INDIAN DIASPORA IN IRELAND

ICM INDIA CENTRE FOR MIGRATION

Local partner

ICMPD International Centre for Migration Policy Development

Implemented partner

ILO International Labour Organisation

Implemented partner

EU-India Cooperation and Dialogue on Migration and Mobility

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LIST OF ABBREVIATIONS

BAPS Ireland: Bochasanwasi Shri Akshar Purushottam Swaminarayan Sanstha

BMQ: Basic Medical Qualification

CORU: The Radiographers Registration Board

CSO: Central Statistics Office

DFAT: Department of Foreign Affairs and Trade

EEA: European Economic Area

EI: Enterprise Ireland

EMEA: Europe, Middle East and Africa

EU: European Union

FDI: Foreign Direct Investment

FEN: Fingal Ethnic Network

FICI: The Federation of Indian Communities in Ireland

GDP: Gross Domestic Product

HEI: Higher Education Institution

ICMPD: International Centre for Migration Policy Development

ICT: Information and Communications Technology

IIBA: The Ireland India Business Association

INIS: The Irish Naturalisation and Immigration Service

ITA: Ireland Telugu Association

ITS: Ireland Telugu Samajam

ITWA Ireland: Ireland Telugus Welfare Association

MBA: Masters of Business Administration

MCQ: Multiple-Choice Questions

MIND: Malayalee Indians in Ireland

MNCs: Multinational Corporations

NCAS: Northwood Club of Arts and Sports

OECD: Organisation for Economic Co-operation and Development

OSCE: Objective Structured Clinical Examination

PRES: Pre-Registration Examination System

RCSI: Royal College of Surgeons in Ireland

SFI: Science Foundation of Ireland

SLMRU: Skills and Labour Market Research Unit

SMEs: Small and Medium Enterprises

TOI: Telanganites of Ireland

VHCCI: Vedic Hindu Cultural Centre Ireland

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PART 1

SECTION 1: Preface

This report presents the findings of a study on the Indian diaspora in Ireland. It *explores the trends exhibited by the group, and delivers concrete, practical recommendations for improving Indian diaspora engagement*. The study has been financed by the EU-funded project entitled EU-India Cooperation and Dialogue on Migration and Mobility.

The research was undertaken by NilaKanthi Ford and Thelma Harris in partnership with the Ireland-India Business Association (IIBA) on behalf of the International Centre for Migration Policy Development (ICMPD).

The authors of this report have notable backgrounds in trade, migration, diaspora engagement, and philanthropy. Since its drafting in 2018, sections of the paper have been adapted/updated in accordance to feed- back provided by the Ministry of External Affairs (MEA) and developments in Irish legislation in 2020.

This report is divided into three parts.

Part One (Sections 1-2) provides information from a desk research exercise using available national and international datasets on diaspora and migrant populations. It provides an overview of the Indian diaspora population in Ireland, along with insights into the historic and current relationship between Ireland and India.

Part Two (Sections 3-6) discusses the importance of Indian diaspora to Ireland with a special focus on: education, healthcare, and business; diaspora contribution to Ireland and India; migrating patterns, integration patterns, integration characteristics and potential for support for new migrants; and diaspora associations, networks and gathering centres.

It presents the results of a literature review, surveys, and interview exercises with diasporans, and diaspora organisation representatives. These research activities were directed at the needs of the Indian diaspora, its willingness to engage with Ireland and India, its awareness of the diaspora engagement activities taking place and gaps in the support on offer.

Part Three (Sections 7-8) includes a summary, conclusions and recommendations. This part provides a summary of the findings in this paper, some considerations, conclusions, and potential barriers and drawbacks for diaspora engagement strategies. It ends with a set of suggestions for further research on diaspora engagement. The Appendix in Section 9 lists all the literature sources reviewed or referred to throughout.

This paper will be of interest to all parties in the EU and India – and potentially beyond – who seek to engage with the Indian diaspora population for mutual benefit. The report will also be of interest to academic audiences interested in development, integration, migration, and diaspora studies.

The IIBA is an independent not-for-profit bilateral business association that aims to improve bilateral trade through research and networking. This report has been peer reviewed in accordance with IIBA's assurance standards to accommodate the interests of both nations.

Finally, the authors would like to acknowledge the invaluable contribution of the Indian Embassy in Dublin.

SECTION 2: Introduction

The EU-funded project entitled 'EU-India Cooperation and Dialogue on Migration and Mobility' continues the implementation of the India-EU Common Agenda on Migration and Mobility (CAMM) signed in 2016. The CAMM addresses four pillars: better organised regular migration and the fostering of well-managed mobility; prevention of irregular migration and trafficking in human beings; maximising the development impact of migration and mobility; and the promotion of international protection.

As part of the project, the International Centre for Migration Policy Development (ICMPD) has commissioned this report to understand the current situation in Ireland with regard to the Indian diaspora. This paper presents *a snapshot of the current situation for Indians who are living and working across Ireland*. It also identifies the potential for future Ireland-India cooperation, and how the Indian diaspora in Ireland can be supported.

The report focuses on six key themes:
› Highlighting Indian diaspora contributions and achievements in Ireland and India
› Understanding how Indians came to be based (temporarily or longer term) in Ireland
› Considering the ways in which Indians have integrated into Ireland and any challenges they have faced
› Identifying and understanding the role of Indian associations, networks, and gathering centres.
› Assessing the economic, social, political and/or cultural connections to India and local communities
› Identifying the potential for supporting new immigrants - training, counselling, outreach, etc.

Migration is influenced by a combination of economic, environmental, political and social factors: either in a migrant's country of origin (push factors) or in the country of destination (pull factors). From the outset, this report is intended to be a practical assessment of the reality of the current situation, rather than an academic research document.

Based on the findings, recommendations have been made which can be realistically implemented and which would support the valuable work of ICMPD.

2.1 Report objectives

The report seeks to understand the role of the Indian diaspora in Ireland as a conduit between the two nations. It explores the extent to which the diaspora facilitates two-way capital flows: these may be human, social, intellectual, political, cultural, or financial. It presents a snapshot of Indian citizens living and working across Ireland and highlights some of the *opportunities offered and challenges faced when migrating from India to Ireland*.

This report includes:
› Main areas in which the Indian diaspora contributes to Ireland.
› Areas for Ireland's attractiveness to the Indian diaspora, and the 'pull factors' for Indian migration (temporarily or longer term) to Ireland.
› The opportunities offered and challenges faced by Indians in Ireland.
› Identification and mapping of the roles of Indian associations, networks, and gathering centres.
› Assessment of the economic, social, political and/or cultural connections to India and local communities.
› Identifying potential sources of support for new immigrants.

