. She was happy with the job offer, and we knew that life in Ireland would comparatively be better than in UAE. By the time her initial paperwork went through, it was early 2018 when she was eligible to travel to Ireland. However, I had to wait almost one year from her first visit to Ireland before applying for my dependent visa as she had to secure her CSEP first. Without her CSEP, I was not allowed to join her even though I was her husband and the process for her to get her CSEP was again laborious. She was initially on probation for three months, after which she was confirmed with her employer, who provided her necessary papers to apply for CSEP. It took almost 6-9 months for her to get her CSEP which entitled me to join her in Ireland as a dependent. I started my application process soon after her CSEP and joined her nearly after a year on Stamp-1G. So how things worked for us started with we deciding to relocate to Ireland, followed by her moving into the country first to clear all necessary paperwork and later, I joined her here in Ireland.

[P7, Santosh: 6.47% Coverage]

The next contributor acknowledges that the extended job offer primarily drove the decision to immigrate to her spouse, which permitted them to relocate as family and live in Ireland. The process was straightforward, with the primary applicant being issued with the CSEP and the spouse Stamp-1G.

The reason for us to immigrate to Ireland is that my husband got a job here in Cork, and we decided to live and experience a foreign country. So he was provided with a CSEP, and based on his permit, I was provided with a Stamp-1G residence permit, and our kids were provided with Stamp-D. So we moved together in November 2020, and so yes, it has been six months since we immigrated.

[P8, Pankaja: 3.27% Coverage]

The final contributor acknowledges her spouse’s employer primarily drove the decision to immigrate. Although the intentions to work outside India in an international setup were always on the cards, Ireland was not amongst the list of countries they
anticipated to relocate. Nonetheless, her spouse was offered a general work permit and the
time to process the work permit and residence permit (including participants) not only took
the researcher by surprise, so did the contributor too.

Before relocating to Ireland, we were based out of Bangalore, and my husband
was working with Infosys, and I was working as an HR recruiter with the Manipal
group. My husband got an Intra Company Transfer to work on a contract with a
client here in Ireland. Though he was initially offered a general work permit, it,
however, permitted him to accompany his family along for two years, and therefore
we decided to relocate to experience Ireland. We neither had any intention nor
particular interest in choosing Ireland; however, my husband was told by his
company that he might have to travel based on a need basis on projects that he
worked on. His company completely managed all paperwork concerning visas and
work permits, and it was surprisingly a quick process. We relocated to Ireland within
a month's notice, unlike H1B, where the visa is based on a lottery system, and it may
take years before you are eligible. So yes, It has been five years since we three
relocated to Ireland.

[P9, Tejashree: 6.27 % Coverage]

4.2.2.2 Prior Work Experience and Inflow of Skillset into Ireland

This section of the research has identified that dependents who immigrate along with
the primary visa holder, at the least, hold a National Framework of Qualifications [NFQ]
equivalent level-8 qualification, are highly skilled, and have had prior work experience
contributing successfully to a multinational company. In addition, the majority of these
dependents have undertaken lead roles in their line of occupation before immigration.

The first contributor is a fine example of a management consultant who has amassed a
vast expanse of knowledge in the IT domain, having worked 17 years before immigration.

I was working in Bangalore before my immigration in 2015. I come with 17
years of work experience and core prominence in IT management. So, it's into
consulting, program management, business analysis, and so on. The profile broadly gets clubbed under the umbrella of IT Business Management.

[P1, Subhash: 3.98% Coverage]

The following contributor, having secured her NFQ level-8 qualification, brings in 13 years of retail experience managing projects and deploying solutions and services across multiple retail areas. Retail as a sector is evolving rapidly, and even before Yohn, D.L. (2020) could set her pen down, retailers have incorporated sanitation stations, contactless technology, and other guidelines to thrive in the wake of a pandemic.

My prior work experience dwells mainly in the retail sector. I come with a vast spectrum of retail exposure, starting from supporting back-office systems, calibrating, and installing retail planning solutions, demand generation, space planning, forecasting, and supporting and deploying retail devices. Lastly, I was handling Key accounts, managing pipelines, and deploying end-to-end solutions to retail customers. I have worked with various multinational companies in this sector and have gained a lot of experience in the last 13 years while working in this industry. I believe I can contribute to the retail industry in Ireland, and given that in times of Covid was one of the most critical sectors which have kept its doors open, supporting the community was retail. Also, given that I have my background as a technical consultant, I will be able to join a team that works on developing software for the retail industry, and that is how I will be able to contribute to the economy of Ireland.

[P2, Savitha: 6.87% Coverage]

The next participant is a Chemical Engineer by qualification and has handled project delivery in an offshore setup. With Level-8 qualification recognized by the NFQ framework, the individual brings a wide array of expertise in the geology sector.

Although I'm a chemical engineer, most of my experience has been mainly in mineral processing and the oil and gas industry. Mostly focused on piping, engineering, and project engineering.
The following contributor was a Principle Software Engineer who holds an honours degree in Computer Science, i.e. Level-8 as per NFQ qualification. As per zippia.com, a Principal Software Engineer is responsible for the technical aspects of an organization's projects, and it is noted in study.com that they take up a leadership role in managing workflow and resources.

Sure. So, I've done my Computer Science Engineering, and I was working as a software engineer in an IT firm back in India. So, I have seven years of IT experience working as a principal software engineer back there before I quit my job, and then we decided to move to Ireland.

Having worked in multiple sectors, including IT, manufacturing, and healthcare, the next contributor brings niche potential to the workforce within the project management domain.

I have core experience in project management in different domains, including IT manufacturing, healthcare, and software applications. One thing for sure is having an ample amount of experience will contribute towards the employee and organization goal. Along with managing projects, I have a good understanding of project management tools such as Microsoft Project and JIRA. These tools help you manage projects, deliver solutions when you work within an organization.

The following contributor who immigrated through the older dependent scheme (Stamp-3) is qualified Level-9 as per NFQ and a holder of a Master’s degree in Computer Application. She has previously worked in the IT domain for ten plus years handling development, testing, and deployments of the solution to various clients.
I hold a Master's in Computer Applications (MCA), and I have nearly ten years of work experience in the IT domain. And so, I was looking for a job in any IT sector. I could easily fit into a development or software development role. I could easily fit into a software tester role or a software support role in any IT company.

[P6, Yamini: 6.60% Coverage]

The next participant is a highly skilled project management specialist who, over eight years, has worked with multinational service providers such as Accenture and Hp in delivering software projects to the biggest airline manufacturers of the world, including Boeing and Airbus.

I worked in a multinational company in Bangalore before moving to Ireland. I have in the past worked for Accenture and Hp, where I have spent almost eight years delivering solutions to clients internationally. My core area of expertise lies in project management, and I've not only worked on IT projects but also on Aerospace projects for Boeing and Airbus. Other clients include High Sports and other manufacturing companies leading and delivering projects.

[P7, Santosh: 4.28% Coverage]

The next contributor is skilled at NFQ Level-8 and has spent the last seven years of her career working on one of the pioneering legacy systems, the IBM mainframe technology. This secure technology was highly sought after by banking and financial institutions.

My prior work experience and background largely lie in Mainframe Technology, and I have been working on this technology for the last seven years. Mainframe technology is comparatively an old technology and is mainly used in the services sector. Mainframe technology finds its use mainly in the banking sectors, financial, insurance, and government sectors. The majority is in banking, so banks will have the mainframe technology. I feel the job openings (for mainframe) are not as much as compared to other technologies here in Ireland. That is another reason why I feel that I'm not getting calls because there are not many openings here in mainframe technology.
The next participant is an HR recruiter with 3.5 years of work experience working in a multinational company before immigration. The participant holds a Master's degree in Business Administration, Level-9 on the NFQ, and worthy to note that the participant immigrated in the older scheme (Stamp-3).

I completed my MBA specializing in Human Resources, and I was working as an HR recruitment professional with three and a half years of experience in India. My education qualifies as Level 9 under the Irish National Framework of Qualification. I have also completed my CIPD course Level 7 and, finally, a payroll course that qualifies for NFQ level 6.

4.2.2.3 Current Occupation and the Experience to find Job in Ireland

Participants in this new study revealed that occupation had been the primary reason for having chosen to immigrate to Ireland. This study reveals that contributor’s experiences concerning accessing the Irish labour market and successfully landing a job are varied and, in most circumstances, have been positive in the longer run. However, the majority number of reported instances of delay in securing an occupation and those who immigrated through the older scheme of Stamp-3, though highly qualified, found it even harder to secure a steppingstone to their career. Though refrained from accessing the labor market through the dependent permit scheme, the following contributor was able to secure work on Stamp-1.

Yes, I am working now; however, I never took the dependent permit route. So, the company that I applied to soon after immigrating was open to processing my application on my behalf on a regular work permit, just like any other company would. In my situation, my company helped file the work permit, and I applied for it,
as in I got a Stamp-1 and Stamp-4 to follow it up with, and I guess it took me 3-4 months. Therefore, I would not be the best person to answer this question since I did not opt for a dependent permit, and therefore my challenges would not be contextual here.

[P1, Subhash: 8.34% Coverage]

The following participant who immigrated into Ireland through the older scheme (spouse of CSEP holder who was offered Stamp-3) continues to face difficulty securing a job within Ireland. According to the contributor, changes made to the dependent policy by aligning the rights of dependents, similar to that of students through Stamp-1G, have made the case more complicated in seeking out potential employers. In addition, the restrictions imposed seem baseless when the family is contributing through taxes on revenue earned similar to any working citizen, while not having utilized any form of benefits, including schooling nor having grown up in Ireland.

No, I'm currently not working. I have been looking for a job since I entered the country in 2018. I have applied for various jobs and have attended numerous interviews, and I have faced many rejections. I believe the challenge I had while I was on Stamp-3 was, it required me to apply for a separate work permit, and that permit would take time to be issued by INIS, and most companies did not have that time while I completed the process. So that was the main challenge I had when I was on Stamp-3, and then when it changed to Stamp 1G, I continued to apply for jobs and was giving interviews.

The intriguing thing in this situation is how recruiters were apprehensive about considering a newly formed Stamp-1G which was also the same permit offered to students when they graduated. You see, while students did not have security in terms of how long they can live in Ireland and were required to convert their Stamp-1G to a work permit (Stamp 1); however, I am a dependent. I have complete security to live here longer than a student, with my spouse paying taxes as a citizen. So if that is one way of seeing things, it was difficult from another angle to convince recruiters of the background of my eligibility, who now were digging into my spouse permit (primary visa holder) to see if the permit was fresh and not nearing renewal.
The next contributor, having immigrated on Stamp-1G, acknowledges that it took a fair bit of time before he could work in an organization. However, he strongly believes that Ireland has huge potential for people in Pharma, Chemical Engineering, and Information Technology sectors.

Yeah, I am currently working as a project engineer with ALL PLAST Engineering in Cork. From my experience, what I found in this country is that if your experience is related to Pharma, or mainly I would say chemical industry with a focus on Pharmaceutical or IT, it’s easier to get a job. I was not into that bracket, so it was a challenge to find a job and took a fair bit of time.

According to the next participant who immigrated through an older scheme as dependent of CSEP holder on Stamp-3, besides umpty challenges and rejections, the changes to her residence permit post her son’s birth played a key role in securing her with an occupation. Having taken a break from her career and losing hopes of being rejected numerous times on the grounds of Stamp-3, the Irish Integration measure of providing Stamp-4 to a parent of a newborn helped the participant secure a firm position in the job market. The child born of a resident non-EU parents who have legally resided for a duration longer than three years before the birth qualifies to be an Irish citizen, and in supporting its newborn citizen, the Irish government, in turn, provides one of the parents with Stamp-4, to live unconditionally and support the child.

More details in relation to Stamp-4 for non-EU parents may be referenced under Parents of Irish Citizen Children – FAQ, Department of Justice. (DOJ, 2021d)
Currently, I am working as a software engineer with an IT firm in Dublin. I was able to take up this job due to changes to my residence permit after the birth of my son, who, since he is an Irish citizen, I was offered Stamp-4. You would remember, when I joined my husband, I was initially offered Stamp-3. Soon after my break, when I tried to get back and looked for jobs online like LinkedIn or any other recruiters, their first few questions were like

- Do you have a visa? Or
- Are you allowed to work in Ireland? Or
- Do you have an Irish passport?

These initial first questions would put me in a difficult spot since I don’t have the eligibility criteria for being on a dependent visa back then. Even so, after few years, when I tried and applied for a job, those first few questions would reflect a ‘No’, and I knew almost immediately that my resume would not go any further.

According to the following contributor, a dependent having immigrated into Ireland would require time to acclimatize to the normality of how things function, including mannerism and style in the way one speaks and conducts. The participant strongly feels that fluency in communication is vital and, as an immigrant whose first language is not English, often sets off the wrong signal during the initial phase of the recruitment process.

It is interesting to note that the participant not only secured a job during his early days on Stamp-1G, he has also switched jobs on the same permit.

Yes, I am currently working with DPS. I moved in February 2019, and I first found my opportunity with Eir in July 2019. When I moved to Ireland, everything was new to me, and the overall approach for me to find a job was quite different. The first challenge being an Indian is that our first language is not English. When we interact with people, some find our accents difficult to follow. It often misleads them to consider us being incapable of a job. The first and foremost thing in any job is the need for good communication regardless of client-facing roles or if you’re working in the back end. One has to interact within your organization or maybe with the client directly. Since I had the exposure of working in a multinational organization and working with varied clients, I didn’t find that as much of a
challenge; however, when they ask you certain questions regarding your background, it makes one conscious. Sometimes it was hard for people to understand our Indian accent since they are used to speaking in a different style, and we have a different style of speaking. To match their lingo and get on the same wavelength was quite tough initially, and as we get acquainted with the language and the people, it has now become easy to communicate.

[P5, Prashanth: 4.03% Coverage]

The next participant has been successful in securing a job in the longer run. However, the domain she worked on before and currently working in is independent and has no significant correlation. To secure a career, dependents having moved countries show commendable perseverance in seeking opportunities travelling to farther ends of counties.

Yes, I am working now as an IT tester for an Irish bank. However, I attended many interviews, and I was trying my luck in getting a job in most IT companies here in Cork; I even travelled to Dublin with no luck during my early days. If I have to name a company to give you a better idea, I went to Dublin for an interview with workday and a few other companies. So, it’s challenging in a way that they know what Stamp-3 means and that Stamp-3 clearly states is you can’t work. So, it’s a very complicated situation with the work permit and what a job application means (to me), so yeah. So, I applied for interviews, and I had applied for jobs when I was in Stamp-3. And Stamp-1G came much later, thanks to it. I was able to find my job.

[P6, Yamini: 8.68% Coverage]

The following contributor acknowledges how vague things could get if he lost his current job on Stamp-1G. He recognizes the fact that although he was lucky to find a role within the project management domain and that within few months of his entry, however lack of opportunities in his field coupled with confusion about a spouse or a student on Stamp-1G can bear slim tolerance if he were to be on job market yet again.
Yes, I am currently managing projects working with DPS. Even though I relocated to Ireland, I initially struggled and did not enjoy the whole job-hunting experience. I was not getting prospective offers here compared to what I used to get back in India. I do not think there were too many challenges for me as I was able to find a job within 4-5 months. Since I have a job now, I think I am ok. However, If I were to lose this job or try some other job, I think I might be at risk. The circumstance where recruiters are not aware of Stamp 1G could arise again in the future, and though we are eligible for work, it could become difficult for me to get a job.

