

# **Push and pull factors that affect Taiwanese immigrants in Ireland**

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## Abstract

This research aims to investigate what factors affect Taiwanese immigrants when they decide whether to come to, stay in or leave Ireland. During this study, 48 detailed interviews was conducted, respondents were aged between 21 and 60, all of them currently work or had experience living in Ireland. The results of the study show that the main motivation to come to Ireland is relatively higher salary and the main motivation to stay are better working conditions. Our study also shows that many Taiwanese migrants are unsatisfied with safety in Irish cities, but most leave only because they were not able to extend their working visa.

In our study, we also give advice to Irish employers how they can better understand the needs of Taiwanese nationals and more successfully retain talents from Taiwan.

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## Introduction

Nowadays, technology is rapidly transforming our business environment which directly impacts the global supply and demand for talents. Employees' knowledge and competences are the key elements for sustainable company competitive advantage (Bidisha and Mukulesh, 2013). It is critical for companies to develop human capital, such as broader recruitment strategy, increasing diversity of talent pool, have significant potential to expand labour force (Oxford economics, 2012).

Immigration can have positive effects both on the country and its labour market. On the one hand, immigrants pay tax which can increase government finances (Bughin, Manyika and Woetzel, 2016). On the other hand, immigration is a major component of population growth and one of the labour supplies sources, particularly in countries with aging population (International Labour Organisation, OECD, World Bank Group, 2015; Cross and Turner, 2013; Park, 2007).

Migrants not only contribute to change in population size, but in age distribution (Gagnon, 2014). Nowadays, Immigrants are younger and are more likely to be in the age of young adulthood (Office for Budget Responsibility, 2013). Moreover, they have better education background and are more work oriented compared to the past (OECD, 2014). The research showed high-skill immigrants bring knowledge and skills into host country which boosts innovation and even technological change (Hunt, 2010).

According to the statistics of Taiwanese government from 2011 to 2019, figure 1 shows that there are on average 46,000 Taiwanese who immigrate to foreign countries every year. In 2018, USA was the main country where Taiwanese migrated to and accounts for 63.1% of total migration population. The second largest pool is Asia which accounts for 30.8% of Taiwanese migrants (Overseas community affairs council, 2018).

There are many previous studies regarding the Taiwanese immigration to USA (Gu, 2020; Lin, 2016; Gu, 2014; Huping, 2005; Hsin-Chun, 2003), Canada (Lan-Hung and Stephenson, 2015; Nora Chiang, 2008; Ip and Hsu, 2006; Wong, 2004) and Australia (Chiang and Hsu, 2006; Lan-Hung and Jung-Chung, 2005; Chih, Lan-hung and Pei-chun, 2005; Chiang and Hsu, 2003; Chiang and Kuo, 2000). However, what are the driving forces behind Taiwanese immigration to Ireland has not been explored in detail yet. In the Irish context, there are scholars who studied nursing workforces from Philippines and Southern India who immigrated to Ireland (Mary and Allen, 2008; Yeates, 2004). Or the research about New Member States migrants to Ireland (Voitchovsky, 2014). The visa context and target population are different in Taiwanese group. This study is about researching the labour market characteristics of Taiwanese immigrants in Ireland. The goal is to understand their motivation and working experiences.

It is worth to do this research because there are many multinational corporations in Ireland, so the study's outcomes could bring knowledge of Taiwanese immigration in Ireland's labour market. For organisation's sustainable development of competitive advantage, it is critical for organizations to tap into global talent pools and embrace diversity. A diverse workforce has a vast range

of perspectives and cultural differences which could boost innovation, creativity and achieve high performance to create a successful business (International Labour Organisation et al., 2015). It also could help HR professionals to engage in a different culture and understand global talents that could facilitate the cultural integration and development of useful policies in HR practices to assist non-EU migration workforces to retain and engage talents.

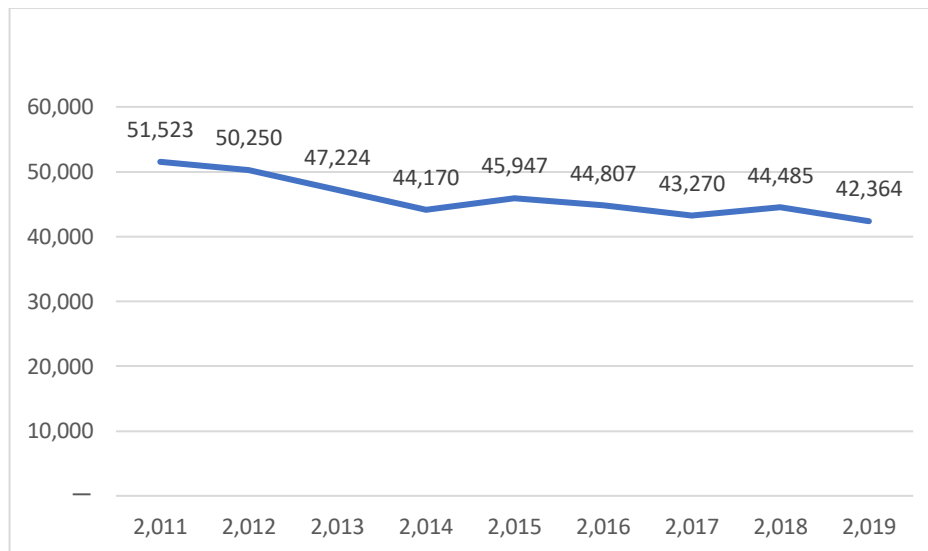


Figure 1: Taiwanese migrant to foreign countries, 2001-2009

Source: Ministry of the Interior National Immigration Agency Republic of China (Taiwan), 2020

## Literature Review

### Ireland migration trend

There were estimated 248,100 immigrants that came to Ireland between 1995 and 2000. In 2004, Irish government approved ten new Eastern European countries to not require a visa to stay and work in Ireland. The policy significantly increased the level of immigration (Fahey, Russell, McGinnity and Grotti, 2019; Hadj-Abdou, 2014). Between 2004 and 2005 70% of immigrants were from EU (National Economic and Social Council, 2006). Moreover, 300,000 immigrants came to Ireland between 2004 and 2007 (Fahey et al., 2019). In particular there was a lot of immigration from Poland (Kahanec, Zaiceva, Klaus and Zimmermann, 2009). Ireland has moved away from a country with significant emigration to a country of immigration (Loyal 2016; Mac Éinrí and White, 2008; National Economic and Social Council, 2006). However, during financial crisis of 2008, immigrant population steadily decreases, which only stopped in 2015 (Fahey et al., 2019). Table 1 shows immigration numbers for the last 3 years.

A booming economy brought in international talents to Ireland who made positive contribution to the workforce (Fahey et al., 2019). One of the reasons is that businesses in Ireland only need to pay 12.5% tax, which is the lowest in Europe (Sheng-Pao, 2015). Therefore, inward international large enterprise investment helped Ireland's economic development, the two biggest sectors being high tech

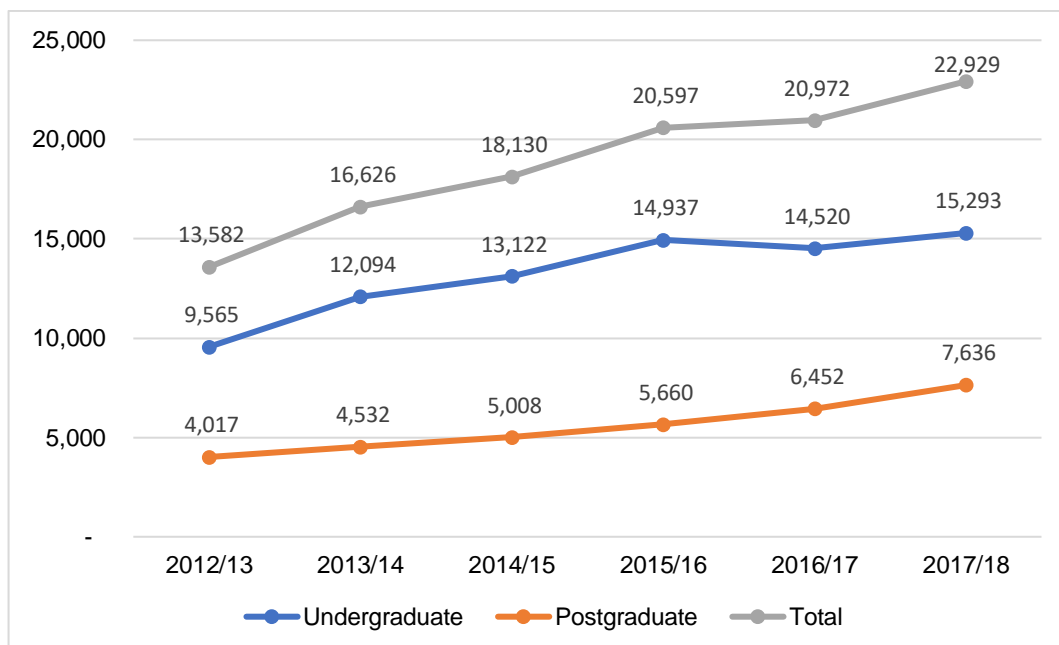
industry and pharmaceuticals (Fanning, 2012).

*Table 1: Immigration and emigration to Ireland 2017–2019*

	Immigration	Emigration	Net migration
April 2017	84,600	64,800	19,800
April 2018	90,300	56,300	34,000
April 2019	88,600	54,900	33,700

Source: CSO, Population and Migration Estimate, 2019

The other key element of migration is education. The number of international students travelling to Ireland to study higher education has rapidly increased. There were 75,000 Chinese who received Irish students visa by 2005. (Fanning, 2012). Figure 2 presents the inflow of fulltime international students from 13,582 in 2012 to 22,929 in 2018. Asian students represent the highest percentage, 43% of the total foreign students' populations in 2018 (HEA, 2017/18). After this group graduates, some of the students remain in Ireland. 2017 survey showed 62% of international graduates had employment in Ireland with a salary around €30,000 and €34,999 being most common (HEA, 2017).



*Figure 2: Full-time International Undergraduate and Postgraduate Enrolments Trends in Ireland, 2012/13-2017/18*

Source: HEA (Higher Education Authority), 2017/18

At the end of 2016, the number of non-EU citizens was around 115,000 which increased by 7% compared to 2015. (Department of Justice and Equality, 2016). Non-Irish immigrants accounted for 12.7% of the total population from April 2019 and over 8,000 people became Irish citizens in 2018. There were 48% of immigrants who had employment, 6.4% unemployed and 11.7% were students. (Central Statistical Office, 2019).

There is an association between the skills of incoming workers and domestic economy (Borjas, 1985). The higher is the level of migrants' skills, the higher is



the probability of favorable contribution to Irish gross national product (GNP) (National Economic and Social Council, 2006). The U.S research indicated that immigrants boost labor market more efficiency which has great impact on domestic economy (Borjas, 2001)

Research showed that based on age and education level control factors, foreign nationals have higher unemployment than national citizens (Philip and Frances, 2008). In the labor market, young people, women and migrants are more likely to face unemployment or get into secondary labor market to do lower skill and insecure jobs (Kelly, Kingston, Russell and McGinnity, 2014). Asian migrants were two to three times more likely to face unemployment compared to Irish (McGinnity, Quinn, Nelson and Lunn, 2009). One of the key elements for the newcomers in the labor market is English language (Barrett and Duffy, 2008) which has positive correlation with personal income (McGinnity et al., 2009; Barrett and McCarthy, 2007). For example, some Polish immigrants in Ireland can only become low paid workers and do low skill jobs because of their poor English (Turner, D'Art and Cross, 2009). English skills not only affect immigrants' labor market performance but the level of integration in the society (Voitchovsky, 2014; Kelly et al., 2014; Byrne et al., 2010) and cultural adaptation level (Niehoff and Maciocha, 2008).

Integration of immigrants is crucial for community cohesion and individual health and wellbeing. Full integration can increase immigrants' satisfaction and commitment in the workplace (Niehoff and Maciocha, 2008). Furthermore, it can lead immigrants to participate and contribute to local economy, culture life, social and political activities in the host country (McGinnity, Fahey, Quinn, Arnold, Maître and O'Connell, 2018).

Immigrant integration is a dynamic and continuous process (Loyal, 2016). Irish government is aware of migrant integration and launched a migrant integration programme The Migrant Integration Strategy 2017-2020 A Blueprint for the Future. The strategies aimed to promote integration from government to local NGOs. There are various actions to fit migrant's needs, such as career path assistance, training and education courses. One of the strategies was to focus on language barrier issue, so the government introduced English training programs for low-skilled and unemployed migrants. (Department of Justice and Equality, 2017)

## **The gap between education and occupation**

Australian scholars found a "U -shaped" model of the immigrant's occupational mobility pattern. When immigrants arrive to a new country, their human capital may not be immediately transferable. Therefore, there will be an occupational gap between their last job in their country of origin and the first job in the host country. Approximately after three and a half years, they are able to climb back to their original occupational level through improvements to their individual competencies (Chiswick, Lee and Miller, 2005).

The following studies are related to Ireland. There is no correlation between immigrants' occupation and education background (Byrne, McGinnity, Smyth and Darmody, 2010; Gray, 2006). Usually, their job is below their qualification's levels (Voitchovsky, 2014; Barrett, 2009; Barrett, Bergin and Duffy, 2006). There were between 48% and 53% of immigrants who held third level degree between 2017 and 2019. However, between 2002 and 2018, the main sector for foreign national work are accommodation and food service (Central Statistical Office, 2019). Rodriguez (2012) interviewed employees from low skills sectors and found that majority of employees were Non-EU students. The data analysis from 2000 – 2004 showed immigrants are unlikely to do high-level jobs in Ireland (Barrett and Duffy, 2008). These experiences apply to Polish young and educated immigrants, who often worked in low skill and low paid jobs (Elwood and Gontarska, 2012). Some studies found that certain groups of immigrants have similar job types (Lee, 1966). For instance, Polish migrant workers have been concentrated in service and construction industries (Elwood and Gontarska, 2012; Turner et al., 2009).

The phenomena of immigrants working in low skill sectors was also documented in United Kingdom (Kahanec et al., 2009; Drinkwater, Eade and Garapich, 2009) and United States (Hsin-Chun, 2003).

## **Non-EU migration policies of Ireland**

Policies and regulation can have great influence on the immigration labor market (McGinnity, Grotti, Groarke and Coughlan, 2018). Under the Employment Permits Acts 2003-2014, Non-EEA nationals are required to hold an employment permit to work in Ireland (Department of business, enterprise and innovation, 2017).

### **Stamp 1**

#### **Working Holiday Visa**

Working holiday program in Ireland offers a one year working visa for young people who are from Argentina, Australia, Canada, Chile, Hong Kong, Japan, New Zealand, Republic of Korea, United States of America and Taiwan. These visa holders have the right to work full time in Ireland for a period of up to 12 months. Ireland has a 400-person quota for Taiwanese people, aged between 18 and 30 who can apply for working holiday visa each year. Applicants must have no criminal records, hold private medical insurance that be able to support medical expenses in Ireland and have a €4000 bank statement for personal support during their stay and return (INIS, 2019).

In the early years, Taiwanese youth were not so familiar with Ireland. Between 2013 and 2015, there were less than 400 applicants (Working holiday of Ireland department, 2020). However, there was a significant increase in candidate rate after 2015 until today, which showed Ireland is more and more popular with Taiwanese youth.

Table 2: Number of Taiwanese came to Ireland for working holiday

Year	2013	2014	2015	2016	2017	2018	2019
Number of Taiwanese	150	223	346	383	390	366	314

Source: Working holiday of Ireland department, (2020)

### **Critical Skills Employment Permit (CSEP)**

The critical skills employment visa is aimed to attract specific high skill workers to Ireland. The CEPP holders must be directly employed by a company that is legally registered with the Revenue office and offered a contract for at least 2 years (Department of business, enterprise and innovation, 2020).

The applications must fit a role on Ireland's highly skilled occupation list, and minimum annual remuneration should be €32,000. If the employee has relevant experience but the role is not found on the list, the minimum annual salary is €64,000. After 2 years, CSEP holders may apply for stamp 4 permission (Citizen information , 2020)

### **General Employment Permit (GEP)**

General employment permit aims to attract foreign workers to fill Irish specific occupation labor shortage. The applications have to be hired by a company that is legally registered with the Revenue office. In addition, the occupation sectors must be present on "Ineligible list of occupations for employment permits" and earn a minimum of €30,000 per year. GEP holders may apply for stamp 4 permission after 5 years (Citizen information , 2020).

However, when employers want to hire a Non -EEA national employee, a Labor Market Test is required to make sure employment opportunities are first offered to Irish and EEA nationals. Employers must advertise the job vacancies in Department of Employment Affairs and Social Protection Employment Services/EURES employment network for at least 28 days and post the vacancy in a national and local newspaper for at least 3 days (Department of business, enterprise and innovation, 2020).

## **Stamp 1G**

### **Third Level Graduate Stamp**

The Third Level Graduate Programme is for non-EU students who complete higher education studies and are seeking employment in Ireland. Graduates with an award at level 8 qualification get a twelve-month working visa and two years extension is granted to graduates who are awarded a level 9 qualification. They are legally allowed to access the labor market and have a full-time jobs during this period (Department of Justice and Equality, 2020).

## **The partner of critical skills employment visa holder**

In March 2019, Ireland government introduced a new policy for spouses and partners of CSEP holders. They may apply for Stamp 1G permission and will no longer need an employment permit to enter the Irish labor market. The visa holders should renew it annually, after five years they may apply for a Stamp 4 visa (Department of Justice and Equality, 2020).

## **Stamp 1A (Trainee accountants)**

Non-EEA nationals who hold third level degree in any discipline may apply for an accountant traineeship. They may hold stamp 1A permission in Ireland for a maximum for four years to attend courses and complete all exams. At the same time, they must have a full-time accounting job contract within an eligible accountancy company. Stamp 1A holders are not allowed to work part-time or work for another employer (Department of Justice and Equality, 2019).

## **Stamp 2**

International students on a Stamp 2 visa are permitted to work part time up to 20 hours per week during term time and may work up to 40 hours per week during vacation periods. Students who hold Stamp 2 do not need to have an employment permit. Whereas, students who hold Stamp 2A are not permitted to work (Department of Justice and Equality, 2020).

## **Stamp 4**

People who hold stamp 1(critical skills employment permit) for two years, employment permit for five years, are marriage to or have civil partnership with an Irish citizen, have a long term (de facto) partner of an EU/EEA or Swiss citizen in Ireland are able to apply for stamp 4 visa to stay and work without employment permit in Ireland (Department of Justice and Equality, 2020).

## **Push-Pull theory in immigration**

Potential immigrants would consider the advantages and disadvantages between original country and another country, both countries having their own push and pull factors. Once the destination country pull factors outweigh pull factors in the home country, immigration is more likely to happen (Krishnakumar and Indumathi, 2014; Lee, 1966).

Researchers generalize the factors of immigration, including economic conditions, political context (Doerschler, 2006), demographic factors and social interaction (Krishnakumar and Indumathi, 2014; Bade, 2003).

First of all, Employment is one of the key factors for people to migrate (International Labour Organisation et al., 2015; Kahanec, et al., 2009). Poor economic development in homeland such as high unemployment rates, underemployed rates, low salaries, high birth rates and poor healthcare system and education are significant push factors. (Reference & Research Book News, 2007). For example, the push factors for Poles are poor economic situation (Elwood and Gontarska, 2012) and insecure employment (White and Ryan, 2008). In addition, for many young immigrants from countries in Eastern Europe: Poland, Lithuania, Latvia, and Slovakia into Ireland, limited career path in the home country is one of key push factors (Voitchovsky, 2014).

In contrast the host country, having higher salaries, better social status, better workplace environment or more complete social welfare system are pull factors (Joshua and Robert, 2014; Ashby, 2007; Lee, 1966). In Irish context, employment salary is a critical pull factor for immigrants (Voitchovsky, 2014; Elwood and Gontarska, 2012). Especially for regular Pole laborers, higher salary and better living and working environment are key elements that attract them to immigrate (Turner et al., 2009; Agnieszka and Michał, 2009; Niehoff and Maciocha, 2008).

However, other studies showed economy was not the key factor. Having better career paths, opportunity to improve English skills, experiencing new things in their life (Voitchovsky, 2014) or looking for adventure abroad were important for Poles as well (Bobek, Wickham, Moriarty and Salamońska, 2018; White and Ryan, 2008). Similar situation showed up in non-Polish groups as well. In an earlier study the distribution between respondents named career family and other reasons (learn English or travel) as reasons to migrate to Ireland was approximately equal. (Niehoff and Maciocha, 2008).

Secondly, home country might experience long term problems such as political corruption, violence, racial discrimination (Reference & Research Book News, 2007), limited individual human rights, less freedom or war in the homeland (Mihi-Ramírez, Kumpikaitė-Valiūnienė and Cuenca-García, 2017). Some of Polish immigrants who came to Ireland said that they felt dispirited about their government system (National Economic and Social Council, 2006).

Thirdly, demographic element such as marriages may be a factor. Fourth, social connection with Immigrants that have chances to attract family members or relatives to move overseas (Doerschler, 2006).

## **Other immigrants in Ireland**

The initial motivations for migrants might change over time (Humphries, McAleese, Tyrrell, Thomas, Normand and Brugha, 2015). From the previous research of migrant doctors in Ireland, the reasons for them to stay in Ireland were career path, having a permanent contract, family, fulfilled life and perceived safety in Ireland. In contrast, for people who would like to migrate from Ireland to another country, salary was an important reason (Brugha,

McAleese, Dicker, Tyrrell, Thomas, Normand, and Humphries, 2016). Payment can be both a push and a pull factor. When researchers interviewed some middle-class Polish immigrants, they found their initial motivation for migrating was usually economic consideration. However, after the young Poles settled down in Ireland, they started to value better quality of life. For example, Ireland has more relaxed social and workplace atmosphere compared to Poland (Bobek, 2020). This reflects for some of migrants in better life conditions overseas being more important than higher pay (Dobson, 2009).

Regarding push factors for migrant doctors in Ireland, Brugha (2016) found group members who wished to return to home country, received less training and career progression. Meanwhile, poor working conditions like long working hours and uncertainty of promotion are the reasons for doctors in Ireland to migrate to other countries (McAleese, Clyne, Matthews, Brugha and Humphries, 2016). Another common factor that was found to motivate people to leave Ireland was lack of Irish citizenship (Brugha et al., 2016). The problem with insufficient training opportunities appeared in other occupations as well. From literature we found out that people who have higher education or work in large corporations are more likely to have training opportunities or receive employer-provided training. Whereas, casual employees or part-time workers are less likely to receive training (O'Connell and Jungblut, 2008). Immigrants often receive less training because they are seen as temporary in the host country and employers are less motivated to invest in training them (Barrett, McGuinness, O'Brien, and O'Connell, 2013).

The biggest immigrant group in Ireland is Poles, they are often young and well educated (Agnieszka and Michał, 2009). One third of Polish migrants came to Ireland because of a friend or a family member and 13% respondents said money was a pull factor when choosing Ireland as a destination. The methods for Poles to find a job in Ireland usually are through family and friends, advertisements and social media (Niehoff and Maciocha, 2008). And the reasons for them to remain in Ireland were having a less stressful life, better quality of life and better social atmosphere (Agnieszka and Michał, 2009).