2.2 Report structure

The report is divided into three parts and nine sections, with all reference material included in the Appendix.

Part One
Section 1: Preface.
Section 2: Introduction which sets the stage for the study and explains the methodology.

Part Two
Section 3: Identifies the diaspora contribution to Ireland, specifically with regard to healthcare, education and business.
Section 4: Identifies Indian diaspora contribution to Ireland and India.

Section 5: Shares findings on migration patterns and explores the integration characteristics of the Indian diaspora in Ireland.
Section 6: Outlines the activity of diaspora associations, networks and gathering centres and reviews the potential sources of support for new immigrants.

Part Three
Section 7: Contains a set of recommendations, considerations, potential barriers and drawbacks for diaspora engagement strategies, and suggestions for further research on diaspora engagement.
Section 8: Lists all the reference material and outlines the survey and business interview details.

2.3 Methodology

This report on the Indian diaspora eco-system in Ireland is based on a combination of research methods, including desk research, surveys, interviews and questionnaires. Results from the most recent census by the Central Statistics Office (CSO) formed the basis of our data collection, along with figures provided by the Organisation for Economic Co-operation and Development (OECD), the United Nations Department of Economic and Social Affairs (UNDESA), and Eurostat.

Irish Census data was used because it offers the most up-to-date information, and the data available from the CSO was viewed as the most official set of statistics pertaining to Ireland. However, the availability of information focusing specifically on the Indian diaspora in Ireland is limited or not formally collected; therefore, data from alternative sources such as the OECD International Migration Database was collected (OECD. Stat, 2018). Having assessed the formal information available

on this topic, the researchers then applied the surveys, interviews and questionnaires to the methodology.

The intention of this primary information was to give a more current overview of the Indian diaspora experience, capture qualitative information not available through official sources, and include subjective accounts in the research. It was intended that this would help shape the final findings and recommendations in Section 7.

A similar approach was used in Part Two. The data pertaining to education, business and the medical sector augmented the research that has already been conducted by official sources and academics. Interviews were carried out with individuals, community groups, and businesses, as well as representatives from the medical and educational sectors.

2.3.1 Surveys

There is limited information about the Indian diaspora in Ireland. Surveys were undertaken to complement existing findings whilst offering a unique "inside-out" perspective. The survey findings are based on two surveys: one regarding individual diasporans and the other focused on community groups and associations.

A three-stage methodology – development, distribution and analysis - was used in the preparation and implementation of the diaspora survey of individual members.

Considering the information needed to complete this research under the themes identified, the survey was designed to capture quantitative and qualitative information directly from members of the Indian diaspora in Ireland. Its aim was to confirm findings from official sources, fill gaps in the information already available, and complement the existing understanding of the Indian diaspora in Ireland. Questions were designed to address the themes outlined by ICMPD.

The survey was distributed via IIBA's network of individuals and diaspora groups. People from within these groups were encouraged to share it with their peers thus developing a wider network.

The individual survey received 127 responses, all of which were deemed valid as each question was optional. Several respondents skipped questions they were unwilling to answer. As a result, the entire data set (n) varies from question to question.

Most of the questions were multiple-choice, although the answers to a small number of questions required giving comments. Where possible, respondents were encouraged to share specific comments about the ways in which they had responded to questions. This consequently added value to the research project, because it captured additional information that was not already in circulation, and thus allowed for improved comprehension of the Indian diaspora in Ireland.

Similarly, the diaspora organisation survey was applied in order to map and examine the role of Indian diaspora organisations in Ireland. This survey was shared with all known diaspora groups in Ireland. It was designed to assess known groups and identify additional groups. Thirty-two Indian diaspora groups were mapped and evaluated through this process (a full list is detailed in Figure 6.1).

From the 127 responses received the group was 76% male, and 24% female. The largest group were aged between 27 and 35 years old (61 individuals), and 94/126 were in full-time employment, while 11% were in full-time education. 76/127 were educated to postgraduate master's degree level, with only two respondents noting a high school diploma as their highest level of education. For those in employment, the ICT, business, management and leadership were the most often cited sectors of employment. The survey encompassed multiple spheres of employment, with responses received from those working in retail, hospitality and academia. As such, the survey reached a larger audience than IIBA's business network and proved a worthwhile exercise in understanding the broader Indian diaspora in Ireland.

The surveys can be found in the Appendix, in Part Three of this report.

2.3.2 Questionnaires

Questionnaires were used as a basis for face-to-face or telephone interviews and were also circulated to multinational corporations (MNCs) and small and medium-sized businesses (SMEs) engaged in business activities between Ireland and India that had a prior relationship with the IIBA. A copy of the questions is included in the Appendix.

Designed to reflect questions included in the individual survey, the questionnaire responses included in this report reflect some of the challenges and opportunities for Indian businesses in this market. The results captured were more qualitative than quantitative as many of the organisations requested anonymity.

2.4 Definition of diaspora

Throughout the report, the singular word 'diaspora' is used to describe a group of people with a shared connection to one country of origin. In places, this report refers to diasporans to identify the individual member living in a diaspora.

When examining the Indian diaspora in Ireland, this includes those who self-identify as members of the Indian diaspora, including all generations of Indian origin. For the researchers, the key criterion for inclusion was that the individual diasporas felt a connection to India, and therefore saw themselves as members of the Indian diaspora.

2.5 Ireland-India relations - background

Ireland and India have a shared history stretching back centuries. More recent Irish connections with India go back to the nineteenth century, when hundreds of Irish missionaries and educationists set up educational, healthcare and social service institutions throughout British India.

In the early twentieth century, a large number of Irish people were conscripted into the British Armed Forces or joined the British Civil Service and served in British India. The descendants of these Irish men and women continue to feel affection for India.

Both Nations experienced British colonisation and fought a similar battle for independence from the British Empire. Politically, connections developed between the nationalist movements of the two countries in the late nineteenth century when the Indian National Congress and the Irish Nationalist Movement were in communication.

Relations were further enhanced by the mutual admiration of India's Jawaharlal Nehru and the Irish leader Éamon De Valera. Other Indian leaders like Netaji Subhash Chandra Bose and Vithalbhai Patel were also in touch with Irish nationalist leaders. Additional links between the two countries were strengthened by personalities such as V. V. Giri, James Joyce, Mary Cousins and Annie Besant.

