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Introduction

Ethnic diversity can be defined as the identity and cultural association of individuals in a population. Characteristics that may support this are ethnicity, religion, place of birth and language. (United Nations, 2003). Ethnic diversity in Ireland is continuously growing due to the increase of migrants immigrating into Ireland over the last decade. This has affected many different areas within Ireland such as the Irish society, the Irish culture and especially the Irish workforce which will be examined closely in this study.

The term migration can be understood as “crossing boundary of a political or administrative unit for a certain minimum period.” (Castles, S. ,2000). Global migration appeared during the latter stages of the 20th century and is one of the key elements that contributed to social transformation and development in several parts of the world. Traditionally, people tend to stay within their native villages or neighbourhoods. However, migration was perceived as an avenue to better employment and improved quality of life between areas (Castles, S. ,2000).

As the Irish population is continuously growing with people from different backgrounds and ethnicities, organisations are pursuing to create their place of work to become more diverse and inclusive. Organisations are incorporating diversity and inclusion (D&I) whether it is recruitment, candidate selection, access to flexible work and incorporating D&I into the company culture and policies. (CIPD, 2018). Therefore, the aim of this research is to identify the effects of global migration on ethnic diversity and how this has impacted the Irish workforce. It is important to recognise everyone’s differences and to be able to create a comfortable environment for diverse individuals. This ensures that people from diverse backgrounds are seen, heard and united, especially in the workplace.

A considerable number of migrants have relocated to Ireland and thus it is vital that they are integrated into Irish society to develop a symbiotic relationship where all parties benefit. Migrants have relocated to Ireland for many reasons whether it is to seek for better employment opportunities, for education opportunities, or a better standard of living. (Castles, S. ,2000). Migrants contribute to the Irish workforce in many positive ways as they bring new ideas, perspectives and outlooks, skills, and talents. It is evident that global migration has brought many positive factors to the workplace in Ireland and that Diversity and Inclusion is a principle that has been adopted en masse.

Although it is evident that global migration has brought many positive effects in the Irish society and workforce, there are still many challenges that immigrants face whether it is language barriers, alienation, unfamiliar societal norms, miscommunication, and misunderstandings as this affects their assimilation to society. Therefore, by identifying this problem, it will help create a wider understanding across all people from different backgrounds, cultures, and ethnicities.

The hypothesis of this research assumes that global migration has impacted ethnic diversity positively in the Irish workforce. This is due to organisations holding diversity and inclusion as one of their core values and that by creating a diverse workforce, it brings many positive outcomes. Literature by Cox and Blake (1991) states the benefits of incorporating a diverse workforce within an organisation.

The method that will be used to measure this study is qualitative that will hopefully achieve positive results. This research hopes to gain a better insight into the migrant experience of seeking work in Ireland, working in Ireland, and adjusting to the Irish society.

The study will explore how the effects of global migration has impacted ethnic diversity in the Irish workforce which will include past literature relevant to the study and detailed interviews from participants sharing their experiences when they had first relocated to Ireland.

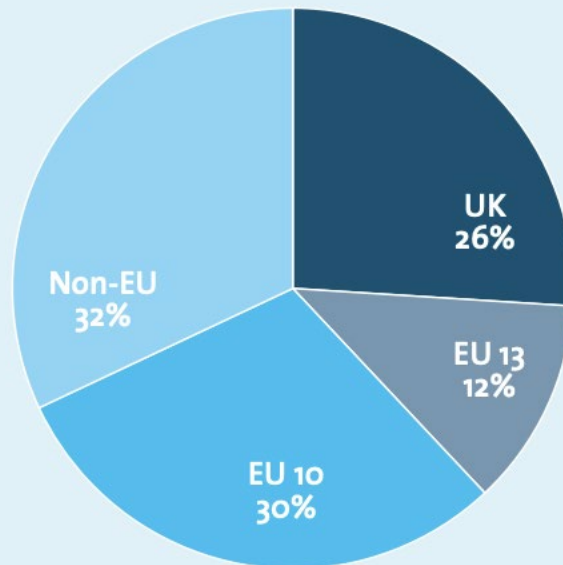
Literature Review

The literature review will investigate to what extent global migration has affected ethnic diversity in the Irish labour force. By reviewing the relevant literature, it will enhance the understanding of this research topic. There are three main themes that will be investigated closely. These includes Ethnic Diversity in Ireland, Global Migration and the Movement of Workers, Impacts of a Diverse Workforce. These three themes are important as they highlight the focus on the overall study as they are the main subjects identified from the research question.

Ethnic Diversity in Ireland:

According to research conducted in 2006 by the National Economic Social Council (NESC), migration has had a net positive effect on Ireland. Migration of Non-EU, EU and UK citizens to Ireland has augmented the Irish economy, improved skills and broadened the range of services provided in the state. The rate of migration to Ireland from 1987 to 2006 was 80,000 people per annum. In 2006 the Census showed that 9% of Ireland's total population aged 15 and over were non-Irish. Approximately 30% of that non-Irish subgroup came from new EU member states, i.e., (EU10) countries that joined the EU after 2004. This demonstrated that new member states swiftly respond to opportunities in the Irish economy and quality of life.

Composition of Non-Irish Population Aged 15 and Over, 2006



Source CSO, *Quarterly National Household Survey, 2006, First Quarter.*

Figure 1 Composition of Ireland's non-native population (NESC, 2006)

The arrival of migrants with educational skills enhanced competition, led to growth in employment rates and boosted Gross National Product (Fitzpatrick, 2022). Comprehension of migration to Ireland warrants a distinction between people from the European Economic Area (EEA) and other foreign nationals. Figure 2 depicts the ease of access that migrants have with respect to transitioning to living in Ireland. This contrasts with migrants outside of the EEA that are regulated via several channels separated on an employment and non-employment basis (Ruhs, 2005; NESC, 2006).