[P7, Santosh: 7.04% Coverage]

From the next participant’s narration, it emerges that recruiters choose not to proceed with certain immigrant candidates (in this case, specially Stamp-1G), even if there has been an exact match to job requirement and the participant’s prior experience. This could be due to multiple reasons; however, a highly skilled resource, in this situation, is capable and willing to partake in the workforce, and even amends to immigrant policies seem to offer very little effect.

I'm currently not working, and I am looking for a job. I have been searching for a job for a few months now, and I have faced a few challenges to start with. One instance where I was told directly that due to my permit being Stamp-1G, it was not possible to offer me the job, though the job description matched my profile. They were looking for somebody to have Stamp-4. That was one harsh instance and another where yet again they enquired about my visa status, and when I said I was on Stamp-1G, I truly believe they did not get back to me due to my visa status. I guess these two instances sum up the challenge posed in me looking for a job, and in that, it was mainly due to the visa and not because of the skill set that I carry.

[P8, Pankaja: 7.95% Coverage]

Although very little research is conducted to delve into the mental well-being of dependents in Ireland who are forced to accept a life of restriction and rejection, the following contributor’s narration displays the impact it bore on her daily. Like a candle
melting away with time, the participant’s confidence levels are etched slowly by numerous rejections driving the will to contribute to the economy into desperation. Having immigrated with an NFQ (Irish National Framework of Qualifications) level-9 qualification, the participant's journey to seek a job in Ireland drove her to down-skill to level-6, when even a CIPD course of level-7 failed to assist her situation.

I am currently working; however, I had to face tremendous challenges and mental stress before landing a job. Even so, there is still a Facebook group called the Stamp 3 association who are people in a similar situation as me; just so you know, I am not the only person facing these challenges, who cannot secure work due to their residence permit. I have faced so many rejections in life that it started to weigh heavily on my mental well-being and confidence levels to face people. It was not easy to start a day with a minimum of 2 rejection emails waiting in your inbox from job opportunities I had ardently applied for. I immigrated to Ireland with an MBA degree that is NFQ level-9 and to qualify for a job I completed a CIPD course that is NFQ level-7. Out of desperation, I completed another course in payroll that is NFQ level-6 and after having demoted my NFQ down by 3 levels is when I finally found my first break in Feb 2020.

[P9, Tejashree: 10.43% Coverage]

4.2.2.4 Current Occupation & Relevance to Prior Experience

The new study has identified that most dependents were able to seek an occupation in a field that is more or less relevant to what the participants had previously been involved in before immigration. There has been a broader level connect with the current employment and prior experience; however, there have been instances where either the scope of the workload has not been on par and has been reported to be a lot less in the current profile.
The first participant feels a significant connection between his prior work and what is currently being delivered through his present role.

*My current profile more or less dwells within IT Business Management, and I would say it is in continuation to what I had done before immigration. Though it took me four months to work with a company and have my permit sorted, I continued in the same direction as I used to work in Bangalore post immigration.*

[P1, Subhash: 4.01% Coverage]

The following participant is yet to find a job in Ireland and feels that since most retailers either have their head offices based out of the UK (e.g. Tesco) and Germany (e.g. Lidl, Aldi) there are fewer opportunities prevalent in the region.

*I am yet to find a job, and I think it is mostly because the technology I have worked on before is not being used by retailers here in Ireland, and partly due to my Stamp.*

[P2, Savitha: 0.87% Coverage]

The next contributor took several months before landing a job in a profession that is in line with his qualification and prior work experience. So, even though the current profile is entirely new to his exposure, it can add value to his career in total.

*I am currently working as a project engineer with Allplast Engineering Ltd. It took me several months before I could find myself a job, and the current role is not the same as what I did before in India. Though it adds up to my career, I knew I might have to take up different roles once I moved to Ireland.*

[P3, Lakshmikanth: 4.31% Coverage]

Having re-joined from taking a break in her career, the following contributor was able to secure a job a few levels lower than before immigration. However, she acknowledges
that it was only after changes to her residency permit from Stamp-3 to Stamp-4. The field of occupation remains the same, and there is a direct link to work performed in India; however, the psychological impact of scaling down in one’s career might require further research.

*I am currently working as a software engineer with an IT company here in Dublin. The technology and job descriptions are similar to what I had worked prior in India, and I would say there are no changes here. However, I was a principal software engineer back in India, which is two levels higher than a software engineer, and though I agree since I am joining work after a break of 4 years, I had to take the bullet to kick start my career again.*

[P4, Neetha: 8.45% Coverage]

The next participant’s having worked with Eir, has managed to change employer within few months into his career in Ireland and, in having done so, is currently performing only a small segment of project management tasks than what he is capable of and as showcased through his previous roles.

*I found my first opportunity with Eir in July 2019 and after a short stint, I moved to DPS currently working here as a project scheduler. I would say it took me five months before I could start a job. The work I am doing is not exactly 100% what I used to do back in India. My current job though is quite similar, it is merely one part of project management. I’m currently working as a project scheduler and requires me to work with the project team to develop their entire project plan. To prepare the project, plan you do your mapping and alignments within the project, and then you do the risk assessment to understand what impact can stall a project to achieve the end goal.*

[P5, Prashanth: 6.22% Coverage]

After facing a rough start with Stamp-3, the following contributor was able to secure an IT tester role within the software division of a bank. Although testing as a division falls
broadly under software development, the contributor feels her potential is not fully utilized as a Level-9 computer application specialist and the experience that she brings to the table.

*I am a tester working for an Irish bank and it took me close to one year to find a job. The work I do, though, broadly falls under the IT domain; however, it is not as extensively technical as I did before.*

[P6, Yamini: 3.64% Coverage]

The next contributor outlines his potential utilization to have gone down by 20-25% in his current role.

*The work that I'm currently doing is related to my field, but it's not 100% what I used to do before. So I could say maybe I'm doing 20 – 25% of total work in terms of scope I used to handle before.*

[P7, Santosh, 2.17% Coverage]

The following contributor is yet to find a job, and therefore relevance related information is not available.

*N/A*

[P8, Pankaja, 0.00% Coverage]

The next participant who immigrated through the older scheme (Stamp-3) took nearly four years to find her a job. She secured her current role only after having completed multiple training courses within the HR vertical. Though not entirely relevant to her prior experience, she is currently working within the payroll domain with an organization.

*It took me four years to land my first job here in Ireland. I was an HR recruitment professional with 3.5 years of work experience before I immigrated to Ireland. However, the current job is not exactly into recruitment as I am into payroll.*
I completed a course Level 6 on NFQ, which helped me secure this job, which has no relevance to my experience.

[P9, Tejashree: 5.43% Coverage]

4.2.2.5 Recruiters knowledge on Dependent Permits

Findings through this study reveal that there is little clarity if recruiters are aware of non-EU dependent’s eligibility to work in the Irish market. Through the interview process, participants have shared strong sentiments concerning rejections and not being considered for roles they applied for in the past. However, apart from recruiters admitting to seeking stamp-4 candidates for certain roles, there are no hard indication if most rejection cited by participants are linked directly to recruiter’s lack of knowledge or eligibility of dependent permits or for that matter stringent client requirements. The first contributor acknowledges the irrationality of applying for a work permit while being a dependent, along with a general work permit and creating two categories of applications when it failed to add any value through the process to the prior.

The first question they ask is, do you need a work permit? Yes or no? I didn’t, quite frankly, pursue that angle because it's like this if you are a dependent, you still have to apply for a work permit. If you have to apply for a work permit and are in the same queue as that of a general work permit, why do you have to go through the dependent work permit route when it takes the same time as the regular work permit. So, I never pursued that thread. I can also apply for regular critical skills and be done with and don't have to be dependent not understanding the ramifications, especially in a new country, like if something happens to the primary visa holder, then things will get stuck.

[P1, Subhash: 4.21% Coverage]

Through multiple instances, the next participant shares that the recruiter’s lack of ability concerning knowledge on work permits, handling immigrant applications, and matching job
requirements with suitable candidates. It appears from the participant's point of view that recruiters tend to choose candidates who possess permits that are straightforward to process.

Based on my experience, I would say no. Most recruitment agencies and company HR with whom I have interacted are not aware of all dependents' stamps and eligibility to work in Ireland. While I have applied for several jobs, in most cases, the rejection is mainly due to a lack of clarity on what a Stamp-3 is back then and now. I'm now a stamped 1G which is the same as a student visa which adds to the confusion to most recruiters who look at my CV do find me suitable for various jobs and feel that my skill sets do satisfy. Many discussions lead to my eligibility to live and work; my stamp is 1G, which is a student visa, and it is assumed that I need to be sponsored, which is not really the case, but it's just not clear to them. Unfortunately, I've also faced some of the recruiters telling me that I am not eligible due to my Stamp; however, it's mainly due to lack of information or lack of understanding at their end on various stamps. I try to explain that it is possible or legal for me to work on the current permit that I hold, but it is very difficult to get through to them on this matter.

[P2, Savitha, 5.44% Coverage]

Having immigrated on Stamp-1G, the following contributor feels convinced that the recruiters are aware of dependent work permits.

Yes, they are aware of my work permit and eligibility, and so there was no issue there. However, I have not asked for the critical skill permit from the employer or the recruiter. I'm not sure about that at the moment, and so I'm just on a Stamp-1G.

[P3, Lakshmikanth: 2.03% Coverage]

Having been rejected on stamp-3 during their early days, the next contributor feels confident that the recruiters are very clear concerning dependent work permits. The contributor having admitted on an earlier instance of finding their first break after coming in possession of stamp-4 leads us to believe that recruiters monitor candidate’s eligibility very closely.
To be honest, I have not found any issues with any recruiter or with the application process because I started applying seriously only after I got my Stamp-4. Over some time, I stopped attending interviews because of the fact I could not apply while I was on Stamp-3. Also, as I said, I was looking for a break and that sort of went hand in glove at that time. However, when I did apply, I did have all relevant visas, such as Stamp-4 that helped me tick all items in the checkbox. So, I didn't face any issues at that time when my interview was done.

[P4, Neetha: 3.11% Coverage]

According to the next participant, Irish recruiters lack the necessary knowledge on dependent permits and are inconsistent in following up on an application. In comparison to job applications that the contributor applied to UK Vs Irish firms, a response from UK recruiters and employers was often prompt with their decisions.

Often, I had to wait for a response from recruiters who would not follow up post initial discussion. I had to discuss my eligibility to work in Ireland and really push for an interview, clear the interview, and finally secure an offer. During the initial days when I did not get any offer, we were considering moving to the UK. When I started exploring other opportunities, I was getting quicker responses from the UK recruiters. If you apply for a role in Ireland, it would take longer for the employer or consultant looking for a resource to respond or even shortlist you. Compared to the opportunities I was looking for in the UK, it was quite good, or I would rather say I was getting quick responses from the employer and consultants.

[P5, Prashanth: 4.89% Coverage]

The following participant can present a sector-wise approach to the understanding of dependent permits within the recruitment industry. Through the participant's view, it's clear that multi-national companies often tend to deal with a lack of skills in a region and often seek the deficit skill from other geographies. In doing so, the recruiters understand regulations governing dependent permits. It is often the smaller and regional operations tend
to run into difficulties in accessing skilled immigrants as the process to recruit is still ‘in the grey’ area to some.

I would say not all of them. Some of them are, it depends on the company that you're applying to work for. For example, the company I applied for a job at workday in Dublin knew what I was talking about. So, if I'm talking about Cognizant or Zenith companies in Cork, they know what I am talking about. So I just need to state the visa I am on, and they know everything about it. Same, I could name companies like Amazon or Facebook or Apple. They know these rules so you wouldn't have a problem explaining your situation to them. But you would have a problem explaining your situation to the other local companies honestly because from their experience, they'd never heard until recently they never had to look for or look into these details as they only had to hire locals. So they would expect somebody to either come in with an Irish passport, probably so, which exempted them from the visa rules of Stamp-1 and Stamp-3. But their knowledge about the eligibility of a dependent on working again is limited and kind of goes into a grey area. So it becomes the responsibility of the applicant to take all the government links and open government website information from the government website, take it along with your interview and explain them literally in your interview when you say I'm in the stamp-3 / 1g visa, what does it mean? So Yeah, I would say not all companies know it. In some cases, you have to educate them even before we apply, and they proceed with your application.

[P6, Yamini: 6.27% Coverage]

The next contributor in a way agrees with P5 and P6 that recruiters often do not follow up on the discussion and that multinational companies are aware of work permit-related paperwork. However, recruiters’ reluctance to take the discussion forward with Stamp-1G permit holders due to lack of clarity seems to be often the case with participants.

I remember this instance during my initial days of the job hunt. I would apply for jobs, so the recruiter would call me for an initial screening round of the interview. During the process, they would walk me through the profile and eventually would enquire about my permit to work. I would tell them Stamp-1G and occasionally explain what Stamp-1G meant since not many were aware of my residence permit or
even my eligibility to work with that permit. End of it, they would tell me that they will ring me back later once they discuss my profile with their recruiting manager. I never once had them return my assured follow-up call. Few big companies, on the other hand, such a CPL and DPS, are aware of spousal privilege since they often deal with larger groups of people, and so they are aware of the rules about work permits. But for small companies, we are not aware, and we end up doing the follow-up from our end, and after some days and weeks, we tend to forget and move on.

[P7, Santosh: 5.46% Coverage]

The following participant reports scenarios where recruiters failed to follow up on the outcome of an application. The reason for rejection is unclear and does not provide an opportunity for applicants to improve or gain any certification if needed. Also, there seems to be a disconnect between the details of client requirements and the recruiter hunting for a potential candidate based on these requirements.

I have mentioned my eligibility and residency status in my profile, which most recruiters in Ireland access. If they miss this aspect, they would ask us directly as to what Visa we hold. However, soon after they gather this information, I feel they do not proceed with further rounds of interviews.

I feel there is a gap when we look for a job and what the employers are posting for in the job. Employers must somehow directly connect with the applicants to help them recruit the right candidate, and it helps the applicant get into the right opportunity.

Recruiters have to provide us with some clarity and follow up whether we are eligible for a role or not. If not why? This will help us to inspect the underlying issue. If it was due to lack of technical skills, we can try to upgrade our skills. Since they never follow up, we never get a chance to re-work our missing skills or technology.

I applied for many other contract jobs as well, and after they take down our information, we keep calling the recruiters back. They say, okay, we will let you know, we will let you know, but they never come back to us. So, after two, three attempts of calling them, we give up, and the reason for rejection is still unknown.

[P8, Pankaja: 8.89% Coverage]
According to the next participant, recruiters lack the interest to do any groundwork and often resort to the safest option of choosing candidates, which is either a citizen or a candidate on Stamp-4. There is no clear indication if the lack of interest to pursue a candidate on the dependent permit is due to additional paperwork involved or the added time it takes for an employer to onboard a resource, owing to delays in the issuance of work permits.