Mutual influences are visible in the flags of the two countries, which bear striking resemblances, particularly sharing the same colours: green, white, and orange. It is also evident in the constitutions of both countries. For instance, part IV of the Indian Constitution – the Directive Principles of State Policy – is drawn from Article 45 of the Irish Constitution (Bunreacht na hÉireann).

In the field of literature, there was a long-lasting association between Nobel laureates Rabindranath Tagore and W. B. Yeats. To celebrate such historical links, a road in Chanakyapuri in New Delhi was named Éamon de Valera Marg in March 2007. In September 2011, a bust of Rabindranath Tagore was installed in the heart of Dublin, in St. Stephen's Green.

Formal diplomatic links were established in 1947. India went on to open an embassy in Dublin in 1951 and Ireland established its own in New Delhi in 1964. Recognising the importance of high level visits in forging ties between the two countries, political leaders began to exchange visits once India had become independent and Ireland had declared itself a republic.

Irish Presidents Éamon de Valera (1948), Dr. Patrick Hillery (1979) and Mrs. Mary Robinson (1993) visited India during their periods in office, while Indian Presidents Dr. S. Radhakrishnan (1964) and Shri N. Sanjiva Reddy (1982) visited Ireland during their presidencies. Indian Prime Minister Jawaharlal Nehru also visited Ireland in 1949 and 1956.

Irish Taoiseach (Prime Minister) Garrett Fitzgerald attended the funeral of Smt. Indira Gandhi in India in 1984. Taoiseach Bertie Ahern paid an official visit to the country in January 2006 and Indian Prime Minister Narendra Modi visited briefly in 2015. In addition, over successive years, Irish Ministers have led education and business delegations to India.

Several rounds of bilateral Foreign Office Consultations have also taken place, the last being when current Indian Prime Minister Narendra Modi made his one-day visit to Ireland on 23 September 2015. Then Taoiseach Enda Kenny hosted a working lunch for PM Modi and his delegation at which the then Minister for Foreign Affairs and Trade Charles Flanagan, Minister for Health Leo Varadkar and Minister for Education and Skills Jan O'Sullivan also attended.

A wide range of issues was discussed, including trade, visa policy, disarmament and reform of the UN Security Council.

Major agreements signed between India and Ireland include:
› Agreement on Air Transport signed in February 1991;
› Agreement on Foreign Office Consultations signed in October 1993;
› MOU on Joint Working Group on Information Technology signed in April 2000;
› Agreement on Avoidance of Double Taxation signed in November 2000;
› Agreement on Cooperation in Culture;
› Agreement on Scientific and Technological Cooperation;
› Agreement on Cooperation between Science Foundation Ireland (SFI) and Indian National Science Academy signed in 2006 and revisited in 2015.

2.6 Ireland and India – economic relations

In the early 2000s Ireland was still experiencing its booming Celtic Tiger era. This was followed by the collapse of the Irish economy and intervention from the European troika (the European Commission, the European Central Bank, and the International Monetary Fund) in 2010. Today, Ireland has moved on from this time of economic crisis and recession.

Formal statistics show clear evidence of economic growth: the Irish economy grew by 7.8% in 2017. Today, the Irish economy shows GDP growth of 5.7% for this year, compared to a growth rate of 4.4% predicted in its winter forecast. This is the second fastest growth rate in the EU for 2018, just behind Malta at 5.8%.The European Commission has also upgraded Ireland's predicted GDP growth for 2019, with the economy now expected to grow by 4.1% compared to 3.1% forecast in February (RTÉ: 2018).

Following the British referendum to exit the European Union, Ireland will be the only English-speaking country in the EU. Thus, Ireland is in a new position on the world stage.

In 2014, bilateral trade in goods amounted to €650m between Ireland and India. In 2015-2016 it had increased to €945m. Products exported from India such as chemicals, textiles, tyres and food for professional services equalled €445m. India buys

mainly manufactured goods from Ireland, including transport and office machinery. Ireland exported over €500m worth of indigenous products to India between 2015 and 2016. Services account for a significant amount of Irish exports, particularly in aviation, aircraft leasing, financial services, education, life sciences and ICT sectors. In fact, 40% of the commercial aircraft operating in India is currently owned by or operated from Ireland.

A growing confidence in bilateral trade is also reflected in the increasing number of Indian and Irish multinational corporations investing in both countries. Indian companies with a presence in Ireland include: HCL Technologies, Reliance GeneMedix Limited, Infosys, CG Global, First Source, Tata Consultancy Services, WIPRO, Tech Mahindra, Deepak Fasteners, Jain Irrigation Europe, Sonalika Tractors, Amneal Pharmaceuticals, Aditi Technologies and NIIT. Meanwhile, major Irish companies with a presence in India include: Taxback Group, CRH, Connolly Red Mills, Globoforce, Kerry Group, Diageo, Glanbia and ICON.

2.7 Ireland visa entry conditions

All Indian nationals entering Ireland must possess an Irish Visa. The Irish Naturalisation and Immigration Service (INIS) provides information regarding entry requirements to Ireland, visas, and all other immigration matters related to Ireland. Visas for Ireland are issued by the Department of Justice and Equality.

Those intending to stay in Ireland for less than three months apply for a short stay 'C' visa. For those who plan to work and live in Ireland for more than three months, a long stay 'D' visa is required.

Online visa applications can be made from India and hard copies of the application and supporting documentation may be submitted from the relevant Irish Embassy or Consulate in India. Conversely, Irish citizens are eligible for an e-visa when travelling to India for short-term recreational, family, tourism, and friend visits, issued within 72 hours.

Employment permits are issued by the Department of Business, Enterprise and Innovation. Once an employee holds an employment permit and is working, they have the same Irish Employment Rights as Irish citizens. There are numerous types of employment permits available. For those looking to enter the technology industry, there are two main routes: the Critical Skills Employment Permit[1] (if the occupation in question is included in the critical skills occupation: e.g. Health professionals, natural and social science professionals, engineering professionals, ICT professionals, nursing and midwifery professionals, teaching and educational professionals) and the General Employ¬ment Permit (to be employed in the a broad range of occupations). In 2019, the Indian embassy in Dublin reports that 5,373 employment permits were issued by the Department of Business, Enterprise and Innovation (DBEI).

A Critical Skills Employment Permit is open to professions on the Highly Skilled Eligible Occupations List. This option is mostly open to those in the technology industry, as related skills are currently in high demand in the Irish labour market, including; web design and development, programming and other ICT professions.