Extensive migration, peaking with asylum seekers in 2002 and work permits in 2003, resulted in the considerable rise in earnings across Ireland's economy. Hourly earnings increased 6% in 2004 and 2005 (NESC, 2006). However, it is important to note that this occurred during the Celtic Tiger when Ireland economy expanded rapidly from the mid-1990s to the 2008 financial

crisis (Wickham & Bruff, 2008). Post-Brexit, Ireland is now the only predominantly English-speaking country that is a member of the European Union. In addition to a low corporation tax, Ireland offers companies a base of operations where they can access the European market with less friction relative to the UK (Cross & Turner, 2022).

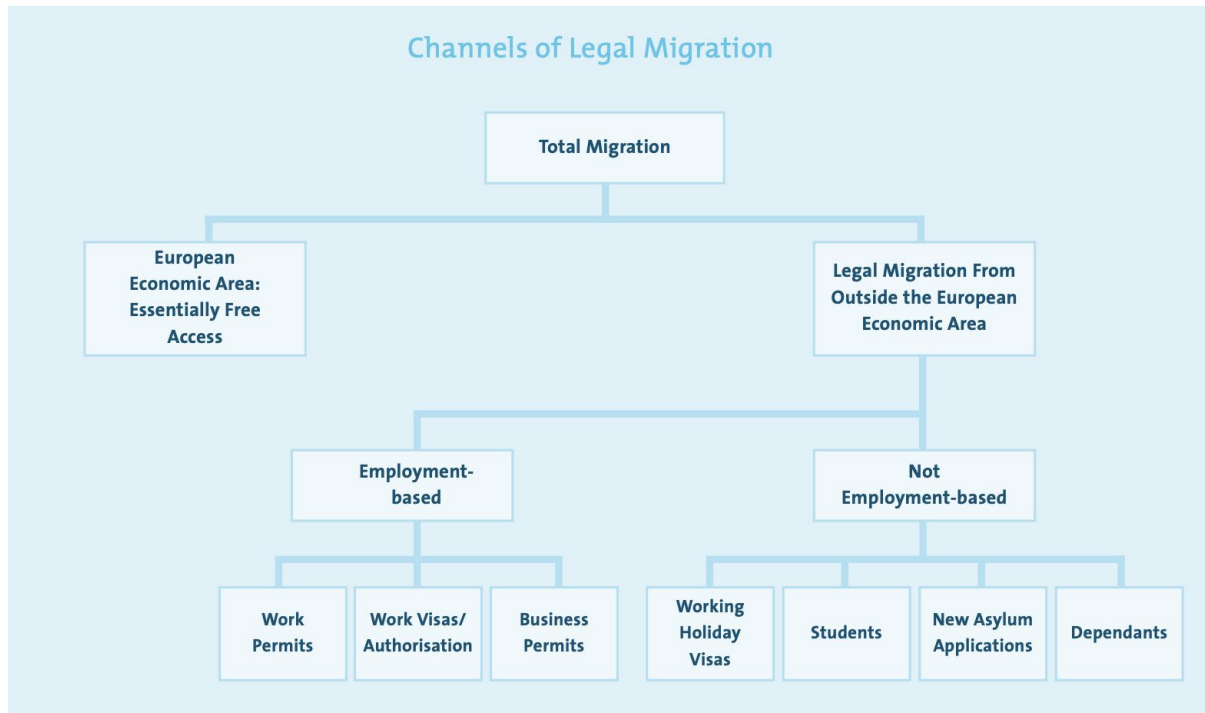


Figure 2 Avenues in which migrants can legally migrate to Ireland (NESC, 2006)

A substantial number of migrants work in jobs that do not reflect their level of education. The regulation of non-EEA entry into Ireland can affect the migrant experience in several ways, including exploitation before arrival on Irish shores. Agencies that assist migrants in their application for work permits, work visas etc, may pressure the migrant to sign away portion of future earnings as well as pay extortionate fees for journey. Thus, migrant working conditions can conflict with Irish society’s acceptable standards (NESC, 2006).

Illegal and irregular migration presents a growing international pressure. Illegal work is more prevalent than illegal entry. This is possible via entry through legal means and staying beyond the period granted within a work permit or work visa. Ireland has since passed laws to combat illegal immigration. Although regulation can expose migrants to challenges, its essential for the state to account for the citizens of which they owe a duty of care (NESC, 2006).

Migration has considerable effects on identity, social cohesion and culture. International experience implies that successful integration of migrants has greater potential when economic growth and employment opportunities are abundant. Nonetheless, this raises the question of what the native population's attitude to migration will be in times of recession and economic contraction where employees are made redundant. These pressures may be relieved by social interaction between migrants and natives which can result in a confident perception of globalisation. This social environment can be nurtured through public policies that regulate migration transparently, adapt services and combat racism.

Global Migration and Movement of Workers:

There are contentious debates concerning how best to handle immigration and employment of non-European Union (EU) citizens in Ireland. Ruhs' (2005) book discusses four questions regarding the development on the position of field research with two being particularly to this section. The latter are addressed in Ireland's Workforce section of this literature review. The questions covered here revolve around Ireland's previous labour immigration flows and the consequences of international labour migration to Ireland. Immigration to Ireland rose drastically from the 20th to the 21st century due to prosperity spawned by the economic boom known as the Celtic Tiger. This resulted in Ireland's fivefold increase from 8,000 migrants in 1996 to 41,000 migrants in 2002. These figures are nuanced further as 5,000 migrants were from non-EU states in 1996 and 24,000 non-EU came to Irish shores in 2002. The book elaborates on Ireland's transformation into an ethnically diverse society at the turn of the millennium which gives credence to the premise of the thesis question raised within this dissertation. (ibid)

There are many forms of international migration, and it is identified that the movement of the highly skilled is increasing at a fast rate. Developed countries are utilising their immigration policies to appeal to intelligent and bright individuals as the market is competitive for skills. However, developing countries are trying to prevent this as the levels of human capital is extremely low as they depend on their remaining skilled workers as their absence can have a negative impact on their economic and political development. The term used to describe this is 'brain drain'. (Artuc et al., 2015). The data used by Artuc et al (2015) is based on gender and education through the worldwide bilateral migration stock. It reports that high-income and OECD (Organisation for Economic Co-operation and Development) shows negative rates of

‘brain drain’ which means these countries can deal with the compensation involved when their talented and skilled individuals decide to move to another country. On the other hand, in developing countries, their natural workforce consists of more highly educated individuals than the workforce it attracts from other countries. This means that developing countries cannot compensate for the loss of their native well-educated when they decide to emigrate abroad. (Artuc et al., 2015). This provides a better understanding of the type of individuals that immigrate to Ireland that are highly skilled talented individuals. As Ireland is one of the centralised countries in the OECD, they are not affected by “brain drain”.