Recruitment agencies and HR are not aware of permits and procedures essential for recruiting a non-EU individual. They are only aware that if a person has Stamp-4, they may be recruited with no further investigation into their eligibility, more like the safest option and not wanting to do any groundwork. That is blatant and I have faced this repeatedly for four years and insomuch even went back and tried to explain to them there are legal options available other than Stamp-4. Procedures such as a work Visa application that I can apply as an individual and for that they have to provide me with an offer letter. On calls, they would ask if I have Stamp-4 and when I say no, they seem mentally cut-off to proceed any further with candidacy.

[P9, Tejashree:6.42% Coverage]
4.2.3 Recommendations

Findings based on participant’s inputs concerning this code are illustrated below. A total of 83 references were made in the form of suggestions and recommendations to improve dependents' eligibility to contribute to the workforce of Ireland.

![Recommendations Diagram](image)

**Figure 14: Recommendations Summary**

As illustrated in the graph (*Fig:15*), there has been a substantial recommendation from P4, Neetha, followed by others. The findings have been further classified into two categories to explore the understanding of recommendations offered by participants.
4.2.3.1 Recommendations on Dependents Work Permit

This theme has identified that all recommendations and improvements suggested by participants are based on individual experiences post immigration. The permutation and combination of factors that are in play in every situation are unique. Therefore, it is herculean for policymakers to find a median policy that holds the best interest of every individual involved, including that of the citizens. The first contributor almost immediately relates to how tedious the whole application process currently is and suggests adopting best practices from other EU states, which would help Ireland adhere to EU norms.

*Regarding dependent permits, if they can simplify any process by comparing with how a European peer company manages a dependent program, let's say if it's the UK or Europe. It has to be pragmatic in the sense that it has to be much simpler*
than what I think it is at the moment. The process takes a few months, and then it is just too slow.

[P1, Subhash: 1.78% Coverage]

Secondly, the same contributor evaluates the reasoning behind work permits and how they feel farfetched in modern times.

Then, there are reasons why they need a work permit. The concept of controlling immigrant occupation in Ireland is to protect the local’s interests. It's a fair ask; at the same time, it has to be realistic.

[P1, Subhash: 0.80% Coverage]

The next contributor is on a similar page with P1 (above) in how work permits are managed for dependents and conversely agrees with the policy maker’s intentions in providing the dependents access to the labour market. The contributor, through the interview, advocates an open-door policy in accessing labour for dependent residents than permit-based.

I believe the Irish government has already helped its dependents here in Ireland to take up jobs much easier since they launched the Stamp-1G, but it has not come without its challenges. The issue Stamp-1G holders have is that it is the same as a student permit which is also Stamp-1G, and is leading to confusion. It can probably be identified as a separate stamp and if the job market can be left completely open to jobs being offered to people with the relevant experience and the right skill set rather than a stamp that they are associated with.

[P2, Savitha: 3.69% Coverage]

The following participant is affirmative that information regarding dependent work permits is laid out on government portals. However, to be able to freelance and permission to run a business are recommended amends suggested by the participant who, as a victim, had to disband a small business he ran before immigration.
I believe so far, all the information on the government portal is very simple and very clear. In most circumstances, a dependent of the critical skill permit holder is fairly experienced and educated. There should be equal opportunity for them to explore the market, freelancing, and permit them to start a business. To be honest, I was running a business back in India for four years now. I had to discontinue that to come to Ireland since my permit is not permitting me to continue to run my business remotely.

[P3, Lakshmikanth: 3.15% Coverage]

According to the next contributor, it can prove very beneficial if the government can form an immigrant information centre that can help dependents explore opportunities and help find answers to queries and situations they face.

When we immigrate, we are new to the country, and it takes time for us to orient ourselves, showcase our talent, and find a job. Often, we don't find any relevant detail to a particular case or situation when you search as there are not many resources available. It would be great if there is a centralized information centre where we can approach all job-related queries.

From the job interview perspective, sometimes they just tell you ‘No’ even if at all your spouse is on a critical skill, and then you need to convince them that you are eligible. But it's not clear anywhere, so it would be nice if they can instil clarity, it would be beneficial for people like us.

[P4, Neetha: 9.02% Coverage]

The next participant draws attention to the monetary implications of dependent permits and restrictions imposed on their freedom to live and work in Ireland. In a quirky way, the dependent points to high taxation and low tax benefits in Ireland, compared to the UK and recommends how immigrants might not contribute to the economy both in the short and long term.

In comparison with the UK, tax benefits, tax exemptions are low, and the actual tax in Ireland is high. I would want the government to at least provide relief to
dependents and the primary permit holder’s tax rate during the initial years. So, they can sustain the initial load of having to settle in Ireland.

If the Irish government continues to pose restrictions in the form of work permits to the dependents and in time if they realize that the dependent is unable to capitalise on the opportunity in the job market and contribute to the management of their household expenses, then they will look for another country to move. Another place where they can easily manage their expenses, live happily, and not burden one person.

The Irish government might indirectly discourage immigrant families from investing in the Irish economy by preventing dependents from working. However, most dependents will invest their earnings back at home and return post-retirement if such a scenario arises.

[P5, Prashanth: 6.42% Coverage]

The following participant draws a comparison to life in the UK as a dependent and how the regulations were supportive in accessing the local labour market as a dependent. The participant recommends that as long as students and dependents are issued with Stamp-1G, there will be a grey area concerning dependent occupation in Ireland.

I believe this will only be clear if the government could give me an appropriate Stamp / Permit. In my situation, I am not a student. I'm dependent on somebody who has already been granted permission to live based on a critical skills work permit. The question here is, can I work or not in this situation? If they continue to issue Stamp 1g to students and dependent spouses, the struggle will continue. In my opinion, rules in the UK made my life very easy. And maybe they can look to other EU countries for ideas.

[P6, Yamini: 8.22% Coverage]

The next contributor recommends amends to execute strategic change to the dependent permits by appropriately communicating to all human resource verticals within the island.
Suppose the government is issuing new permits to residents such as Stamp 1G. In that case, they should have internal communication mechanisms in place to let all recruiting and HR firms know about the criteria that govern this permit. If not, no recruiting person will now be aware of the existence of Stamp-1G or, for that matter, new amends to permits in the future. This will help the job market in Ireland.

[P7, Santosh: 5.75% Coverage]

The next participant highlights certain setbacks dependents face concerning recruiters' preferences and gaps in the immigration process and recommends amends. For example, it has been noted that recruiters show preference with dependents who have been recently issued with stamp-1G, and the renewal of this permit is at a much later date. Also, since dependents are restricted from work, they are not entitled to Stamp-4, which is offered to immigrants who work four years in Ireland, a stamp most sought after by recruiters.

From my personal experience, I’ve noticed that recruiters prefer to pick candidates on Stamp-1G whose permits were issued very recently. Some recruiters are a bit hesitant to consider the application if the candidate’s Stamp-1G is nearing renewal. So, my recommendation would be for dependents on Stamp-1G should be given equal opportunity to work and not based on the permit expiry date.

Also, Stamp-4 is only offered if we show continuity of work residing in Ireland and by preventing dependents from work, we will not be eligible for Stamp-4. Its like a deadlock situation when recruiters look for Stamp-4 and dependents are not facilitated to get there.

[P8, Pankaja: 4.93% Coverage]

The following contributor recommends regular propagation of information on immigrant permits, procedures, and protocols one must adopt in the process of recruitment. There are few misconceptions about recruiting immigrants that can only be cleared if regular focus group sessions and updates are provided to recruiters.
I felt that somewhere this awareness needs to be spread among the recruiters who should know more about what kind of stamps, visas exist, what needs to be done in terms of procedures and protocols, and the current timeline for processing a permit. The only thing they know is, okay, if a visa is to be raised, it has to be raised by the company and it has to be sponsored, which is not the case. Not every visa is to be sponsored by the organization and though we have other options, there is a bottleneck in processing time with work permits, which was three months. Even if an employer is open to individuals processing their visa, a ripple effect from administrative delays dissuades employers from considering dependents as potential candidates.

[P9, Tejashree: 8.68% Coverage]

4.2.3.2 Post Interview (Reflective) Recommendations

This study aimed to capture lingering thoughts in participant's minds post-completion of the interview to identify the impact of topics discussed and the conditioning effect it drew upon participants. Topics, namely economic contribution, business, and ability to travel freely within the union, continued to resonate in participants' minds. The first contributor, through his experience, recommends practices that might be easy to adopt, providing travel access to immigrants.

There is no reason why there can't be a Schengen tie-up with some Schengen states to avoid any kind of extra visa needed to visit mainland Europe. For example, Middle Eastern countries encourage and accept non-EU passports with resident visas including US, UK, and other Schengen countries and are eligible for a visa on arrival. If a third country like UAE can do it or if Brazil can do it, why can't Ireland, with so much integration with mainland Europe relax or reform? Create a system that allows a holder of an Irish residence visa to enter mainland Europe without requiring an additional visa.

[P1, Subhash: 6.32% Coverage]
The Next participant has yet to find a job in Ireland and feels that most retailers have their head offices based out of the UK (Tesco) and Germany (Lidl, Aldi). Local retailers are not utilizing the technology.

*The market in Ireland is unique. There is massive scope for chemical and niche IT sectors to flourish within Europe. However, it's not often one would see that spouses work in the same sector. From my situation, transitioning into the prevalent domain in Ireland remains a challenge to me, and had I been in the early years of my career, I guess it would have been easier to find jobs. Differentiations in dependent permits continue to create apprehension amongst recruiters and potential employers and I guess my recommendation is for INIS to streamline the process and enable contributions by many dependents like me who have immigrated.*

[P2, Savitha: 5.36% Coverage]

The following participant claims that freelancing and permission to run small businesses from home can open frontiers about economic contributions.

*I believe permission to run your business and freelancing can be crucial. Due to lack of support, many skilled individuals, including cooks and teachers, are unable to start a business of their own. The ability to run a business of choice will help households to contribute while they stay at home and freelancing could be a viable solution for them to work from home. So, if that policy that pertains to freelancing and starting a business can be relaxed, it helps the Irish economy grow.*

[P3, Lakshmikanth: 8.22% Coverage]

The next contributor recommends provisioning more clarity concerning the dependent's eligibility to live and work at every instance of visa application. Secondly, in an interesting way, the contributor’s recommendation in hosting immigrant parents for a longer duration can significantly boost economic sectors, including tourism, retail, food & beverage, and insurance.
One aspect of my recommendation is to make it clear to the dependents when they are applying for the visa and letting them know what their options are if they choose to work. I feel there is a lack of clarity owing to repercussions after having immigrated at a later date and not having a grasp of the facts prior. Secondly, to extend the duration of stay for visas issued to parents of residents. Currently, visit visas issued to our parents hold a validity of just three months, while most countries encourage parents to live with you for close to a year. I see an economic opportunity missed in restricting visitors not to stay beyond 90 days.

[P4, Neetha: 7.05% Coverage]

The next participant outlines high-income tax rates and their direct implication on settling immigrants. The participant also exposes loopholes in the counterproductive system.

In my opinion, the one thing that needs to be relooked at is the income tax, as I mentioned earlier, because that is one key element for immigrants. I understand some people seek immigration through asylum and are granted tax exemption. However, loopholes and grey areas are being exploited by some asylum seekers who make use of the exemption and, at the same time, work for small businesses for unaccounted cash.

[P5, Prashanth: 2.17% Coverage]

According to the next contributor, the process of restricting dependents from employment is an ineffective and non-productive regulation that does not benefit either party involved.

As immigrants, we relocate to Ireland, bringing scarce skills. If the dependent who accompanies these critical skills is skilled, then the land we immigrate to should permit us to exercise our potential. By placing restrictions on dependents, the government is, in a way, making it all the tougher for the family trying to settle. By providing clarity and streamlining the Stamping process and aligning it with the primary holder, Ireland will have a larger workforce ready to contribute and attract more jobs.
The next participant reflects upon how outdated the process of residency renewal is and how ineffective they are to a productive day at work.

The renewal process for residency is cumbersome and requires one person to take one or maybe two days off their work schedule. Even after you take an appointment, you invariably wait in a queue for up to 5 hours. There are few counters to manage a surging number of renewals. The system, in general, is slow to adapt and becomes all the more difficult for working parents with kids if they have to renew their residence permits.

The next participant’s recommendation dwells within the operation aspect of recruitment, and the follow-up mechanism needs to be adopted.

Firstly, they don't seem to tie in about the clarity of information made available online regarding job openings and market situations. Secondly, recruiters need to follow up, come back to us with feedback even if they don't want to consider us for that profile, and demonstrate why they don't want to consider us.

The next participant recommends spreading awareness about different ethnicity within the recruitment community, who seem to be surprised at individuals being able to speak fluent English.

I guess it would be good if people, especially head-hunters and recruiters, are made aware of other nationalities. I feel it would help them be more open-minded to accepting applications. Most of the recruiters in the past were surprised when I was talking in fluent English. They were like, Oh, you can speak English fluently. I'm like, Yes, I can. And they were like, Oh, we didn't expect that. I have been told on my face that they didn't expect me to speak fluent English. So, I guess developing more awareness of other nationalities would be beneficial and would help reduce
prejudice. As a head hunter myself, I understand the importance of having an open mind is crucial in finding the right resource.

[P9, Tejashree: 5.27% Coverage]

4.2.4 Psychological Impact

Psychological Impact elicited with life experiences is captured through the findings based on participant’s inputs concerning and coded as illustrated below. A total of 62 references were made in the form of negative and positive impacts participants felt during immigrating, trying to seek occupation, and settling within Ireland.

![Psychological Impact: Summary](image)

As illustrated in the graph (Fig:17), there has been a substantial recommendation from P5, Prashanth to a tune of 26.02% Coverage followed by P9, Tejashree with 14.67% Coverage. The findings are in the form of clustered thoughts that participants shared at various interview stages in exploring the psychological impacts.
This research has revealed that participants go through and ‘come to bear’ numerous psychological implications while settling in Ireland. Immigration as a function involves many complex transactional activities and interactions that have subjective interpretations leading to either pleasure or distastes amongst individuals. A long-term repercussion is often the seed of this psychological implication that spans wide branches into real-life existence into the attitude of the future settlers. The first participant often remarks positive psychological outlook to existing issues with a possible solution on hand.

*It's probably easier for me later since I am in the IT domain to get an offer than her to get an offer here in Ireland, even if EMC did not work out for me.*

*After I relocated, I looked for a job on my own, and I think it took three months, which was a good break and a learning experience.*

*I had a job, and then why do I need to do another extra business.*
I strongly believe the Irish government has always had the best interest of its citizens and its immigrants.

I know there are certain challenges regarding freedom during the initial days as one spends in Ireland as an immigrant.

I haven’t done extensive research; however, it has to be kind of sensible and quick regarding the work permit being issued. Then, there are reasons why they need a work permit. The concept of controlling immigrant occupation in Ireland is to protect the local’s interests. It’s a fair ask.

From my perspective, there is always scope for improvement.

In terms of positives, working in a developed economy has some benefits.