Irish educated non-EEA graduates holding a qualification from Irish HEIs now receive a Stamp 1G, permitting them to seek employment in Ireland post qualification. This is permitted for 12 months for those holding a Level 8 qualification, and 24 months for a level 9 or above qualification.

A non-EEA student who has graduated within 12 months from a non-EEA institution and has been offered a graduate position from the ICT category on the Highly Skilled Eligible Occupations List can apply for residency after five years.

For businesses, IDA Ireland is proactive in enabling funding and grants to those considering foreign direct investment in Ireland. These are offered to both new and existing clients. All funding is negotiated on a case by case basis in compliance with EU and Irish legislation.

As of 2019, the spouse, de facto partner or dependant of a Critical Skills Employment Permit (CSEP) holder or researcher, under a Hosting Agreement, will be granted permission to work in Ireland when they register with the Irish Naturalisation and Immigration Service (INIS). A Dependant/Partner/Spouse Employment Permit is not given to spouses, partners and dependants of holders of General Employment Permits (formerly work permits) or other types of employment permit. They must apply for an employment permit in their own right. Applying for a General Employment Permit means:

› A labour market needs test will be required
› Fees are payable when applying for or renewing an employment permit
› Applications for General Employment Permits will not be considered for occupations listed as ineligible for employment permits

This distinction in granting automatic residence, and work permits, to dependents of Indians CSEP holders whilst not to Indians in possession of a General Employment Permit— the Indian embassy reports - has known to cause a sense of frustration within the Irish Indian diaspora community.

Additionally, the processing times for visas of spouses of Indian nationals has been reported to be long (standard waiting times of 4-6 weeks can stretch for up to 6 months).

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1. https://dbei.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Employment-Permit-Eligibility/Highly-Skilled-Eligible-Occupations-List/

2.8 Visitors to Ireland: current situation

According to the 2016 Census, as Figure 2.1 shows below, in the year prior to April 2016, 82,346 persons arrived in Ireland of which 72,419 were over 15 years of age. Just under 69% were non-Irish nationals and 22% were non-Irish immigrants, many of whom were students.

Of the 13,056 students represented in the 2016 Census, the most prevalent nationalities were Brazilian, Chinese, French, American, Spanish and Indian.

Figure 2.1: Usually resident one-year immigrants aged 15 years and over, economic status by nationality, 2016

Usually resident one-year immigrants aged 15 years and over, economic status by nationality, 2016						
Number of immigrants	Number of migrants	Employed	Unemployed (looking for first regular job)	Students	Looking after home/family	Others (incl. retired)
Irish	24,768	15,227	3,799	2,584	1,198	1,960
Non-Irish	47,651	25,866	6,269	10,472	2,780	2,264
UK	4,917	2,814	662	305	356	780
Brazilian	4,499	1,423	593	2,370	86	27
Polish	3,427	2,579	436	141	202	69
Spanish	2,637	1,646	295	572	106	18
Romanian	2,534	1,875	363	69	174	53
French	2,412	1,408	136	774	65	29
Indian	2,185	1,043	306	539	252	45
Italian	2,097	1,479	234	313	47	24
German	1,386	869	41	335	53	88
Total	72,419	41,093	10,068	13,056	3,978	4,224

Indian individuals tend to be based in Dublin, Cork, Limerick and Galway. The population figures obtained for Indian nationals based in Ireland range widely between 11,000, 30,000 and 60,000 people, depending on whether you ask the Indian or Irish Embassies or local associations.

This wide range is due to Irish Citizenship being adopted by Indian nationals, combined with the fact that Irish authorities do not collect figures for the total number of Indian nationals in Ireland. Additionally, Indian nationals do not have to report to the Embassy of India when they are visiting or working in Ireland. Therefore, exact numbers remain unclear.

Historically, many of the Indian nationals employed in Ireland were doctors and nurses in the health sector. In 2004 and 2006, these numbers increased after the Irish Government led

recruitment strategies to make up the shortfall in Irish nationals available. This number has now decreased. This sector is discussed in more detail in Part Two, Section 3.2.

Recently, Ireland has become a significant destination for Indian students seeking qualifications in higher education, particularly in postgraduate, doctorate and postdoctoral degrees in engineering, technology, and management (see Part Two, Section 3.1).

In 2016, the international education sector was worth approximately €1.58bn per annum to the Irish economy. The Irish education sector is particularly attractive to international students both for the high educational standards as well as the availability of a two-year visa on the completion of a postgraduate degree. The number of Indian students studying in the state's Higher Education Institutions (HEIs) is over 3,000 in

total. As such, India is an important and valuable market for Ireland's Higher Education sector. *Bilateral relations between India and Ireland in the education sector are particularly strong* with both countries cooperating in research, science and technology.

About 12,000 Irish tourists visit India every year. India has become one of the world's fastest growing travel markets with UNWTO predicting that India will have over 30 million outbound visitors by 2020. In the past five years, Ireland has recorded a sizeable increase in tourist arrivals from India. Tourism Ireland estimates that 25,000 to 30,000 Indians visited the island in 2016, a 20% year-on-year increase. The awareness of Ireland among Indian tourists has increased especially since the filming of famous Bollywood movies such as *Ek Tha Tiger* in Dublin, and Hollywood's Star *Wars (The Force Awakens and The Last Jedi)* in County Kerry. In 2015, over 25,000 Indians visited Ireland. In the same year, the British Irish Visa Scheme was launched in India, allowing tourists as well as business visitors to combine both Ireland and the UK on a single visa. This is seen by Tourism Ireland as a potential opportunity for increasing tourism from India to Ireland. Great Britain attracts over 400,000 tourists annually from India. According to the Irish Tourist Board, this new visa scheme has seen the total number of Irish itineraries increase, with 243 itineraries featuring the Republic of Ireland. Air access from India to the Republic of Ireland has increased with daily flights provided by Etihad, Qatar Airways, Emirates and Turkish Airlines.

In conclusion, there is a long history of good relations between Ireland and India, politically, culturally, economically, and within the business, healthcare and education sectors. Today, Ireland is an attractive destination for Indian migrants with the restoration of economic prosperity, and Brexit.

The Critical Skills Employment Permit attracts Indian migrants, particularly those working in the ICT sector to Ireland, while Ireland's attractiveness as a business venue has seen many Indian companies invest and/or relocate here.

With this shared context between the two nations, the Indian diaspora in Ireland make a noted contribution to Irish society in areas ranging from further education and joint research activities to both small and multi-national businesses as well as healthcare across the country.