Lacroix (2008) reports that migration can generate positive effects for an individual in terms of their livelihood and their well-being. A reason why an individual may migrate is to escape poverty. Although migration can lead to a positive impact, there are risks involved such as inequality if it is not managed sufficiently. Migration has become an inevitable global occurrence that needs to be better managed and understood. The author examines the current research on migration in order to find the necessary information to create a better understanding of the migration of poor people and the social and economic costs and benefits of migration. One of the impacts of migration on development the author had looked at was “brain drain and brain gain”. This relates back to the previous literature by Artuc et al., 2015.

Migration of the high skilled from the South to North is perceived as depriving developing countries of the talent and human resources, they require to enhance the government and promote national development. The impact of the high skilled migration varies in accord with labour market structures. The migration of the highly skilled is more prominent in developing countries that are in the Caribbean and sub-Saharan Africa. Mass emigration of the high skilled is a sign of general development failure rather than the root of the problem. A case study by the DRC (2006) states that there was a mass emigration of medical professionals due to the failing health system and that even if they remained, the elite medical professionals would not provide the vulnerable with basic treatment. (Lacroix, 2008). However, under certain circumstances, emigration of the highly skilled workers can offer benefits as it reduces unemployment problems, encourages skill transfers and investment in the nations of origin. Furthermore, migration of highly skilled workers can result in “brain gain”, if the workers decide to study professionally. (Lacroix, 2008).

As mentioned previously in a report by Lacroix (2008), one of the reasons an individual may migrate is to escape poverty. A study by Krings et al (2010) demonstrate how Ireland's open labour market policy in 2004 caused an increase in migration from Poland. Ireland became a popular destination for Polish expats due to the newfound free movement of people from East Europe to Western Europe as it provided Polish migrants with greater mobility traversing borders and within labour markets. Employment opportunities beyond the nature of work in their native economy became more accessible. This was due to the high unemployment in Poland and in Ireland, the labour market created a vast supply of new jobs and a high demand for employment. (Krings et al.,2010).

The youth and academically accomplished Polish were motivated by work, self-actualisation, and lifestyle choices. The authors confirmed these aspirations through the interview data they collected from a qualitative panel study with a group of 22 Polish migrants in Ireland regarding their migration strategy to Ireland despite the recession that pervaded Ireland after 2008. Participants were selected from employment sectors such as construction, hospitality, financial services and technology. The interviews indicated some of the reasons why Polish migrants decided to migrate to Ireland such as employment, to receive a higher income, for career progression, and non-economic reasons such as to experience a better quality of life and to learn the English language. The new European mobility space will create more opportunities for Polish migrants and other European migrants. (Krings et al.,2010). It is indicated from this article that Polish migrants can integrate into the Irish society. This article is relevant to the research topic as it provides insight of the reasons why individuals may immigrate to Ireland. As this study was focused mainly on Caucasian migrants, it is equally important to research ethnic groups from other continents outside of Europe.

A study by O'Connell (2019) describes the imperative research on how immigration policy affects labour markets in Ireland. In contrast to Polish migrants, Africans have struggled to assimilate into Irish society. O'Connell argues that the labour market excludes refugees which results in an African disadvantage. O'Connell and Kenny (2017) reveal that amongst the adult African Nationals in Ireland, only 40% are employed which is less than average for Irish natives and other immigrant groups. There are also much higher levels of unemployment for African immigrants than the national average. This may be because they are less well integrated in societies and economies, and they are less likely utilise all the rights in the labour market enjoyed by natives and citizens.

African immigrants also are more likely to experience discrimination while searching for employment than their Irish counterparts. Discrimination may also be another reason why there are high unemployment rates among African immigrants. (O'Connell and P.J, 2019). Through expressing the number of refugee applicants in the years leading up to the 2011 Census as a percentage of the population, O'Connell developed a unique assessment of the risk of being exposed to the Irish asylum system. The asylum risk variable developed by O'Connell depicts how African migrants in Ireland can gain employment but are at greater risk of unemployment. This paradox relationship indicates one or two things; 1. The cultural differences and lack of support provided to migrant workers often results in their contracts being terminated, 2. Their working environment may have discriminatory practices resulting in varying tolerance for African and Irish/EU native employees.

Impacts of an Ethnically Diverse Workforce:

Horwitz, S. and Horwitz, I (2007) report that the increase in globalisation and competitive markets are due to the labour forces becoming more diverse. Therefore, organisations are forming teams of employees with diverse backgrounds, knowledge and skills to improve their competitive advantage. Cox and Blake (1991) listed the benefits of incorporating a diverse workforce within an organisation. These benefits include increasing flexibility within an organisation, creativity, enhancing problem-solving skills and reducing costs. Although forming teams with diverse skills can be an effective strategy to improve the competitive advantage, it can also create negative impacts which can result from tension, coordination and disagreements. For instance, creativity may be hindered when members are more knowledgeable in one field than the other members. (Ochse,1990 cited in Horwitz, S. and Horwitz, I., 2007). Some team members may utilise specialist language and jargon which can affect communication and make it impossible when sharing information. Work teams that are homogeneous work well with each other through their similar characteristics which aid in teamwork and performance.

Humphries et al., (2012) explain Ireland had relied heavily on the recruitment of international nurses and that they have begun recruiting in the year 2000. Between the years 2000 and 2010, 35% of the newly recruited nurses in the Irish healthcare system were non-EU migrants. They mention that migrant nurses can be recruited at shorter notice and at a much lower cost than training nurses locally. However, there are also many other benefits to this. Encouragement of

a diverse workforce has benefitted the healthcare system. As Ireland's population is becoming more ethnically diverse, migrant nurses can assist with reducing language barriers by catering to English speakers and non-English speakers. This reduces the likelihood of symptoms being lost in translation. As a result, this produces a more inclusive labour market and enables the Health Service Executive (HSE) to service Ireland's diverse population. This is relevant to the research topic as it provides some insight into the positive impacts of an ethnically diverse workforce on one of the employment sectors, in this case, healthcare. Further research can be made in other employment sectors in order to gain a wider perception of their positive impacts.