[P1, Subhash: 7.78% Coverage]

The following participant is a realist who can relate to life situations and looks towards the future more positively, even after facing rejections on applications for a job submitted to various potential employers.

I have faced a lot of rejections. I believe I can contribute to the retail industry in Ireland. Given that in times of covid were one of the most critical sectors that have kept its doors open, retail supported the community. As a family, we are happy living in Ireland and hopefully, I will be able to overcome the challenges in getting a job here. I have the relevant education and the relevant experience for that, and I will be patient and look forward to taking up a job here.

[P2, Savitha: 3.74% Coverage]

The next contributor is positive concerning exiting procedures and protocols about immigration policies, dependent permits, the legal right to enter the island, reside and seek an occupation.

After 2019 dependent spouses were offered Stamp-1G and were allowed to work, and that was one of the main criteria to move to Ireland. So it gives you benefits to work.

It’s easier to get a job. I was not into that bracket, so it was a challenge to find a job and took a fair bit of time.
I believe so far, all the information on the government portal is very simple and very clear. If you go through that, then it is very pretty clear regarding policies and all.

[P3, Lakshmikanth: 4.69% Coverage]

The Next participant, having taken a break from her career in her early days of settling in Ireland, found it hard to return to a professional career due to Stamp-3. However, the participant looked for options and sorted things in form of paperwork to secure a ‘no string attached’ permit to kick start her career. While professionally, things took the right turn, policies regarding immediate family being able to visit seems to be on top of their priority list.

So these initial first questions themselves would put me in a difficult spot since I don't have the eligibility criteria being on a dependent visa then. Even so, after a few years, when I tried and applied for a job, those first few questions would infer a ‘No’, and I knew my resume would not go any further.

I guess if I have to compare. But then again, I had a gap of four years. Workwise it was the same type of work that I was doing before. So I was in the same domain, and definitely, it was nothing new, so that was good.

However, when I did apply, I had all relevant visas, such as Stamp-4, that helped me tick all items in the checkbox. So I didn't face any issues at that time when my interview was done.

So, I think that was inhibiting me from going further and checking if it was possible to apply or look for more jobs.

What good is it if we are only being a contributing resource to the country and restricting us from sharing our adult lives with our parents who wish to spend more time with their grandkids?

[P4, Neetha: 9.02% Coverage]

The following contributor shares through his experience the unclear and inconsistent policies that exist in Ireland owing to a constant evaluation of committing to a long-term settlement in Ireland. This includes and does not limit to job availability in general,
dependent’s ability to apply for a job, income tax rates, savings, and retirement policies that currently exist, putting psychological pressure on immigrants.

But we didn’t know that there were a couple of drawbacks to moving to Ireland. We were positive that we would find an opportunity to live and manage in Ireland; if not, we can move to any other country if things did not work out. We are from India, and so our first language is not English. When we start interacting with people, some find our accent difficult to follow and think that we lack communication skills.

During the initial days when I did not get any offer, we were considering moving to the UK.

I am an immigrant and what I will do is I will not invest in Ireland if I am paying such a high amount towards tax because I won’t be getting anything in return nor saving anything. If a person contributes 30% of his pay back as tax, then ultimately, what he will be saving for his old age or retirement would be nothing. So, what I do is invest everything back home in India, and when I am at the retirement age, I’ll go back and stay there. So, if they invest within Ireland, the economy will grow, the money will rotate, and that will develop more job opportunities.

If there is pressure on primary visa holders to earn a living, the moment the immigrant family stabilizes and realizes that the dependent is unable to capitalize on the opportunity in the job market and contribute to the management of their household expenses.

By encouraging the family to work, earn and live in Ireland, they will look for investment, they will look for the mortgage, which means then they will be paying, contributing more towards tax. A contribution in return that helps the government to develop their own country.

One thing I very recently came to know about, concerning pandemic that affected the whole world. So, a lot of people lost their jobs and so did their daily income. I appreciate the Irish government for supporting these affected people by issuing PUP payments to people who lost their jobs.

So, they are also taking money from the government and making their own money for which they are not paying tax. So, in short, they’re cheating the government which is helping them by supporting them to live a normal life. So that is one thing.

The next participant exposes the mental situation dependents bear while being on a restricted dependent work permit and the challenge to convince a potential employer that
the scheme is legit. The explanation of seeking an offer letter to apply for a work permit might seem to crown the legitimacy of a policy on the throne of a Ponzi scheme.

The contradictory situation for a job applicant is that you know you’re in Stamp-3, and you can’t be in this interview, can’t apply for it (job), and can’t work. So when they ask you, can you work freely in Ireland, that’s when we have to say I need to go and apply for my critical skills work permit, which requires you to wait for three months, and it requires you to give me a contract upfront.

So literally, that’s what we were looking at, and that’s what I was telling the interviewer. I don’t think that was an easy task, and I don’t think it wasn’t an easy journey at all, to be honest. I wasn’t comfortable going for an interview.

So it’s a very complicated situation with the work permit and what a job application means (to me).

So apart from the job market, I don’t find any problem with the country. I like it, so we thought we’d give this a shot, live here for a year, and If it doesn’t work, then we’ll move on. But it’s almost three years now, we came in July 2018, and it’s May now. So we’re slowly heading towards July 2021, and we’re nearing three years now, and we’re still in the country. So I think the only thing that took us time to settle down is finding jobs for the two of us.

The following participant reflects on the position he currently holds (being employed) and the implications he might have to come to terms with if he were to lose the job, clearly indicating the disconnect within the system and the reality of the matter to dependent employment.

Even though I relocated to Ireland, I initially struggled and did not enjoy the whole job-hunting experience. I was not getting prospective offers here compared to what I used to get back in India.

Since I have a job now, I think I am ok; however, If I were to lose this job or try some other job, I think I might be at risk. The circumstance where recruiters are not aware of Stamp-1G could arise in the future and though we are eligible for work, it could become difficult for me to get a job.
The system in general is slow to adapt and becomes all the more difficult for working parents with kids if they have to renew their residence permit.

[P7, Santosh: 2.90% Coverage]

The next participant examines the incongruent nature of policies adopted by the institution concerning dependents and their inability to secure a permanent residence while all along restricting dependents from seeking employment through Stamp-3.

\[\text{I have been searching for a job in the last two months now, and out of these two months, I have faced a few challenges.}
\]
\[\text{So, it becomes like a deadlock if they don't offer the opportunity for us to work, then we are not eligible for Stamp-4 and then when they (recruiters) say you have to be on Stamp-4 to be eligible for taking up a job, it's not possible.}
\]

[P8, Pankaja: 0.91% Coverage]

The next contributor has provided a detailed account of the negative psychological impact she bore during the struggling days of seeking employment in Ireland. Numerous rejections and with no concrete reasons bore significant pressure on the mental wellbeing of the contributor affecting self-confidence and the ability to face people. Human resource as a vertical has general scope in all organizations that are expected to overlook the classification sought in the labour market based on sector and technical qualification of an individual. However, the contributor has a significant challenge in securing a role mostly due to the permit and not the ability or qualification of the individual.

\[\text{I am currently working; however, I had to face tremendous challenges and mental stress before landing a job. I have faced so many rejections in life that it started to weigh heavily on my mental wellbeing and confidence levels to face people. It was not easy to start a day with a minimum of 2 rejection emails waiting in your inbox from job opportunities I had ardently applied for. I feel maybe that could help the economy of Ireland even further. We are paying our taxes and are involved in the economy through a mortgage, and we are doing everything bit that a rightful citizen does being}
\]
an immigrant. Integrating and getting that status will matter more as this provides. You know, it's best for the economy and would prove to be a two-way win-win situation for both the economy and the individual.

I've seen many talented people who have already left Ireland because either their spouse couldn't find work or they started to develop mental health issues due to their career coming to a grinding halt. Also, it is not fair for an entire family to suffer financially and emotionally and mentally because talented minds are imposed with restrictions not to continue their occupation.

Well, every coin has two sides, and I'm so sorry if I've just told the negatives so far. There are more positives to Ireland.

Most of the recruiters in the past were surprised when I was talking in fluent English. They were like, Oh, you can speak English fluently. I'm like, Yes, I can. And they were like, Oh, we didn't expect that. I have been told on my face that they didn't expect me to speak fluent English.

[P9, Tejashree: 14.67% Coverage]

4.2.5 Positives having immigrated to Ireland

Positives of having relocated to Ireland gathered through the interview process are coded and illustrated as below. A total of 34 references were made in the form of work culture, people's attitude towards immigrants, and the benefits of a unified school curriculum for immigrants having to relocate based on the job profile.

![Figure 18: Positives Having Relocated to Ireland Summary](image-url)
As illustrated in the graph (Fig: 19), there has been substantial positivity reported by P1, Subhash to a tune of 7.39% Coverage followed by P3, Lakshmikanth with 6.17% Coverage. The findings are being furthered discussed below in detail.

The majority of participants, including those who have faced challenges in integrating within the Irish workforce, strongly believe that the positives outweigh the challenges one must endeavour during their early days settling in Ireland. One of the major factors identified through the research is how important schooling is to most immigrant parents, who are in their mid-career levels and how the well-established Irish education system helps address the eminent stress. The first participant from a corporate perspective revels in a multi-cultural set-up, working in Ireland that exposes contexts that would remain beyond grasp working from India. He also looks closely at English as a language and how seamlessly it integrates cultures at various stages of immigrant life.
The benefits of working in a developed economy expose you to certain work cultures and inculcate cultural awareness and business practices that you won't have learned working in India. However, you would have engaged with clients or onsite stakeholders in the past. However, to me how a country functions within a different cultural setup and a different context certainly adds to my experience.

My daughter is in secondary school, and she enjoys school. English is a native language here, so it's a straight fit for us and we don't have to learn another language, which is a huge plus. When you’re engaging with immigration or government services, you don't need to know the native language like French or maybe German mandatorily. English is a mutual language of comfort and sufficiently, you’re saved on that front as well.

[P1, Subhash, 7.39% Coverage]

The next participant emphasizes the concept of general happiness and leading a contented life, having immigrated to the Emerald Isle. Insomuch so the participant is willing to continue her search in seeking employment.

Yes, there are positives to relocating to Ireland. My husband has been very happy with his job, and as a family, we are happy living in Ireland, and hopefully, I will be able to overcome the challenges in getting a job here. I have the relevant education and experience for that, and I will be patient and look forward to taking up a job here.

[P2, Savitha: 1.17% Coverage]

The following participant acknowledges work culture, people factor, and schooling amongst many positives they have come to experience immigrating to Ireland.

Yes, there are many positives, and of course, the people here in Ireland are pretty friendly. The work experience that my wife and myself are having is very fabulous. And the trust factor overall, even at work or even in a social circle, there is a lot of trust people put on you that helps you put your 100% into your job and do it responsibly. Something that I found may be a cultural difference which is a big plus for me. Education-wise, my daughter is in second grade for the kids, and the
school is pretty good. It is easier to get her admission and education; it's free. So I think these are the positives.

[P3, Lakshmikanth: 6.17% Coverage]

The next contributor relates to her early days at work and how people factors and work culture made her feel comfortable almost immediately.

The apprehension in having to start work in Ireland and how I would fit incoming from different work cultures was laid to rest within few days of my work. I guess it mostly has to do with how supportive and understanding people are. I joined this new workplace, and I didn't find it hard, maybe due to the work culture or how warm and welcoming the work culture is. I do not think I had many challenges; however, I've learned a lot. So that's a positive point for me. I like this place. And you know, the people are good and warm and welcoming. And even when I joined this new workplace here, I didn't find it hard. I do not think I had many challenges; however, I've learned a lot. I've never found it hard to work with a new team here or new people here, maybe due to the work culture and how people are supportive

[P4, Neetha: 4.59% Coverage]

The following contributor is new to the country and still is exploring the merits of having immigrated to Ireland. That said, the contributor acknowledges the efforts the Irish government undertook in handling the pandemic.

I'm new to the country, and I'm still in the process of exploring the merits of having immigrated. However, I am impressed and appreciate the Irish government supporting people through pandemic PUP payments to people who lost their jobs. I guess this was commendable work that they have done regardless of managing the whole pandemic situation. Maybe the payment won't support 100% of what they were earning before, but at least they then made sure that people can survive during these tough times.

[P5, Prashant: 0.61% Coverage]
The next contributor acknowledges people factor to be on top of the positives they have experienced in Ireland.

* Honestly, I like the country. I like the people. I find them very grounded, and so in a lot of ways, I could connect with them, understand, and I'm able to relate to them as well, including the policies and even the COVID rules in these times when they make a decision.*

[P6, Yamini: 1.75% Coverage]

The next participant, having immigrated recently, is still in the process of evaluating the positives. However, Irish weather is on the top of the participant's list and finds the taxation to be on the higher side.

* It is too early for me to look for positives while I have very recently moved and am still in the process of settling. However, the weather is good compared to where I come from, so I think that is a big positive. I, however, think that the taxation is a bit on the higher side and if the government can help relax some tax on income, that will be great.*

[P7, Santosh: 0.90% Coverage]

From a recruitment consideration standpoint, the next participant evaluates the diversity and inclusion factor to be on top of her positive list.

* Oh, yes, there are many positives, because when there are job opportunities and when they consider us to be potential candidates, I feel the Irish nationals are accepting us. However, we are immigrants, and that is a major plus.*

[P8, Pankaja: 2.04% Coverage]

Having resided in multiple locations within Ireland, the following participant considers people factors, safety, work-life balance, and schooling to be on top of their positives.
It’s a beautiful country, and the people here are generally polite and understanding. We have in the past lived in Galway, Dublin, and are currently living in Kilkenny. We find the country to be in general safe and secure, and we love the greenery. Work-life balance is an important element, and what I have experienced so far has been great. Our lifestyle has changed living in Ireland and what we can offer our daughter in terms of education is something more. The schools here concentrate on the child’s development and do not put pressure on them through the curriculum. Her enthusiasm to attend school is a delightful sight for me. Moving to three locations changing schools was not a frightful task since the curriculum across locations remained the same.

[P9, Tejashree: 5.70% Coverage]

4.2.6 Irish Immigrant Integration Program

Efforts adopted by the Irish government to ensure immigrants integrate within the society of Ireland are captured through participant's inputs, coded, and is illustrated below. A total of 21 references were identified for the program, and the details of the findings are discussed below.

As illustrated in the graph (Fig:21), there has been substantial input from P8, Pankaja with an overall coverage of 44% coverage and the following 4 participants with a median coverage of 30% coverage.
This study has revealed that most immigrants are not entirely aware of efforts and measures are undertaken by the Irish government to ensure that immigrants integrate within the fabric of Irish society. That said, all immigrants are fully aware of citizenship by naturalization scheme offered by the Irish government though not fully comprehending the underlying reasons for such an award. The first participant is fully aware of such a decree offered by the Irish government.