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PART 2

SECTION 3: Importance of Indian diaspora to Irish society and economy – focus on education, healthcare and business

This section focuses on the three key sectors that have recently encouraged (and continue to do so) Indians to migrate to Ireland: education, healthcare, and business.

3.1 Education

With its globally respected education system, Ireland attracts students from all over the world. *Ireland's Higher Education Institutions (HEIs) are particularly attractive for international students.* In 2016, there were 3,000 Indian students studying in Ireland. As such, India is an important and valuable market for Ireland's higher education sector.

This section focuses on Indian students' interaction with Irish HEIs. It highlights Ireland's focus on the Internationalisation of education; Ireland's appeal to Indian students; the activities underway to attract Indian students to Ireland; the demographic of these students; the support offered to new Indian students in Ireland; and whether these students remain in Ireland after having obtained their qualifications.

3.1.1 Ireland's focus on the internationalisation of education

In 2010/2011, 20,995 students attended publicly and privately-funded Irish HEIs. This increased by 58% to 33,118 in 2014/2015. The increase over the period was primarily driven by increases in the non-EU student cohort (Department of Education and Skills, 2016).

In 2016, the education sector was worth approximately €1.58bn per annum to the Irish economy which includes international engagement with all elements of Ireland's education sector. International student engagement with Ireland's HEIs forms a sizeable proportion of this activity.

The Government of Ireland's commitment to the international education sector has been supported by this level of growth, backed by the understanding that by bringing international students to Ireland, the country can influence these students' perception of Ireland, and probable future decisions relating to investing and doing business in the state.

Led by the Department of Education and Skills, the Irish Government is currently delivering: Irish Educated Globally Connected, An International Education Strategy for Ireland, 2016-2020. This Strategy highlights Ireland's commitment to attracting international students to Ireland, relating benefits to the Irish economy and the country's HEIs. Within the strategy, the overall value of Ireland's international education sector is targeted to grow from €1.58bn per annum in 2016 to €2.1bn per annum by 2020.

By 2020, international student enrollment is projected to make up 15% of all full-time students in Ireland's HEIs. According to Education in Ireland, international students are attracted to Ireland because:

1. Ireland is the only English-speaking country in the Eurozone.
2. Ireland offers quality education.
3. Ireland produces unique graduates who are creative, innovative and ready to work.
4. Ireland is globally connected and home to many of the world's top high–performance companies.
5. Ireland offers a fun and active student life in a friendly, safe and welcoming environment.
6. Ireland offers international students the ability to work part-time while studying (depending on their permission, Indian students may work for up to 20-40 hours per week).
7. Ireland offers students a 24 months 'stay back' option.

India is the fastest growing market for the recruitment of further Education students in Ireland. In 2017, Higher Education Institutions saw a rise of 25% in the level of interest from Indian students wishing to study in Ireland. Numbers have grown from approximately 800 Indian students studying in Irish HEIs in 2012, to 3,000 in 2018.

All students who are studying in Ireland for more than one year are issued permission to remain in Ireland for an initial 12 months. This permission must be renewed on a yearly basis if the student intends to remain in Ireland to study for more than

12 months. The student must register online and is given an appointment at an Immigration Registration Office in Ireland to renew their registration.

In some circumstances, a student may return to India after they have completed their academic year and before renewing their permission in Ireland. Thus, during their visit their IRP card (Irish Residence Permit). In this scenario, the Indian student is required an entry visa to re-enter Ireland to continue their studies. The Irish embassy in New Delhi notes that they have had many cases where the embassy has had to issue an entry visa to a student with an expired IRP card in order for them to return to Ireland.

The marketing of Ireland as a study destination has been assisted by the extension of the 'stay back' period allowed on postgraduate study visas. The time allowed post qualification has been extended from 12 months to 24 months, which enables international students to remain in Ireland and gain experience in the workplace.

3.1.2 Recruitment process

Education in Ireland is Ireland's national brand for attracting overseas students to Irish shores. Education in Ireland falls under the authority of the Minister for Education and Skills, while the Irish State Agency known as Enterprise Ireland is responsible for the promotion of Irish Higher Education Institutions overseas.

Education in Ireland organises annual HEI missions to student fairs in India. They visit several cities to speak to and meet potential Indian students. In February 2018, the largest fair to date took place involving admission staff and academics from 20 Irish Higher Education Institutions in cities such as Chennai, Bangalore, Kochi, New Delhi and Pune. This trade mission engaged with over 2,000 Indian students.

3.1.3 Student demographic

Out of the 3,000 Indian students studying at Irish HEIs, approximately 80% are currently studying at postgraduate level. The most popular courses for Indian students coming to Ireland include computing, data analytics, engineering, finance and Masters of Business Administration (MBA.) Indian students tend to originate from the main cities in India which are targeted during the recruitment process, namely the locations chosen to host the education fairs.

3.1.4 Support provided to Indian students

The challenges faced by Indian students are the same as those faced by other international students, and indeed all students obtain a place at the Irish HEIs. Broadly speaking, these include social inclusion, finding accommodation, and accessing general healthcare.

Recruiters for international students have identified Indian students as being somewhat more 'financially sensitive' (i.e. more acutely affected by changes in costs, etc.) than their international counterparts. Ireland's growing demand for accommodation and shortage of rental properties is a key challenge for prospective Indian students looking to study in Ireland.

This is a national problem for Ireland and there are no immediate solutions Instead, HEIs support their students by liaising with private accommodation providers to try to secure access and give information, including estimated living costs for the duration of their programme, to prepare students for the reality of the housing situation prior to their arrival in Ireland. One questionnaire respondent noted that the living costs for international students in Dublin have increased by between €700 and €1,000 per year, each year for the past four years.

The majority of Ireland's HEIs also have on campus Indian societies for their Indian students to meet, socialise, and better integrate into their unfamiliar environment.

3.1.5 Remaining in Ireland post qualification

Third Level Graduates for outside the EU are entitled to remain in Ireland post qualification by taking advantage of the 'Stamp 1G', allowing them to find employment in Ireland. The 'stay back' period for postgraduate students has recently been extended to 24 months, and as such there is a desire among students to remain in Ireland post qualification. However, the likelihood of these students finding employment is being affected by the lack of knowledge among employers about visas generally and the situation around the 'Stamp 4' (See page 42).