Migrant workers enlarge Ireland's economic growth, reduce workforce deficit, enhance performance, and decrease earnings inequality. As seen in the migration section of this literature review, Ireland has emerged as the destination of choice for migrants, but they experience divergent support regarding assimilation. A report by Fitzpatrick (2022) illustrated how the current economic downturn Ireland is facing can be mitigated by utilising the in-demand skillset of migrants. Unemployment is on the rise and now regressed to pre-pandemic levels of 4.8% in April 2022. Professional service companies are seeking the governments assistance in addressing labour market shortages in Ireland as they have secured sizable contracts but lack qualified personnel to scale their businesses.

The State has made some progressive amendments by reviewing the eligibility of jobs that require work permits. One of the urgent challenges facing the Irish government is the sparsity of healthcare workers that was exacerbated during the COVID-19 outbreak. Consequently, the Department of Enterprise and Employment (responsible for issuing work permits) adjusted the employment permit systems to include healthcare workers to the eligible list for work permits (Fitzpatrick, 2022). Healthcare assistants have since found gainful employment in nursing homes that once struggled to secure talent for their open roles. Furthermore, construction staff have also significantly multiplied to meet the industry requirements for housing and office sites.

There has also been a transition to hiring from the talented pool of people who enter the asylum seeker process in Ireland. The Department of Justice introduced the temporary protective directive which enables Ukrainian nationals to be integrated into the Irish labour market efficiently. Another alternative pathway for migrants exists within the undocumented migrant

scheme, launched by the Department of Justice. Companies will be able to employ members of this marginalised group, depending on the result of applications. These pathways empower both the employer and employee enabling them to fill employment gaps (Fitzpatrick, 2022). The study by Cross and Turner in 2022, assessed the assimilation of non-Irish nationals into the Irish labour market over a twenty-year period from 1998-2019. The parameters used to gauge this included occupation level, education, employment sector, union membership, and rates of unemployment. Initially, migrants in 1998 experienced conditions similarly or slightly better than nationals alluding to being assimilated. Migrant assimilation has deteriorated significantly in 2019 as they appear disadvantaged relative to their national counterparts as seen in Table 1.

Employees 2019			
	Irish %	Non-Irish nationals % Gap	Non-Irish national with 10+ years residence % Gap
Work in Lower jobs	23	+8	+13
Work in higher jobs	45	-4	-10
Work part-time	23	-7	-3
Union member	28	-18	-14
Have low education	12	-7	-5
Have high education	49	+9	-2
Work low pay sector	27	+4	+8
Work high pay sect	33	-9	-15
Work public sector	31	-15	-14
Unemployed	4.4	+1.3	+1.1
Own a house	78	-49	-35

Table 1 Labour market attributes of nationals and non-Irish nationals in 2019 (Cross & Turner, 2022)

The change in migrant experience is due to the move away from immigrants mainly from the UK and EU15 in 1998 who had shared linguistic, cultural and ethnic characteristics with Irish people, and a shift towards Eastern European countries and the rest of the world in 2019. The findings in Cross and Turner's research (2022) depict Eastern European as the ethnic group least assimilated in Ireland despite originating from Europe.

Conclusion of Literature Review:

The studies reviewed in this section provided important knowledge to address the research question. Migration has contributed to Ireland's population which resulted in the population becoming increasingly diverse and inclusive. The literature in this section discusses impacts of migration in the Irish society, the assimilation of particular ethnicities in Ireland and the effects

ethnic diversity has on the workforce. While researching relevant literature, it was evident that there were very limited studies conducted regarding global migration and the effects it has on ethnic diversity within the Irish context. Therefore, the aim is to investigate this field of work and to highlight the importance of recognising different ethnicities.

Research Question, Hypothesis and Objectives

The research question that was chosen for this study was “*How has Global Migration affected Ethnic Diversity in Ireland’s Workforce?*”. This research question assumes that global migration has brought positive effects to ethnic diversity in the Irish workforce.

The objective of this research is to investigate whether global migration has or has not brought positive effects to ethnic diversity in the Irish workforce. As the population of Ireland is growing exponentially, it is evident that the population has also become more diverse. This includes people of different ethnicities, cultural backgrounds and countries. It is seen that many organisations are promoting Diversity and Inclusion in the workplace and considers it a core value. Industries promote Diversity and Inclusion in recruitment policies and procedures as well as training.

It is important that employers recognise and accommodate employees that are new to the country and to understand that they may have different beliefs compared to others. Employees from different ethnic backgrounds may find it challenging to assimilate with their Irish counterparts, therefore it is up to the employer and the organisation to minimise the gap between them. Diversity and Inclusion can be identified as an evolving concept which means there is always room for innovation in order to encourage a more diverse and inclusive workforce. Incorporating a diverse workforce can bring many positives to an organisation and this research question will investigate this further.

Another objective held prior beginning this research was that global migration has created many positive effects on ethnic diversity in the Irish workforce. This presumption was made due to the many organisations that are incorporating policy and procedures surrounding diversity and inclusion and hold D&I as one of their core values.

This research topic is significant in today’s as it encourages organisations and their employers to learn more about the area of D&I, particularly ethnic diversity, to enhance the working

conditions for people from ethnic backgrounds and to discover the benefits it has by creating a diverse workforce.

Methodology

The purpose of the methodology in this research is to identify the most suitable type of data collection and demonstrate why it is the best approach to follow. The methodology approach that is best suited for this type of research is qualitative. Saunders et al., (2015) explain how the interpretivist philosophy of qualitative research requires that researchers emphasise and interpret the subjective and socially constructed explanations offered by individuals participating in the study. Qualitative research was selected due to the fact that qualitative research is diverse and so contributes to the general conversation around the research subject. The qualitative research method that was chosen were interviews moreover, semi-structured interviews. This method involves the interpretive paradigm and allows open-ended data to be collected. This methodological approach aims to answer the research question: “*How has Global Migration affected Ethnic Diversity in the Irish Workforce?*”.