*I strongly believe the Irish government has always had the best interest of its citizens and its immigrants. The naturalization process for immigrants is one such example that entitles immigrants to secure citizenship to live and exercise freedom as every Irish citizen would.*

[P1, Subhash: 1.58% Coverage]

The next participant is not aware of the Irish Immigrant Integration Program (IIIP), however, can relate to a similar model in other countries.
I've heard of integration programs in the context of Canada and other immigration countries. But not here in Ireland. I am not entirely sure what they do; however, if there is assistance provided to immigrants to integrate within Irish society, then I think it is highly beneficial.

[P2, Savitha: 1.42% Coverage]

The next contributor compares IIIP with countries that currently top the list of extensive immigration and the benefits that the Irish government instils to its immigrants.

The aspect in which an immigrant family, including dependents, get Irish citizenship after five years is pretty good. There is a long-term benefit compared to the Gulf where you work until retirement and are not allowed to stay. Apart from that, I'm not aware of that, or no one has contacted me to let me know this is what the current affairs & situation of Ireland and one had to do certain preparation before relocation. Nothing like that. It would have helped greatly since we have nobody to reach out to during the initial days.

[P3, Lakshmikanth: 4.65% Coverage]

The following contributor acknowledges measures laid out by the Irish government in aiding immigrants to integrate within Irish society. Issuance of stamp-4 for a parent along with citizenship is few long-term benefits in place to ensure immigrant families secure a future in the isle.

I got my Stamp-4 when my son was born, and since he is an Irish citizen, one of the parents is entitled to stamp-4. I guess that is part of helping immigrants integrate apart from citizenship. Unfortunately, apart from becoming a citizen based on residency, We did not get any support. However, my husband's company HR was helpful initially, and We reached out to community groups on social media platforms to help us settle.

[P4, Neetha: 4.42% Coverage]
The next contributor is not aware of any IIIP or measures undertaken by the government to help immigrants settle as a long-term benefit. However, as stated earlier, the awareness to securing citizenship exists.

*I have not come across any integration program. We moved to Ireland based on my wife’s Critical skill permit and all the information we wanted, which we looked up online. Apart from being able to become a citizen, I do not see any integration measure. For example, I live in the Blackpool area, and when I moved here, I did not know that it is not an easy neighbourhood. For not knowing, I am obligated to fulfil a contract on the house that I have now signed up for, which may have been averted.*

[P5, Prashanth: 3.10% Coverage]

As for the next participant, moving to Ireland was entirely a corporate choice; however, the option to reside longer as a citizen and fit in is beneficial to immigrants.

*As I mentioned earlier, the decision to move to Ireland was driven entirely by my husband’s organization, and we literally moved first and then explored options later. It's good to know that you can apply for citizenship and integrate fully within Irish society after five years. Apart from that, I am not aware of any integration program. That's because, in my case, we came with a fresh point. Both me and my spouse, as a family, when we moved in, came with an absolute fresh mind. We had no idea about Ireland until after the initial days when we moved in. Even on the visa terms, we just figured out after we came over to Ireland, and we moved in, and we spoke to a couple of other immigrants,*

[P6, Yamini: 4.49% Coverage]

The next contributor moved to Ireland seeking long-term benefits, and the measure to integrate within the society of Ireland is a crucial element for their decision to relocate.

*We were in Abu Dhabi and decided to move to Ireland, seeking better living conditions and long-term benefits. Unlike UAE, I see the long-term benefit in Ireland, and I can live free as a citizen over some time. However, I didn't get any*
guidance from any groups, consultancy, or Irish government before or when we moved into Ireland. Moreover, I was not aware of any such support entity. So we looked up online for all information about Visa and worked permits, after which my wife gave her interview, cleared, and moved to Ireland.

[P7, Santosh: 2.92% Coverage]

The following participant is not aware of any IIIP.

No, firstly, I'm not aware of any such program. It would be very beneficial if there is any such program offered because it helps us contribute to the economy of Ireland through our jobs since we bring technical capabilities to the country.

[P8, Pankaja: 3.46% Coverage]

The next participant acknowledges the benefits immigrants attain through the IIIP. It instills a sense of belonging, provides long-term security to remain and contribute within the economy, and exercise freedom as a lawful citizen.

I see the immigrant integration program adopted by the Irish government very positively. Once we become a citizen through naturalization, we would not feel like an outsider anymore, and I hope it remains so in the future. And another benefit I see is the ability to travel across Europe with no restriction in the form of border control. I feel maybe that could help the economy of Ireland even further. We are paying our taxes and are involved in the economy through a mortgage, and we are doing every bit that a rightful citizen does being an Immigrant. Integrating and getting that status will matter more as this provides us with a sense of security and longevity when we have decided to make Ireland our home. Also, Once you complete five years in a general permit or two years on CSEP, you are offered PR through Stamp-4, whereby you do not require a work visa to work in Ireland going forward.

[P9, Tejashree: 5.75% Coverage]
4.3 Conclusion

This chapter has explored the interview contents shared by participants in eliciting the research findings and analysis. The following chapter (Chapter-5.0) will present the main findings, recommendations, and the conclusion of this research.
5. Main findings, Recommendations & Conclusion

5.1 Introduction

*Languages pale compared to English in terms of ubiquity and usage, making it difficult to predict if another language will match its popularity. Still, overall, it's clear that English as a global force is going to be around for a while.* (Doochin, 2019)

Undoubtedly, English as a language has emerged to be the modern-day catalyst aiding immigration processes, attracting talented minds to seek newer frontiers and contribute within a rapidly evolving system. After Canada and Australia, Ireland is fast becoming the most desired destination surpassing the US and the UK for reasons beyond comprehension. Being the only English-speaking nation within the EU, The Emerald Isle has become home to many talented minds who wish to experience rich Celtic culture with a modern outlook.

This study examines if the current dependent policy is delivering the best for the Irish economy through its non-EU dependents. Investigation adopted through the Grounded Theory approach has shed light on the backdrop that urges many immigrants to consider Ireland as their preferred destination to immigrate. However, it is becoming increasingly evident through examinations that the current residence permit issued to dependents offers limited flexibility to exercise their freedom by merely seeking an occupation, in some cases, as a resident. It has also come to light that challenges faced by dependents are real and continue to indirectly prevail in light of amendments adopted to these policies by the Institution. Policies that have blossomed over complex geopolitical ties and treaties on which Irish history has a firm foundation.
5.2 Review of Main findings

The results of the research comprise six main themes, as illustrated through the findings of chapter 4. Participants have immigrated to Ireland as a dependent at various intervals, gathering their perspective definition and understanding of eligibility to contribute to the Irish workforce. These perceptions have assisted the research in helping deduce themes that are essential to the research question. Some of the key research themes and findings are illustrated below.

- Immigration Policies and Relationship with Permits
- Dependents Occupation
- Recommendations
- Psychological Impact
- Positives having immigrated to Ireland
- Irish Immigration Integration Program
5.2.1 Immigration Policies and Associated Relationship with Permits

5.2.1.1 Contemporary Immigration Processes and Ireland

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning contemporary Immigration processes and Ireland.

Figure 22: Contemporary Immigration Processes in Ireland: Word Cloud

“So, you may enter the country on Stamp-1, which is a general work permit. Stamp-1G would be offered to international students who wish to seek education in Ireland. Spouses of CSEP holders, too, are offered with Stamp-1G. Spouses of general work permits are offered Stamp-3. Once you complete five years in the general permit or two years on CSEP, you are offered PR (Permanent Residence) through Stamp-4” (Chapter 4, p. 51). This study has revealed that although there are more than seven ways a non-EU may immigrate into Ireland, it is governed at the very apex through an offer of employment by an Irish employer. The focus of the study remains fixated on the dependents; however, it is the primary visa holders who have secured a legal right to live, work, and in some cases may sponsor their immediate family as dependents to join them during immigration.
From the participant's contribution, it is clear that a primary visa holder may immigrate into the country based on a critical skill permit (CSEP who are offered Stamp-1) or a general work permit (who is also offered a Stamp-1). The dependents of both types mentioned above were offered Stamp-3 residence permits (Cannot work or start a business) until 2019 when the dependent spouse of CSEP holders was offered Stamp-1G (eligible to work). A noteworthy finding in the study is the prevalence of a restriction on dependents “there still is a Facebook group called the ‘Stamp 3 association’ who people in a similar situation as me, so you know I am not the only person facing these challenges” (Chapter 4, p. 88) who are being offered Stamp-3. The findings around changes to CSEP are consistent with (MacÉinrí, 2001) view of amendments to policies are carried out based on the need basis, as and when they arise.

The study has revealed that the policies adopted by Ireland are in their nascent stages compared to established immigrant countries. “It's not like Canada or Australia or the UK where there is a point-based system, and if you qualify, you may relocate right then and later look for a job” (Chapter 4, p. 47), also “Australia follows a point-based system that identifies and recognizes individuals based on qualification and work experience. There is no quantifiable measure in Ireland that determines an individual's capacity and eligibility to work” (Chapter 4, p. 66) explore potential areas of improvement that may be adopted in the future to ensure Ireland continues to remain attractive amongst immigrant states.

The study also indicates that adopting policies might not be a straightforward fit from the cream of the crop owing to uniqueness as sighted by (Garner, 2007). However, it is worthwhile, as suggested, “to simplify any process by comparing with let's say how a peer European dependent program” (Chapter 4, p. 99) in aligning within the complex structure of the Union. This study, through the contributions, identifies an inherent process of
immigration that is currently consistent with (Smith, 2011) in remaining complicated and inconsistent with EU standards.

5.2.1.2 Dependent Visa and the Eligibility to Live and Work

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning dependent visas and the eligibility to live and work in Ireland.

Figure 23: Dependent Visa and the Eligibility to Live and Work: Word Cloud

This study is consistent with the literature and showcases the gaps that continue to exist despite the best efforts raised by the Irish government to integrated dependents within the much-needed workforce of the county. Supporting (Besley and Case, 2003), this study has revealed that there has been insufficient groundwork, infrastructure, and research being adopted before the amendments directed to dependent permits in 2019. “In 2019, there had been a sudden change where Stamp-3 was changed to Stamp-1. I went to the immigration office, and they issued me Stamp-1, a permit offered to primary visa holders to live and work based on a sponsor company. In a week after realizing the drawback, they requested
all dependents to visit the immigration office for a change in stamp to Stamp-1G, which is a student permit” (Chapter 4, p. 53). The changes passed to dependent permits were not thought through. However, what led to the reversal of Stamp-1 requires further investigation and leads us to the subsequent findings.

“Even so, there is a Facebook group called the Stamp 3 association who are people in a similar situation as me, just so you know I am not the only person facing these challenges, who are unable to secure work due to their residence permit” (Chapter 4, p. 88) demonstrates the prevailing restrictions on dependent permits from accessing the local labour market. Although a certain class of dependents (spouse of critical skill permit holders) have been exempted from Stamp-3, the reminder of immigrant spouses continues to remain restricted from accessing the labour market through Stamp-3. This study once again re-iterates the lack of mediation within the system as sighted by (Besley and Case, 2003). It has remained far too independent a variable in determining public policies yet again supporting views presented by (Kelley and Trebilcock, 1998).

Another key finding from this study, in the Irish context, refutes the sovereignty concept raised by (Weiner, 1996) demonstrated through changes adopted to dependent policy. The Irish state has time and again established the intent to uphold resident rights through its initiatives, right from the Immigration Act of 2004, Formation of INIS to amends adopted to dependent policy in 2019. Although the perspective notion of immigration is new and is consistent with (Quinn and Kingston, 2012), that does not come as a surprise to the researcher; given 2019 amends and rollback, the Irish Legislative pinnacle only peaks based on the need of the hour yet again re-enforcing views of (MacÉinrí, 2001).
5.2.1.3 Dependent privilege to Freelance and Start a Business

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning dependent privilege to freelance and be self-employed through the establishment of a small business.

![Figure 24: Dependent Privilege to Freelance and start as Business: Word Cloud](image)

A substantial finding from the qualitative research is the existence of a restriction on all dependents to be self-employed or to operate a small-scale business even to this present date. “I was running a business back in India for four years now, and I had to discontinue that to come to Ireland and since my permit is not permitting me to continue to run my business remotely” (Chapter 4, p. 101). Dependent’s inability in not being able to pursue a business of choice contests the core liberal values presented in the literature and is thereby consistent with arguments offered by (Kelley and Trebilcock, 1998). In regulating immigration, the Institution chooses to be socially contractarian, dispassionate in permitting a skilled individual to immigrate; however, it holds a firm ground in its utilitarian values.
towards its citizens. “The concept of controlling immigrant occupation in Ireland is to protect the local’s interests. It's a fair ask, at the same time, it has to be realistic” (Chapter 4, p. 100).

Most participants agree that their current residence permit only allows them to seek employment; however, they are not permitted to register a small business or freelance. 55% of the total participant sample during their entry into Ireland were offered Stamp-3, a permit that neither permitted dependents to work nor start a business [refer to Appendix 11]. The further evaluation concludes that 22% of the participant sample is still unemployed and is willing to contribute to the economy.

5.2.1.4 Eligibility to Seek Work from Mainland Europe

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning eligibility to seek work from mainland Europe.
This study had revealed that a dependent's eligibility to seek work from mainland Europe (outside Ireland) is largely governed by two factors. Firstly, the inherent capability and freedom to be self-employed as a service provider in reaching out to job offers and to deliver work as a stand-alone entity steering the discussion back to 5.2.1.3 Dependent privilege to freelance and start a business. This study in the past has categorically displayed the restrictions that continue to exist in today's digital era curbing the upsurge of what could be a potential boom of micro-economy.

Secondly, “The work permit that I hold entitles me to work only in Ireland. Like I told you before, I cannot freelance nor take up a job from a company outside Ireland. I can only work in companies that are registered in Ireland and if I have a job offer from the local company in Ireland” (Chapter 4, p. 60) dictates that being employed in Ireland requires the physical presence and setup of the employer to fulfil the criteria of ‘employment’ defined by legislation.

“A general rule of thumb is if you get a work permit for France, then you have to live in France” (Chapter 4, p. 60) still depicts the conventional boundaries that exist in today’s digital era where outsourcing and remote-working have become the norm of modern 21st century Industrial Revolution. This is consistent with (Heinze, 2015). In not exploring the level playing fields of the digital era (Friedman, 2005), a country inhibits itself from not capitalizing on the increased volume of knowledge turnover within the economy.

It is evident from this study that to seek a job from mainland Europe would necessarily mean that the dependent will have to physically relocate out of Ireland, which would seem to be a counterproductive measure being part of the single market and not utilizing the single market’s potential to the fullest.
5.2.1.5 Dependent Program in other Countries

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning dependent programs in other countries.

This study has revealed that 77% of participants are aware of dependent programs adopted by other immigration-friendly countries. Participant's overall knowledge leads the study to believe that the US, the UK, Canada, and Australia are still the most sought-after destinations amongst Indian immigrants. The point-based system employed in the countries mentioned above in evaluating an individual’s experience & qualification to quantify being eligible to work within the economy resonated the most throughout the interviews. The results of this study indicate language compatibility to be of primal importance in consideration for immigration which is consistent with the literature and reinforces (Raine, 2012) views.
“I believe Australia follows a point-based system that identifies and recognizes individuals based on qualification and work experience. I wish Ireland could pick a similar system because my friends who moved out of Ireland earned good credit points based on experience and qualification, making them eligible to work in Australia. But, unfortunately, there is no quantifiable measure in Ireland that determines an individual’s capacity and eligibility to work. So that’s the first thing that comes into my mind, which might be beneficial” (Chapter 4, p. 66). The study indicates that the current Irish system permits an employer to sponsor an immigrant to settle in Ireland. However, there is no indication of any further evaluation metrics adopted to quantify the primary or dependent residents’ potential and capabilities to be considered employable by the system. This is consistent and supports the literary views of (Choi, 2020; Quinn, 2010).