3.1.6 Education: additional priorities and support

In addition to the national housing situation, HEIs are concerned about the onerous visa process students are put through. The process is lengthy, expensive and creates great insecurity with its annual renewal process. It was noted that there is a high drop-off rate from the start of the application process to students finally registering with HEIs.

3.2 The healthcare sector in Ireland

Section 3.2 focuses on healthcare in Ireland and the employment trends for Indian employees in this sector. It highlights Ireland's focus on the recruitment of overseas professional healthcare workers and the trends noted for Indians in the Irish health system.

3.2.1 Healthcare background

Ireland has a two-tier health system, with both public and private healthcare provision. Public healthcare is provided by the Health Service Executive (HSE) and funded by a combination of taxes and user fees. Private healthcare is available to those with private health insurance (approximately 44% of the population).

The Irish health workforce relies heavily on migrant healthcare professionals. Since 2000, Ireland has become a popular destination country for doctors, nurses and midwives from low- and middle-income non-European Union countries. In 2008, Ireland ranked highest among OECD countries in terms of its reliance on foreign-trained nurses and ranked second highest in its reliance on foreign-trained doctors (international medical graduates).

Data recently released by the OECD show that 36.1% of Ireland's doctors in 2014 were foreign trained. Ireland's foreign-trained doctors are largely from non-European Union countries, including India, Pakistan, South Africa and Sudan.

3.2.2 Entry conditions for healthcare

The Government of Ireland will not grant permission to take up employment to non-EEA doctors or nurses who enter the state without the correct landing permission and, where applicable, the appropriate entry visa. There are two types of employment permit available for non-EU migrant health workers: Critical Skills Employment Permits and Green Cards.

The Critical Skills Employment Permit is designed to attract highly skilled people to the labour market with the aim of encouraging them to take up permanent residence in the state. Eligible occupations under this type of permit are deemed to be critically important, in high demand, highly skilled, and in significantly short supply in the labour market. This type of permit is available for jobs with an annual salary of over €60,000. It is also available for certain highly skilled jobs with an annual salary ranging from €30,000 to €59,999 per year.

In the case of the health sector, these jobs currently include:
A. Health professionals: medical practitioners; pharmacists/pharmacologists and related occupations; registered nurses; specialist nurses; dental practitioners; clinical nursing managers; and advanced nursing practitioners.
B. Health associate professionals: medical radiographers; audiologists; dieticians; medical scientists; orthoptists; ECG technicians; neuropsychological measurement technicians; biochemists; vascular technicians; respiratory technicians; cardiac catheterization; technicians, and GI function technicians.

Every migrant health worker is expected to register with a relevant professional body to obtain the right to work in Ireland.

These professional bodies are:
1. For medical practitioners: Medical Council of Ireland
2. For nurses: An Bord Altranais (Irish Nursing Board)
3. For diagnostic or therapeutic radiographers, occupational therapists, and medical physicists: (The Radiographer Registration Board (CORU)
4. For psychologists and speech and language therapists: Minister for Health and Children
5. For physiotherapists: Irish Society of Chartered Physiotherapists

EU and non-EU migrant (such as Indian) doctors whose qualification are not recognised under the EU Directive 2005/36/EC (and therefore are not eligible to work in Ireland) must pass the Pre-Registration Examination System (PRES). The PRES consists of two parts. Level 2 is a written examination and is currently in the form of a Multiple-Choice Questions (MCQ) examination. Level 3 is a clinical examination and is currently in the form of an Objective Structured Clinical Examination (OSCE). Applicants must also meet current English language requirements.

The Regulated Professions (Health and Social Care) (Amendment) Bill was passed by the Irish parliament in November 2019. One of the provisions of the Bill will be to amend the Medical Practitioners Act, 2007 to provide for the removal of the equivalence of the certificate of experience as a requirement for registration in the Trainee Specialist Division. This will mean that entry to the Trainee Specialist Division for doctors who qualified in non-EEA countries will be by way of the Pre-Registration Examination System (PRES) [unless an applicant is exempted from sitting the PRES in line with legislation], and the offer of a specialist training post by the HSE in a recognised training programme. The Bill completed Seanad Committee Stage and was scheduled for Report Stage but is now paused following dissolution of the Oireachtas. It is intended to seek the restoration of the Bill at the earliest opportunity.

3.2.3 Healthcare: current situation

Skill shortages persist for a limited number of occupations in the Irish healthcare sector. The Skills and Labour Market Research Unit (SLMRU) identified the following roles:
1. Medical practitioners (e.g. consultant radiologists).
2. Radiographers (clinical specialists).
3. Nurses (senior roles), clinical nursing managers, advanced nursing practitioners specialised in intensive care and theatre nursing; and general nurses for roles associated with elderly care.
4. Nurses specialized in elderly care, cardio care, intensive and critical care, oncology, and theatre nursing.
5. Cardiac technicians.

Migrant foreign-trained doctors comprise a considerable share of the medical workforce in Ireland. Between 2000 and 2010, the proportion of foreign-trained doctors registered to practice medicine in Ireland rose from 13.4% to 33.4%. Registration and visa data gathered by the Royal College of Surgeons in Ireland (RCSI) and Trinity College Dublin revealed that foreign-trained doctors accounted for 33.4% of all registered doctors in 2010, and that the main source countries were India, Pakistan, South Africa and Sudan, thus making India an important determinant in these trends.

In July 2011, due to the shortage of critical medical workers, Ireland conducted an active recruitment campaign designed to attract 450 doctors from India and Pakistan. Yet only 290 doctors were recruited through this campaign.

Urgent amendments to the Medical Practitioners Act were made in 2011 to create a new 'Supervised Division' of the medical register. New doctors were recruited to this division, and as part of the qualifying process they were evaluated by the HSE and obliged to sit a tailored exam to assess their suitability for the post. The supervised division regulations stipulated that the recruits could not work outside their approved scope of practice, nor do locum work. The recruits were given two-year contracts. Subsequently, if the candidates wanted to retain employment in Ireland they had to apply to either the general or trainee specialist divisions.

In Ireland, the number of registered Indian doctors has decreased since 2009 (see Figure 3.1 below).