Philosophical Assumptions:

This research is interpretive in nature. The ontological position of this study argues that ethnic migrants positively impact the Irish workforce. The epistemology of this research emanates from multiple literature studies of relevant publications with topics such as the benefits of a culturally diverse workforce and integration of EU and non-EU migrants. This continues with qualitative research as it allows for a further detailed investigation of migrants of EU and Non-EU countries experiences when emigrating in Ireland. As interviews are the primary method of gathering data, the outcome will result in the participant’s personal account of these experiences.

Research Design:

Table 2 List of Participants

Pseudonym	Ethnicities	Field/Area of Employment
Sheila (Female)	Mauritian	Finance
Amy (Female)	Croatian	Technology
Chris (Male)	Nigerian	Science
Bob (Male)	Nigerian	Retail Business

As mentioned previously, this research involves the interpretive paradigm with a qualitative approach. A qualitative approach is seen as more appropriate than a quantitative approach as the measurement is more likely to be subjective, un-generalisable and inductive. As for a quantitative approach, the measurement is more likely to be objective, generalisable, and inductive. (Steckler et al., 1992). The qualitative approach assists with creating a wider understanding of the participant's experiences, concepts, beliefs and deeper knowledge towards Global Migration and Ethnic Diversity. Therefore, this research uses interviews to capture the relevant data within this area. The structure of the interviews will be semi-structured. The purpose of this structure allows the interviews to be flexible and open-ended while following a revised thematic framework that provides a sense of order. Furthermore, this structure benefits both the researcher and the participant when asking and answering questions.

The outcome of these interviews should be able to provide further understanding of ethnic migrants in different industries and how they assimilated into the Irish workforce. The interviewees are able to discuss their experiences in relation to migration, employment in Ireland, and ethnic diversity because of the qualitative design and framework.

Interview Questions:

The questions designed for the interviews are based on the key themes from the literature review which are: Ethnic Diversity in Ireland, Global Migration and Movement of Workers and Impacts of Ethnically Diverse Workforce. These key themes are the main topics for

discussion and supports the investigation into answering the research the question. Clear distinctions will be made to help with an understanding of the motivation behind the research topic because each inquiry will necessitate a different response. There are a total of nine questions that will be asked.

Question 1 is an introduction question and asks the participant to provide a brief background about themselves including when they first arrived in Ireland, their current employment and their field of interest. An introduction question is essential as it provides a brief understanding and knowledge of the participant to get a sense of their character.

Questions 2 and 3 are based on employment in Ireland. It asks the participants to share their experience searching for employment since they arrived in Ireland and the job they were offered. This allows the researcher to discover the type of employment migrants would apply for and if the process of gaining employment was found challenging or not challenging.

Questions 4 and 5 focus on the immigration services in Ireland and why Ireland was the chosen location to emigrate to. This helps the researcher to identify if the services have benefited migrants for a smooth transition into Ireland and to identify the reasons why migrants opted for Ireland as the chosen location to emigrate to.

Questions 6,7 and 8 allow the participants to reflect on their workplace diversity and share their opinions about the impacts of having an ethnically diverse workforce. It also asks the interviewee's opinion on the benefits of having a second language. The researcher will be able to identify how the different types of industries ensure that there is diversity and inclusion in the workplace and if having an ethnically diverse workforce brings positive effects.

Question 9 is the outro questions and asks the participants to share their personal view on diversity and inclusion and how they incorporate this into their work. The researcher can gain an overall perception of the participants view on diversity and inclusion and how important it is to include it in their work.

To view the questions, please see Appendix A.

Timeframe:

The timeframe is an essential factor that is required to be considered for this research. As interviews will be the main source of data collection, it is crucial to be aware of the participant's time in responding to the invitation to participate, the participant's availability for the interview session, and the duration of each interview. All participants that were approached for this study were formally contacted via email. The email advised the participants of the nature of the study and what was to be expected if they decide to accept the invitation to participate. A consent form with terms and conditions was also attached to the email and required the signature of the participants before they were approved to participate in the study. In total, six potential candidates were approached for this study and four responded with an interest in participating. The responses of the four candidates did take roughly two weeks before proceeding with scheduling their interviews. Planning and scheduling the times and dates for the interviews was a smooth process due to the small number of participants and their preferred location for the interview. Three of the participants decided to carry out their interviews on an online platform i.e., Microsoft Teams and this allowed them to have more flexibility when deciding on a date and time. If the interviews were to take place face-to-face, it would be more difficult to arrange a date and time due to their conflicting and busy schedules. As for the participant that decided to carry out the interview in person, it did take a little longer than the other participants to organise a date and time. The interviews that were scheduled with the participants were to be completed within a two-week period.

As previously mentioned, the framework of the interviews will be thematic and will comprise of eight questions in relation to these themes. It is expected that each interview will last approximately forty-five minutes long. This is due to the interviews being semi-structured with the potential of asking more questions and seeking further answers.

Sample Study:

Young working individuals of various ethnic backgrounds from Ireland who are employed in fields including finance, science, retail, and information technology make up the study's participants. Four participants were chosen for this study, and all had migrated into Ireland with their families for various of reasons. Although this study only includes a limited number of participants and does not comprise all ethnic migrants in Ireland, it gives some insight into

how each participant has experienced assimilating into Ireland. Each participant is of a distinct ethnic origin, including those from Mauritius, Croatia, and Nigeria. As there were insufficient sources focused on these regions within the Irish context, it was paramount to proceed with further research of the participants from these regions.

Sheila is a female Mauritian native that had emigrated to Ireland at a young age alongside her mother and sister. She is currently employed as a Fund Accountant and has an interest in Finance. As there are very little research on the Mauritian migrant experience in Ireland, Interviewee 1 will provide a unique perspective which will support the research.