“From my perspective, there is always scope for improvement. We do not have to think far in adopting models from immigration nations such as Canada and the US. Those policies might work best in the west; however, they might not be fit for purpose in a complex Union setup. However, the dependent policies that currently exist in France, Belgium, and the Netherlands could help Ireland align and maybe excel with a model that Ireland can use and create” (Chapter 4, p. 64) indicates that directly adopting a model without rigorous study could pose undesired implication and yet again exposes the vulnerability of the system which in the views of (Besley and Case, 2003; MacÉinrí, 2001) being often reactive rather than pro-active concerning immigration laws.

In the study, through the participant’s view, “I lived in the UK for five years as a dependent I had the freedom to work” (Chapter 4, p. 65) and “much before the introduction of Stamp-1G in Ireland, dependents were permitted to work in the UK” (Chapter 4, p. 65)
the UK model was the closest tangible model for Irish consideration to be a successful dependent permit.

5.2.1.6 Restriction on Tourism

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning restrictions imposed on tourism.

![Word Cloud](image)

Findings through this research concur (Garner, 2007) theory of immigration policies prevalent in Ireland that is unique and ‘of its own accord’ while being part and simultaneously inconsistent with the Union. This study reveals that the Schengen policy adopted by Ireland inhibits free travel to both non-EU residents of the Union into Ireland and vice versa, which is consistent with Emerson, M. (2011a). Furthermore, studies show that having chosen to maintain a distinct border control management system from that of the Union and sustain the CTA, which is in line with theories raised by (Quinn and
Kingston, 2012), the Irish policy towards tourism is compounded thereby not aiding the sector.

“I think it’s kind of incredulous and crazy that they share so much data between mainland Europe and Ireland that they don't share any information concerning residents and their visas. So, it's a strange situation, but yes, I know we can't even freely travel to mainland Europe to start with” (Chapter 4, p. 67). Yet, again in the digital age, this research indicates the reactive nature of policy formation supporting (MacÉinrí, 2001) view.

A significant emergent finding from the study is the pre-conditioned and preconceived notion of a non-EU, developing world mindset in requiring a visa as a pre-requisite document to travel as opposed to freedom of travel within member states exercised by EU residents unbiased and liberal in all means. “I don't see any issues travelling to mainland Europe. For now, due to COVID, there are restrictions, but I'm sure getting a visa and moving across isn't an issue.” (Chapter 4, p. 68). The perception of requiring a visa to travel is viewed at a magnitude of possessing a driver’s license to drive a car. At the same time, the latter has very few liberal, moral and ethical implications.

5.2.2 Occupation

5.2.2.1 Background to Immigrate to Ireland

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning the background to immigrate to Ireland.
The study has revealed that 66% of the dependents immigrated through spouse being offered CSEP. The remainder of the dependent spouse immigrate on General Work Permit (GWP) and, having fulfilled their initial contract, reapplied for CSEP. Further investigation into the study reveals that 66% of the total sample participants immigrated with Ireland not being their primary choice, and factors such as current projects and employment were the primary drivers in immigration. In addition, while all primary visa holders (spouse) received Stamp-1, their dependents were offered Stamp-3 to the older group that immigrated before 2019 (i.e., 55% of sample participants) and Stamp-1G to dependents post 2019 (i.e., 44% of sample participants).

Findings through this research and understanding immigration trends in Ireland (Chapter 5.2.1.1) concur that employment offer is the primary source of entry for non-EU immigrants, consistent with this research findings. Either the primary applicant seeks out by applying for an open position in a company. “She applied for a position in Ireland, and when it went through the process, they made her an offer, we decided to relocate because she got an offer. (Chapter 4, p. 73) The scarce nature of certain talents urges organizations to seek talents from outside Ireland, “My husband got an opportunity to work in Ireland. It
was a very good job offer with him being offered a Critical Skills Employment Permit” (CSEP) (Chapter 4, p. 74).

However, there are instances where a few randomly seek employment outside India and land a job in Ireland. “My wife wanted to change jobs, and so we thought ‘Why not explore outside India. So she started applying for jobs on LinkedIn randomly to locations including Gulf, Australia, and then Ireland. Although Ireland was not at the top of our list, it somehow clicked (Chapter 4, p. 74). A noteworthy finding was that none of the participants aspired to start a life outside India by consciously choosing Ireland, which shocked the researcher.

5.2.2.2 Prior Work Experience and Inflow of Skillset into Ireland

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning prior work experience and the skillset they (dependents) bring into Ireland.

![Word Cloud Image]

Figure 29: Prior Work Experience and inflow of Skill: Word Cloud

Summary:
It is clear from the table:2 that all dependent participants have had prior exposure working within a corporate setup ranging from experienced, mid-level to management level in their prior roles. In addition, findings show that 77% of the dependents are from the ICT domain, and 77% of dependents have secured educational qualifications equivalent to NFQ Level-8. Thus, findings through this research are consistent with (Amadeo, 2021) view it continues to strengthen the OECD strategy through skilled resource immigration.

Including their spouse and the participants, 94% of total immigrant inflow is critically skilled and has technical capabilities developed in another region. However, this number is worthy to note specific to this study and unintended percolation of the initial sample chosen by the researcher and therefore might not be consistent if a larger section of the sample is sought in the future.

5.2.2.3 Current Occupation and the Experience to find Job in Ireland

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning the current occupation of dependents and the experience to find occupation in Ireland.
Statistics reveal that 77% of the sample dependents are currently employed, and only 22% of the total sample are actively looking for employment [refer to Appendix 11]. Moreover, 55% of the dependents immigrated with Stamp-3 permit that restricted them from taking up jobs in Ireland. One participant from the Stamp-3 generation and one from the Stamp-1G generation are the only two participants on an active lookout for open positions (true as on the day the researcher drafted this report).

The experiences of securing a job have been varied and are very specific to every participant. For instance, “I never took the dependent permit route” (Chapter 4, p. 83); a dependent was able to secure a stand-alone work permit which, unless highly skilled and qualified, is not a viable option to many. For some from the Stamp-3 generation who were often confronted with rejections, “I have faced a lot of rejections. I believe the challenge I had while I was on Stamp-3 was, it required me to apply for a separate work permit” (Chapter 4, p. 83). And for a few, rejections remained as an existential part of their life “It was not easy to start a day with a minimum of 2 rejection emails waiting in your inbox” ” (Chapter 4, p. 88), bearing down heavily on one’s mental and psychological state.
Findings in the research have led to believe that recruiters from both recruiting firms and within organizations have played a vital role in constructing a diverse experience amongst participants while seeking a job in Ireland. The study has yet again uncovered evidence that changes implemented on dependent policy in 2019 were a hasty decision that lacked planning and was implemented with very little clarity to the dependent community and all entities involved within the workforce management domain. “The intriguing thing in this situation is how recruiters were apprehensive in considering a newly formed Stamp-1G” (Chapter 4, p. 84), “If I were to lose this job or try some other job, I think I might be at risk. The circumstance where recruiters are not aware of Stamp 1g could arise again in the future. Though we are eligible for work, it could become difficult for me to get a job” (Chapter 4, p. 87), “One instance where I was told directly that due to my permit being Stamp-1G it was not possible to offer me the job,” (Chapter 4, p. 87). Participant's experiences in finding an occupation might resonate with intrinsic issues within the system; however, emergent statistics on the overall employed dependents suggest the odds of one securing a job in Ireland is greater.

5.2.2.4 Current Occupation & Relevance to Prior Experience

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning current occupation and relevance to prior experience.
Findings from this code reveal that out of the 77% sample participants who are currently employed (i.e., 7/9 participants), 14% are currently working in a stream entirely different from their prior experience [refer to Appendix 11]. The remainder, 86% of the sample dependent participants, were able to secure a role in a field relevant to their experience.

Under closer inspection, most dependents’ occupation largely falls under their specific domain; findings show that the extent of tasks performed varies significantly. “I would say it took me five months before I could start a job. The work I am doing is not exactly 100% what I used to do back in India. My current job though is quite similar; it is merely one part of project management” (Chapter 4, p. 90), “The work I do though broadly falls under the IT domain; however, it is not as extensively technical as what I used to do before” (Chapter 4, p. 91), “The work that I'm currently doing is related to my field. Still, it's not 100% what I used to do before. I could say maybe I'm doing 20 - 25 percent of total work in terms of scope I used to handle before” (Chapter 4, p. 91)
Findings also reveal that dependents having relocated and taken a break from their career have had to join few levels lower than their last designation. “The technology and job descriptions are similar to what I had worked prior in India, and I would say there are no changes here. However, I was a principal software engineer back in India, which is two levels higher than a software engineer. Though I agree since I am joining work after a break of 4 years, I had to take the bullet to kick start my career again” (Chapter 4, p. 90).

A noteworthy finding of the sample participant who is engaged in a profession entirely different from prior role suggests that the change in the profession was governed by seeking an appropriate qualification in the current field after facing critical rejections. “It took me four years to land my first job here in Ireland. I was an HR recruitment professional with 3.5 years of work experience before I immigrated to Ireland. However, the current job is not exactly into recruitment as I am into payroll. I completed a course that was Level 6 on NFQ, which helped me secure this job, which has no relevance to my experience.” (Chapter 4, p. 90).

5.2.2.5 Recruiters’ knowledge on Dependent Permits

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning the recruiter's knowledge on dependent permits.
Findings in the research show and briefly discussed under section 5.2.2.3 Current occupation and the experience to find Job in Ireland; recruiters play a vital role in bringing onboard suitable candidates with potential employers for an open position. This is reinforced by the mere existence of 171 registered recruitment agencies\(^\text{12}\) within the isle, indicating a majority of open positions are initially screened and forwarded to employers by one of many 171 agencies. Therefore, it is evident that a non-EU dependent’s likelihood to secure a potential occupation largely dwells in the exposure of recruiter's knowledge regarding permits offered and employability of a non-EU dependent. Furthermore, the findings in the study indicate that any amendments to the eligibility on a dependent policy require a robust channel of information dissemination through the system for the amends to take the desired effect.

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\(^{12}\) More details of the registered recruitment agencies is available at [https://nrf.ie/agency-list/](https://nrf.ie/agency-list/)
Experiences gathered in the study indicate apprehension in the recruiter's choice of screening candidates who are of non-EU origin and possess not-so-straightforward paperwork. “The intriguing thing in this situation is how recruiters were apprehensive in considering a newly formed Stamp-1G” (Chapter 4, p. 84), “When I tried to get back and looked for jobs online like LinkedIn or any other recruiters, their first few questions were like do you have a visa? Or Are you allowed to work in Ireland? Or Do you have an Irish passport? These initial first questions would put me in a difficult spot” (Chapter 4, p. 85).

The research and participant's experience have indicated that recruiters prefer to opt for candidates with Stamp-4. “They are only aware that if a person has Stamp-4, he/she may be recruited with no further investigation required into their eligibility, more like the safest option and not wanting to do any groundwork” (Chapter 4, p. 97), “On calls, they would ask if I have Stamp-4 and when I say no, they seem mentally cut-off to proceed any further with candidacy.” (Chapter 4, p. 97).

This study has revealed through participant's experience that recruiters have differed and sought candidates with straightforward paperwork to fulfil a position on varied occasions. However, bigger organizations that deal with candidates across geographical boundaries are aware of dependent’s eligibility. “So, if I'm talking about Cognizant or Zenith companies in Cork, they know what I am talking about. So I just need to state the visa I am on, and they know everything about it” (Chapter 4, p. 95). Therefore this area requires further study on the specifics of job requirement and preferences sought by an employer for a role.
5.2.3 Recommendations

5.2.3.1 Recommendations on Dependents Work Permit

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning recommendations on dependents' work permits.

Figure 33: Recommendations of Dependent Permit: Word Cloud

Recommendations are an integral part of all qualitative research and, on closer inspection, may be found in all forms of discussion throughout an interview, including emotion, reflection, and subjective comparations. Participants shared a wide spectrum of recommendations and findings indicate areas of improvement include

(i) Adoption of other improved and successful models of immigration is currently being used in other immigrant states. For example, “About dependent permits, if they can simplify any process by comparing with let's say how a European peer company manages a dependent program, let's say if it's the UK or Europe” (Chapter 4, p. 99).
(ii) Income tax exemption “In comparison with the UK, tax benefits, tax exemptions are low, and the actual tax in Ireland is high. I would want the government to at least provide relief to dependents and the primary permit holder’s tax rate during the initial years” (Chapter 4, p. 101).

(iii) Attracting and retaining Investments in Ireland “By preventing dependents from working, the Irish government might indirectly discourage immigrant families from investing in the Irish economy” (Chapter 4, p. 102).

(iv) Clarity on permits issued to dependents “If they continue to issue Stamp 1g to students and dependent spouses, the struggle will continue. In my opinion, rules in the UK made my life very easy. And maybe they can look to other EU countries for ideas” (Chapter 4, p. 102).

(v) Adoption of clear communication channels “If the government is issuing new permits to residents such as Stamp 1G, they should have internal communication mechanisms in place to let all recruiting and HR firms know about the criteria that govern this permit” (Chapter 4, p. 103).

(vi) An ambiguous policy that does not bring value to immigrating dependents “Stamp-4 is only offered if we show continuity of work residing in Ireland. By preventing dependents from work, we will not be eligible for Stamp-4. It's like a deadlock situation when recruiters look for Stamp-4 and dependents are not facilitated to get there” (Chapter 4, p. 103).

(vii) Provide more clarity to recruiters terms of procedure and protocol “in terms of procedures and protocols, what is the current timeline for processing a permit. The only thing they know is, okay, if a visa is to be raised, it has to be raised by the company, and it has to be sponsored, which is not the case. Not every visa is
to be sponsored by the organization, and though we have other options, there is a bottleneck in terms of processing time with work permits” (Chapter 4, p. 104).

(viii) And finally to eradicate delay in the administrative task at various levels including the issuance of spouse permits “It has to be pragmatic in the sense that it has to be much simpler than what I think it is at the moment. The process takes a few months and then it is just too slow” (Chapter 4, p. 100).

“Even if an employer is open to individuals processing their visa, a ripple effect from administrative delays dissuades employers from considering dependents as potential candidates” (Chapter 4, p. 104).

“There is a delay in administrative tasks across the Irish board starting from my wife’s HR department to the visa processing centre in the embassy of Ireland located in India” (Chapter 4, p. 76).

A prominent reference to the former member state of the Union, an isle just as Ireland, the UK is a noteworthy model of consideration which in participant view “Having lived in the UK for five years as a dependent I had the freedom to work or to study or to take a break or even to claim maternity benefits” (Chapter 4, p. 65) and “One big example is the UK where much before the introduction of Stamp-1G in Ireland, dependents were permitted to work in the UK (Chapter 4, p. 65).