## **Discrimination in the Irish workplace**

People who come from native English-speaking countries have less challenges and find it easier to integrate into workplaces than people from non-English speaking countries. In the workplace, temporary workers are more likely to face discrimination (Rodriguez, Mearns and Rachel, 2012). Furthermore, in the recruitment process, candidates with Irish names were found to have twice as much chance to be invited for an interview compared to non-Irish candidates, with all the other factors being equal (McGinnity and Lunn, 2011; McGinnity, 2009). Foreign nationals have three times higher chance to face discrimination during recruitment (Loyal, 2016) and twice the chance to experience discrimination in the workplace compared to Irish (Philip and Frances, 2008). The potential discrimination and exploitation in the workplace mean abilities of immigrants are not able to reach full potential and hinder complete integration of

migrants into the job market (McGinnity et al., 2018).

Specifically, migrants from Asia have a higher chance to face discrimination in private sectors, such as shops, restaurants or pubs (Michael, 2015). In comparison, there were over 75% Polish migrants who did not have discrimination experiences in Ireland (Agnieszka and Michał, 2009) and did not get less favorable treatment under wage and working conditions according to a survey (Turner et al., 2009).

## **Taiwanese immigrants in America**

After World War two, Taiwan has closer political, military and economic relationship with United States. Moreover, Taiwan adopted U.S. education system (Liu, 2017). Therefore, there was a trend for wealthy families to send their children to go abroad (Harvie and Lien, 2012). In the early stages (1949-1978), the push factor was unstable political situation. Such as Taiwan withdrawal from United Nations in 1971 and Taiwan breaking off diplomatic relations with USA in 1979. The instability of political and tense relationship between Taiwan and China was still the critical push factor until 1990 (Liu, 2017).

During 1970s and 1980s things improved, Taiwan had an economic boom and USA passed the Immigration and Nationality Act that offered equal opportunity to Asian and European immigrants (Liu, 2017; Hsin-Chin, 2017; Lin, 2016). Taiwanese migrants pursued better living environment, oversea jobs or business opportunity, children education or family reasons when choosing America to be their destination (Lin, 1996). There was a proverb saying: “Come, come to Taiwan University School (Taiwanese top one university), Go Go to American”. Going to America to study became popular for Taiwanese students (Hsin-Chin, 2017). At that period, around 20% university graduates went to United States to pursue academic studies (Chen, 1995). These students were often majors in science and engineering, and only 12% of these students came back to Taiwan after they graduated between 1960 and 1979 (Chang, 1992). The population of Taiwanese immigrants in United States increased rapidly, from 15,657 in 1960s to 119,051 in 1980s, nearly seven times (Chad, James and Marc, 2019). The number of Taiwanese students was ranked seventh among all international students in U.S. between 2018 and 2019. Also Canada is the second most popular destination for Taiwanese immigrants (Nora Chiang, 2008).

80% of Taiwanese immigrants in United States held kin sponsorship in 1990s, which meaning after Taiwanese students became lawful residents then their relative were able to come to United States (Chen, 2018). Whereas in 2018, the majority of Taiwanese immigrant visa types was employment-based preferences (2,522) followed by: immediate relatives of U.S. citizens (1,544), Family sponsored preferences (850) and Diversity (157) (Chad W et al, 2019). Figure 3 shows the numbers of Taiwanese obtaining lawful permanent resident status in United States for the past 9 years. The pull factors include higher

salary, better job opportunities, global education resources, higher quality of lifestyle and free society. While, the push factors were poor income, sustained underemployment, lower political status in the world and uncertain political situation with China (Liu, 2017).

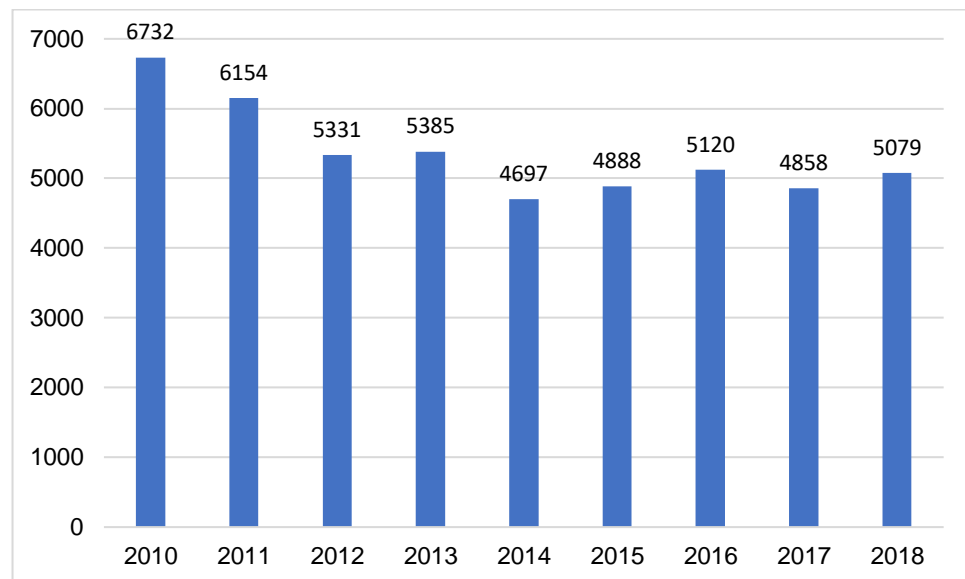


Figure 3: Numbers of Taiwanese obtaining lawful permanent resident status in United States

Source: U.S. Department of Homeland Security Office of Immigration Statistics, 2019

Taiwanese immigrants in United States (Lin, 2013; Harvie and Lien, 2012) and Canada (Nora Chiang, 2008) often have high education background and skill. When comparing immigrant groups (China, Hong Kong and Taiwan) in U.S, Taiwanese had the highest education attainment. Moreover, Taiwanese in U.S were more likely to be white collar workers in management and professional fields compared to other immigrants in 1990, 2000 and 2010 (Lin, 2013).

Regarding motivation of Taiwanese immigrants to go to U.S, the majority went to study and then after graduation they remained in U.S is because of better job opportunities. When separated by gender, males were more likely to stay for career reasons, and females had more consideration for family well-being (Gu, 2014).

## Research Problem and aims of research

Research is a methodical process to discover or explore any or new knowledge (Awasthy and Gupta, 2015) which focuses on collection, analysis and interpretation of data or information so as to advance insights (Williams, 2007).

CIPD indicated Ireland is facing tight labor market and 84% companies reported have significant challenge in talent shortage issues in 2019 (CIPD, 2019). Companies are interested in finding and attracting talent, there are talents in every country. If a company knew what would make it more attractive to people from Taiwan, it will more successfully attract and retain Taiwanese talents.



Therefore, this research aims to explore the motivational factors driving Taiwanese immigration to Ireland and investigate which circumstances, work experiences and interactions can influence Taiwanese workers to stay in or leave Ireland. The research outcome will include recommendations for companies on how to attract and retain Taiwanese workforces.

The United Nations defined international migrant as a person who has moved from the country of usual residence to another country, on either temporary (short-term migrants) or permanent (long term migrants) basis (IOM, 2020). In this study, sample will include both short-term (student, working holiday visa holders) and long-term (career-oriented, expatriates and family) immigrants.

Research questions:

1: What are the driving forces behind Taiwanese immigration to Ireland? This could help researcher better understand Taiwanese immigrants' motivation factors. Therefore, companies could understand talent's perspective and more likely to attract and retain talent.

2: What are the restraining forces discouraging Taiwanese immigrants from staying in Ireland? Researcher could recognize the factors and negative experiences that make Taiwanese leave Ireland resulting in companies losing potential talents.

3. What are the pathways for Taiwanese talents to remain in Ireland?

## Methodology

This research will be conducted between April and August 2020. The study will adopt mixed quantitative and qualitative methods which enable gathering diverse perspectives (Jamshed, 2014). Also, the data collected will utilize snowball method to get the 48 interviewees. Every interview will be conducted one at a time and will take between half hour and one hour.

## Qualitative methodology

Qualitative research is a process of exploring participant's life experiences (Buthelezi and Singh, 2019). One advantages of qualitative research is ability to gain a wider variety of responses compared to quantitative. These responses are more detailed and richer in understanding of objective information in human phenomena. Whereas, the disadvantages are that it is time consuming and subject to biases from researcher's subjective interpretation (Walle, 2015; Boyce and Palena, 2006).

Interviewing is one of the most common methods to collect data in qualitative research. Semi-structured interviews consist from open-ended questions. The researcher will give the same major questions and guide responder through the interview (Jamshed, 2014). In addition, in-depth interviews are a two-way communication through which the interviewer could build engagement with interviewees using relaxed and pleasant interaction (Rodriguez et al., 2012). In the interview process, an interviewer has to remain neutral and show no moral judgments. Active listening with empathy could encourage participants to express

themselves more freely (Gu, 2020). This enables collecting more information of individual's opinions and views compared to quantitative surveys and without the limitation of predetermined responses (Rodriguez et al., 2012). Due to these advantages and the nature of this study, it was decided to adopt qualitative methodology to collect rich and valuable data through in-depth semi structured interview.

## **Quantitative methodology**

Quantitative methodology is used to collect statistical data and used in mathematical calculations to measure and analyze data. One strength of this approach is that statistical data is more likely to be objective (Williams, 2007).

Quantitative data can be used to reach a large sample of population and get a more accurate result which will be quick and cheap (Walle, 2015).

Likert scale is one of the popular tools to measure personality attitude (Meng and Shing, 2018). Survey scale should be easy and quick to use but at the same time give respondents sufficient freedom to express their opinions (Chyung, Roberts, Swanson and Hankinson, 2017).

Meng and Shing (2018) suggested that too many numbers on Likert scale are counterproductive and may cause bias. Also, scholars found that the number of response categories between four and seven is optimal and result in higher reliability and validity (Lozano, García-Cueto and Muñiz, 2008). Moreover, eye-tracking experiments found that respondents spent the shortest amount of time when answering five point scales, compare to four and nine point scales (Chen, Yu and Yu, 2015). Therefore, this study will be conducted using five-point scale (Holmes and Mergen, 2014).

## **Mixed methods approach**

Mixed methods are a research approach that combines two or more methodologic approaches into one research methodology (Reyad, Madbouly, Chinnasamy, Badawi and Hamdan, 2020) like combining quantitative and qualitative approaches within the same study (Türkoğlu, 2019; Tashakkori, Charles and Charles, 1998).

Although using quantitative surveys can gather large-scale data, some questions are difficult to quantify, especially individual experiences. Combining surveys with interviews may provide more comprehensive understanding of information behind these numbers (Piccioli, 2019).

Implementing mixed methods would increase research reliability and validity as well as gain both in research data and individual views on the topic (Reyad et al., 2020). Therefore, this study will use mixed method, using qualitative interview to discuss the push and pull factors and their experiences and motivations for

leaving Taiwan and coming to Ireland. Meanwhile, quantitative methodology will be used to measure level of satisfaction in pay, job and public safety.

## **Sampling**

Snowball sampling is a method in which potential survey subjects are introduced by people who did the survey (Paul and Burke , 2011). The method is seen as an effective technique to reach the population or group that is not easily accessible (Griffith, Morris and Thakar, 2016). However, the disadvantage of utilizing snowball sampling is that it may introduce bias through mostly reaching participants with similar characteristics. In addition, the first respondents will be chosen by the researcher which might affect data quality (Waters, 2015). Researcher should collect diverse sample seeds to achieve sample diversity (Julian and Katrina, 2018).

The study sample identified target population as Taiwanese people who have work experience in Ireland, both people who stayed in Ireland or left. The participants are categorized by visa type: Stamp 1 (working visa), Stamp 2(student visa), stamp 4 and citizenship. Working visa can be further separated into two groups: temporary working visa (one year working holiday visa) and general working visa. The reason to distinguish these two groups is there may be difference in motivations between short term visa and long-term visa holders. For each stamp types a minimum of 5 people was recruited. The selection procedure was as follows. The researcher starts by posting participants recruitment messages in Taiwanese social media and then through snowball sampling get the representative sample.

Indeed, to establish an anonymous system, the participant's names will not be recorded, and each participant will be given a unique id from P1 to P48. The sample consists of both females and males, different age generations, different types of visa and different length of stay in Ireland.

## **Questionnaire Design**

The study's questionnaire could be seen in appendix 1. To better understand the motivation of Taiwanese for staying in or leaving Ireland, following the literature review in push and pull theory, we focus on economic, employment, government policy and public security topics to design the questionnaire.

Higher salary is a key pull factor for immigrants (Voitchovsky, 2014; Elwood and Gontarska, 2012). It was proven by several professors that Poles migrated to Ireland because of higher pay (Turner, D'Art and Cross, 2009; Agnieszka and Michał, 2009; Niehoff and Maciocha, 2008). Therefore, the questionnaire includes economic questions, for example: how much you earned in Taiwan and in Ireland? Salary is something objective that could be measured. And then we used Likert scale from score 1 to 5 to better understand respondent's feeling of

pay satisfaction.

On the other hand, employment is an important factor as well. Voitchovsky (2014) found less career paths in the home country pushed young Eastern Europeans to emigrant. Meanwhile, Brugha(2016) mentioned uncertain career path and poor working conditions were the reason for migrant doctors to leave Ireland. Therefore, respondents will be asked about their working experiences in Ireland, the differences in the workplace between Ireland and Taiwan: do they have training, supervision, career progression.

Thirdly, the government or society atmosphere is another element. Some of young Poles remained in the Ireland because they liked the Irish lifestyle (Agnieszka and Michał, 2009). Feeling of safety is one of the reasons for migrant doctors to remain in Ireland (Brugha et al., 2016). Hence, we will ask Taiwanese about whether they experienced discrimination in Ireland, how do they feel about public security compared to home country, what is their opinion about Irish policy on migrants and migrant integration.

The researcher's motivation is to inform companies what kind of Taiwanese people are more likely to stay and continue working in Ireland. The rest of the questions will be about what were the reasons for leaving Taiwan, choosing Ireland as their destination, reasons to remain in Ireland, visa type, experience living abroad, language level, personal views on advantages and disadvantages of living in Ireland, what are the reasons that Ireland is not a popular destination for Taiwanese and what factors would make Ireland more attractive to Taiwanese migrants.

The questionnaire was designed to have many open-ended questions and encourage interviewees to give detailed descriptions to express their individual perspectives (Gu, 2020). During the interview, there will be some follow up questions, such as could you give me more details about..? You mentioned about.. could you give me some examples?

## **Limitations**

Under the COVID-19 circumstances, it will not be suitable to have face to face interviews. The research will adopt on-line interview to enhance the interaction. Moreover, face to face interviews are more likely to build the trust and relationship between researcher and participants which helps with further gathering snowball sample (Julian and Katrina, 2018).

The online interview method would be impacted by the quality of internet connection, some of the respondents may feel more comfortable with a voice call.

Furthermore, there is no official statistical data on Taiwanese in Taipei Representative Office in Ireland. Researcher sent an email to the Ministry of foreign affairs republic of China and Irish Naturalization and immigration service and did not get reply. In Ireland CSO category only have majority group such as EU or Non-EU. At the same time, Taiwan government has official documents

that have data on Taiwanese going abroad, however Ireland is not the major country and is not counted separately. Researcher only got the data from Taiwan Ireland Association member's materials and the number of working holiday visa applications.

## **Ethical Considerations**

It is critical to have an agreement between the researcher and the participants. Interviewees must be clearly informed about the purpose of the research, the role, risks, responsibilities and the benefit in the whole research process (Douglas, McGorray and Ewell, 2020). Researcher will notify of ethical considerations before interview and utilize an anonymous way to record data.

All the interview appointments were booked by interviewees. The consideration is for making sure participants are comfortable and not under pressure to attend the interview.

## **Analysis**

The study was conducted using mixed research methods. A one to one interview was conducted with a total of 48 participants and the average interview time was 50 minutes. Analysis of data collected during these interviews is presented below in the form of charts and discussions. Numerical data can be found in Appendix 2.

Among 48 respondents, 41 were female and 7 were male. Meaning there was one male to six females ratio. As can be seen in the three pie charts below (Figure 4), the ratio stays almost the same for our two main groups: people who stayed in Ireland (Stay) and people who left (Leave). Regarding the number of people who stayed/left, the breakdown was as follows: 33(68.75%) respondents stayed whereas 15(31.25%) left. This means stay/leave ratio is 2.2 to 1.

The age of respondents can be represented with the following brackets: 21-30years (21), 31-40 years (21) and 41-60 years (6). The average age in the whole dataset is 33 years. For people who stay this number is 34 and for people who left this number is 31.

Among respondents who stayed 54.5% were single and 45.5% were married. One hundred percent of respondents who left were single. Visa types include stamp 1 (working holiday, critical skill, general skill), stamp 1G, stamp 1A, stamp 2, stamp 4 and citizenship.

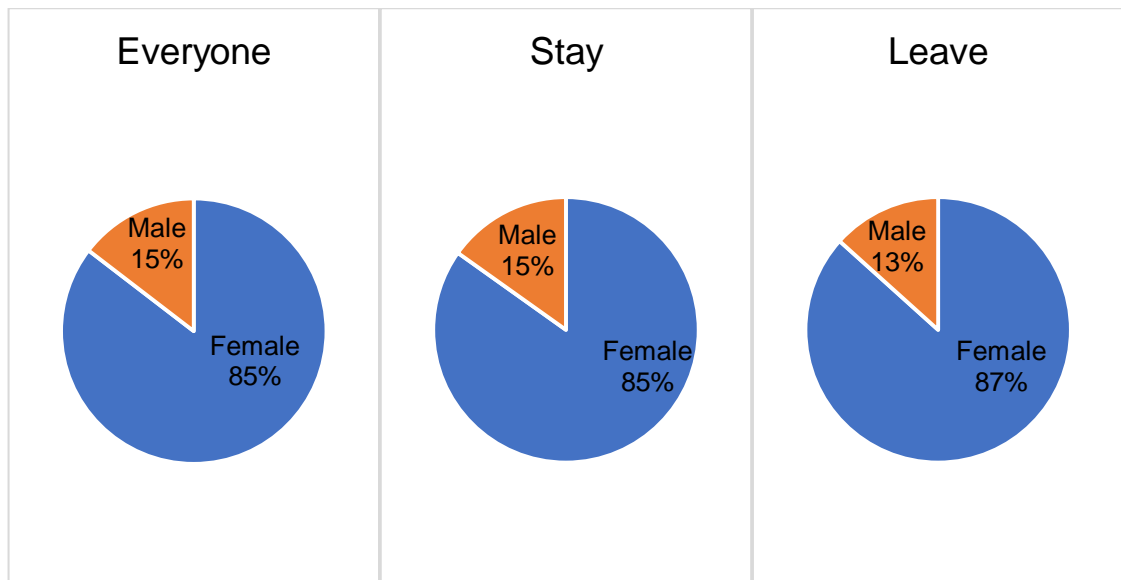


Figure 4: Female-male ratio

## Wage distribution

All respondents were asked how much they earned per year, the results can be seen below:

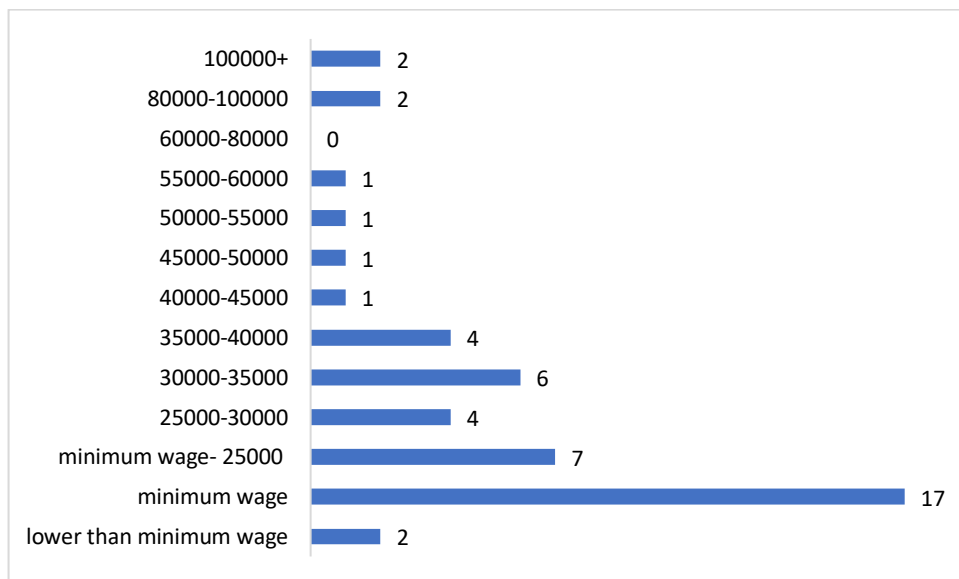


Figure 5: Wage distribution

The median annual salary in Ireland is €35,000 (Jack, 2020). Out of all respondents 12 (25%) had an annual salary above median and 36 (75%) below median.

The job types are as follows:

Table 3: Distribution of occupation types and salaries

Salary	Occupation
100,000+	Engineer (1), Doctor (1)
80,000-100,000	Engineer (1), Manager (1)
55,000-60,000	Doctor (1)
50,000-55,000	Engineer (1)
45,000-50,000	Designer (1)
40,000-45,000	Customer service (1)
35,000-40,000	Teacher (1), Sales (1), Translator (1), Product developer (1)
30,000-35,000	Marketer (2), Sales (1), Cook (1), Project coordinator (1), Accountant (1)
25,000-30,000	Accountant (2), Sales (1), Customer service (1)
Higher than minimum wage- 25,000	Teacher (1), Project coordinator (1), Backer (1), Receptionist (1), Sales (1), Grocery clerk (1), Beautician (1)
minimum wage	Waiter (11), Sales (2), Grocery clerk (2), Housekeeper (1), Care worker (1)
Lower than minimum wage	Waiter (1), Childminder (1) – both including accommodation.

## Education level

The breakdown of the highest academic level for the two groups and the whole dataset can be found in the three pie charts below (Figure 6). Overall, around two third of respondents hold a bachelor's degree, nearly one third had achieved a postgraduate degree and 4% hold a PhD.

Figure 6 shows distribution between respondents who received higher education in Taiwan and elsewhere. It can be clearly observed that more than half respondents studied in Taiwan, especially in the leave group, 88% of respondents graduated from a Taiwanese university, only 12% of them went abroad to study. Whereas, in the stay group, 52% of respondents studied in a domestic school and 48% of them went abroad to pursue education.