Figure 3.1: Doctors registered with the Irish Medical Council 2018

	2011	2012	2013	2014	2015	2016	2017
Total Number of doctors	18812	18184	18160	19066	20454	21920	22693
Domestically Trained Doctors	12088	11859	11909	12182	12467	12797	13087
Foreign-Trained Doctors	6708	5935	6214	6877	7983	9123	9606
Unknown Place of Training	16	390	37	7	4	0	0
% of foreign-trained doctors	35.66	32.64	34.22	36.07	39.03	41.62	42.33
Foreign Trained Doctors by Country of First Qualification: India	511	425	438	430	434	460	453

Figure 3.2: Country (outside Ireland) of basic medical qualification for doctors

Country	2000	2010	2012	2013	2014	2015
Pakistan	375 (21.4%)	1,075 (22.7%)	1,200 (21.3%)	1,086 (19.5%)	1,238 (20.8%)	1,481 (22.3%)
Sudan	64 (3.65%)	403 (8.3%)	527 (9.3%)	549 (9.9%)	571 (9.6%)	679 (10.2%)
United Kingdom	–	–	560 (9.9%)	588 (10.6%)	603 (10.1%)	630 (9.5%)
South Africa	54 (3.0%)	1,582 (25.3%)	768 (13.6%)	672 (12.1%)	642 (10.8%)	607 (9.1%)
Romania	–	–	193 (3.4%)	274 (4.9%)	355 (6%)	488 (7.3%)
India	186 (10.6%)	460 (7.3%)	467 (8.3%)	407 (7.3%)	421 (7.1%)	412 (6.2%)

AAlthough the Irish healthcare sector has been historically reliant on Indian medical professionals to staff its hospitals, the figures indicated in Figure 3.1 and Figure 3.2 highlight that the number of Indian medical professionals in Ireland has decreased.

3.2.4 Nursing in Ireland

Nursing is a self-regulated profession in Ireland. The regulatory body is An Bord Altranais, and registration is mandatory for all nurses and midwives practising in Ireland.

There are thirteen Higher Education Institutions in Ireland offering 44 pre-registration honours degree programmes, with five types of nursing programmes at pre-registration (degree) level: Children's and General Nursing Incorporated, Midwifery, General Nursing, Intellectual Disability Nursing, and Psychiatric Nursing. An internship is integrated into the fourth year of the degree programme, during which the student is a paid employee of the health service.

Between 2000 and 2010, 35% of newly recruited members of the Irish health system were non-EU nurses. In the past decade, Ireland has adopted active international recruitment strategies to fill nursing shortages.

Between the years 2000 and 2006, 9,441 nurses were issued with work visas, of which 90% were from India and the Philippines. The number of work visas issued to nurses accounted for 60% of all skilled professional work visas in that time.

In 2006, the Dublin Academic Teaching Hospitals recruitment project targeted India, Bahrain, Singapore and the Philippines. Several specialist agencies are still currently involved in the nursing recruitment process, and travel to countries such as the Philippines and India at least once a year. In 2019, nursing and midewifery was added to the Critical Skills Occupation List.

The scope of this general report was not wide enough to include actual interviews with specific individuals from the healthcare sector. However, some of the survey respondents were individuals from the healthcare sector and therefore, broadly speaking, the survey's findings can be applied to this sector. Overall, it appears that the number of medical practitioners is decreasing, but *many Indian healthcare workers, especially nurses, remain a part of the Indian diaspora in Ireland*.
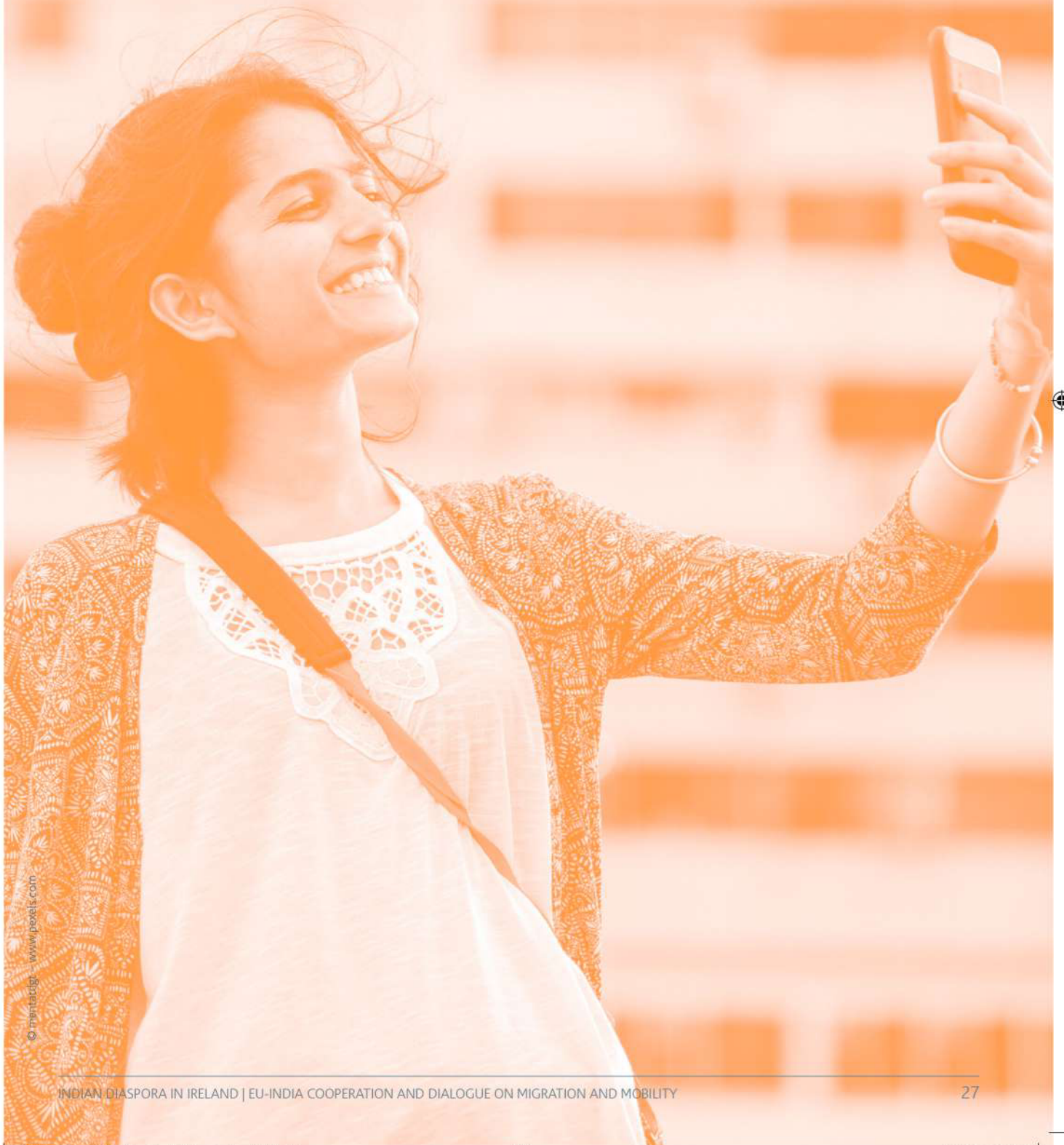
3.3 Indian business in Ireland

Ireland actively targets inward investment from India through IDA Ireland and Enterprise Ireland (EI) in cooperation with the Government of Ireland's Department of Foreign Affairs and Trade (DFAT). Strategically, these organisations state that for every ten jobs created by foreign direct investment (FDI) in Ireland, eight more jobs are generated in the wider economy.