5.2.3.2 Post Interview (Reflective) Recommendations

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning reflective / post-interview recommendations.
This study reveals amongst various topics discussed during the interview process, themes that continued to resonate and appeal to participants at the very end of the interview include:

(i) Economic Contribution “The ability to run a business of choice will help households to contribute while they stay at home, and freelancing could be a viable solution for them to work from home” (Chapter 4, p. 105).

(ii) Ability to travel freely within the Union “And another benefit I see is the ability to travel across Europe with no restriction in the form of border control” (Chapter 4, p. 125).

(iii) Ability to remain self-employed through business or freelance “I believe permission to run your business and freelancing can be crucial. Many skilled individuals including cooks and teachers due to lack of support are unable to start a business of their own” (Chapter 4, p. 105).

(iv) Increase duration of visit visa for family “Currently, visit visas issued to our parents hold a validity of just three months while most countries encourage..."
parents to live with you for close to a year. I see an economic opportunity missed in restricting visitors not to stay beyond 90 days” (Chapter 4, p. 105).

(v) The income-tax rate in Ireland “the one thing that needs to be relooked at is the income tax as I mentioned earlier because that is one key element for immigrants” (Chapter 4, p. 105).

(vi) Streamline dependent permit “By placing restrictions on dependents, the government is in a way making it all the tougher for the family trying to settle. By providing clarity and streamlining the process of Stamping and aligning it with the primary holder, Ireland will have a larger workforce ready to contribute and attract more jobs” (Chapter 4, p. 106).

(vii) Eradicate incumbent delays in the system “The renewal process for residency is cumbersome and requires one person to take one or maybe two days off their work schedule. Even after you take an appointment, you invariably wait in a queue for up to 5 hours” (Chapter 4, p. 107).

(viii) Awareness of other nationalities “Most of the recruiters in the past was surprised when I was talking in fluent English. They were like, Oh, you can speak English fluently. I'm like, Yes, I can. And they were like, Oh, we didn't expect that. I have been told on my face that they didn't expect me to speak fluent English. So, I guess developing more awareness of other nationalities would be beneficial and would help reduce prejudice. As a head hunter myself, I understand the importance of having an open mind is crucial in finding the right resource” (Chapter 4, p. 107).
5.2.4 Psychological Impact

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning psychological impact analysis of dependents psyche during the interview process.

![Figure 35: Psychological Impact: Word Cloud](image)

Emergent emotions associated with themes are highly widespread in this space. However, the research was able to broadly classify these under positive and negative impact based on participant's expression on interviewed topics. Out of 62 references coded across nine transcripts, 34 references drew negative psychological impact on participants instead of 28 references towards positive impacts. The findings might not be entirely conclusive; however, they can establish an overall rating index measuring the experience of participants in immigrating and finding a job as a dependent.
5.2.5 Positives having immigrated to Ireland

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning the positives of having immigrated to Ireland.

![Word Cloud Image](image)

Figure 36: Positives having Immigrated to Ireland: Word Cloud

Findings in this study reveal that of the 35 references coded for the theme, the majority of references were made towards how welcoming, and cordial the Irish people are with immigrants. “there is a lot of trust people put on you” (Chapter 4, p. 118), “The people are good and warm and welcoming”, “I guess it mostly has to do with how supportive and understanding people are” (Chapter 4, p. 118), “I find them very grounded and so in a lot of ways I could connect with them, understand, and I'm able to relate to them as well, including the policies and even the COVID rules in these times when they make a decision.” (Chapter 4, p. 118).

The study has revealed that amongst themes such as greenery, safety, and weather that were cited, the majority of the participant's found working in an international setup and being part of work culture in Ireland to be the next biggest positive having immigrated. “it
exposes you to certain cultural awareness and business practices that you won't have seen while working in India.” (Chapter 4, p. 117), “Although you would have engaged with Non-Indian clients or onsite clients, there is always a certain advantage of having to work full time in a developed economy” (Chapter 4, p. 117), “Work-life balance is an important element and what I have experienced so far has been great” (Chapter 4, p. 120).

A significant finding that emerged in this study is schooling, as most immigrants were in their mid-career levels with kids. This theme connected well with language compatibility as English is the medium of education in India, making it convenient for both parents and children to integrate within the Irish system and not take additional efforts to learn a new language. This finding is consistent with the literature and is in line with (Neeley, 2012) findings of how English as a language can help people integrate across the border and foster a positive attitude. “English is a native language here, so it's a straight fit for us, and we don't have to learn another language which is a huge plus. When you're engaging with the likes of immigration or government services, then you don't need to know the native language like French or maybe German mandatorily.” (Chapter 4, p. 117). “Her enthusiasm to attend school is a delightful sight for me” (Chapter 4, p. 120).

5.2.6 Irish Immigrant Integration Program

The word cloud illustrated below summarises the main findings from the qualitative interviews concerning awareness towards the Irish immigrant integration program.
As indicated earlier, 66% of immigrants in the participant sample (i.e., 6/9) did not have Ireland as their preferred destination to relocate. The study reveals that the majority of the sample that immigrated to Ireland in entirety was directed by the projects of immigrant's employer and, in some cases, wanting to explore international work experience with Ireland not being one on top of their list. “She started applying for jobs on LinkedIn randomly to locations including Gulf, Australia, and then Ireland. Ireland though was not on the top of our list, but somehow it clicked” (Chapter 4, p. 74). “there was a lot of debate in his company, and based on the project that he worked we had to immigrate to Ireland. Also, since the decision was made at the very last moment, we decided to move into Ireland and then figure the rest out.” (Chapter 4, p. 50). The efforts laid out by the Irish government concerning Immigrant integration as a concept exist rudimentarily and subconsciously in the minds of the participants through the concept of Stamp-4 and citizenship.
5.3 Recommendation for Future practice

This section presents the key recommendations for future practices concerning dependent permits and recommendations for future research originating from this empirical research.

5.3.1 Re-Evaluate Dependent Work Permit Policy & Restrictions

The first recommendation is directed towards the ‘Institution’ that governs policy formation for dependent permits and re-evaluating restrictions applied to immigrant dependents. Though un-intentional from a sampling standpoint, all participants turned out to be highly qualified and experienced individuals who bring vast exposure to the Irish workforce. Research findings suggest that inhibiting highly skilled individuals from seeking employment or freelancing is counterproductive to the immigrating family and the economy.

Classification of immigrant dependent based on Stamp-3 and Stamp-1G still exists within the system as of date, drafting this report. Based on the primary permit holder's eligibility, a spouse can join either on one of the above permits with applied restriction to seek employment under Stamp-3 permit and non-eligibility to remain self-employed under Stamp-1G permit. In the digitally-driven globalized economy of the 21st century, the potential to create newer business opportunities and increase GDP greatly rests on skilled individuals. This research has identified one of many lost opportunities to sustain and nurture what could potentially be a booming business model into the future (“I was running a business back in India for four years now, and I had to discontinue that to come to Ireland” (chapter 4, p.101) only to be curbed by a policy restricting the individual from pursuing it across the border.
Knowledge of the immigration system, one’s eligibility to immigrate, and the prospect of securing a future for the family are some key triggers that propagate the willingness to relocate to a different and completely unfamiliar land. While the liberal ideology of providing support to immigrants and integrating within the society, and exercising freedom as a resident exists in its true form, this research has exposed the vulnerability dependents face in potentially losing five prime employable years in the process, the time it takes an immigrant to sustain in Ireland before being awarded Stamp-4 or citizenship. (“Stamp-4 is only offered if we show continuity of work residing in Ireland and by preventing dependents from work, we will not be eligible for Stamp-4. Its like a deadlock situation” (chapter 4, p.103). This is also counterproductive to the SPS requirement, as suggested by (Weston, 2021). Given the research findings, it is therefore recommended that dependent policy requires re-evaluation.

5.3.2 Adopt Best Immigration Practices

The second recommendation is for policymakers to adopt best immigration practices that have proven successful in the past from other immigration states, including the UK. While most models might not be fit for purpose in the Irish context, the UK’s model of immigration might provide valuable insights into the formation of policies that are consistent with EU standards.

The point-based system in recognizing an individual's skill, experience, and technical expertise adopted in Canada and Australia could prove viable in re-evaluating dependent privileges to live and work in Ireland. The immigration system in Ireland provisions entry only through critical skills permits and general work permits, which is again limited by the numbers that may immigrate. However, there are no metrics currently exist in the system to evaluate dependent potential, thereby empowering them to contribute through the workforce of the Irish economy.
5.3.3 Enable Residents with Freedom to Travel

One of the steadily increasing contributors to the Irish GDP since the last decade is the tourism sector which is hit hard by the Covid pandemic. While significant measures have been put in place to ensure the Irish tourism sector springs back to its former pomp, there are a few underlying concerns with tourism that are deep-rooted long before the pandemic, in view of this research.

The decision to maintain a separate border control through noncompliance with the Schengen policy has not only prevented 23 million residents of non-EU origin settled within Europe to visit Ireland freely, but a larger percentage share of tourists visiting Europe are dissuaded in including Ireland as part of their Euro-trip schedule owing to additional paperwork and wait time. It is evident from this research that non-EU citizens of the developing world warrant a visa to enter Europe and from a non-EU tourist’s point of view who are compelled to secure a visa separately to enter Ireland, thereby drastically increasing the lead time in securing multiple visas before travel.

Recommendations cited by participants through this research have urged policymakers to consider models adopted by UAE and Brazil in governing travel policies for non-EU residents that could potentially increase the much-needed footfall in the tourism sector. For example, a policy amendment that could find a median in the Schengen stand and potentially repurpose the existing pool of EU residents of non-EU origin in the form of tourists could be a viable choice. In addition, the concept of ‘visa on arrival’ for certain nationalities who are residents of developed countries sought by UAE could offer relief to

many potential tourists who wish to stop over during long hauls for a Celtic experience that
does not require prior planning and long waits for the issue of visa.

5.3.4 Clarity in communication

The next recommendation is around the process of information dissemination by the
system when there is a change adopted in immigration policies and to adopt a robust channel
to transmit the details to relevant departments, including registered headhunters of the Isle.
This research has revealed that information about a dependent’s eligibility to live and work
is unclear to most small employers within the Island and to many recruiters who aid in
fulfilling a requirement for potential employers. While it has taken a substantial amount of
time for recruiting professionals in Ireland to adapt to changes in the system regarding
dependent permits, there is very little clarity still available to many outside Ireland.

The Covid pandemic as a creative disruptor has pushed the System beyond farfetched
scenarios, especially in the immigration sector. The immigration process came to a grinding
halt with closure to its embassies located in foreign lands and disruptions to travel. As a
result, candidates with an offer for employment could not enter Ireland. Even having
entered, closure to most offices meant immigrants were residing without a valid permit.
This is a clear emphasis on the need for an efficient communication medium to the process
of immigration. Although non-existent during the initial phase of this research, and in line
with recommendations cited here in this section, to the surprise of the researcher, the Irish
government’s effort to remain on top of a robust communication channel is evident through
the launch of its new website on 28th July 2021\textsuperscript{14}, days after the recommendations were drafted.

5.3.5 Income Tax Relief

It is worthy to note that immigrating to a foreign land takes a substantial amount of courage, planning, and effort. However, very little gets measured in terms of costs that settlers must bear, having to immigrate from a developing-world country within a market that is already inflated. Moreover, the majority of skilled immigrants are from developing-world countries and have an additional burden to bridge the ever-widening parity cost between the two currencies, offering very little to no-aid in the process of immigration.

Initial set-up costs often tend to be hyperbolic given the housing condition in Ireland, cost of utilities, services, and child care have to be borne by the immigrating families from day 1. Also, to settle without the assistance of the kith and kin around in a new land harbouring pre-existing liabilities, the spouse's eligibility to contribute to the family's financial well-being becomes vital.

The research indicates that in all cases of immigration captured for the study, the sole breadwinner is the primary permit holder. The dependent spouse is highly qualified and experienced, takes anywhere from a few months to get employed to; in line with this research, some are yet to secure a foothold in the Irish workspace. It is worthy to note that

\textsuperscript{14} The older website is still available for access and review through the link provided below http://www.inis.gov.ie/en/INIS/Pages/WP07000075. The new INIS website may be accessed through https://www.irishimmigration.ie/
the dependent spouses are not eligible for unemployment support, and thereby the financial burden continues to pile up on the shoulders of the primary permit holder.

Therefore, it is recommended to offer a situation, condition, and time-based income tax relief as an initial support mechanism for immigrant families to cope with the process of establishing settlement within Ireland. Grants of this stature exist for other immigrants through asylum; however, the research only proposes to offer tax relief to a primary holder only for a stipulated duration and conditions that which is under regular purview by the Department of Social welfare in the event of a dependent being unsuccessful in securing employment.

5.4 Recommendation for Future Research

Currently, the research is focused on studying immigrated dependents of Indian origin. It is the researcher’s recommendation to widen the scope of this study to include other nationalities from both developing and developed economies. A new qualitative study is recommended to further this context and integrate the findings of this research by gathering people’s experiences, identifying challenges of dependents immigrating from other parts of the world. It would be beneficial for the future study to initiate and identify larger ethnic groups immigrating into the Isle and to determine the challenges and barriers encountered to baseline productivity of dependent policy adopted by Ireland.

The researcher recommends further investigation in light of existence and the award of stamp-3 dependent permits to a certain segment of immigrants. The sheer size and the number of these dependents who immigrate on the stamp-3 category are unclear during the drafting of this report and could potentially alter the focus and understanding of productivity this research has arrived on.
The Irish Integration program aims to offer immigrants the ability to participate in the community through equal rights and access to critically important benefits after having decided to relocate and live in the country on a long-term basis. To measure productivity through Irish dependent policy, the researcher believes that new citizens must remain and continue to contribute to the economy's welfare. Therefore, it is prudent to track Irish migration of new citizens out of the country and investigate the overall productivity and contribution of immigrants through the Irish dependent program.

It is evident through this study that most immigrants are highly skilled; however, it is worth noting that English is not often the immigrant's 1st language. Therefore, an essential element to data collection in qualitative research is gathering participants' experiences. This study has led the researcher to establish certain ethnic connections with participants before and during interviews to understand comfort levels, emotions, and cues to certain dispositions that may arise during the interview. Therefore, it is recommended that further research may be sought in a team with the involvement of representatives of the same race in the study group to develop a connection with the participant.

6. Conclusion

This research has evaluated if the immigration policies prevalent in Ireland empower and utilize skilled dependents residing in Ireland in being productive to the economy. The study embarks on a qualitative approach in addressing the aim and objective stated in chapter 1.0. The empirical finding has revealed several key findings concerning utilising skilled dependents and empowering them to seek and remain employed through immigration policies that currently govern immigration in Ireland.
A wide perspective of literature was reviewed with emphasis on factors that govern the formation of immigration policies, Irish history concerning immigration, liberal theories that underpin the formation of immigration concepts as we know them today. To the researcher’s surprise, very little study has governed the dependent policy formation in Ireland. Moreover, the absence of metric-based evaluation in refinements adopted to the existing dependent policies posed a significant gap to the researcher.