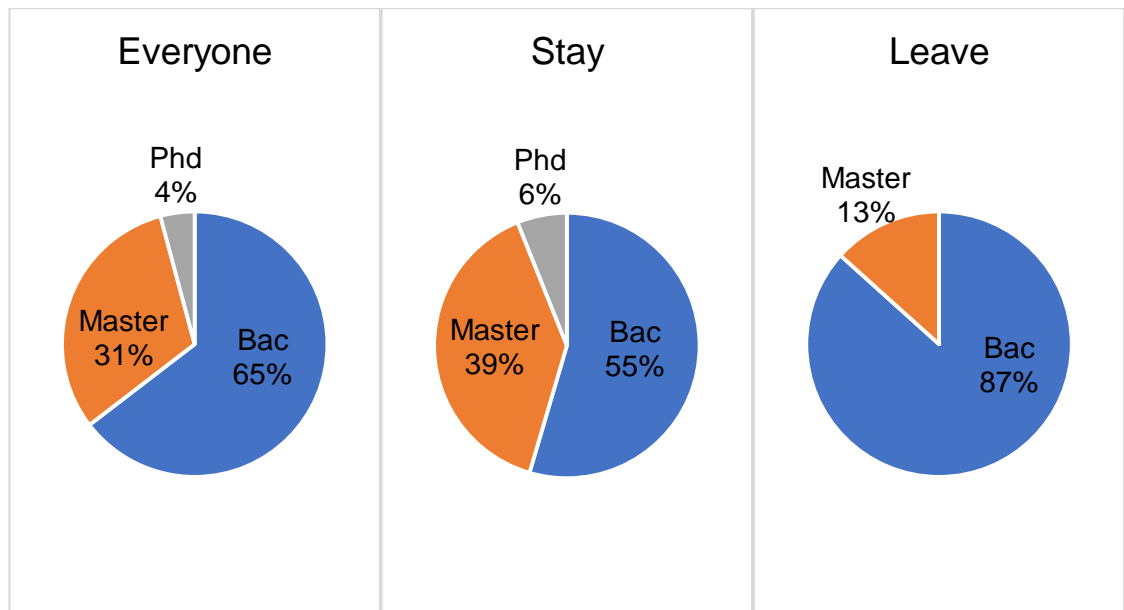


Figure 6: Education level

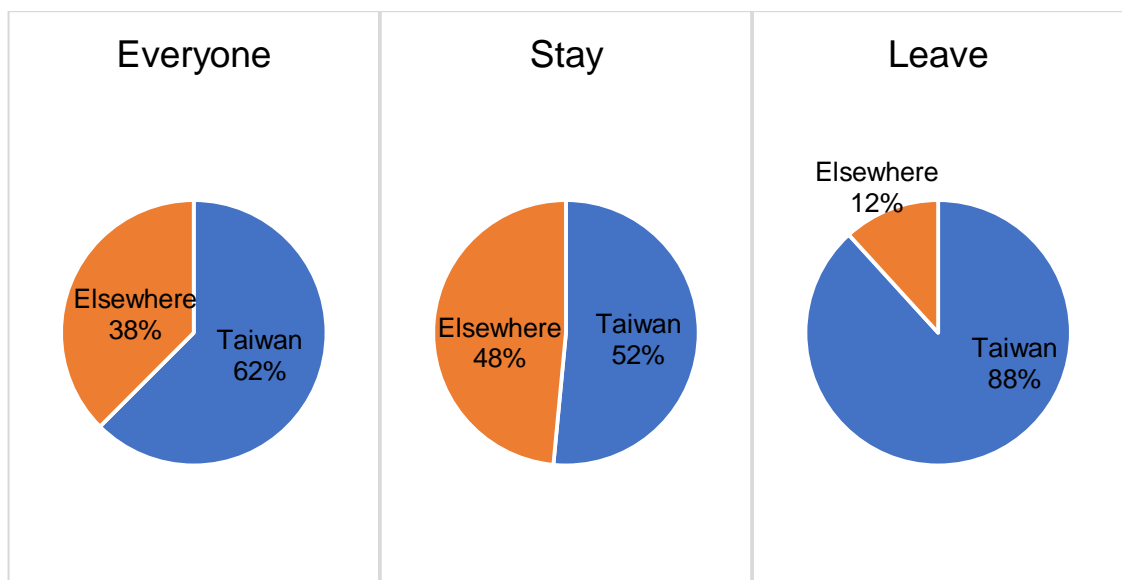


Figure 7: Country of higher education

It is evident that the percentage of respondents who received Taiwanese higher education is much higher among those who left.

However, if we separately show respondents who received higher education in Ireland, the picture becomes much clearer.



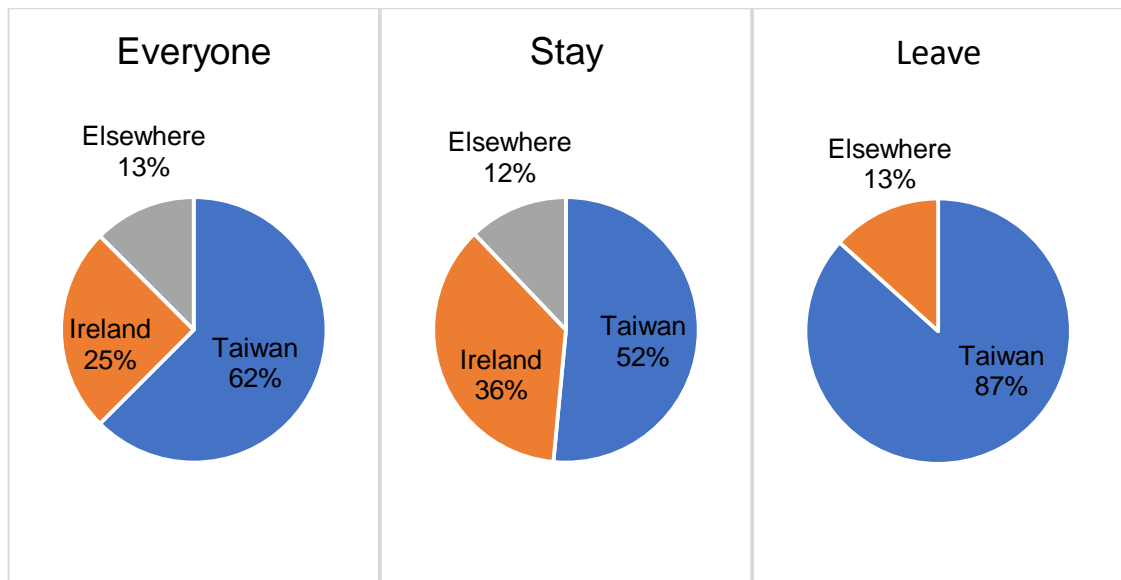


Figure 8: Country of higher education (show Ireland separately)

We can see that the percentage of respondents who received higher education somewhere other than Taiwan or Ireland is only 12% and is the same for both groups, meaning that receiving higher education abroad likely has little effect unless it was in Ireland. The fact that one hundred percent of respondents who received higher education in Ireland stayed in Ireland is an important finding.

## Experience living abroad

Among all respondents 70.8% already had experience living abroad. If we only take people who stayed in Ireland into account, the percentage of people who have experience living abroad becomes 69.69%. Therefore, experience living abroad does not appear to affect likelihood to stay in Ireland.

## Level of English

When asked about their English level, respondents gave the following answers:

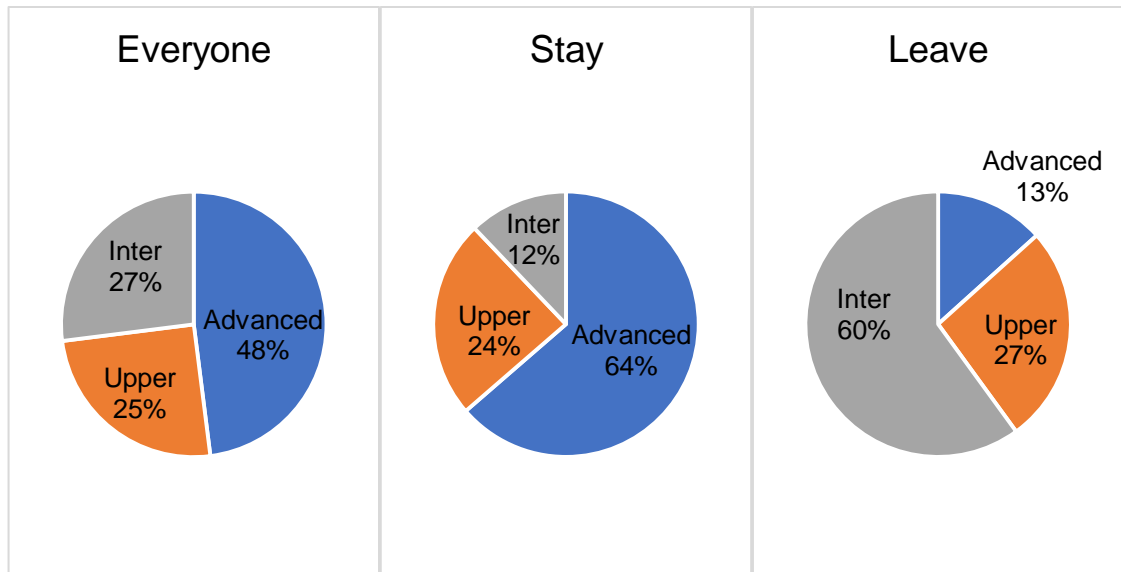


Figure 9: English level

Among all respondents the distribution of English level was as follows: 23 respondents had Advanced English (48%), 12 had upper intermediate English (25%) and 13 had intermediate English (27%).

For the stay group distribution looks as follow: 21 respondents had Advanced English (63.63%), 8 had upper intermediate English (24.24%) and 4 had intermediate English (12.12%).

And for the leave group distribution looks as follow: 2 respondents had Advanced English (13.33%), 4 had upper intermediate English (26.66%) and 9 had intermediate English (60%).

There appears to be very strong correlation between level of English and likelihood to stay.

## Average years of work experience in Taiwan

The average length of work experience for all respondents was 4.5 years.

For respondent who stayed, this number was 4.2 and for respondents who left this number was 4.96. However, after we remove one outlier (a person with 15 years of work experiences), the average length of work experience becomes approximately 4.27 for all three groups. Therefore, years of working experience do not appear to affect likelihood to stay.

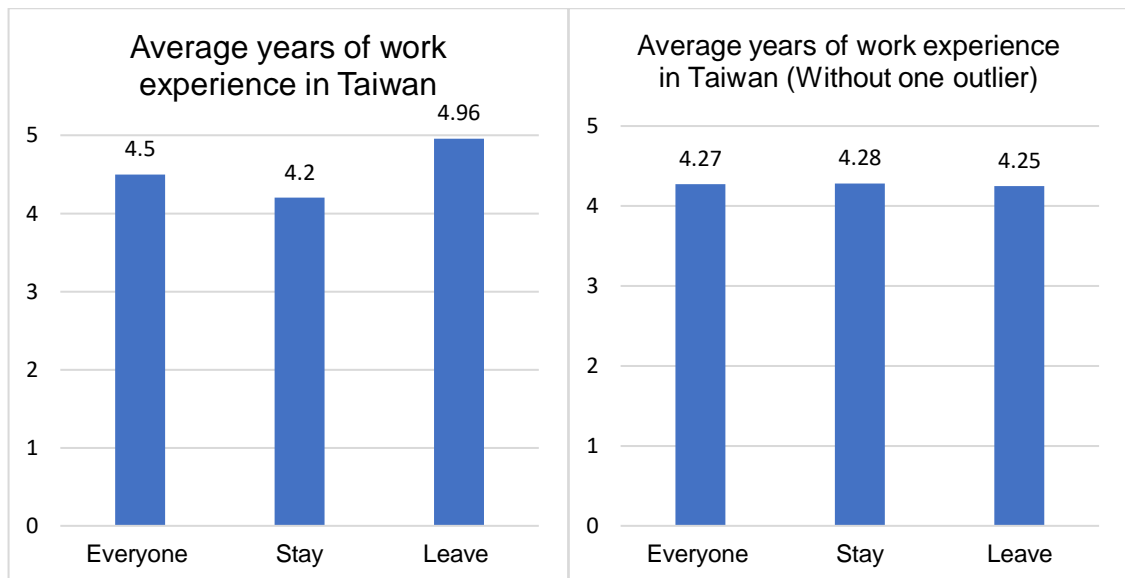


Figure 10: Average years of work experience in Taiwan

## Reasons for leaving Taiwan

When asked about their reasons to leave Taiwan, 15 respondents named poor working environment, 12 said they left Taiwan because they wanted to study abroad, 9 said they wanted to travel and experience a different life style, 3 said it was because they had an existing job opportunity, 5 said they wanted to get overseas working experiences and 4 named family reasons.

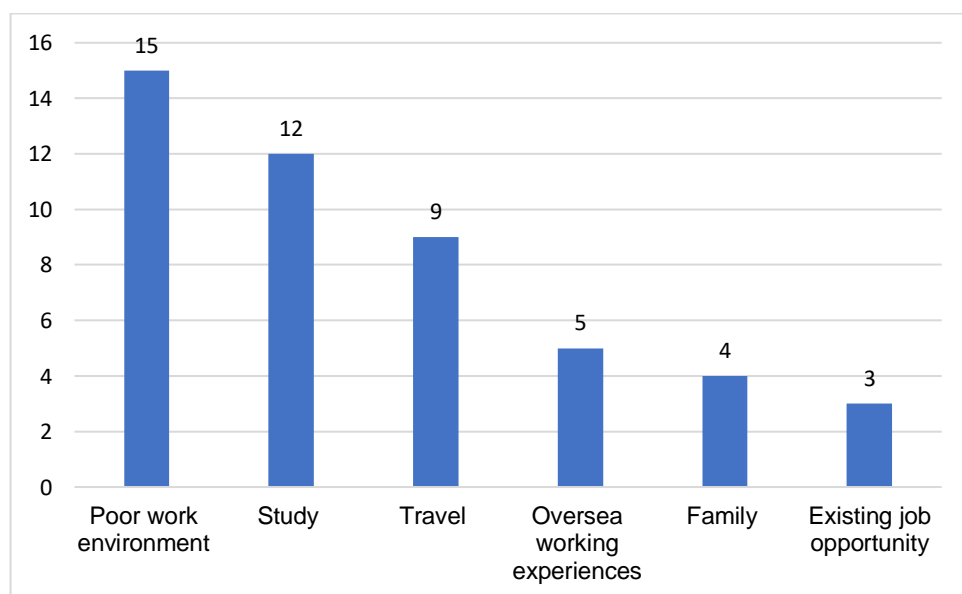


Figure 11: Reason for leaving Taiwan -Everyone

Next the responses were separated into stay and leave groups. Regarding reasons for leaving Taiwan, out of respondents that stated travel and poor working environment as their reason, half stayed in Ireland and half left. Majority of respondents that stated career, study and family as their reasons for leaving

Taiwan, stayed in Ireland.

Therefore, we can conclude that although many Taiwanese migrants come to Ireland because they are unsatisfied with working environment in Taiwan, half of them do not stay in Ireland beyond one year. While we do not know for sure why they left, we know that most respondents are satisfied with work environment in Ireland, so it is likely they had to leave for other reasons. At the same time, almost all Taiwanese who came to Ireland to study were able to stay. As such, we can conclude that likelihood to stay greatly depends on opportunity presented by receiving education in Ireland.

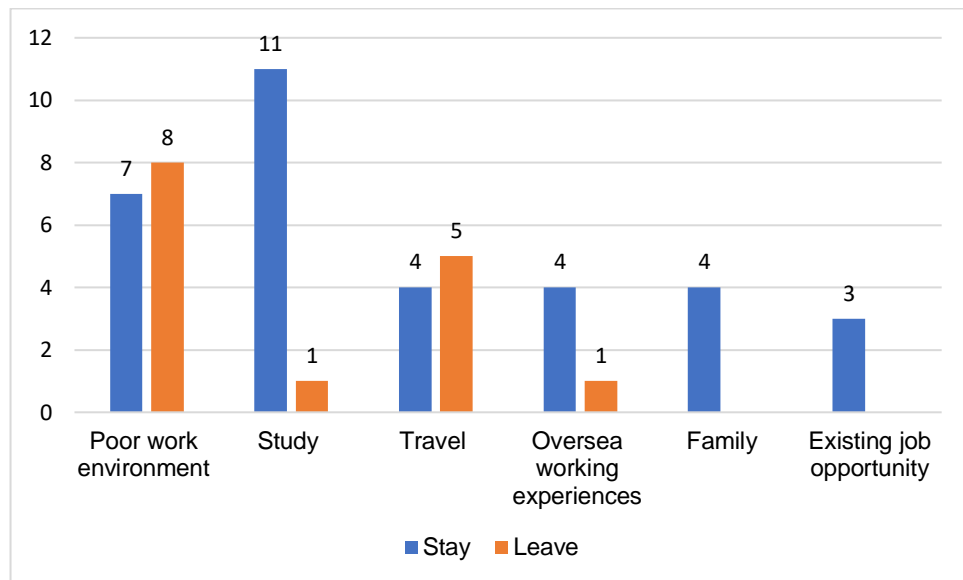


Figure 12: Reason for leaving Taiwan (Stay/Leave)

## Reasons for choosing Ireland

When asked why they chose Ireland, 24 said they picked Ireland because it is an English speaking country, 19 named ability to get a visa, 13 stated proximity to Europe, 11 named budget reasons, such as lower course fee or ability to work part time when studying. Other reasons included less Chinese nationals compared to other destination (7), career (6), recommend by friend or agent (5), family (5) and availability of a particular course/ professor (4).

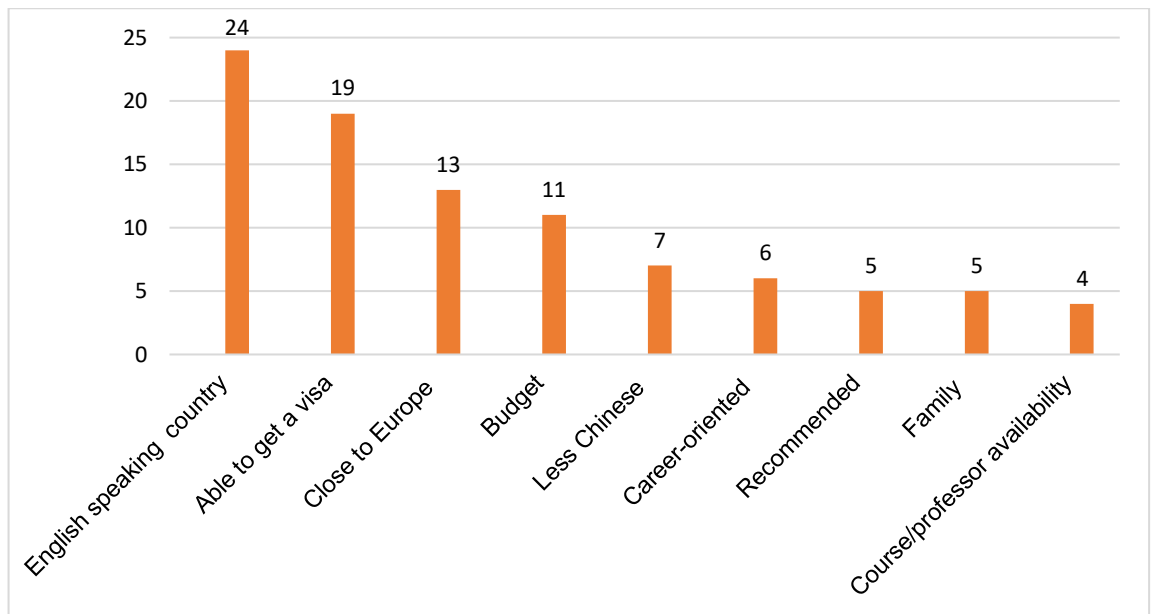


Figure 13: Reasons for coming to Ireland (Everyone)

When split between stay and leave groups, the results looked as follows:

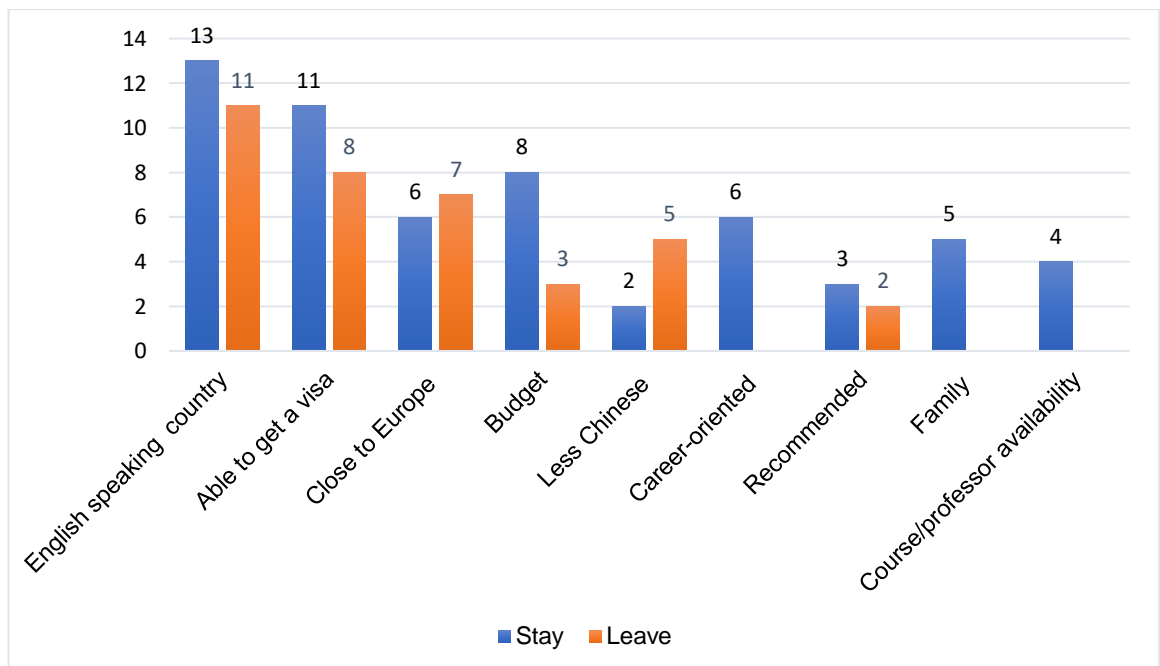


Figure 14: Reason for coming to Ireland (Stay/Leave)

Most respondents that stated career, availability of particular course/professor, family, ability to work part time when studying, stayed in Ireland. Respondents who stated other reasons were approximately split in half between stay and leave. These reasons include proximity to Europe, English speaking country, recommend by friend or agent, ability to get a visa, less Chinese nationals compared to other destinations. Overall, we get an impression that respondents who have more professional goals are more likely to stay.

## Average number of years in Ireland

On average people left Ireland after one year with majority leaving exactly after one year. On average they worked for 0.83 years in Ireland.

On average people who stayed in Ireland spent here 5.8 years, of which they worked for 4.79 years on average.

## Distribution of visa types used to enter the country for the first time between the stay and leave groups

The two pie charts below show which visa types were used by respondents in each group to enter Ireland for the first time. The leave group only has two visa types: Stamp 1 (73%), Stamp 2 (27%). The stay group contained three more visa types: Stamp 1 (critical skill), Stamp 1 (general skill), Stamp 4. It is important to note that everyone who entered Ireland using these three visa types was able to stay.