Amy is a female Croatian native that had emigrated to Ireland in 2019 alongside her mother. She is studying Engineering in university in addition to working in one of the prominent I.T, companies. As Interviewee 2 had previously resided in another EU country, it will be interesting to see if there are any similarities between her experience and the Polish migrant experience seen in the study by Krings et al., (2013).

Chris is a male Nigerian native that had emigrated to Ireland at young age alongside his parents and younger siblings. He is employed as a Scientist in a global professional services firm and has a keen interest on sustainability and climate change.

Lastly, Bob is also a male Nigerian native that had emigrated to Ireland alongside his family. He is self-employed and is the owner of multiple clothing stores within Dublin. His interests include fashion and sports. Previous research by O'Connell & P.J., (2019) states that there are few African migrants working in Ireland and found it challenging to integrate into Irish society. As interviewees 3 and 4 are both excelling in their careers and have been living in Ireland for many years, it is essential to gain insight into their experiences and perspectives when they first arrived in Ireland. This could potentially provide a contrast with O'Connell & P.J.'s research.

Ethical Considerations:

It was essential to follow the ethical policy and procedures for this study. As this research does not comprise any vulnerable groups such as children or the very elderly, it does not pose any ethical issues. Each participant in this study is over the age of 18 and under the age of 35. Therefore, the research does not raise any risk of harm or distress to the participants. To ensure

that the outcome of the research is successful, all participants were informed on the type of methodological approach used.

All measures are taken to ensure that the participants in this study always remain confidential and anonymous. Participants have received and signed consent forms prior the commencement of their interviews. The consent forms outlined the nature of the study and the necessary terms of agreement between the researcher and the research participants. Only the researcher can identify the participants by name however each participant is given pseudonyms such as Bob and Sheila etc. The data collected from the interviews such as voice recordings and video recordings are stored in a safe place on the researchers drive that is also password protected. This is stored for maximum 5 years and is only accessible by the researcher. Participants that take part in this study may decide to withdraw their participation at any moment should they wish to do so and do not require to provide a reason for withdrawing from the study.

As per the university, National College of Ireland's guidelines, interview recordings from all platforms and consent forms will be stored and filed in a safe location and will be password encrypted.

Limitations:

Limitations were found to exist within this research in multiple areas such as the literature review, the time to interview the participants and the lack of access to participants with certain expertise, knowledge and skills required.

The literature review was the first section that was observed beginning this study. It was found quite challenging sourcing relevant literature to support this study. As this study is based on Global Migration and Ethnic Diversity within the Irish workforce, there were limited resources found within the Irish context. Therefore, it was essential to find relevant material in relation to migration and ethnic diversity and link them both together.

The methodology that was chosen for this research involved participants completing face-to-face interviews. The process of organising interviews was found to be a little difficult as each of the participants approached for the study had limited availability. Essentially, it was ideal to conduct face-to-face interviews in person however, there were some participants that preferred

to complete the interview online due to conflicting schedules and travelling time. Although online interviews, i.e. Microsoft Teams is less time-consuming and more accessible for both researcher and participant, it can potentially encounter technical issues such as slow internet connection. Furthermore, there was a limitation when sourcing suitable participants for the study as there were very few that had responded to invitation to participate. This resulted in a lack of access to certain participants with certain expertise, knowledge, and skills that the study was looking for.

Analysis and Findings

The analysis and findings section will present data and findings that were discovered from the chosen qualitative method which were interviews. This method was chosen as it provided more in-depth findings that will assist with answering the research question “how has global migration affected ethnic diversity in the Irish workforce. It will also present more information in relation to each of the participants personal experience with assimilating to the Irish society and how the place of which they work promotes diversity and inclusion. The interview questions fell under three topics which were: Ethnic Diversity in Ireland, Global Migration and the Movement of Workers and Impacts of an Ethnically Diverse Workforce, similarly to the literature review themes.

Ethnic Diversity in Ireland:

Seeking Employment in Ireland

Interviewees were asked about one of their first jobs and the process of gaining employment in Ireland. . Sheila responded that their first form of employment was a dental trainee/receptionist. Sheila explained that she did not take part in the normal recruitment process to receive this job as their mother who already worked in the dental practice, offered her the role immediately. After Sheila had finished university, she proceeded to work in global financial firms as a fund accountant.

Amy, Chris, and Bob all shared a similar answer. They responded that one of their first jobs since arriving to Ireland was a sales advisor in the retail sector. Amy shared that her first job

since arriving to Ireland was a sales assistant in the retail sector. She discussed it was challenging seeking for employment in Ireland as she did not have any work experience prior. She mentioned in Croatia, the employments rates were quite low, and it was very difficult to obtain employment there. Amy had applied for roles online however she explained that it was more effective handing out her CV in person and it was how she received her first role in the end. Amy is now working as a community operations analyst and when asked about her transition from retail to tech, she shared that it was an easier to process to obtain this role. This is due to the experience she had gained from working in retail which was on her cv.

Chris' first job was a sales advisor in a popular fashion retail company. He shared that the recruitment process was straightforward and for that level of work it did not require a degree. He explained that he applied for several fashion stores in which he had interviews with and eventually received an offer for his preferred employer and accepted it.

Bob's fist role was also a sales advisor in the men's section of a popular sports retail store. He shared that one of his friends who was already working there had referred Bob to the role which he eventually accepted. Bob shared that he had worked in this role for one year and had enjoyed his time working in the company.

Sheila and Amy did not work in jobs that reflect their level of education when they were seeking for their first employment. According to the National Economic Social Council, (2006), this was confirmed in their literature. As Sheila was studying accountancy and finance and Amy was studying tech, both had worked roles that were not within their field.

Global Migration in Ireland:

Relocating to Ireland

Each interviewee were asked to provide some of the reasons that had led to relocating to Ireland. Sheila shared that she had relocated to Ireland alongside her mother and sister at a young age. She explained that her mother chose Ireland as she thought it would bring her and her family better opportunities and offer her a better quality of life. As Sheila grew up she explained that she had come face to face with opportunities in employment and education. Sheila is has recently graduated with a bachelor's degree and is working at one of the top

finance firms. She proceeded to share that Ireland has many resources that aided citizens such as sick and unemployment benefits which were not available in her home country. She also added that there were very little support systems and low salaries in her home country. When asked about the challenges she had experienced when she first arrived to Ireland, she shared that there was a language barrier as she had spoken Creole and had no level of English when she arrived. At the time she began primary school, she shared that she had to learn Irish on top of having a language barrier which made learning very difficult for her.