Findings demonstrate that dependents are offered either Stamp-3 or Stamp1g upon immigration, and this residence permit is tied to the primary visa holder. The basis on which a dependent spouse is allowed to seek employment gravitates entirely on the type of permit the primary visa holder secures i.e. CSEP or General work permit. No process or guideline exists within the system similar to a contemporary point based system that evaluates a dependent’s qualification, experience, or skill before issuing Stamp-3 or Stamp1-g. The immigration system focuses largely on the primary visa holder and puts no effort into establishing, utilizing, and integrating the dependent's skill within the Irish economy through empowerment. Adopting a point-based system as outlined under recommendations could prove monumental in recognizing dispersed talents that immigrate in the form of a spouse to the Isle.

This study has revealed that the award of Stamp-3 as a residence permit exists to this day and date and could potentially continue to burden the Irish economy in restricting future dependent immigrants from seeking employment and aid in the family's financial support. Although separate research into Stamp-3 is essential to evaluate the net impact, the overall presence of a framework in exercising Stamp-3 and the failure to evaluate an individual's skill, expertise, and potential before offering a residence permit and restricting from seeking employment is not productive and baseless by any means. Key analysis in the research
reveals that 55% of dependents who immigrated in the older scheme of Stamp-3 have struggled to find placements within firms in Ireland and is consistent with the previous statement. It is worthy to note that one of the participants from the Stamp-3 scheme and one from the Stamp-1G scheme are the only two who continue to seek employment and have been unsuccessful by far.

In the context of employment, the current study shows that 77% of dependent participants have successfully secured a job. Further analysis reveals that of the majority employed, 86% of dependent participants are employed in the profession that has significant continuation with prior work experience and domain they have had exposure to. The vast majority of dependents who have secured a job within the first year are amongst the ones who have secured Stamp-1G upon immigration. The empirical study reveals that amendments to dependent permit adopted in 2019 has had significant improvements in the utilization of skilled dependents and in empowering them to secure a career in Ireland.

It is evident through the research that recruiters play a pivotal role in the process of dependent securing an occupation. Employment opportunities and requirements are extensively communicated between employers and recruitment firms. The research shows that often initial screening of a candidate’s potential fit for an open position is evaluated by the recruitment firm on behalf of the employer. Lack of clear communication associated with failure to follow up on numerous occasions cited by participants makebeelive existence of inherent knowledge gap amongst recruiters concerning dependent permits and their eligibility to work. However, very little is know about the employer’s specifics on the requirements for an individual and could prove vital, leading to the conclusion of recruiters’ preferences in choosing a candidate. Evidence reveals that recruiters are slow to respond on many occasions, fail to complete an ongoing discussion, or provide valuable feedback to
candidates, which from the participant's point of view are areas of improvement that may be adopted into the future.

The ability to freelance and remain self-employed encourages and sustains a micro-economy that is crucial when e-commerce poses a significant threat to contemporary business across cities. Additionally, this research has revealed that dependents on both Stamp-3 and Stamp-1G face significant forms of restriction to practise an occupation of choice. Therefore, any relaxation to existing curb exercised through dependent policies by standardization and regulating the scope to practise a business can offer much-needed relief to immigrating dependents. Finally, communication is a quintessential part of any administration. The research recommends adopting a more robust communication channel to ensure legislation passed percolates to the very last link.
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Appendix 1: Emigration statistics released by CSO

MIPEX scorecard of Ireland, EU13, EU15 and EU28

Figure 38 MIPEX detailed Irish Score. Source (https://www.mipex.eu/ireland)
Appendix 2: MIPEX Score Card – Ireland

Emigration statistics were released by CSO.

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<td>207</td>
<td>419</td>
<td>4,900</td>
<td>4,400</td>
<td>4,600</td>
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<tr>
<td>60 and over</td>
<td>59</td>
<td>18</td>
<td>5</td>
<td>65</td>
<td>116</td>
<td>4,700</td>
<td>2,400</td>
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<td>2,200</td>
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<td>7,366</td>
<td>2,129</td>
<td>983</td>
<td>3,114</td>
<td>15,585</td>
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<td>87,100</td>
<td>89,000</td>
<td>81,900</td>
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Table 3: Emigration statistics were released by CSO. Source: https://www.cso.ie
Appendix 3: Migration Relationships released by CSO

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<th>Immigrants</th>
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**Persons**

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<th>Rest of EU</th>
<th>Rest of World</th>
<th>Total persons</th>
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<tbody>
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<td>11.7</td>
<td>11.6</td>
<td>10.7</td>
<td>62.7</td>
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<td>13.5</td>
<td>11.9</td>
<td>10.8</td>
<td>66.5</td>
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<td>16.4</td>
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<td>75.9</td>
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<td>18.2</td>
<td>15.1</td>
<td>11.2</td>
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<td>14.9</td>
<td>11.1</td>
<td>84.6</td>
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<td>20.1</td>
<td>14.0</td>
<td>11.1</td>
<td>90.3</td>
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<td>19.7</td>
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<td>10.9</td>
<td>88.6</td>
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<tr>
<td>12.1</td>
<td>9.7</td>
<td>6.5</td>
<td>64.8</td>
</tr>
<tr>
<td>11.4</td>
<td>6.5</td>
<td>5.2</td>
<td>56.3</td>
</tr>
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</table>

**Net Migration**

| Persons
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<th>Rest of World</th>
<th>Total persons</th>
</tr>
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<tr>
<td>-8.3</td>
<td>1.1</td>
<td>-3.5</td>
<td>-19</td>
</tr>
<tr>
<td>-3.0</td>
<td>-3.2</td>
<td>-5.9</td>
<td>-8.5</td>
</tr>
<tr>
<td>-0.2</td>
<td>-1.4</td>
<td>-0.7</td>
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<td>0.9</td>
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<td>16.2</td>
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Source: https://www.cso.ie/en/releasesandpublications/er/pme/populationandmigrationestimatesapril2019/
Appendix 4: OECD Skilled Migration Index

Sample data representation of a comparative analysis conducted to the skill level of immigrants moving within US and EU.

![Graph 1](image1.png)

*Figure 39: Source: OECD DEVELOPMENT CENTRE Working Paper No. 250: (Katseli, Lucas, and Xenogiani, 2006)*

![Graph 2](image2.png)

*Figure 40: Source: Countries: OECD DEVELOPMENT CENTRE Working Paper No. 250: (Katseli, Lucas, and Xenogiani, 2006)*
### Appendix 5: Key Events Summary

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<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>1919</td>
<td>Declaration of Irish Independence (21 Jan)</td>
</tr>
<tr>
<td>1937</td>
<td>Constitution of Ireland comes into force (29 Dec)</td>
</tr>
<tr>
<td>1950</td>
<td>Schuman Declaration</td>
</tr>
<tr>
<td>1973</td>
<td>Ireland Joins European Economic Community</td>
</tr>
<tr>
<td>1979</td>
<td>Irish European Presidency</td>
</tr>
<tr>
<td>1984</td>
<td>Irish European Presidency</td>
</tr>
<tr>
<td>1985</td>
<td>The Schengen Agreement</td>
</tr>
<tr>
<td>1990</td>
<td>Irish European Presidency</td>
</tr>
<tr>
<td>1993</td>
<td>Maastricht Treaty (formally known as the Treaty on European Union; 1991)</td>
</tr>
<tr>
<td>1996</td>
<td>Irish European Presidency</td>
</tr>
<tr>
<td>1998</td>
<td>Treaty of Amsterdam</td>
</tr>
<tr>
<td>2002</td>
<td>Treaty Of Nice</td>
</tr>
<tr>
<td>2004</td>
<td>Irish European Presidency</td>
</tr>
<tr>
<td>2009</td>
<td>Treaty of Lisbon</td>
</tr>
<tr>
<td>2013</td>
<td>Irish European Presidency</td>
</tr>
<tr>
<td>2020</td>
<td>UK Leaves European Union (Brexit)</td>
</tr>
</tbody>
</table>

*Table 6: Timeline of main multilateral initiatives, processes, agreements, treaties, and declarations*
Appendix 6: Interview Consent Form

Interview consent form. [Page 1]

Information Sheet

Thank you for your time in taking part in this research project. The purpose of this document is to explain the research, your participation and involvement and to enable you to make an informed choice.

The intention of this study is to identify if the current and existing dependent immigration policy that exists in Ireland is able to contribute fully to its economy. Ireland as a country is swiftly moving from being a ‘Country of Migration’ to a country that is now welcoming talents from across the globe. The researcher wishes to study how effective Ireland’s immigration policies are for the dependents who have chosen to make Ireland their home to live, where they will contribute to the overall GDP of the nation. Should you choose to participate, you will be asked to take part in a one-to-one interview with the researcher. This interview will be audio-recorded and is expected to take 30–40 minutes to complete. Participation in this study is completely voluntary. There is no obligation to participate, and should you choose to do so, you can refuse to answer specific questions, or decide to withdraw from the interview. Once the interview has been concluded, you can choose to withdraw your details at any time within a reasonable time.

All information provided by you will be kept confidential, (should you choose) anonymous and will be available only to the researcher, to my supervisor and for any future research purpose. If it happens that information disclosed by you which indicates that there is a serious risk to you or to others, this information will NOT be included in the study by the researcher and will be redacted. Once the interview is completed, the recording will immediately be transferred to an encrypted laptop and wiped from the recording device. The interview will then be transcribed by the researcher for further analysis. Once the research thesis is completed, the audio-recording will also be deleted and only the anonymized transcript will remain. This will be handed over to / stored at Munster Technological University, Cork (Cork Institute of Technology) in a data repository. The information you provide may contribute to research publications and/or conference presentations.

We do not anticipate any negative outcomes from participating in this study. However, should you experience distress arising from the interview or any queries about this research, you can contact me at arjun.pai@mycit.ie. If you agree to take part in this study, please sign the consent form overleaf.
Consent Form

Title of the course: MBA Strategy

Title of your research: Is the Irish Immigration Policy Delivering the best for its Economy through its NON-EU Dependent Immigrants

University: Munster Institute of Technology, Cork
(Cork Institute of Technology)

Date:

Name of Student: Malpe Janardhan Arjun Pai

Supervisor: Dr. Angela Wright

I……………………………………………………………………………… am fully aware of the purpose and nature of the study as explained by the researcher and consent to the following.

- I consent to be interviewed for the purpose of the research named above.
- I have had all of the details of the research explained to me.
- I am happy that my quotes can be used for the purpose of the research.
- I can ask for clarification about the research at any stage.
- I understand that I can withdraw (opt out) from the process at any stage.
- I understand that my data will be stored in line with MTU (CIT) GDPR regulations and policy.

signed:

________________________

Date

________________________

________________________
Appendix 7: Interview Guide

Introduction to the research and Icebreaking session

Question 1:
Can you outline the background to your decision to move to Ireland?

Question 2:
Can you tell me different ways one may immigrate to Ireland?

a. Prompt: Can you explain do dependent permits vary in the context explained above?

b. Prompt: (What about students and Researchers?)

Question 3:
Can you explain the type of residence permit and your eligibility to work since the time you moved into Ireland? (prompt: how long did it take).

Question 4:
Are you working now and what has been your experience so far while being dependent on this permit? What do you think are the challenges?

Follow Up question: (If working) How long did you take to find a job, can you outline your current job profile and its relevance to your prior experience?

Question 5:
Can you briefly discuss your prior work experience before immigrating to Ireland and the skillset you bring into this economy?

Question 5:
In your experience, do you consider that recruiting personal here in Ireland and Company HR that have interviewed you before were aware of your permit and eligibility to work?

Follow-up questions: What about students and Researchers?

Question 6:
Can you outline your eligibility to Freelance or work remotely? I.e., are you entitled to start a business of your own on your residence Permit?
Question 7:

Is there any challenge with your current permit for you in taking jobs in mainland Europe? (top of your mind what are the challenges).

Question 8:

Have you experienced restrictions being a tourist as well?

Question 9:

Are you aware of any immigrant integration programs offered by the Irish govt?

Question 10:

Can you recommend how the Government should help ease the situation around Dependant permits?

Question 11:

In your knowledge/experience, is there a model that is followed by another country that could be suitable for the Irish government to adopt with immigrants & Dependent permits?

Question 12:

Apart from issues and setbacks you’ve faced, are there any positives that you associate with having decided to relocate to Ireland?

Question 13:

Can you make recommendations for practice/policy based on our conversations today?
## Appendix 8: Initial Code Using Dedoose

Initial open codes summary.

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<th>Title</th>
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<td>1</td>
<td>Dependent Work Exp</td>
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<td>2</td>
<td>2</td>
<td>Level</td>
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<td>3</td>
<td>3</td>
<td>Management</td>
</tr>
<tr>
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<td>Non-Technical</td>
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<td>6</td>
<td>3</td>
<td>3</td>
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<td>2</td>
<td>Sector</td>
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<td>7</td>
<td>3</td>
<td>IT</td>
</tr>
<tr>
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<td>Relocation based on spousal permit</td>
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<td>Changes to Dependent Policy</td>
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<td>Controlling Dependents permit to work</td>
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<td>3</td>
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<td>Eligible to work</td>
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<td>Delay in administration</td>
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<td>11</td>
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<td>Inconsistent Policy</td>
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<td>Managing Permits as primary mode of entry</td>
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<td>11</td>
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<td>Other models</td>
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<td>1</td>
<td>The threat posed by a loophole in the policy</td>
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<td>Travel for work and holiday</td>
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<td>Irish immigrant Integration Efforts</td>
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<td>Stamp-4 on the basis of Stamp-1</td>
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<td>Duration to find a job</td>
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<td>Is current Job in line with prior Exp</td>
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<td>Potential sectors with jobs for dependents</td>
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<td>Recommendations</td>
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<td>Fastrack and allow dependents to work</td>
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<td>Freedom to travel as a resident</td>
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<td>Did the recruitment team consider you as a case</td>
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<td>No- they preferred Stamp-4</td>
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<td>57</td>
<td>55</td>
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<td>Yes, They looked into my exp and worked around it.</td>
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Table 7: Initial open codes: Dedoose
## Appendix 9: Final Collaborated Open Codes

Final Collaborated Codes at Saturation from Dedoose and Nvivo with references.

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Table 8: Final Collaborated Open Codes
Appendix 11: Statistics of Participant Permit and Visa

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<td>Stamp1-G</td>
<td>Employed</td>
<td>HR</td>
</tr>
</tbody>
</table>

Table 9: Statistics of Participant’s Permit and Visa

Summary:

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant’s eligibility to work as of 2021</td>
<td>100%</td>
</tr>
<tr>
<td>Participants entered Ireland with Stamp-3</td>
<td>55%</td>
</tr>
<tr>
<td>Participants Employed</td>
<td>77%</td>
</tr>
<tr>
<td>Participants unemployed</td>
<td>22%</td>
</tr>
</tbody>
</table>

Table 10: Statistics of Participant’s Permit and Visa: Summary

ICT: Information and Communications Technology,  
PM: Project Management  
HR: Human Resource