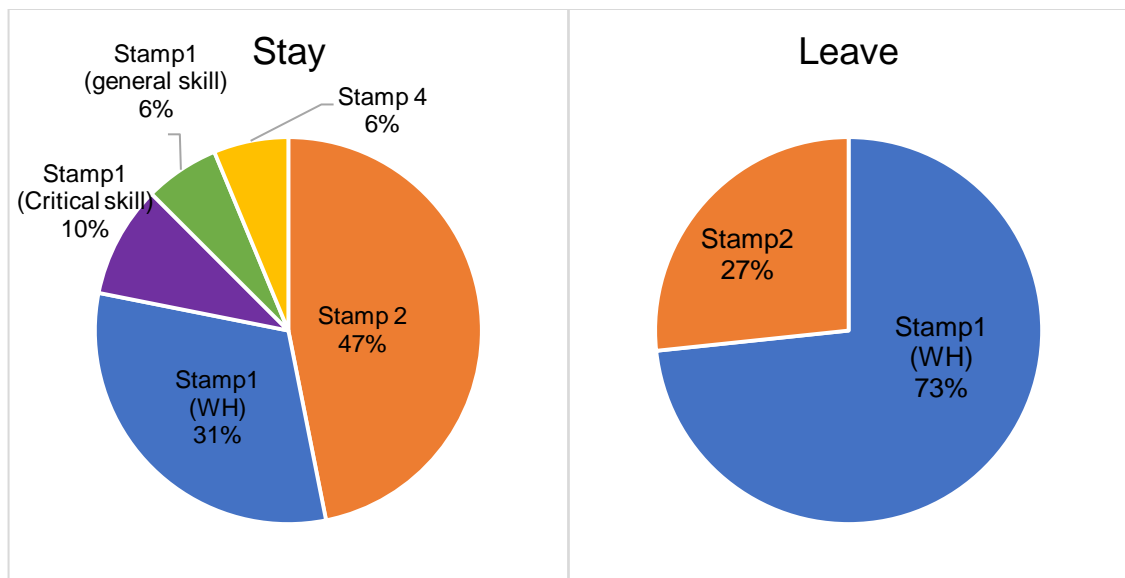


Figure 15: Distribution of visa types used to enter the country for the first time

## Distribution of the last visa type in possession of respondents in each group

The two pie charts below show the last visa types respondents in each group had. For respondents who stayed, this is their current visa. For respondents who left, this is their last visa before they left. Because nobody who left changed their visa type at any point, the pie charts for the left group in this and previous section are identical. Regarding the distribution of visa types in the stay group the variety has increased compared to the number of visa types that Taiwanese used to enter Ireland for the first time.

There were 15% of respondents who stayed who received citizenship. The two new visa types that we did not see in the previous sections are Stamp 1G and Stamp 1A. The largest percentage of current visa type is 24% and belongs to Stamp 4. In comparison the percentage of Stamp 4 holders was only 6% in the previous section.

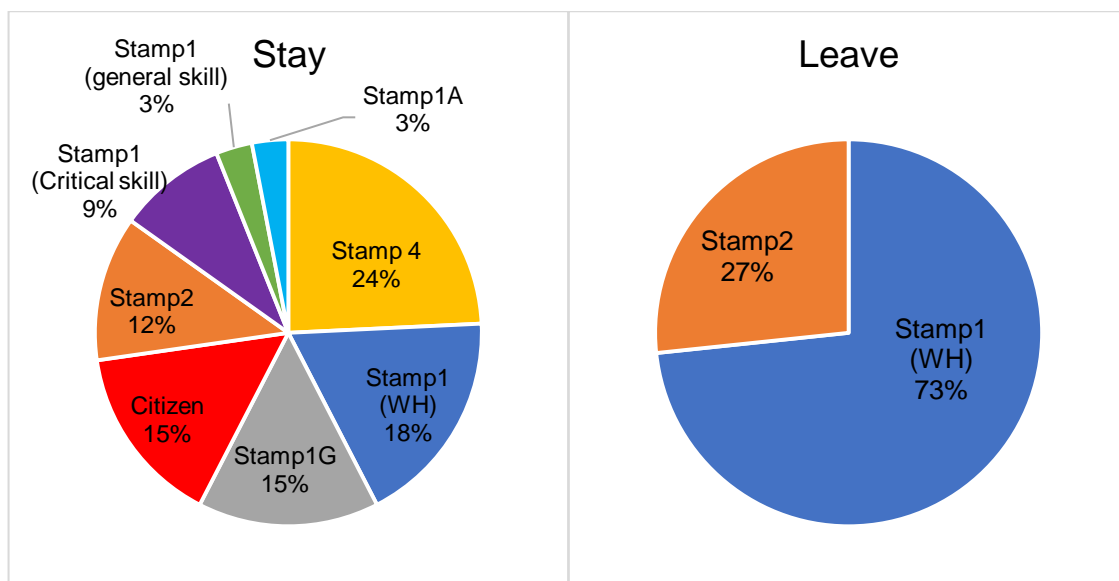


Figure 16: Distribution of the last visa type

### What percentage of people with a particular first visa stayed in Ireland

We then analyzed what percentage of holders of a particular visa type stayed or left Ireland.

Everyone who arrived to Ireland on critical skill, general skill and stamp 4 stayed. Around 79% of students stayed and around half of Taiwanese who arrived on working holiday also stayed.

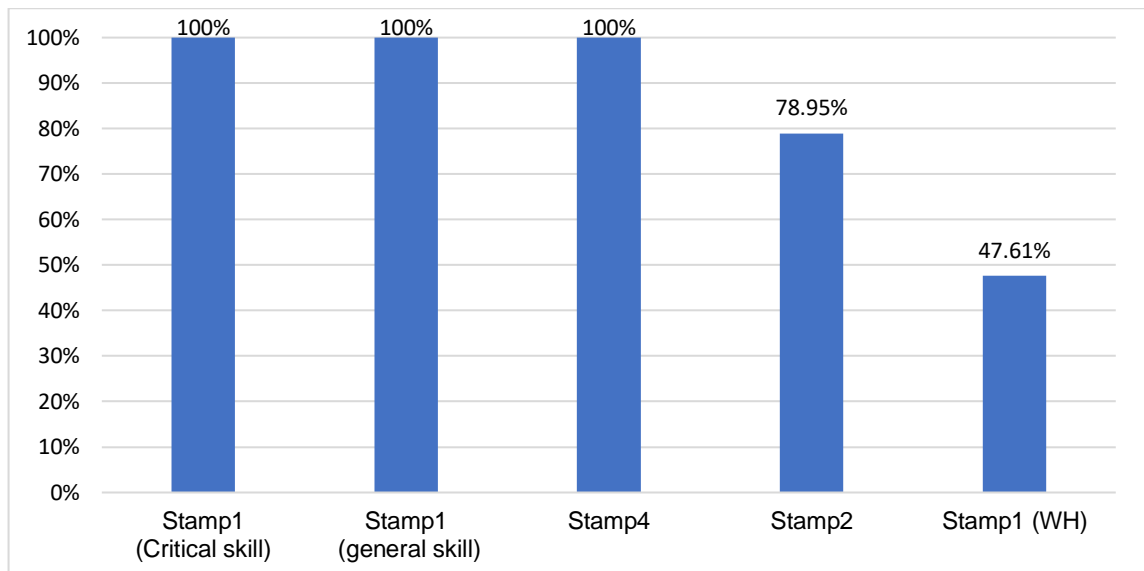


Figure 17: Percentage of people with a particular visa that stayed in Ireland

When respondents who left Ireland were asked whether they wanted to stay in Ireland, two third answered that they wanted to stay and only one third answered they wanted to leave.

We tried to analyze which visas respondents were able to transition to, depending on which visa types they had initially.

From those who entered on working holiday visa (10 people): 7 transitioned to student visa, 1 transitioned to critical skill visa, 1 transitioned to general skill visa and 1 transitioned to stamp 1A visa.

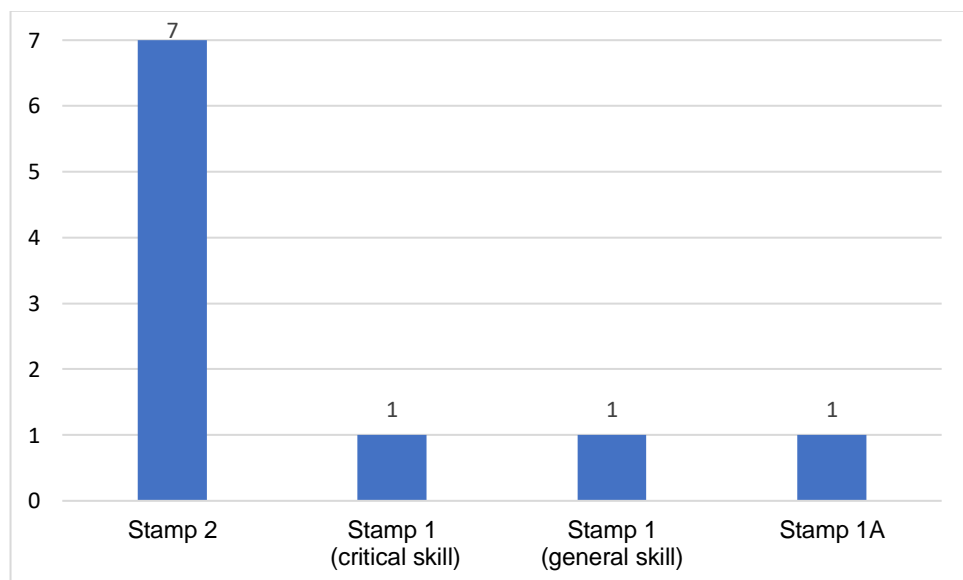
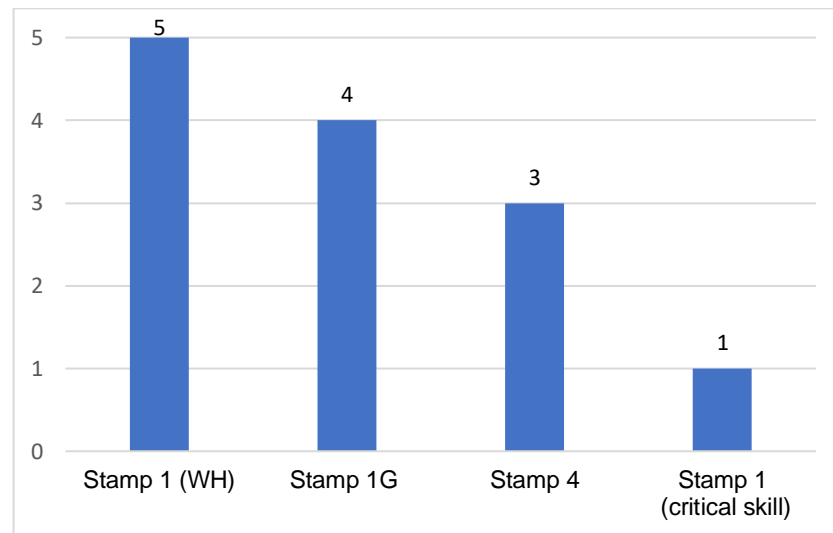


Figure 18: Number of respondents who were able to transition to a different type of visa after arriving on stamp 1 (WH) visa

From those who entered on student visa (15 people): 5 transitioned to WH visa (1 later got stamp 4), 4 transitioned to stamp 1G visa, 3 transitioned to stamp 4 visa (1 later got citizenship) and 1 transitioned to critical skill visa.





*Figure 19: Number of respondents who were able to transition to a different type of visa after arriving on Stamp 2 visa*

Regarding citizenship, from those who entered on general skill visa (3 people), 2 got citizenship and from those who entered on stamp 4 visa (2 people), everybody got citizenship.

Regarding marriage: 15 got married (13 of who have stamp 4 or citizenship). Out of 13 people who have stamp 4 or citizenship 9 people got it because they got married.

## **Methods of finding a job**

In order to find out which methods of finding a job were used more frequently, we asked the respondents which methods they used and separated results into two groups.

The most frequent method was through job vacancies websites, such as LinkedIn, Indeed, Job.ie etc. Finding a job through a friend was almost just as common. Using social media for this purpose was a bit less common than the two methods above. Referral and expatriation were much less common. However, it should be noted that these two methods were exclusively used by respondents who later stayed in Ireland.

The results are presented in the chart below:

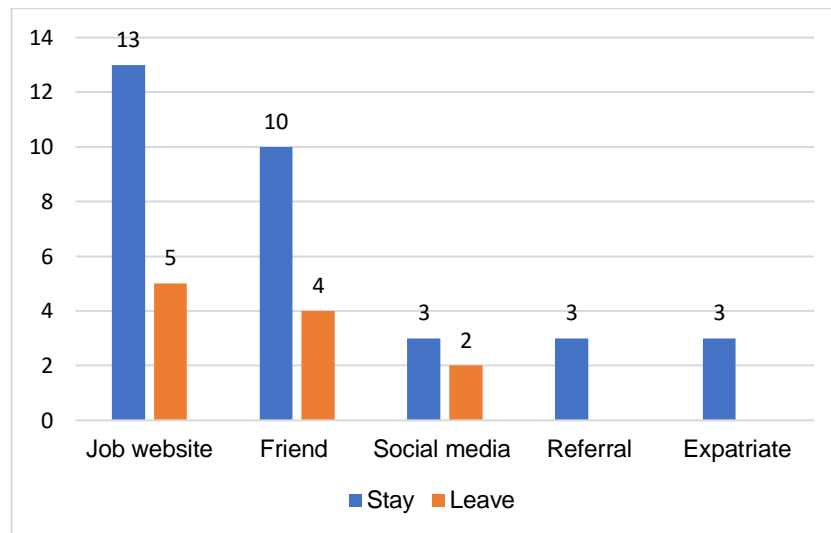


Figure 20: Methods of finding a job

### Percentage of people who found a job in Ireland which is the same as their Taiwanese job

Among respondents who left Ireland and had working experience, one third were able to find the job in Ireland which was the same or similar to their Taiwanese job. However, for respondents who stayed, this number was two third. In other words, respondents who found a job that is the same as their Taiwanese job appear to be twice as likely to stay.

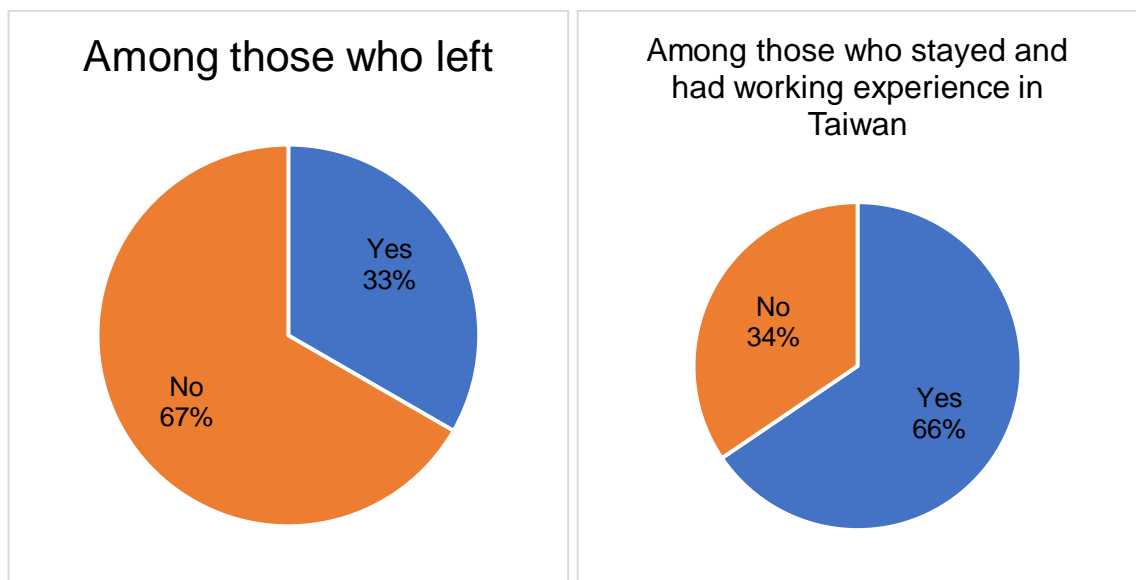


Figure 21: Respondents who found a job in Ireland which is the same as their Taiwanese job

## Aspects of Irish workplace

Respondents noted the following aspects about Irish workplace that differed from Taiwanese workplace:

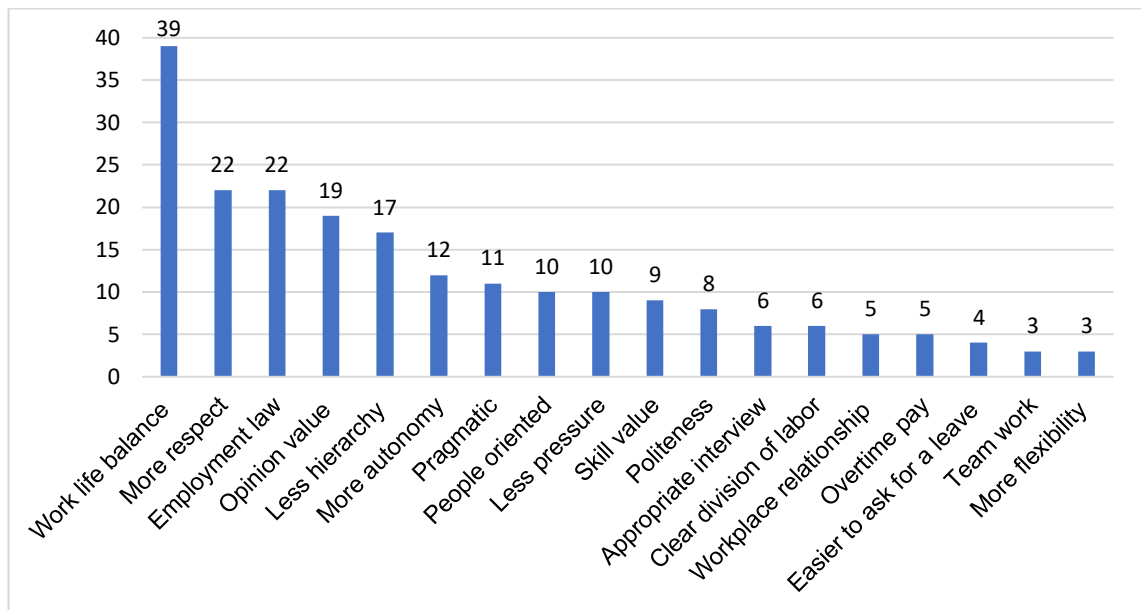


Figure 22: Aspects of Irish workplace (Everyone)

Respondents were able to name as many aspects as they wanted.

39 out of 48 (81.25%) respondents mentioned better work life balance. Other factors that respondents mentioned often are more respect (45.83%), more respect of employment law (45.83%), worker's opinion has more value (39.58%), less hierarchy (35.41%).

The following factors were mentioned less often: more autonomy (job are outcome focused rather than process focused) (25%), pragmatic (less focus on personal relationships) (22.9%), more people oriented (for example, training is more likely to benefit the worker in general rather than focus on accomplishing a specific task) (20.83%), less pressure (20.83%), skill determined your position rather than your age/ years of experiences (18.75%), colleagues/managers are more polite/supportive (16.66%), clear division of labor (12.5%), interviews have less personal/ uncomfortable questions (12.5%), better pay for overtime or during holidays (10.41%), closer relationship with colleagues or managers (10.41%), easier to ask for a leave (8.33%), more team work (6.25%), more flexibility (6.25%).

After the responses were separated into stay and leave groups, the results look as follows:

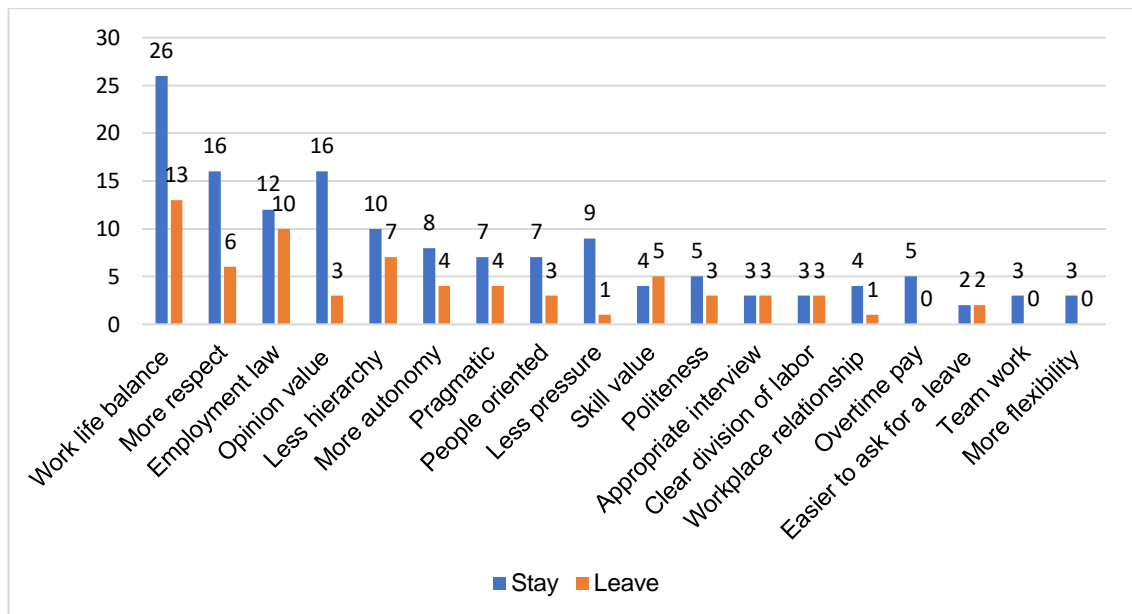


Figure 23: Aspects about Irish workplace (Stay/Leave)

From the whole range of aspects that were mentioned, two stand out because distribution of respondents who mentioned them is heavily skewed towards the stay group: value of worker's opinion and less pressure. Therefore, we can conclude that people who have traits that make them value these two aspects more are more likely to stay. The same can be said about work life balance, more respect and overtime pay but to a lesser extent.

## Percentage of respondents who experienced discrimination

When asked whether the experience discrimination in Ireland, 56.25% said they experienced discrimination and 43.75% said they did not.

However, if we excluded respondents who only experienced discrimination due to Covid-19, we get the following numbers: 33.33% experienced discrimination, 66.66% did not experience discrimination.

For those who left 60% experienced discrimination, 40% did not experience. For those who stayed 54.54% experienced discrimination, 45.45% did not experience. It appears that discrimination may play a small role in making a person leave.

## Changes in pay satisfaction after coming to Ireland

Given that it is very difficult to objectively calculate how much a person's standard of living has changed after moving to a different country, due to difference in taxation, living expenses, quality of services, etc. we decided to rely more on the respondent's perception. Another motivation is that should a respondent chose to stay or leave depend more on their perception rather than

ground truth.

When asked whether their pay satisfaction has increased compared to Taiwan, majority (72%) answered that it has increased, 14% answered it remained the same and 14% answered it has decreased.

When the results were separate into stay and leave groups, the difference showed to be insignificant.

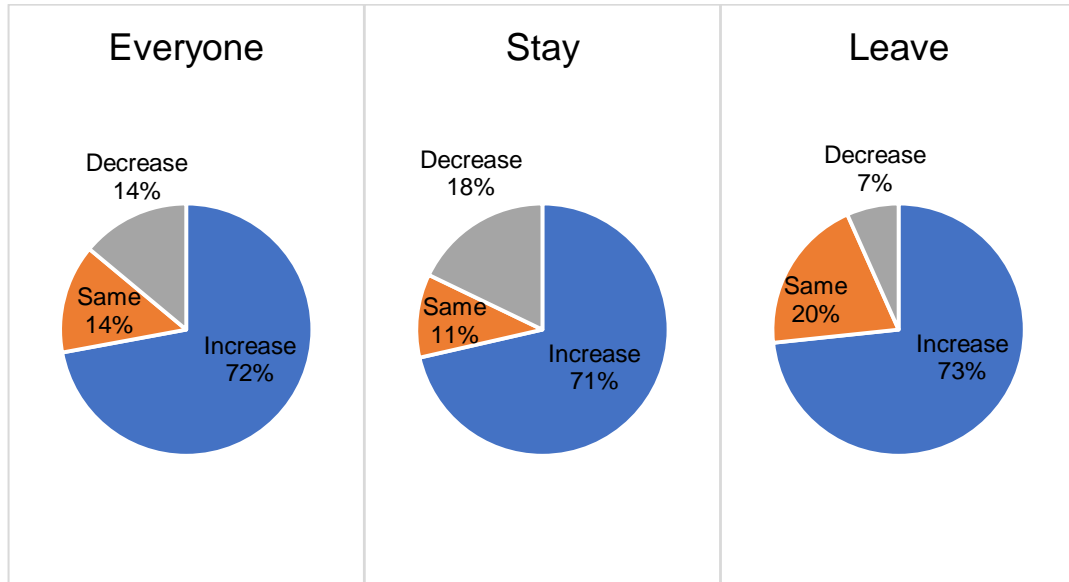


Figure 24: Pay satisfaction after coming to Ireland

The percentage of people who experienced increase in pay satisfaction was practically the same. The only thing that had significant difference was distribution of respondents who felt their pay satisfaction stayed the same and those who felt it decreased. Interestingly, the stay group had more respondents who experienced decrease in pay satisfaction. Although, pay satisfaction has increased for a majority of respondents, it does not seem to be a deciding factor when it comes to decision to stay or leave. This does not change the fact that higher pay remains one of the primary attractions that makes Taiwanese come to Ireland in the first place.