Amy shared that she had relocated to Ireland from Croatia in 2019, right before the COVID-19 pandemic took place. She explained that she relocated along with her mother primarily for educational reasons particularly third level education. She added that she was also drawn to Ireland as it was in the EU and that it is an English speaking country. Therefore she found the transition from Croatia to Ireland a smooth process. As mentioned previously, she had decided to relocate due to education purposes, she found that it was beneficial for her as the third level education fees for Irish students were the same for students residing in the EU unlike for those residing outside of the EU. When asked if there were anything that surprised her once she moved to Ireland, Amy shared that the housing crisis was one of the many challenges she faced along with adjusting to the new country and meeting new people.

Chris explained that he was 7 years old when him and his family decided to relocate to Ireland from their country of origin, Nigeria. Chris provided some reasons as to why his family chose Ireland as the primary location to reside in. He mentioned that Ireland hosted opportunities for free/subsidised education up second level and depending on the household's income, third level education grants could also be available through the SUSI scheme. He advised that he was able to acquire a master's degree in Ireland at a lower cost compared to Nigeria's education system. Chris disclosed that Ireland had political stability compared to Nigeria as Ireland is neutral in terms of war/conflict which improves the standard of living.

Finally, Chris explained that the value of the Euro currency is of higher level than the Naira which is the native currency to Nigeria. He explained that the salary he is currently earning as an Environmental Scientist is much higher if it was converted to Naira. Chris shared that the transition into Ireland was a smooth process as English was spoken in both Nigeria and Ireland. One of the things he and his family found surprising was racism. He had not experienced racism prior relocating to Ireland as racism did not exist in Nigeria. However, he had experienced both macro racism which is obvious or antagonistic behaviour and micro racism which is covert or

veiled stereotypical assumptions people can make about a person's ethnicity. He added that one of the many challenges he had faced was during primary school. He explained that other children his age did not accept him due to his appearance and accent. However he had soon realised that that other people not accepting him was their issue and not his.

Bob who is also a native Nigerian had relocated to Ireland during his teenage years along with his family. Similarly to the other interviewee's, Bob shared that him and his family relocated to Ireland for better employment and education opportunities and a better quality of life. Bob briefly shared that some of the challenges he had faced was when he was in school similarly to Chris. He said that he was the only ethnic child when he started school of roughly 250 students and by the time he finished school there were more ethnic children attending his school. he further explained that when he began participating in sports such as football, it helped him make friends and allowed others to get to know him.

Each interviewee had confirmed different reasons for relocating into Ireland such as seeking better employment, a better quality of life or education. This was also evident in the findings by Krings et al., (2010).

Immigration Services in Ireland

Interviewees were asked about the immigration services in Ireland when they relocated here in which all of them shared different opinions about the services. Sheila did not feel that Ireland had the appropriate immigration services to settle into Ireland. She discussed the difficulty in regard to obtaining a citizenship once she got older and that it had taken more than 6 years to receive residency in Ireland. She further explained that this affected her during secondary school as there were school trips abroad where she was not able to travel due to this which made her feel excluded from her peers. Sheila found it challenging for her and her family to get accommodation and that she shared homes with other families as she was not accustomed to living that way in their home country.

As Amy had mentioned previously, she and her mother were drawn to Ireland as it was in the EU. In relation to immigration services, Amy shared that as she was moving from an EU country, the transition required minimal effort compared to her friends that had moved from

non-EU countries which is a much longer process which she thinks should be a lot quicker. The study by Krings et al., (2010) found that Polish migrants had greater mobility traversing borders as they were part of the EU. This was also found when Amy had stated she originally lived in Croatia, another EU country, it was easier for her to transition into Ireland.

Chris agreed that Ireland had appropriate immigration services when he arrived with his family in 2002. He explained that direct provision had worked for him and his family as well as other immigrant families at that time. Direct Provision is a system that provides accommodation, food, money and medical services to those who have applied to international protection or to those who are asylum seekers. (Citizens Information, 2023). Chris shared his opinion regarding direct provision and states that it does not support the needs of today's immigrants. He had spoken to female immigrants previously and they shared that they had to share rooms with men and were victims of abuse. He explained that it was a stark contrast to his experience here in Dublin where families were kept together, and each family member had their own rooms. He thinks that Ireland should implement standardised policy that protects families, especially vulnerable women and children which can benefit immigrants in the long run.

Impacts of an Ethnically Diverse Workforce

Second Languages

English was not the first language for some of the interviewees, therefore they were questioned whether having a second language had helped them when searching for employment. When Sheila disclosed that being able to speak another language did not impact her when she was searching for work. Sheila spoke Creole at home which shared some similarities to the French language. Although, she explained that if she had spoken the French language, it could have potentially broadened her opportunities for jobs. However, Sheila shared that having a second language did not affect her employment search as most companies she was interested in only required English.

As mentioned previously, Amy is currently working as a customer operations analyst. Amy disclosed that for this role, she is required to have a second language which was Croatian. One of the main reasons she was employed was having the advantage of speaking Croatian as this role required Croatian speakers only. Therefore, she agreed that the second language had helped her when searching for employment. Humphries et al., (2012) had also found this to be

true in their study where they found that by recruiting international nurses, it had helped reduce language barriers by catering to English speakers and non-English speakers.

Chris shared that English was his second language and that his literacy level in English exceeds his native language which is Yoruba. Chris uses English a lot more verbally and in written form. He is better at listening regarding his native language. Chris only speaks Yoruba intermittently with his parents and some of his friends.

Bob, similarly, to Chris, also spoke Yoruba at home. He did not think having a second language helped him gain employment in Ireland as he shared that English would be the only language spoken in work. However, he does speak Yoruba when he is at home or with some of his friends.