## Changes in job satisfaction after coming to Ireland

Whether a person experiences satisfaction from doing their job can often be just as important as compensation. When asked about job satisfaction, majority of respondents said it increased (68%), 27% said it stayed the same and only 4.55% said it decreased. When results were separated into stay and leave groups, the stay group showed overall higher job satisfaction compared to the leave group.

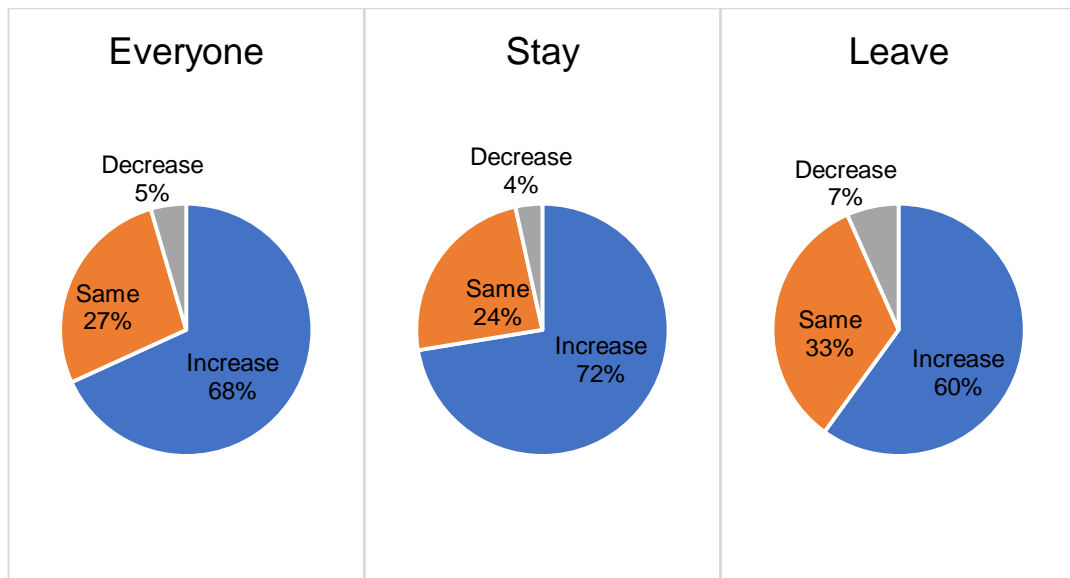


Figure 25: Job satisfaction after coming to Ireland

As such, there appears to be some correlation between increased job satisfaction and likelihood to stay.

### Changes in safety satisfaction after coming to Ireland

When asked whether respondents feel more or less safe in Ireland compare to Taiwan, majority of respondents said they felt less safe (74.46%), 23.4% said they had the same feeling of security and only 2.12% felt more secure. When results were separated into stay and leave groups, the stay group shows overall higher feeling of security compare to the leave group.

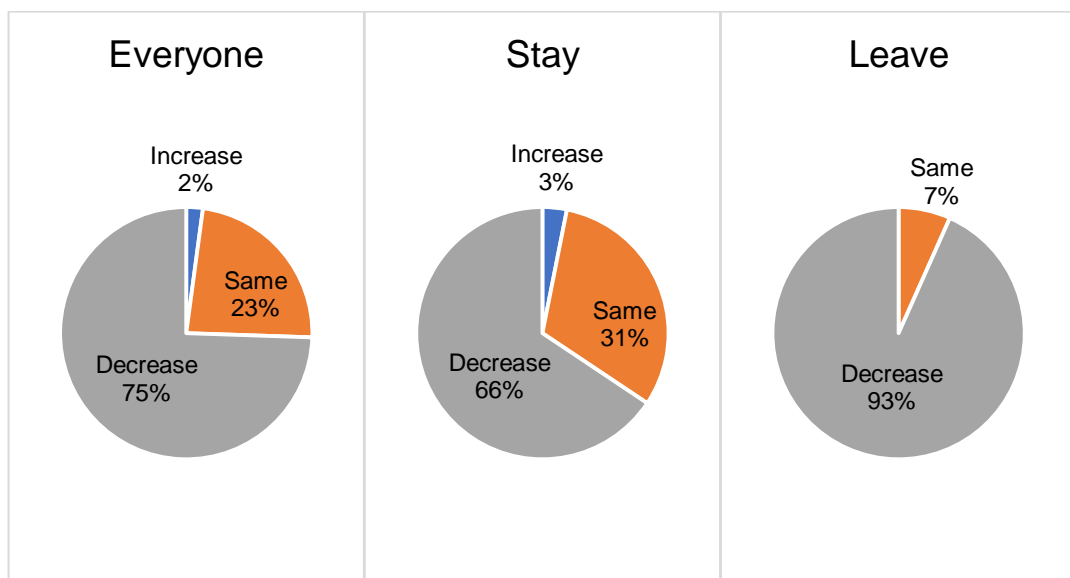


Figure 26: Safety satisfaction after coming to Ireland

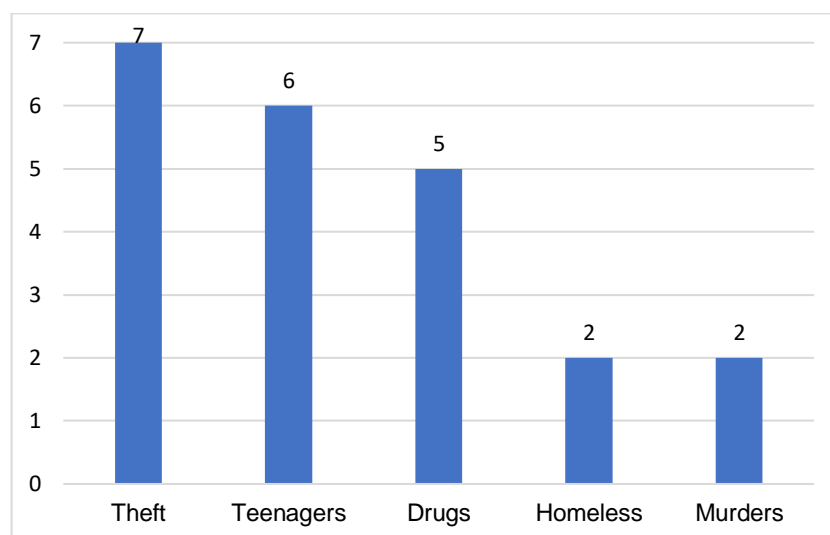
There appears to be significant correlation between lower perception of security and likelihood to leave. However, the percentage of respondents who felt less secure is very high even in the stay group at 66%.

## Reasons respondents felt unsafe

We asked respondents to list which aspects of public safety, ie: crime they were most concerned about. Respondents were free to list as many as aspects as they wanted.

Most respondent were concerned about rampant theft (7), aggressive teenagers (6) and use of drugs in public (5). Several respondents mentioned the number of homeless (2) and the number of murders (2).

When responses were separated into stay and leave groups, their distribution did not show any significant difference between the two groups.



*Figure 27: Reasons respondents felt unsafe (Everyone)*

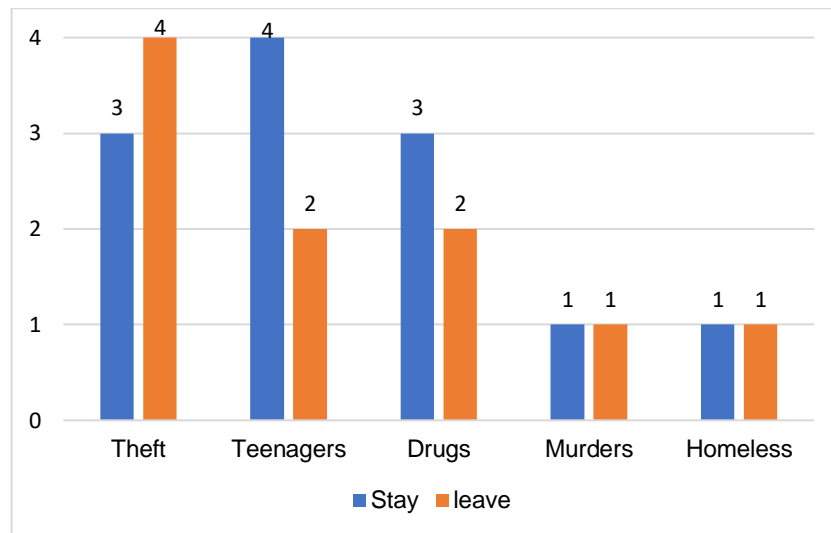


Figure 28: Reasons respondents felt unsafe (Stay/ Leave)

### Percentage of respondents who enrolled on a course to either improve English or other professional skills.

There are different ways migrants can improve their employability and salary. This includes upskill courses and language courses. We asked respondents whether they attended any courses be that upskill or language courses. The results are shown in the charts below:

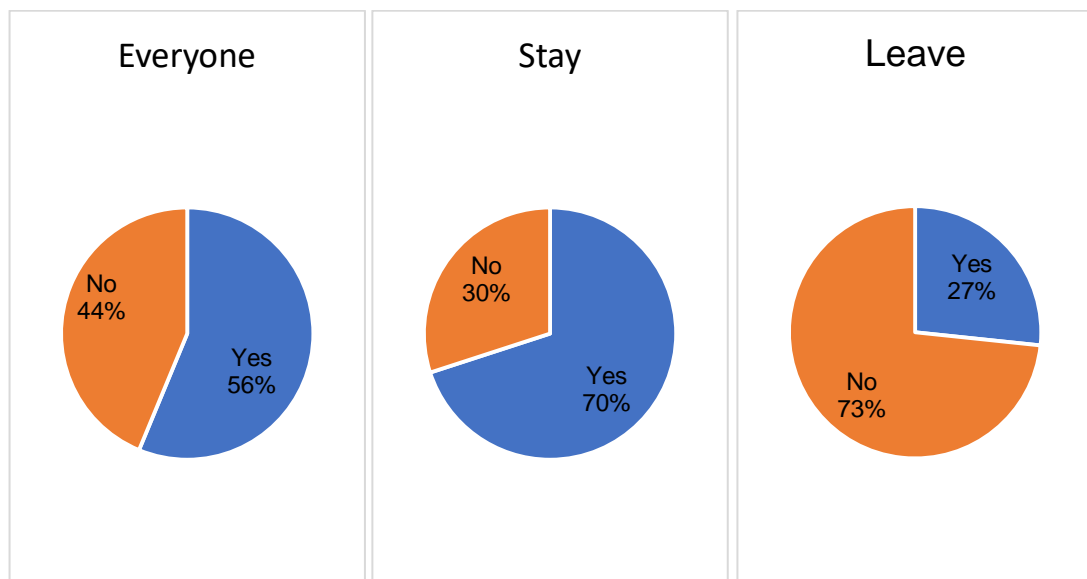


Figure 29: Respondents who enrolled on a course

There appears to be very strong correlation between attending a course and likelihood to stay in Ireland. However, we can not use this to make any conclusion because many respondents came to Ireland on student visa and because people usually leave in one year.

If we do not include respondents who arrived to Ireland on student visa, we get the following results. Yes means respondent took a course.



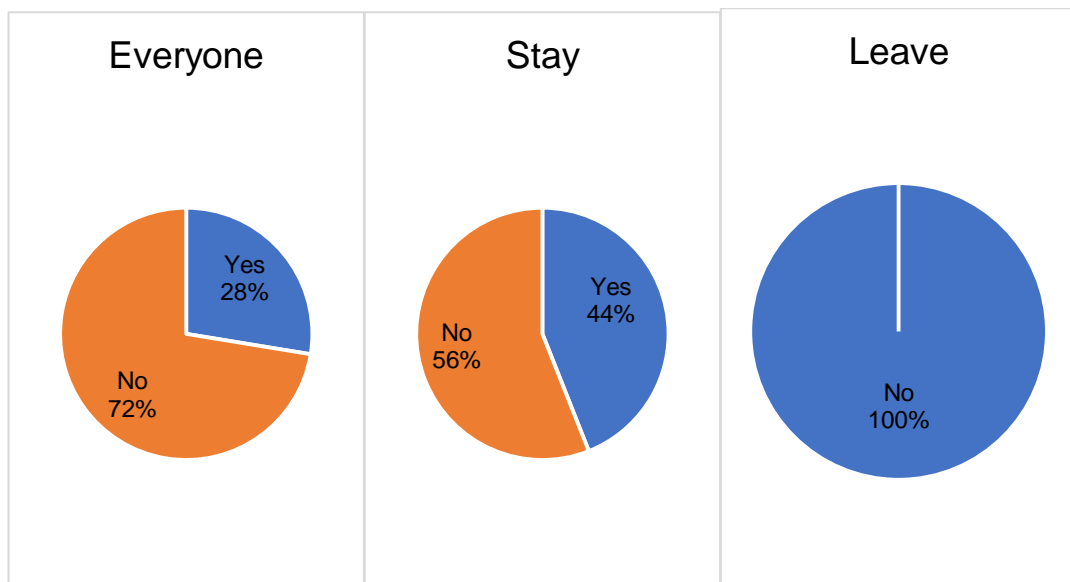


Figure 30: Respondents who enrolled on a course (excluding student visa)

A little less than half of respondents who stayed and did not arrive to Ireland on student visa attended some kind of course. Of them (8), two did a language course, three did a professional course and three did both. One hundred percent of respondents who left not attending any course is a predictable outcome because most people who left, left within one year.

We then went back to analyze all respondents and separated respondents who answered positively into three groups by course type. There were eleven respondents who attended only a language course (40.74%), there were 12 respondents attended a professional course (44.44%), and there were 4 respondents who attended both a professional and a language course (14.81%).

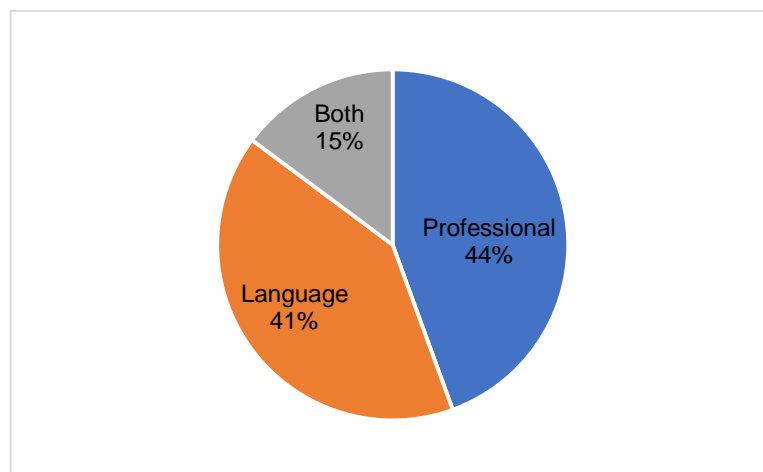


Figure 31: Distribution of course types

It is interesting that the percentage of respondents who took a language course is almost the same as percentage of respondents who took a professional course.

### Training opportunities

When asked whether they had training opportunity at their workplace in Ireland, 70% of respondents said that they did.

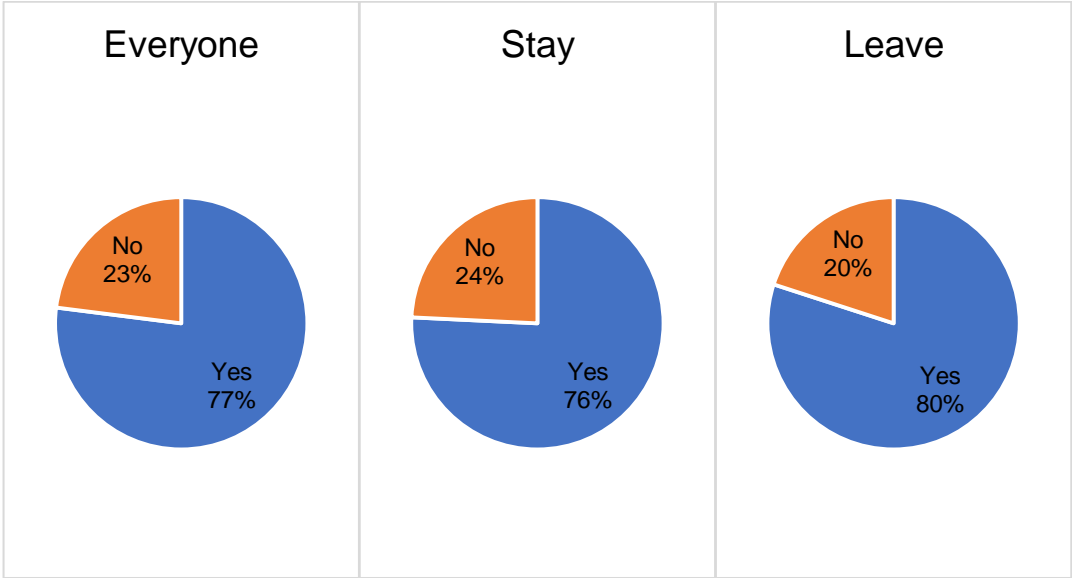


Figure 32: Training opportunities

There appears to be no correlation between training opportunities and likelihood to stay in Ireland.

### Sufficient Training opportunities

When asked whether they thought training opportunity was sufficient, there were 20% less respondents who answered positively, compare to the previous question.

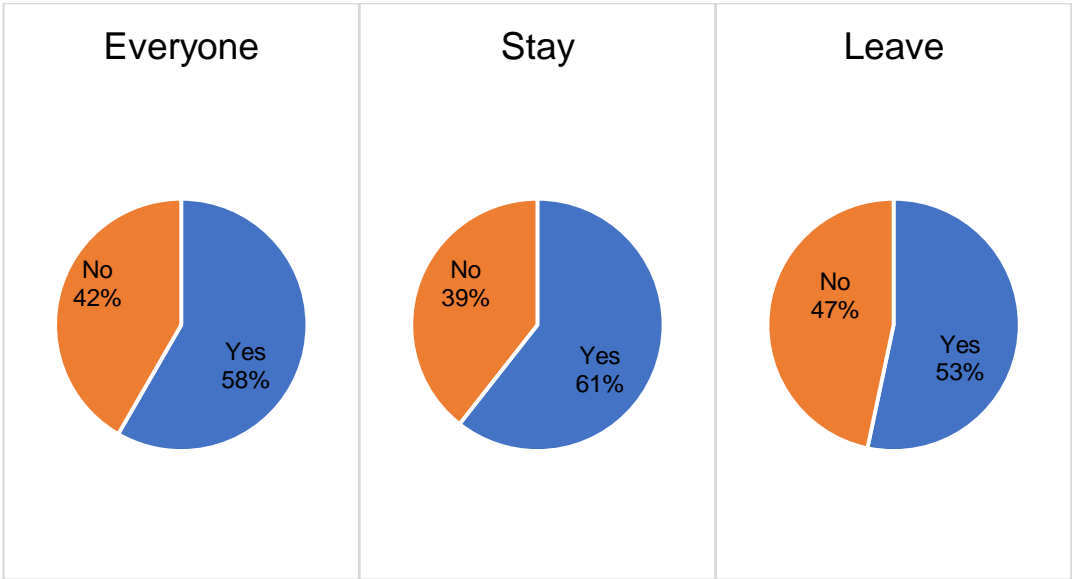


Figure 33: How many respondents found training opportunities sufficient

## Supervision

More than 80% of respondents had adequate supervision at their workplace.

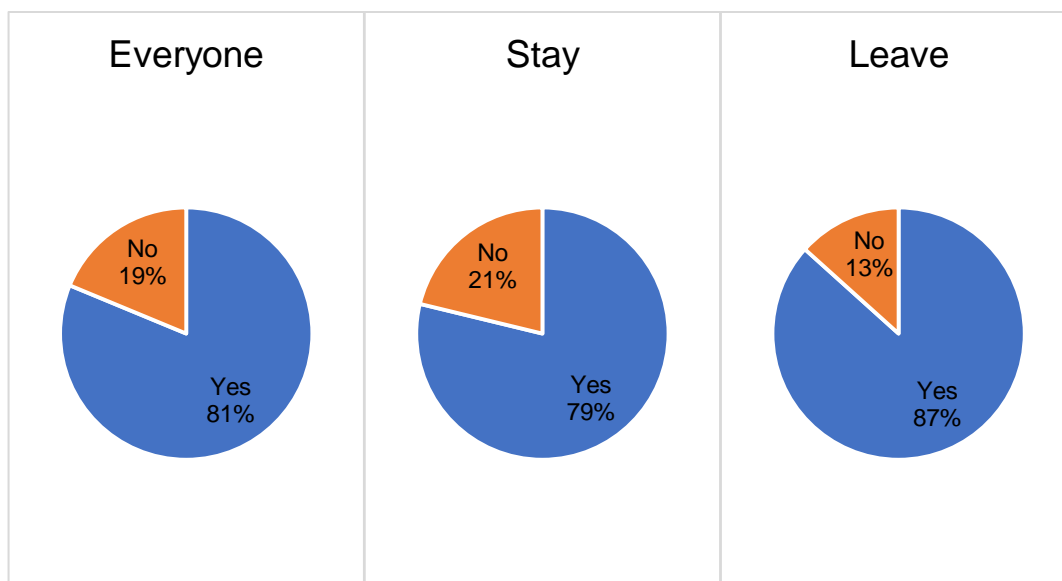


Figure 34: How many respondents had adequate supervision

There appears to be small correlation between supervision and likelihood to stay in Ireland.

## Career progression

Literature review showed that limited career path is a common push factor (Brugha et al., 2016). Therefore, respondents were asked whether they were aware of any possible career path available for them in Ireland.

More than half of all respondents said they did not have a career path, 36% said they had and 8% said they did not know.

When results were separated into stay and leave groups, the numbers look significantly different. Out of all respondents who left Ireland, 93% did not see a career path available for them.