Benefits of Ethnically Diverse Workforce

Sheila, Amy, Chris, and Bob all agreed when asked if they found ethnically diverse workforce to be innovative and creative. Sheila voiced that in her current employment, many of her colleagues are of different ethnic countries such as India, Malaysia, and many other countries. She expressed that having a team of different ethnic backgrounds has brought many different ideas and experiences which positively impacted her team as her colleagues. This is due to her colleagues working in different countries in the past and having adapted to the norms of their previous employment which they can implement in their current employment in Ireland. Sheila further added that her current company is diverse in other areas such as with people with disabilities and with the LGBTQ+ community.

Amy expressed that it is important to learn about other cultures, understand other perspectives and opinions as everyone is from different backgrounds. She shared that her company receives differing perspectives and variety in knowledge from staff which has positively impacted her workforce.

Chris finds ethnic diversity within the workforce to be an advantage to an organisation. He shared that people from different countries can offer insightful perspectives to resolve blind spots that may arise from ignorance. As Ireland is becoming more multicultural, cultural sensitivity is becoming increasingly important. Chris expressed that representation matters and

that it is very important. When he sees other people of other ethnicities working for a company that he aspires to join, it encourages him as a migrant. All migrants are not the same hence they share different views. An ethnically diverse workforce still enables migrants to believe that their ideas are more likely to be considered.

Bob expressed that it is important to have an ethnically diverse workforce. He shared that people of ethnic diverse backgrounds and cultures has different ideas and different perspectives which is the most common answer among the interviewees.

Increasing Diversity and Inclusion in the Workforce

Sheila, Amy, Chris, and Bob were all asked on their place of work advocates for a more diverse and inclusive work environment. Sheila discussed that her company would occasionally hold culture nights and have people come in for diversity talks and presentations. These culture nights and diversity talks would involve individuals who are currently with the company, discussing their experiences working here and how they managed to adjust and settle into a new environment.

Amy shared that her company has become much more inclusive and tries to accommodate everyone as much as possible. In her company, there are prayer rooms for Muslim people which they may use at specific times of the time. The company tries to meet the needs of every individual and to make them feel more comfortable within the work environment.

Chris works for a multinational company with offices all around the world. He said that this already indicates that their workforce is diverse globally. In the Irish office he is currently working in, he shared that they have a Fairness Inclusion and Respect Committee with its own section on their internal website that is accessible to all employees. Chris' company also has a partnership with Inclusive Employers which provides expert advice and resources on workplace diversity. Alliance groups are a part of his organisation's culture, and they have three in total for Neurodiversity, Women and LGBTQ+. He shared that his employer hosts events occasionally online and offline. Chris has been a part of the healthy breakfast and food where sheets were shared with greeting in the languages of people that work at his company. His company also had a potluck where him and his colleagues were encouraged to cook and bring in food from their countries and share stories with fellow staff.

Discussion and Conclusion

This research examines the effects of global migration on ethnic diversity in the Irish workforce. The literature review section has three key themes which are ethnic diversity in Ireland, global migration and the movement of workers and impacts of an ethnically diverse workforce. There were varying results arising from previous studies advising of positive and negative implications of migration. However, the findings of this research provide additional evidence for the school of thought that assert migration as a net positive aspect of society. All of the participants within this study recognised the importance of having an ethnic diverse workforce in an organisation.

Due to the constraints of an undergraduate research study, only a qualitative study was possible with 4 candidates. It would be interesting to observe if the same results would be produced in a quantitative study with more participants, funding and time available to investigate further. Despite interviewing workers from three different ethnicities (as seen in Table 1.1), participants answers the questions similar to one another. Although their industries of operation were divergent, the benefits of ethnic diversity were consistently raised. This implies that boosting operational output for businesses with ethnically diverse staff is universal, regardless of different sectoral demands.

Evidently, Migrants decide to relocate to Ireland for reasons such as better employment opportunities, quality of life and/or improved education. Nonetheless, migrants are not a monolith as some participants found the transition of moving from their native state to Ireland a smoother process than other participants. Especially, participants that previously lived outside the EU (Nigeria and Mauritius). Nigerians in this study found the transition to be seamless they were already fluent in English. Whereas, the Mauritian individual fluent in French and Creole only – found the transition to Irish life challenging as they did not speak English. Conversely, the eastern European participant from Croatia, found the process of relocating to Ireland easier as they were already in the EU. Krings et al. (2010) confirmed this to be true when they discussed the movement of eastern European Polish workers. As the integration of migrants into Irish society varies between EU and non-EU individuals, perhaps a targeted approach to assist migrants could augment the positive attributes of a diverse workforce observed in this study.

Future Recommendations

For future research, it may be recommended to interview more participants of different ethnicities. As this study only included participants from Mauritius, Croatia and Nigeria, interviewing participants outside of these ethnicities will create a wider perspective of the experiences of relocating to Ireland. It would also be beneficial to research other ethnicities in different fields of work as retail, I.T. , finance and science were examined within this study. This will help identify what other ethnicities think of the current policies and procedures in place for diversity in organisations in Ireland and what we can do in order to make them better.

In conclusion, global migration has brought more positive effects than negative to ethnic diversity in the Irish workforce. As Ireland's population is expanding and becoming more multi-cultural, organisations are looking for ways to create their place of work more inclusive and accommodating by recognising that every individual is unique in their own way. Although employers are recognising the importance of an ethnically diverse workforce, it shouldn't stop there. The area of diversity and inclusion and is still developing and it can always improve.

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Appendices

Appendix A:

Interview Questions:

Q.1 Tell me little bit about your background and what is your current employment?

Q.2 What was one of your first jobs in Ireland?

Q.3 How did you find the process of gaining employment in Ireland?

Q.4 Why did you decide to relocate and why did you choose Ireland?

Q.5 Do you feel Ireland has appropriate immigration services to settle into Ireland?

Q.6 Do you think having a second language has helped you when searching for work?

Q.7 In your opinion, do you find having an ethnically diverse workforce to be innovative or creative?

Q.8 How do you or the place you work advocate for a more diverse and inclusive environment?

Q.9 What does diversity and inclusion mean to you and how do you incorporate this in your work?