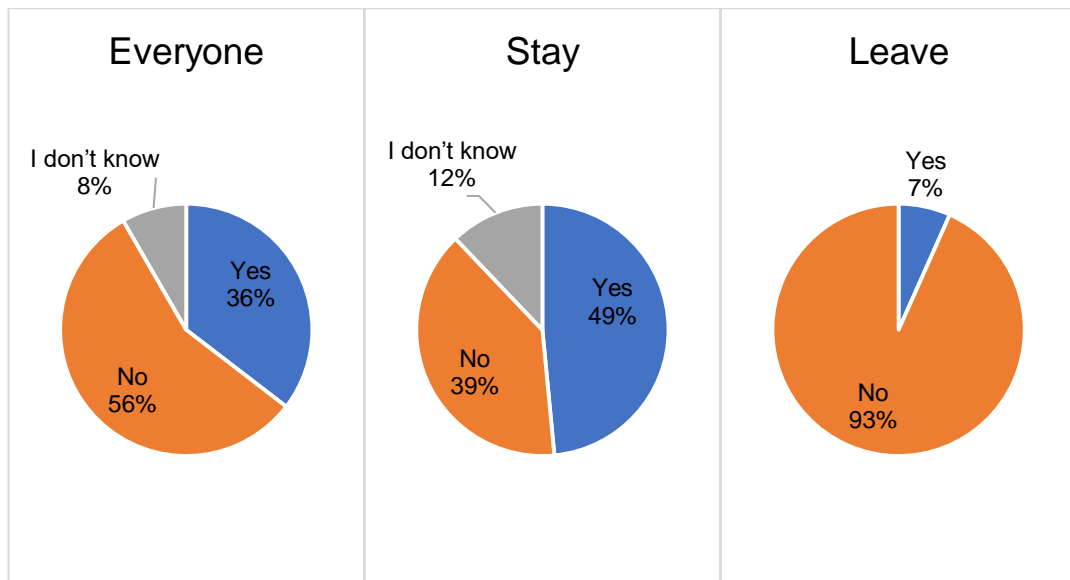


Figure 35: How many respondents had Career progression

Therefore, there appears to be strong correlation between career progression opportunities and likelihood to stay.

## Future plans

Respondents were asked what their future relocation plans were.

Out of all respondents who stayed in Ireland 88% said they plan to stay in Ireland in the future. 6% said they wanted to go back to Taiwan and 6% said they wanted to go somewhere else. In other word, only 12% of respondents who stay in Ireland, want to leave.

Out of all respondents who left Ireland, 80% wanted to stay in Taiwan in the future and 20% want to go elsewhere. In addition, respondents who left were asked whether they would have liked to stay in Ireland if given the chance, to which two thirds answered positively. In other word, two third of respondents who left Ireland did so not because they did not like to live in Ireland but due to some other factors.

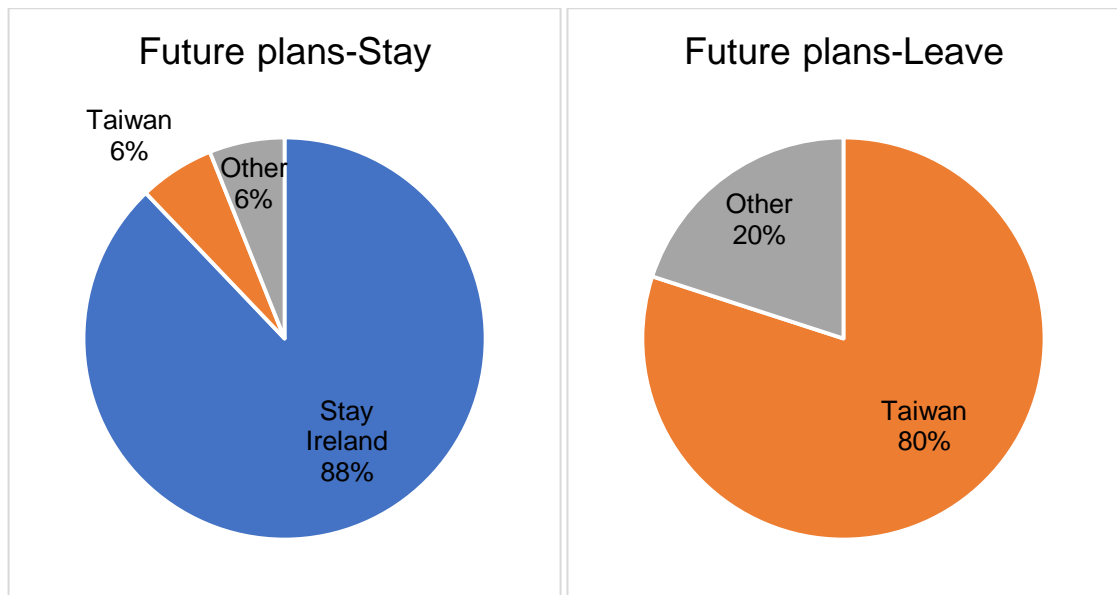


Figure 36: Respondent's future plan

## Reason for remaining in Ireland

Respondents that remained in Ireland (33 people) were asked to name the main reason they decided to stay. The results can be seen below:

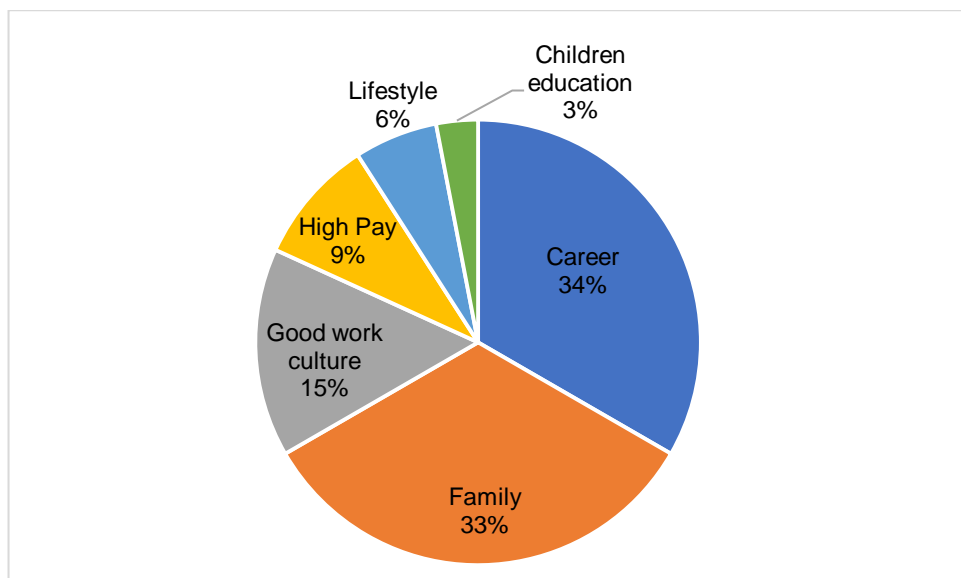


Figure 37: Reason for remaining in Ireland

More than half (57.57%) of respondents named a job-related reason for remaining in Ireland. These reasons include having a good career (33%), good work culture (15%) and high pay (9%). Only 6% mentioned that they stay in Ireland because they like the lifestyle.

## Views on Irish migrant policy

When asked whether they found Irish migrant policy to be friendly, the results were as follows:

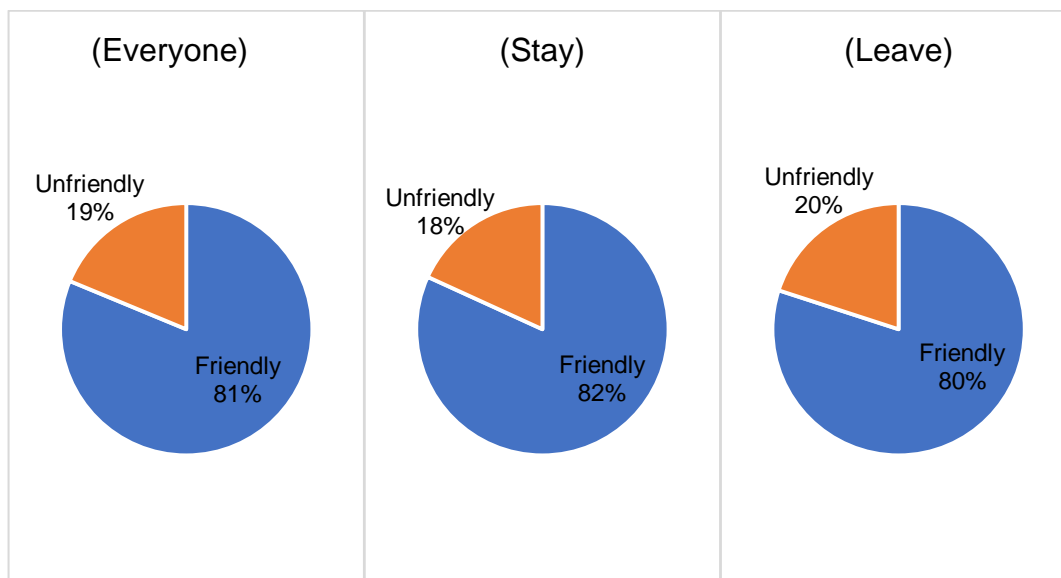


Figure 38: Views on Irish migrant policy

Approximately 80% of all respondents found Irish migrant policy friendly.

After separating into stay and leave groups, distribution remain almost exactly the same.

Respondents that found Irish migrant policy to be friendly gave the following reasons:

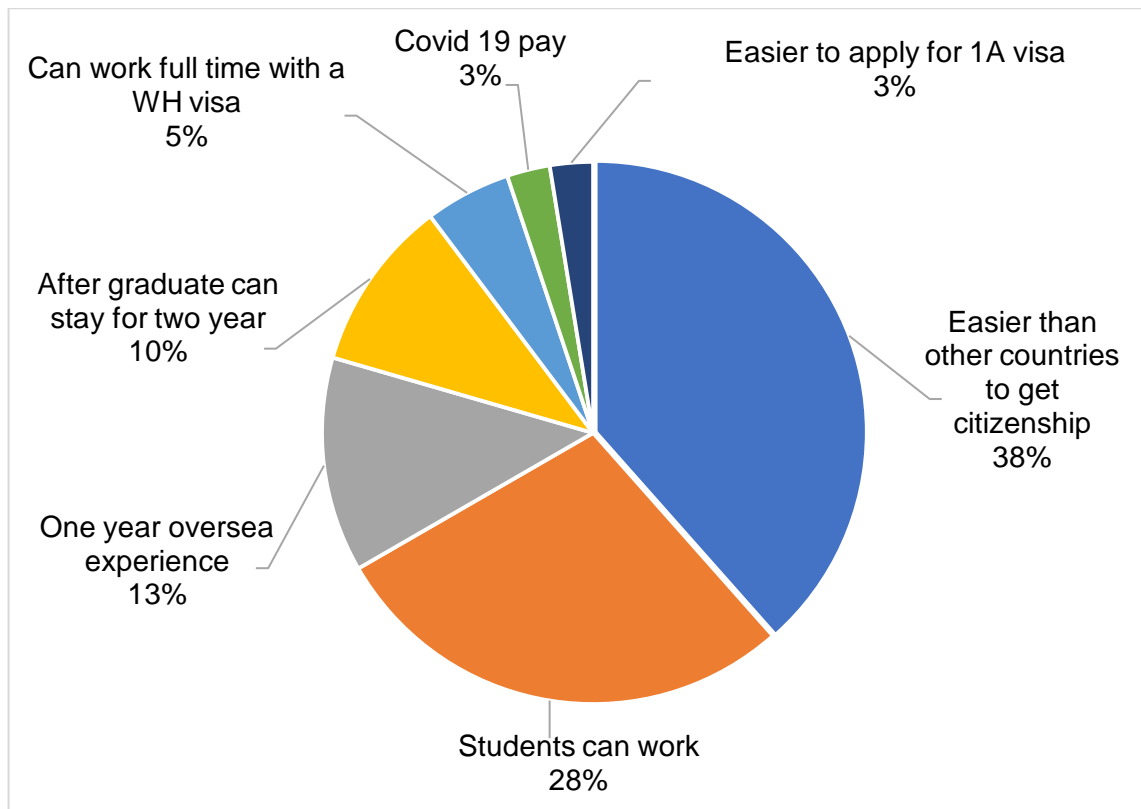


Figure 39: Reasons respondents found Irish migrant policy friendly

Respondents that found Irish migrant policy to be unfriendly, mostly had issues with how difficult it is to get a full-time working visa.

## Advantages of living in Ireland

Respondents were asked to name advantages of living in Ireland. Everyone was encouraged to give multiple answers. The results can be seen below:

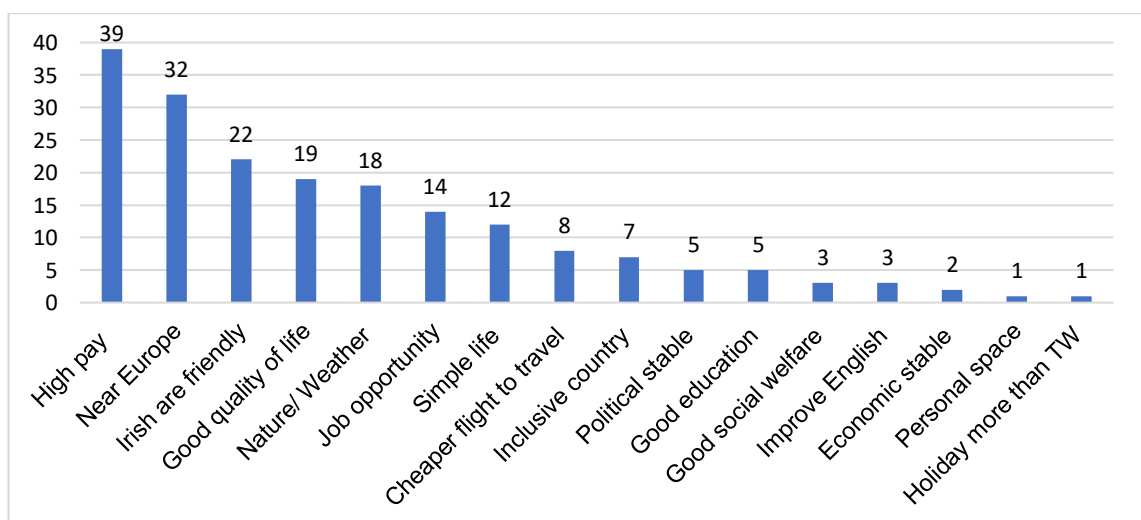


Figure 40: Advantages of living in Ireland (Everyone)

Majority of respondents mentioned high pay (81.25%). Also, a lot of respondents mentioned proximity to Europe (66.66%), Irish being friendly (45.83%), good quality of life (39.58%), nature/weather (37.5%), more job opportunity (29.16%), simple life (25%).

Other advantages that were mentioned are good education (10.41%), inclusive society (14.58%) cheaper travel (16.66%), good social welfare (6.25%), opportunity to improve English (6.25%), political stability (6.25%), economic stability (4.16%).

When separated into stay and leave groups, the results look as follow:

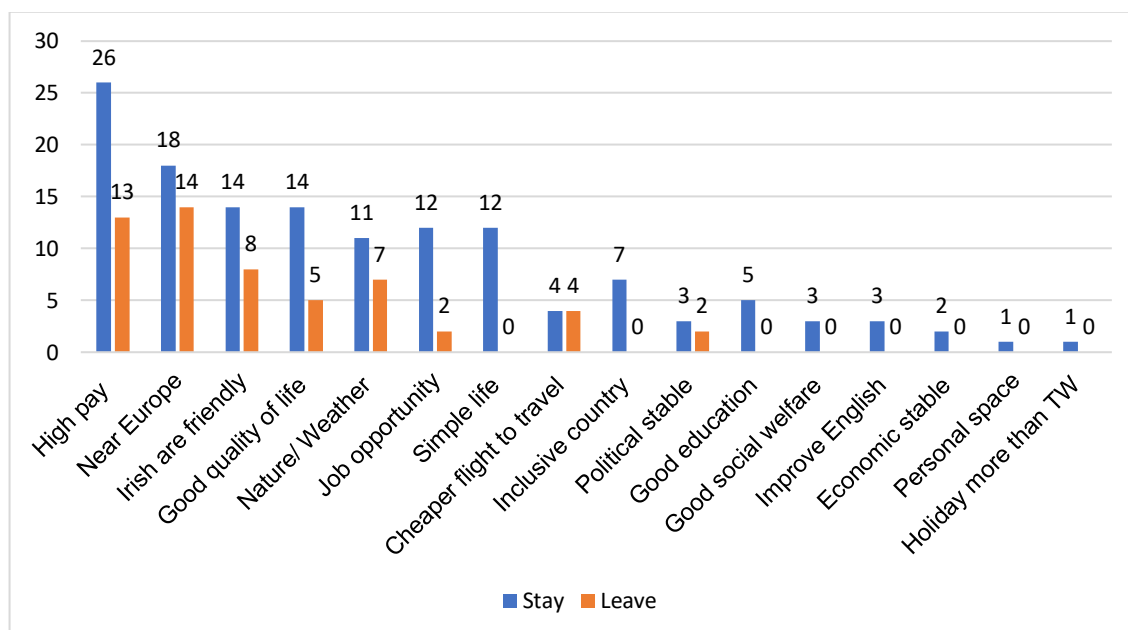


Figure 41: Advantages of living in Ireland (Stay/ Leave)

## Disadvantages of living in Ireland

All respondents were asked to name disadvantages of living in Ireland. Just like in the previous section, everyone was encouraged to give multiple answers. The results can be seen below:



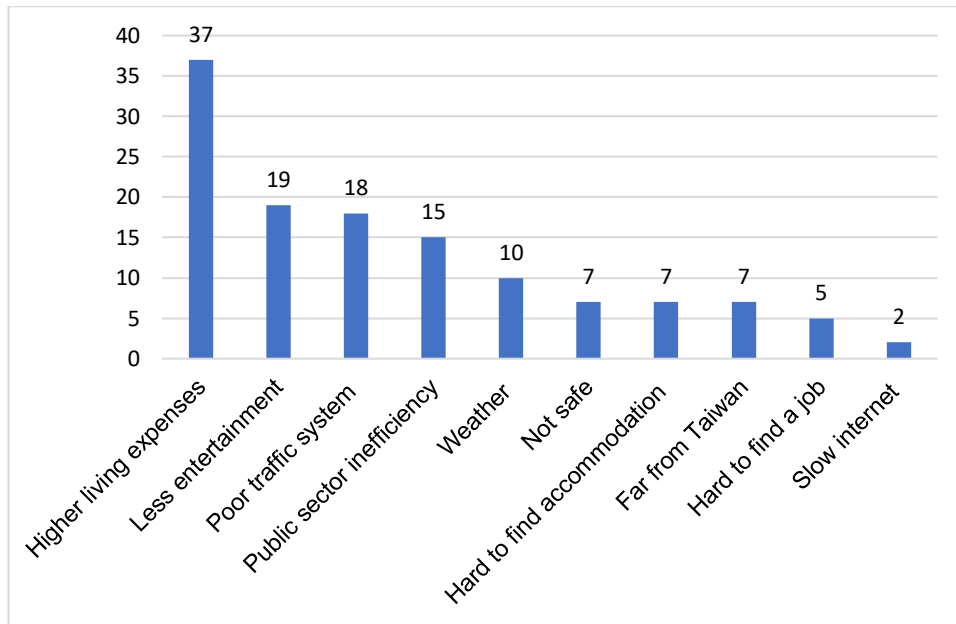


Figure 42: Disadvantages of living in Ireland (Everyone)

Majority of respondents mentioned higher living expenses (rent/tax/education/childcare) (77%).

Other disadvantages were mentioned a lot less frequently and include less entertainment choices (39.58%), poor transport system (37.5%), inefficient public sector (31.25%), bad weather (20.83%), far from Taiwan(14.58%), not safe(14.58%), hard to find an accommodation (14.58%), hard to find a job (10.41%).

It is worth noting that the number of respondents who praised high pay (81.25%) is higher than the number of respondents who complained about high expenses (77%).

When separated into stay and leave groups, the results look as follow:

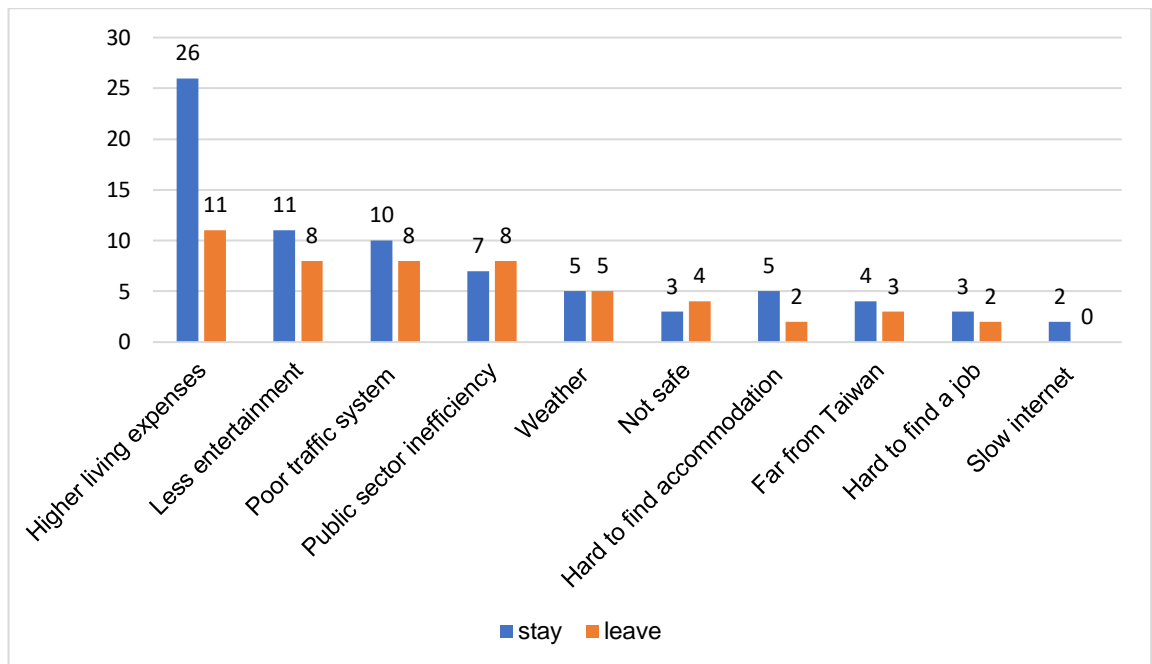


Figure 43: Disadvantages of living in Ireland (Stay/Leave)

After separating into stay and leave groups, two things stand out in the results. The high prevalence of respondents who complained about living expenses that we observe in the first chart was apparently due to respondents who stayed. And the second thing is respondents from both groups otherwise seem to agree on everything else. Therefore, we can make two conclusions. High living expenses only become apparent/problematic after living in Ireland for several years. And high living expenses are not a driving factor that causes Taiwanese people to leave.

### Does Irish government do enough to help immigrants to integrate?

Only 6 respondents (12.5%) said they felt the government is doing enough to help immigrants integrate. However, it is worth noting that 5 out of these 6 respondents received Irish Citizenship and have an average stay in Ireland of 19.5 year.

There were no respondents from the leave group that answered positively.

### Reason Ireland is not a popular destination for Taiwanese

In response to being asked why Ireland is not a popular destination for Taiwanese, respondents gave the following answers:

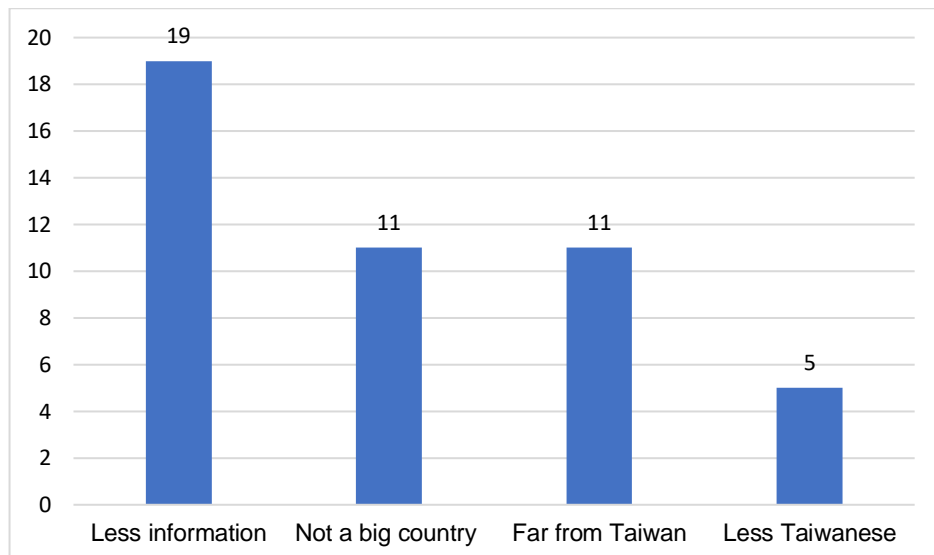


Figure 44: Reason Ireland is not a popular destination for Taiwanese (Everyone)

The most frequent answer was Ireland did not get enough publicity (39.58%).

Other answers include being far from Taiwan (22.91%), Ireland not being a major country (22.91%) and Taiwanese community in Ireland being too small (10.41%).

When the results were separated into stay and leave groups, the results looked as follows:

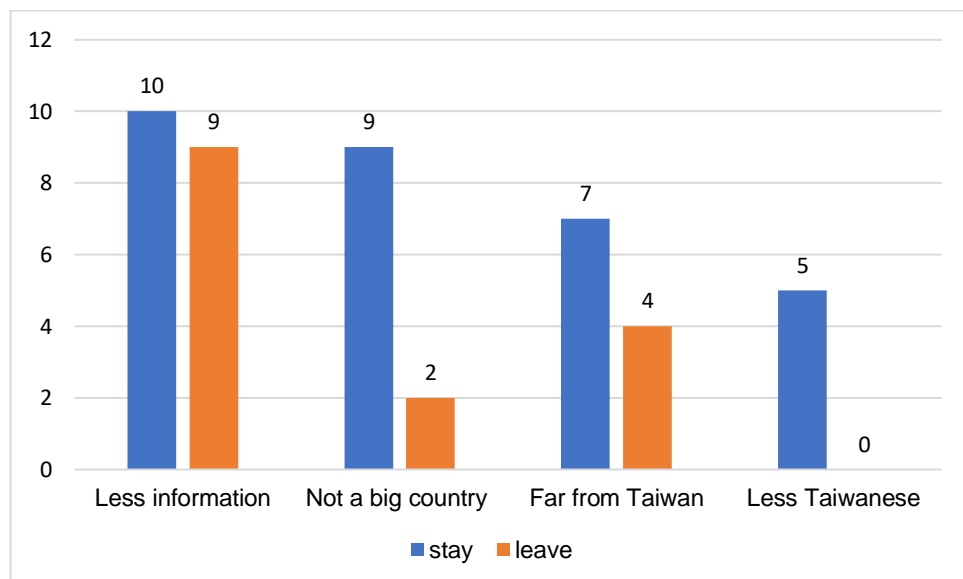


Figure 45: Reason Ireland is not a popular destination for Taiwanese (Stay/Leave)

The stay group had a lot more respondents that named Ireland not being a big country and having a small Taiwanese community as their reasons.

## Factors that attract Taiwanese migrants

In response to being asked what could attract Taiwanese to move to Ireland, respondents gave the following answers:

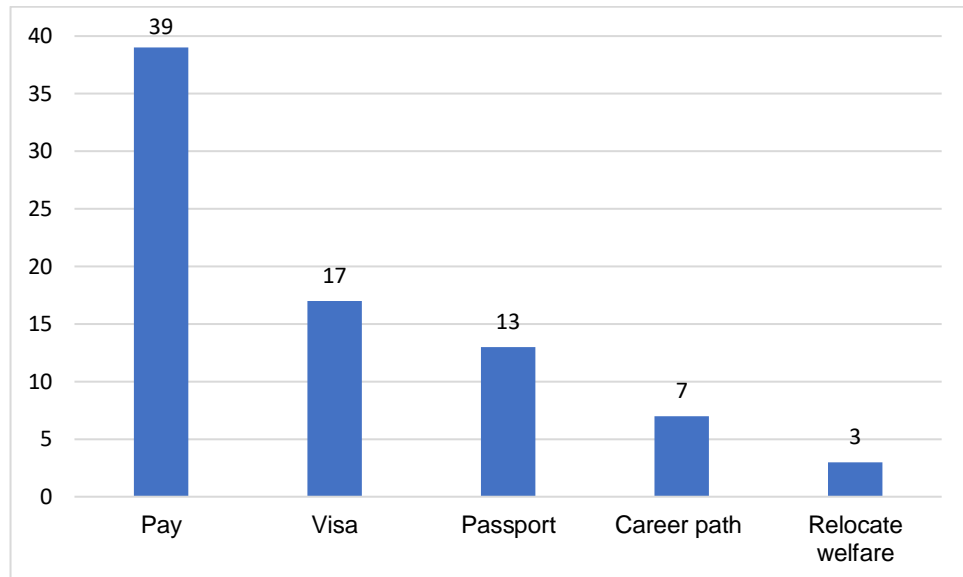


Figure 46: Factors that attract Taiwanese migrants (Everyone)

Respondents were encouraged to give multiple answers. High pay was the most frequent answer (81.25%). Other responses were being offered a working visa (35.41%), chance to get a European passport (27%), career path (14.58%), being paid to relocate (6.25%).

When the results were separated into stay and leave groups, the results looked as follows:

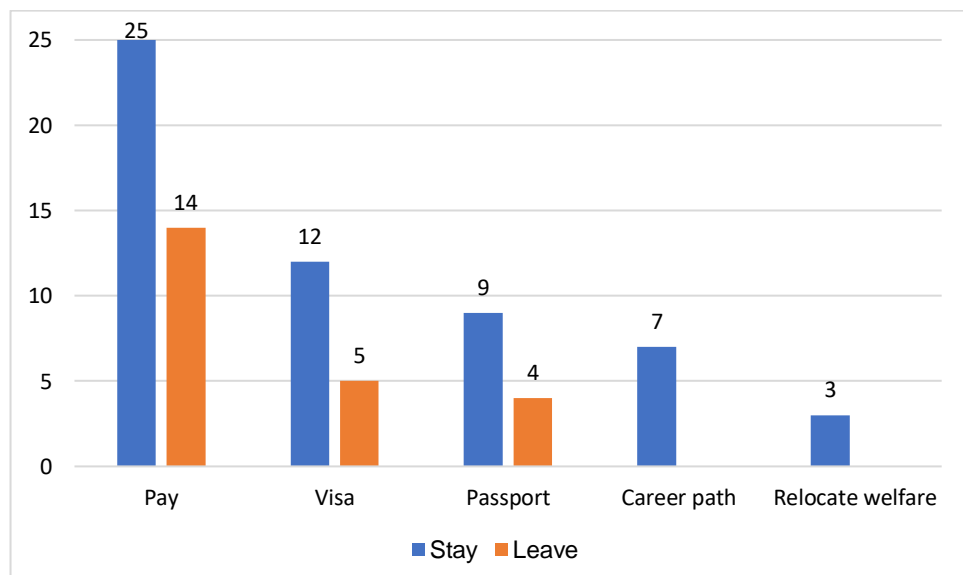


Figure 47: Factors that attract Taiwanese migrants (Stay/Leave)

There does not seem to be any distinct difference between answers in the two groups.

## Discussion

This is exploratory study of 48 Taiwanese immigrants, with 85% female and 15% male respondents. This is likely due to a low sample size and limitations of snowballing sampling. Since gender seems to have little effect on likelihood to stay/leave, we hope that the skewed male-female ratio will not have significant effect on our findings.

The stay/leave ratio of all respondents is 2.2 to 1, where 69% of respondents remained in Ireland and 31% had left Ireland. Note that the researcher attempted to find as many people who stay as possible, because their input was deemed more valuable. Therefore, this ratio is not indicative of one's likelihood to stay.

In the literature review, we noted that many of Taiwanese were found to have higher education in United States (Lin, 2013; Harvie and Lien, 2012). Additionally, in the Irish context, Polish migrants were often young and well educated (Agnieszka and Michał, 2009). In our study, all respondents have third level education or higher. Meanwhile, it appears that respondents who stay have on average higher education than respondents who left.

In this section, we combine our findings with qualitative data and separate discussion into five topics to answer the research questions: What are the driving forces behind Taiwanese immigration to Ireland? What are the restraining forces discouraging Taiwanese immigrants from staying in Ireland? And what are the pathways for Taiwanese talents to remain in Ireland?

The first two questions we try to analyze in more detail. In the driving forces, we would like to better understand what factors attract Taiwanese to come to Ireland and separately what factors make Taiwanese remain in Ireland. Similarly, we analyze what are factors that restrain Taiwanese from coming to Ireland and what factors restrain Taiwanese from remaining in Ireland.

### **Factors that attract Taiwanese migrants to come to Ireland**

Respondents named a variety of factors that made them choose Ireland. The most frequent factor was Ireland being an English-speaking country. The second most frequent reason was ease with which they could get a visa. Number three was proximity to Europe.

"I can not speak German or French, I heard it is hard to work in some of European countries if you can not speak their language, so I only chose English speaking country to stay. -P2"

"I did not get the UK working holiday visa which is so popular and have a limited number to applicants. Australia has no limit on the number of applicants but there are so many Chinese, I do not want to go. So, I applied for Ireland working holiday visa and I got it. -P23"

"It is very convenience to travel around Europe from Ireland and the flight tickets

are cheap. I can work in Ireland and save money when traveling around Europe. - P47"

These factors are less important because as we learn from analyzing our data respondents who named tourism/travel related reason are less likely to stay. Next were budget reasons such as lower course fee or ability to work part time when studying. Interestingly only five respondents said they chose Ireland because somebody they know recommended it, meaning word of mouth factor is not prevalent.

From the survey we learn that majority (81.25%) of respondents praised higher pay in Ireland compared to Taiwan. The same percentage of respondents mentioned high pay could attract Taiwanese to move to Ireland. More than half of respondents in both stay and leave groups mentioned high pay factor. It is likely that higher pay is another important pull factor. The reason it was not mentioned when respondents were asked why they chose Ireland has to do with the nature of the question. Respondents were answering why they chose Ireland compared to other destinations. There are destinations with higher pay compared to Ireland, such as Australia. In 2020, national minimum wage of per hour is 19.84 AUD (Australia's national workplace relations tribunal, 2020). Whereas, Ireland minimum wage only €10.10 per hour (Department of Employment Affairs and Social Protection, 2020). According to AIB currency exchange online system on 29 July 2020, 19.84 AUD can be exchanged for €11.77 (AIB, 2020).

Just as many (81.25%) respondents praised better work life balance in Ireland compared to Taiwan.

"I felt I have a life in Ireland, I would call life in Taiwan is more like survival. -P27"

"I could get off on time in Ireland, moreover, my manager told me there is no need to get a phone call from a client if its not during working time. In Taiwan, manager would be the person who phone you after work. -P48"

"As a career woman, I have more time to be with my children in Ireland than in Taiwan. -P18"

However, it must to noted that half of the respondents who came to Ireland because they were unsatisfied with working environment in Taiwan, left Ireland within one year.

## **Factors that restrain Taiwanese migrants from coming to Ireland**

The biggest restraining factor that prevented more Taiwanese from choosing Ireland turned out to be Ireland not getting enough publicity. Almost 40% of respondents felt that Ireland was not a popular destination because it did not get enough media attention/ coverage. The stay group had a lot more respondents that named Ireland not being a big country and having a small Taiwanese community as their reasons.

“Taiwanese have more opportunities to come to Ireland after working holiday policy was introduced. Also universities now have more student exchange programs. Twenty years ago, when I talked to my friends about Ireland, they immediately think about North Ireland and the riot action which make Taiwanese feel Ireland is an unsafe country. – P05”

“US, UK, Australia, Canada have more Taiwanese migrants, moreover, these countries’ news have more chance to show up in Taiwan news. People are more familiar with these countries, therefore when they decide to go aboard, they would consider these countries first. - P16”

From the interview details, we can note that news or information about Ireland are rare for Taiwanese to come across. And Taiwanese often choose countries which they are familiar with.

Other factors that were mentioned included Ireland not being a big country and being located far from Taiwan (distance between home country and migrant country is a known intervening factor) (Organiściak-Krzykowska, 2017 ). These two factors were mostly mentioned by people who stayed.

## **Factors that retain Taiwanese migrants in Ireland**

In this section we will discuss factors that make Ireland attractive for Taiwanese migrants to stay. It should be noted that employment and visa opportunities can also act as retaining factors.

More than half (57.57%) of respondents named a job-related reason for remaining in Ireland. These reasons include having a good career (33%), good working culture (15%) and high pay (9%). The career factor appears to be the same as for most Taiwanese who remain in America (Gu, 2014) and migrant doctors who remain in Ireland (Brugha et al., 2016).

Most respondents spoke very positively about working in Ireland.

“There is some flexibility regarding the time of the working day in Ireland. You could go to office earlier and leave earlier once you have worked for 8 hours. In Taiwan, most companies follow 9 to 5 working time and you have to punch in and out, if you are late, they would be docking the pay. -P07”

My company offered external online course platform to employees. We can gain more knowledge even if it’s not related to work. In my work experience in Taiwan, companies would only focus on training employees around their immediate tasks. - P08”

“It is hard for you to survive in Taiwan capital when you work as a waitress. However, when I was a student and I worked only twenty hours per week, I can pay my living expenses and rent in Dublin. -P41”

Out of all respondents 72% said their pay satisfaction has increased compared to Taiwan, 68% said their job satisfaction has increased and 81.25% mentioned better work life balance. However, just because one aspect or another is viewed positively does not mean it acts as a retaining factor. As such we tried to analyse the correlation with likelihood to stay. We found some correlation between likelihood to stay and perceived work life balance and job satisfaction and no correlation with pay satisfaction. Pay satisfaction is naturally connected with living expenses which will be discussed in the next section.

The strongest correlation with likelihood to stay or leave that we found was career progression opportunities. Respondents that answered negatively were much more likely to leave. 14.58% of respondents mentioned career path could be one of the factors that can attract Taiwanese talents. The outcome reflects some of companies' strategy through comprehensive training to attract and retain talents (O'Connell and Jungblut, 2008). Less career progression was a push factor for foreign doctors to return to their home country (Brugha et al., 2016) which is the same in our study. It shows this push factor might impact different occupation sectors.

There were a lot of respondents (33%) that said they remain in Ireland primarily because they had a family here. And 3% said they stay because they prefer to give their children education in Ireland.

“One of the reasons I remain in Ireland is because my children education. Ireland has good education, children in school will learn second or third language and the collage fee is not expensive compared to Taiwan - P12”

“School education introduced different foreign culture to children. I like the education system here in Ireland, they have comprehensive development. Not like Taiwan only focus on the main subjects. -P18”

Only 6% respondents named lifestyle as their reason which is different from Bobek's (2020) study that many of young Poles value the lifestyle in Ireland. However, both researches differed in age and marital status from our sample.

When asked about advantages of living in Ireland, respondents named many advantages unrelated to work. Such as: proximity to Europe (66.66%), Irish being friendly (45.83%), good quality of life (39.58%), nature/weather (37.5%), simple life (25%). It can be observed from figure 41 that respondents who left named on average fewer advantages. We can also note that they were more likely to name advantages that are connected with tourism/travel, for example proximity to Europe and cheaper flights. But the top advantage was still high pay (81.25%).

The main difference between this and previous question is that here respondents could give multiple answers. As such we can conclude that although Taiwanese migrants enjoy many aspects of life in Ireland, lifestyle is not the primary reason why they chose Ireland. Work-related factors are simply more important.

One of the reasons the two country's workplaces are so different is culture.



Taiwan has strong traditional Confucian culture which emphasized social rituals, courtesy, harmony, diligence, family, thrift, loyalty and professionalism (Xiong and Wei, 2020). Thus, Taiwanese culture is more collectivistic and western culture is more individualistic (Gnilka, Ashby, Matheny, Chung and Yuhsuan, 2015).

“Irish workplace divides a job into many specialized parts, you only need to do your task. In Taiwan, I not only had to do the job description’s tasks but even unrelated tasks. Even if it wasn’t your profession, I still had to learn by myself. In Taiwanese workplace, people are afraid to fight with the manager, we were taught to be **harmonious**. -P17”

“It is normal that you can leave work on time in Ireland. However, people in Taiwan seem to have a culture that you working overtime can make a good impression at work. When I get off, I always need to **notice workplace’s atmosphere**, when you always appear to be the first person to leave, you might be seen as someone who should be given more work. - P19”

“In Taiwanese workplace, people more **respect elder colleagues**, it is a custom that if you have longer seniority, you would be seen as more skilled. So, it is an unfriendly culture for young people. However, I got the top position in my workplace in Ireland, manager valued my talent instead of age. -P11”

Literature shows that Taiwanese in the workplace have to show solidarity, cooperate with the group and respect eldership which are reflections of Confucian philosophy (Wu and Chiang, 2007).

In addition, management style is the other difference. We can see in the figure 22 most people mentioned they felt more respect, their opinion more valued and less hierarchy in Ireland. From interview data, it appears Taiwanese tend to use micromanagement. Managers were likely have more control and closely monitor small details and show less trust between leaders and workers (Shuford, 2020).

“In Taiwan, managers prefer to give me orders and I step by step follow their rules. Whereas, In Ireland, my manager gave employees more space to try and develop. - P13”

“In Taiwan, I felt invisible pressure from my manager. But in Ireland, manager puts more value on outcome instead of the process, you only need to make tasks done, you are able to do them whichever way you find more comfortable. - P26”

“In Ireland, the management has less hierarchy. I could have an equal position to talk to my managers. Also in Ireland I felt manager trust employees more than in Taiwan, I think that is the one reason it is rare for a company in Taiwan to allow employees to work from home, -P20 ”

Workplaces that explicitly work with and promote these ideas would more successfully attract and retain Taiwanese. Friendliness, respectful conduct and respect for subordinate’s opinion were also identified to be valuable.

We recommend companies to develop HR policies that would directly reinforce

these ideals. At the same time, we found that years of working experience, experience living abroad, supervision and training opportunities have little or no measurable effect on retention.

## **Factors that restrain Taiwanese migrants from staying in Ireland**

According to our findings, two thirds of respondents that left wanted to stay in Ireland. When asked why they had to leave, majority answered that they were not able to renew their visa. As such, on the surface visa appears to be the strongest restraining factor. In reality, if we explore which pathway is available or not, we can discover the underlying costs. For example, if a person comes to Ireland on stamp 1 or stamp 2, their visa will expire after 8-12 months, stamp 2 can be renewed two times and for stamp 1 holders the most common option is to switch to stamp 2. There are an additional restriction connected with age, for example working holiday visa is only available to individuals under 31 years old.

Overall, people who arrive on stamp 1 or stamp 2 will run out of these options in approximately two years, unless they find the kind of job that would grant them a working visa. Usually the pathway to get this kind of job involves first attending language courses, then receiving higher education and only then applying for the job. This particular pathway is expensive (course fees are particularly expensive for international students) and time consuming which we identify as another major restraining factor. Also, while somebody is on student visa, they can only work part time. Given how high living expenses are in Ireland, many individuals/families do not have enough savings to afford this pathway.

Although most respondents that left Ireland left because their visa expired, we were able to identify some other factors that potentially may restrain Taiwanese from staying in Ireland.

One number that stood out was the number of respondents who felt less safe in Ireland compared to Taiwan. Out of all respondents 75% felt less safe, 23% felt just as safe and only 2% felt safer. We also found significant correlation between lower perception of security and likelihood to leave (Figure 21). Most respondents were concerned about rampant theft, aggressive teenagers and use of drugs in public. While companies can not do much to influence level of safety in Irish cities, they can take certain actions to help their employees feel safer. For example, they can aim to have offices in safer areas, help employees find accommodation in safer areas, have shorter working hours particularly in winter so that their workers do not have to return home during dark hours.

We found that one in three Taiwanese on average experienced some kind of discrimination. Recently this number rose to 56% because of Covid-19.

“When I walked on the street, there were a group of teenagers put their fingers near their eyes and said Chinky Eyes. - P07.”

"I did not experience discrimination in Ireland before, but after Covid-19, people saw that I was Asian and shouted at me: Virus! - P32."

We also found that discrimination may play a small role in making a person leave. This is supported by previous research that indicated discrimination is one of the push factors (Organiściak-Krzykowska, 2017). Besides, Michael (2015) found Asians are more likely to face discrimination in the Irish privacy sector. The majority interviewees in this study mentioned they experienced discrimination on the street. It may be helpful for company HR to develop policies that would address discrimination against Asians.

However, if we excluded respondents who only experienced discrimination due to Covid-19, more than half interviewees did not experience discrimination. Respondents who compared Ireland with other countries, felt Ireland is a more inclusive society.

"I lived in France for a while, I felt French showed more serious discrimination. Compared with France, Irish is much more friendly and able to embrace foreigners living in their country. P3"

"It is a big deal if discrimination cases happen in my workplace and it is not allowed to happen. Therefore, the organisation attaches importance to educating employees in discrimination. -p14"

Only 6 respondents (12.5%) said they felt the government is doing enough to help immigrants integrate. However, it is worth noting that 5 out of these 6 respondents received Irish Citizenship and have an average stay in Ireland of 19.5 year.

"When my daughter came to Ireland at 5 years old, she could not speak English. Her school have special extra teacher to help migrants' children to improve their language. -P12"

"In Ireland, there are adult education schools that have special classes at night for migrants. NGO was founded by the government to help immigrants in employment or education. - P21"

"When I came to Ireland, the office for dealing with foreigners was called 'Alien office'. Later it changed to Irish Naturalisation and immigration service-p15"

There were no respondents from the leave group that answered positively. We suggest that companies take on this role and help Taiwanese workers integrate into both company's working culture and Irish culture in general.

Out of all respondents 77% complained about high living expenses.

"I lived in London before, I feel the rent is insane in Dublin and the traffic fee is higher than in UK as well- P24"

"As a student, I have to pay half my salary in a month to the landlord for living in a small shared room-P41"

"Although my annual salary looks high, but after 40% tax and the expensive rent, I

did not get a lot of money. My friend suggests I move to US where I would get the same salary, but I could save more money than living in Ireland. -P36 “

However, we do not have proof that living expenses on their own work as a push factor. They do however prevent some individual from receiving education as mentioned earlier. More respondents praised higher pay than complained about expenses. If a person is able to work full time, living expenses do not appear to pose a problem.

## **Pathways for Taiwanese migrants to stay in Ireland**

First of all, we noticed that the leave group only has two visa types- Stamp 1 and Stamp 2, these are working holiday visa and student visa. These are the two most common first entry visas (83.33%) that are generally associated with temporary stay. Other types of visa are somewhat more permanent. The fact we do not see other types of visa means only those who have the most temporary types of visa end up leaving. In other words, more permanent visas offer substantial stability.

At the same time, if somebody with stamp 1 or stamp 2 want to stay, they have opportunity to do so. Respondents who enter Ireland on stamp 1 or stamp 2 make up 78% of the stay group. When we survey the current visa types for the stay group, these number reduced down to 30%, meaning a substantial number of respondents who entered on stamp 1 or stamp 2 were able to transition to more permanent visa types. However, when we analysed the two visa types separately, we noticed that they did not have equal opportunities. Almost 80% of respondents who entered Ireland on stamp 2 were able to stay with 62% of whom being able to directly transition to a more permanent visa type at some point. We asked respondents whether they attended any courses be that upskill or language courses (figure 30). There appears to be very strong correlation between attending a course and likelihood to stay in Ireland.

For respondents who entered Ireland on stamp 1 (working holiday) remaining in Ireland proved more difficult. Only 48% of them stayed and only 30% of whom were able to directly transition to a permanent visa type. The other 70% transition to stamp 2.

There appears to be strong correlation between receiving higher education in Ireland and ability to stay. In our dataset everybody who received higher education in Ireland was able to stay. This means both that the received education is sufficient for most students to later find a job and that Ireland's visa policy gives them sufficient opportunity to do so.

Another pathway to improve visa status or even receive citizenship that is available to migrants is marriage with an EU citizen. Out of five respondents

who received Irish citizenship three got it through marriage. Five is 10.4% of all respondents and 15% of respondents who stayed. Also, out of eight respondents who currently have stamp 4, six got it through marriage or partnership. Stamp 4 holders can work full time, can freely change jobs, compete with EU applicants on equal terms, meaning stamp 4 is fairly similar to citizenship in terms of employment.

Overall, marriage appears to be a very common pathway. However, we do not know whether these respondents would not have got citizenship/stamp 4 otherwise.

## Limitation

Snowballing method was used, resulting in a skewed female-male ratio. Although the researcher tried to get the statistical data of Taiwanese immigrants in Ireland from Taiwan and Ireland, it proved impossible to get the official data during the research period. However, in the past ten years, the average number of Taiwanese migrants was around 48,348 per year. It can be clearly seen in Figure 48 that there are more female immigrants than male immigrants (Dep of Household Registration, 2019). At the same time, among all the Taiwanese who live abroad there are more females than males (Figure 49) (Ministry of the interior National immigration agency, 2020).

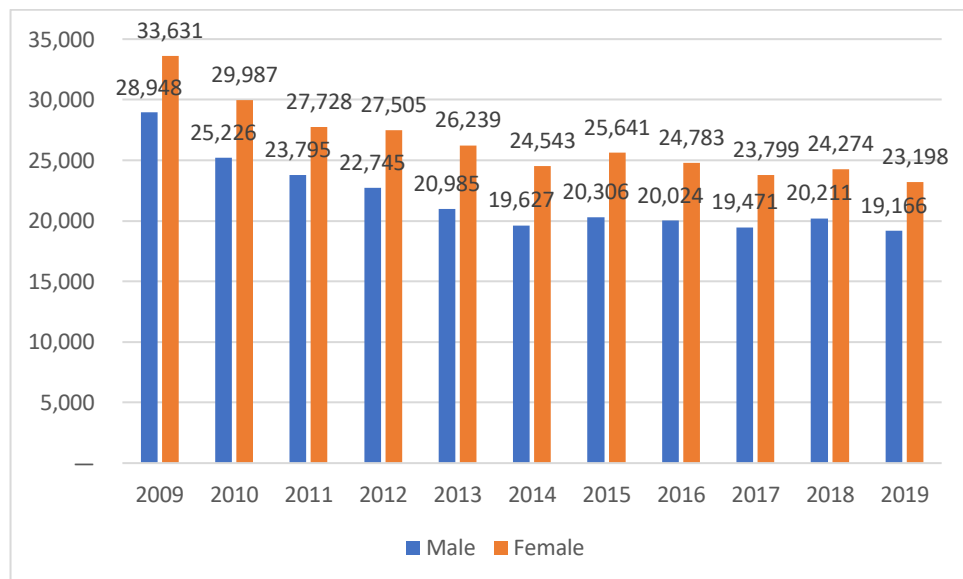


Figure 48: Numbers of Taiwanese migrants

Source: Dep of Household Registration, M.O.I, 2019

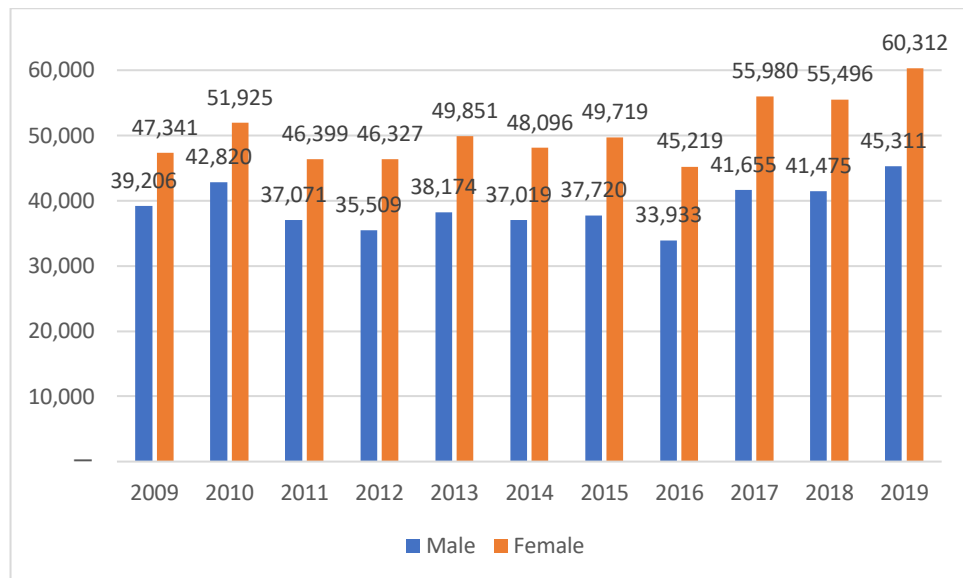


Figure 49: Household Registered Nationals with Residency in Foreign Nations all the Year

Source: Ministry of the interior National immigration agency, 2020

Once the data was analyzed it became apparent where there are gaps in the data, which questions are missing and which questions should have been asked differently. For example, the respondents were asked whether they saw any career progression opportunities. Respondents that left may have answered negatively because of their visa situation. As such we were unable to determine the primary reason that caused them to leave.

Respondents were asked what was their salary range in Taiwan and in Ireland. Researcher planned to analyze whether each individual's situation improved or not and by how much. However, the tax system and living expenses have massive differences in both countries. The study only sampled pay satisfaction change to understand personal subjective view.

## Conclusions and Recommendations

Due to a variety of cultural and local factors, worker expectations can largely differ from region to region and even from country to country. Companies that seek to attract workers from other countries and particularly multinational companies can greatly benefit from learning about and adapting to worker expectations from other regions. In this research, we attempted to analyse push and pull factors that affect Taiwanese migrants coming to, seeking to come or contemplating leaving Ireland. We highlighted which factors make Ireland attractive for Taiwanese workers and which factors make Ireland unattractive. We used a combination of these factors to give companies advice on how to best retain Taiwanese talents.

The main pull factor for Taiwanese immigrants to Ireland is employment, this includes good career opportunities, good working culture, better work life

balance and higher pay. Higher salary was mentioned in three contexts: respondents having significantly higher salary satisfaction in Ireland, the advantages of living in Ireland and factor that attract Taiwanese migrants. In addition, we found respondents who valued work life balance, career progression and job satisfaction are more likely to stay in Ireland. Interestingly, poor working conditions are the main push factor causing Taiwanese to leave Taiwan and seek employment in other countries.

For the majority of respondents the biggest push factor to leave Ireland is visa. Taiwan is a Non-EEA country, so Taiwanese who want to stay and work in Ireland must have permanent visa or work permission visa. Most of Taiwanese who enter Ireland only have temporary visa (one year working holiday visa or student visa). The pathway to a more permanent visa involves getting higher education in Ireland meaning they face expensive international course fees and huge living expense, so not many can afford it.

The other factor is public safety. Many respondents felt less safe compared to Taiwan and some of them experienced discrimination. This number is alarming and shows that security in Irish cities is one area that requires immediate attention if Ireland wants to attract and retain talent from Taiwan and perhaps from Asia in general.

For Taiwanese immigrants, there are two common pathways to stay in Ireland. First, holding stamp 2 and receiving higher education in Ireland. In this study, everyone who had higher education was able to stay. Second, through postnuptial Irish citizenship or long term (de facto) partner of an EU/EEA or Swiss citizen in Ireland. More than half respondents who hold stamp 4 got it through their partner. These results could benefit HR understanding of the common pathways for Taiwanese to stay in Irish workplaces.

This study only focuses on Taiwanese migrants. According to the 2018 report, Taiwan is not in top ten Non-EEA nationalities with work permission that live in Ireland (Sheridan, 2019). Taiwan Ireland association records (Taiwan, 2020) show there were 1004 Taiwanese who came to Ireland in 2019. The Taiwanese immigrants only comprised one percent of immigrants who came to Ireland last year (CSO, 2019). This means Taiwanese is an ethnic minority in Ireland.

In the future research, the topic could be expanded to include Asian immigrants in general. Recruiting more immigrants from different countries would be advantageous to validity of the study.

## **Recommendations**

Using the study's findings, we can offer suggestions for both the government and organizations.

### **Government**

There are two recommendations that we would like to provide to Irish

government.

First, a critical factor that restrains Taiwanese immigrants to stay in Ireland is visa issue. We suggest that the Irish government extends working holiday visa as working holiday program has potential to contribute to the local economy and labor market (Steen, A. and Peel, V., 2015). For example, U.K offers two years period for working holiday visa holders (Gov.uk, 2020) or Australia changed the policy for people who go on working holiday, so that they can stay from two years to three years (Australian Government Department of Home Affairs, 2020) to supply their labour shortages.

Secondly, in the research data, we found respondents felt less public safety and faced discrimination experiences. Recently, there were two news about serious racial abuse cases by teenagers. One is Asian woman who was pushed into a canal in Dublin (BBC, 2020), the other was about two Chinese males who were physically attacked in Cork (Frances, 2020). In our findings aggressive teenagers ranked second as a source of safety concerns among Taiwanese. Irish government should take racially motivated attacks more seriously, and not only put effort in education but make policy changes the result in serious consequences even if perpetrators are under 18.

## **Companies**

According to our study, we can give the following recommendations to companies that want to successfully retain Taiwanese talents.

**Recruit:** We found that most Taiwanese found a job in Ireland using job websites and friend recommendations. HR should focus on these two methods if they would like to recruit Taiwanese talents.

**Retain:** Taiwanese migrants value work environment much more than living conditions. Fortunately, this is exactly where companies are in a good position to contribute. Also, according to our study, Irish workplaces are already very attractive to Taiwanese workers. Such as they like the fact Irish workplaces have less hierarchy, offer more autonomy, better work life balance and respect employment law. As such we would like to recommend aspects above should be reinforced or further improved.

**Development:** Previous research showed less career development was a push factor for immigrants to leave Ireland (Brugha et al., 2016). This study outcome found one of the strongest correlations between Taiwanese likelihood to stay in Ireland with their career progression opportunities. Besides, some of the respondents mentioned career path could be a pull factor that made Taiwanese interested to work in Ireland. This means Taiwanese value their own training and career development. HR could offer comprehensive career roadmap and assist them in continuous growth in their profession skills.



**Reward:** The study results indicate that higher pay is the key factor that attracts Taiwanese and an advantage to living in Ireland. However, salary in the two-factor theory is a hygiene factor which only impacts job dissatisfaction, the key factors that drive employee's satisfaction are motivating factors, such as achievements, growth, responsibility (Liu, Wang and Wang, 2018). In the Maslow's hierarchy of needs theory, salary could only fulfill the basic physiological needs, people will pursue their feeling of safety, esteem even self-actualization in their life (Schulte, 2018).

Companies not only need to consider offering higher pay, but focus on motivating factor. In the aspect of Irish workplace survey, we can clearly to see Taiwanese felt more respect and their opinion is more valueable in Irish workplace. Therefore, company should reinforce the engagement strategies, building a trust work culture and view employees as partners.

## **Project Recommendations**

Based on our findings, we will make a project proposal to companies.

Initially, we found visa is a crucial element for Taiwanese to stay in Ireland. Secondly, there is a pathway for Taiwanese to stay in Ireland which is through getting Irish higher education, however, it is very expensive. Thirdly, in our study, everyone who received higher education in Ireland stayed in Ireland.

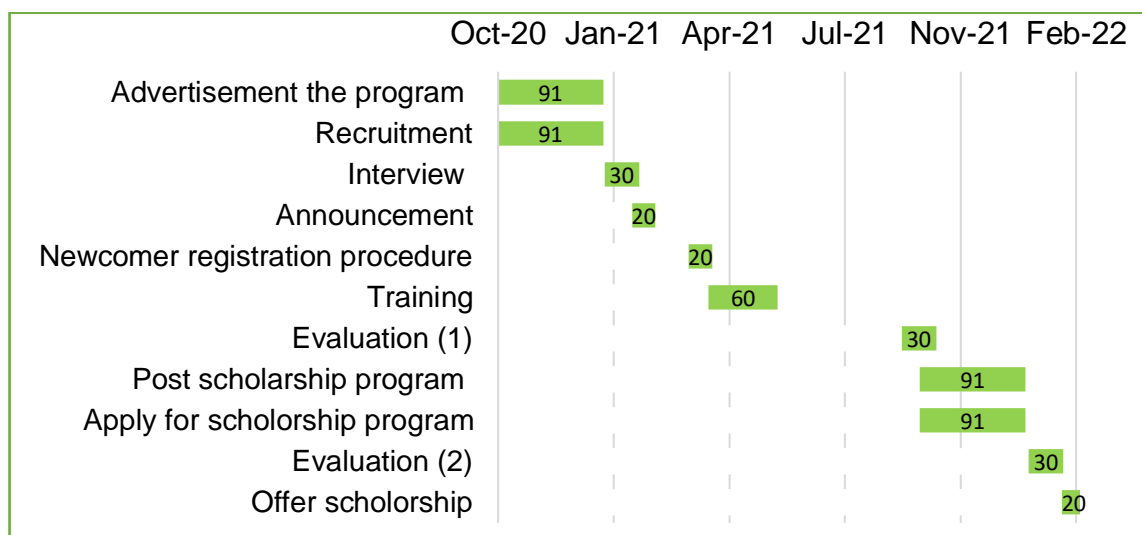
*Regardless* of the outcome, we know there is one obstacle that the pathway for Taiwanese having higher education in Ireland is too expensive. There are many people who can't not afford it, which means there are possibly many lost potential talents. If we could make the obstacle smaller then more talented people would be able to receive higher education in Ireland and contribute to Irish labour market. Therefore, we recommend companies to offer scholarship programme to Taiwanese talents.

Companies could use working holiday visa policy to recruit employees, once they stay in the company for one year, HR could evaluate whether the candidate fits the organisation. Will he/she be a potential worker that can give a lot of value to the company? If the employee is worth developing, company could offer scholarship to encourage employee spend one year to attend an Irish master's course and during the studying period, he/she could still work as a part time worker in the company. There will be a contract between worker and employer, including employee's salary range after they graduate, and making sure after one-year studying, employees stay and work in the company until their stamp 1g visa expires which is two years. The programme allow the company to recruit the best fit talent (after one-year evaluation), offer training opportunities, retain talent at least for two years and create a diverse workplace. Moreover, it solves the visa issue, meaning more talented people will be able to contribute to Irish labour market.

We are aware that companies might be afraid that foreign students will take advantage of this, they will receive education for free or for a discount and then go back to their home country. However, our research shows that most students who received higher education in Ireland stayed. That is why we consider this proposal to be low risk.

This program will need the scholarship and advertisement budget. The average master course fee for an international student in Ireland is between €9,950 and €35,000 (Mastersportal, 2020). Companies can decide the number of candidates based on their annual budget. As for advertisement fee, HR could cooperate with marketing department and decide which way will be the most efficient way to advertise the program.

## Gantt Chart



## Personal Learning and Reflection

This is the first time for me to complete a research project of this scale. Choosing a suitable research topic was a crucial first step. When I attended a research method course, my initial research question was about AI HR. However, my lecturer reminded me that I need to consider how to get my sample and do I have enough sources in literature? This was the first of many lessons I learned. Doing research is like having a project, I have to comprehensively understand the whole picture, consider how am I going to collect data, how I will process it, what are potential pitfalls.

I very much enjoyed the whole process. I learned a lot of things I never expected to learn by doing literature review such as concerns that are shared

by most migrants or financial obstacles. I engaged with interviewees to understand their life story, which I think developed my empathy, and then I combined and analyzed their perspectives, which I think made me a better researcher.

This study is a small step for me in the research field, I will uphold the research spirit in my future work and life.

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## Appendix

### 1. Interview form

I am Chiwen, an HRM student of National College of Ireland. This is my master dissertation research. This interview aims to understand Taiwanese working experiences and motivation when you decided whether to come to, stay in or leave Ireland. Your participation in the research is absolutely voluntary and you are able to withdraw anytime or refuse to answer any question without any consequences. There are around 48 questions in this one to one interview and it may take from half an hour to one hour. All data will be treated with confidentiality and anonymity and it will be only used in this dissertation. The research outcome may be used to propose recommendations for companies on how to attract and retain Taiwanese workers. Thank you.

Number	001	Education background	
Sex		Country of the highest education	
Age		Visa type	
City		Marital status	
1. What was your occupation sector in Taiwan?			
2. How many years of working experience did you have in Taiwan?			
3. How much did you earn per month in Taiwan?			
4. Were you satisfied with pay in your last job in Taiwan? <input type="checkbox"/> Very Unsatisfied <input type="checkbox"/> Unsatisfied <input type="checkbox"/> Neutral <input type="checkbox"/> Satisfied <input type="checkbox"/> Very Satisfied			
5. Have you been abroad for extensive periods of time before you came to Ireland? (Such as working holiday or study)			
6. Which year did you come to Ireland?			
7. How long did you stay in Ireland?			
8. What is the reason for you to leave Ireland?			
9. If you can, do you want to stay longer in Ireland?			
10. What was your reason to leave Taiwan?			
11. Why did you choose Ireland to stay?			
12. How is your English level? <input type="checkbox"/> Beginner <input type="checkbox"/> Intermediate <input type="checkbox"/> Upper Intermediate <input type="checkbox"/> Advanced			
13. What do/did you do in Ireland?			
14. What is the method to find your job?			
15. How much did you earn?  A. Hourly rate of pay (€) - Part-time worker <input type="checkbox"/> Less than National minimum wage <input type="checkbox"/> National minimum wage <input type="checkbox"/> Higher than National minimum wage  B. Annual pay – Permanent worker <input type="checkbox"/> €20,000 - €24,999 <input type="checkbox"/> €25,000- €29,999 <input type="checkbox"/> €30,000- €34,999 <input type="checkbox"/> €35,000- €39,999 <input type="checkbox"/> €40,000- €44,999 <input type="checkbox"/> €45,000- €49,000 <input type="checkbox"/> €50,000- €54,999 <input type="checkbox"/> €55,000- €54,999 <input type="checkbox"/> €55,000- €60,000  <input type="checkbox"/> C. I'd rather not say			

16. Are/Were you satisfied with pay in your present/last job in Ireland? <input type="checkbox"/> Very Unsatisfied <input type="checkbox"/> Unsatisfied <input type="checkbox"/> Neutral <input type="checkbox"/> Satisfied <input type="checkbox"/> Very Satisfied
17. Could you share your experiences during your time working in Ireland?
18. What is difference of working experience compare to Taiwan?
19. Were you satisfied with in your last job in Taiwan? <input type="checkbox"/> Very Unsatisfied <input type="checkbox"/> Unsatisfied <input type="checkbox"/> Neutral <input type="checkbox"/> Satisfied <input type="checkbox"/> Very Satisfied
20. Are/Were you satisfied with in your present /last job in Ireland? <input type="checkbox"/> Very Unsatisfied <input type="checkbox"/> Unsatisfied <input type="checkbox"/> Neutral <input type="checkbox"/> Satisfied <input type="checkbox"/> Very Satisfied
21. Did you take any courses or classes in Ireland to improve your skills or language ability?
22. Do you have training opportunities in Ireland? <input type="checkbox"/> Yes <input type="checkbox"/> No
23. Did you receive adequate training in your current workplace? <input type="checkbox"/> Yes <input type="checkbox"/> No
24. Do you receive adequate supervision in your current workplace? <input type="checkbox"/> Yes <input type="checkbox"/> No
25. Do you have opportunities for career progression? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> I do not know
26. Did you experience any discrimination in Ireland?
27. How do/did you feel about personal safety in Ireland? <input type="checkbox"/> Very safe <input type="checkbox"/> Safe <input type="checkbox"/> Neutral <input type="checkbox"/> unsafe <input type="checkbox"/> Very unsafe
28. What public safety issues make you feel unsafety in Ireland?
29. How did you feel about personal safety in Taiwan? <input type="checkbox"/> Very safe <input type="checkbox"/> Safe <input type="checkbox"/> Neutral <input type="checkbox"/> unsafe <input type="checkbox"/> Very unsafe
30. Have you applied for Irish citizenship? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Already hold it
31. What is the reason for you to remain in Ireland?
32. Do you think Irish migrant policies are friendly or unfriendly?
33. What is the reason that you feel Irish migrant policies is friendly/unfriendly?
34. What are the advantages living in Ireland?
35. What are the disadvantages living in Ireland?
36. Does Irish government do enough to help immigrants integrate?
37. What are the reasons that Ireland is not a popular destination for Taiwanese?
38. What are the factors that will attract Taiwanese to migrant to Ireland?



## 2. Table: Characteristics of respondents

Characteristic		Number	Percent
<b>Sex</b>	Female-male ratio	6.71	
	Female	41	85%
	Male	7	15%
<b>Age</b>	20-30 yrs	21	43.75%
	31-40 yrs	21	43.75%
	41-60 yrs	6	12.5%
	Average age	33	
<b>Stay in Ireland</b>		33	68.75%
<b>Leave Ireland</b>		15	31.25%
	Stay/leave ratio	2.2	
<b>Marital status</b>	Single	33	68.75%
	Married	15	31.25%
<b>Current visa type</b>	Stamp 1(WH)	17	35.41%
	Stamp 1(critical)	3	6.25%
	Stamp 1(general)	1	2.08%
	Stamp 1G	5	10.41%
	Stamp 1A	1	2.08%
	Stamp 2 (student)	8	16.66%
	Stamp 4	8	16.66%
	Citizenship	5	10.41%
<b>Education</b>	Bachelor	31	65%
	Master	15	31%
	PhD	2	4%
<b>Level of English</b>	Advanced	23	48%
	Upper intermediate	12	25%
	Intermediate	13	27%
<b>Reason for leaving Taiwan</b>	Poor work environment	15	31.25%
	Study	12	25%
	Travel	9	18.75%
	Career-oriented	8	16.66%
	Family	4	8.33%
<b>Reasons for choosing Ireland</b>	English speaking country	24	50%
	Ability to get a visa	19	39.58%
	Proximity to Europe	13	27.08%
	Budget	11	22.92%
	Less Chinese nationals	7	14.58%
	Career	6	12.5%
	Others	14	29.12%
<b>Methods of finding jobs</b>	Job web	18	37.5%
	Friends	14	29.17%
	Social media	5	10.42%
	Expatriate	3	6.25%
	Referral	3	6.25%