More than 210,000 people in Ireland work directly in IDA companies that work directly with IDA Ireland. Additionally, some Indian SMEs and other businesses have been set up in Ireland to access the European market. More details about these businesses could not be obtained within the scope of this review.

3.3.1 Industry sectors

Overseas companies are attracted to Ireland as it is a relatively stable English-speaking country in the Eurozone. It combines these advantages with a favourable tax structure and a convenient geographical location between East and West.

Since 2012, Irish labour costs have remained stable, increasing by 4% compared to an average increase of 6.6% for the Eurozone as a whole. Many multinational corporations from the USA and further afield are headquartered here. American companies include Google, Facebook, Linked-In and Pay Pal.

Overseas companies continue to be significant exporters from Ireland, with IDA clients accounting for 66% of national exports. Ireland's exports grew by 6.1% year on year from 2015 to 2016. With its main markets in the EU and USA, the principal exporting sectors are chemicals and pharmaceuticals, computer services, and business services (encompassing the legal, financial, insurance, and leasing industries as well as, medical devices, food and drink).

The results of the business survey reveal that Indian multinational corporations entered Ireland for the following reasons:
1. Ireland is identified as "growth geography."(colloquial term for growing economy)
2. As a strategic initiative to establish a presence in the region.
3. As an opportunity to expand business within Ireland.
4. As a strategic base between the USA and Asia with access to Europe.
5. As a cost-effective delivery location supporting service needs in the English language.
6. To be part of Ireland's active aviation hub.

Entrepreneurs and small and medium-sized businesses indicated that they were in Ireland to:
1. Develop businesses in Ireland with cost-effective operations in India.
2. Leverage the Indian advantages such as lower costs.

The fact that Ireland is a small country which offers an excellent quality of life for families is a key element in workforce relocation decisions.

When Indian multinationals were asked whether the Irish location was important for acquiring new business, we received the following responses:
1. It is a key location in the Europe, Middle East and Africa (EMEA) region.
2. The country has contributed significantly to our growth.
3. Business is growing at present.
4. Ireland should contribute substantially to our revenues in Europe.
5. It is critical for developing international business.

Additional observations were summarised in this comment below:

Figure 3.3: Ireland as a business location – business respondee

> " *The Irish location is important for acquiring new business, especially where many of our global clients are looking for an alternative to the UK or would historically have looked to the UK.*

Indian companies are represented in Ireland in the following sectors: ICT, pharmaceuticals, aviation, and agri-business. Indian SMEs are also present in Ireland in these sectors, as well as the food and drink industries.

The Employment Permits (Amendment) Act 2014 (the "Act") and related regulations brought about a number of changes to the employment permit landscape. One of these, known as the 50:50 rule, requires employers, who wish to hire non-EEA nationals on an employment permit, to show that at least 50% of their employees are EEA nationals. The 50:50 Rule applies to all employment permit applications, whether made by an employer or an employee. The only exception to this is in the case of start-up companies with enterprise agency support that are applying for certain types of employment permits or in limited circumstances, where the Irish entity has no employees and the applicant will be the sole employee.

The Indian embassy reports that Indian businesses in Ireland faced difficulties to get an employment permits for Indians they wished to recruit, unless at the time of application at least 50% of the employees in a firm are EEA nationals (50/50 rule). This message was reiterated by the authors' conversations with industry representatives and emerged in the findings of the survey.

Most of the survey respondents also noted that they interacted regularly with India on a daily and weekly basis and did busi- ness across Europe as well as with the USA. This was mainly through business meetings via telecom or online.

3.3.2 ICT sector

The ICT sector is showing significant growth in Ireland and this is reflected in the number of Indian companies investing in Ireland and Irish companies outsourcing their support services to India.

Companies such as HCL, Infosys, Wipro, Tata Consultancy Services (TCS), and Tech Mahindra are all actively engaged in the Indian market. Other companies in this sector include Zomato, ArisGlobal Software Pvt. Ltd, and Braahmam Net Solutions Pvt. Ltd.

Figure 3.4: Indian ICT Companies in Ireland

Company name	Services	Global Revenue
HCL	Outsourcing and innovative technology	US$7.4 bn (2017)
Infosys	Consulting, outsourcing, next-gen services	US$10bn (2017)
Wipro	Consulting and outsourcing	US$12.3bn (year?)
TCS	Consulting and business agility	US$19.8bn (2018)
Tech Mahindra	IT services	US$425mn (2017)
Zomato	Search application	US$49mn (2017)
ArisGlobal	Software applications in life sciences	US$600mn (2016)
Braahmam	Software learning content and applications	Estimated US$1.5mn (2016)

3.3.3 Aviation sector

In 2015, a report prepared by the Ireland India Business Association (IIBA) and the Irish Aviation Authority (IAA) cited that more than 90% of the world's commercial aircraft was leased from Ireland, and the Aviation and Aerospace industry is a growing market for both Ireland and India. An increasing number of specialist aviation leasing companies have strong links with India. In 2017, 40% of India's commercial aircraft was leased from Ireland.

In addition, Aer Rianta, the Dublin Airport Authority retail arm, is running a very successful duty-free joint venture at Delhi International Airport. Companies such as Bangalore-headquartered Acumen Aviation entered the Irish market in 2016.

3.3.4 Agribusiness sector

Although this is a relatively new market for Indian companies in Ireland, companies such as Sonalika Tractors and Amul have already invested in the agribusiness sector.

Irish companies investing in India include Kerry Foods, which operates a factory at Bawal in Haryana, where it manufactures dry food ingredients such as food coatings, batters, seasonings, marinades, bakery mixes and ice-in India.

3.3.5 Pharmaceuticals and the medical device sector

Pharmaceutical companies in Ireland with Indian connections include Pinewood Wockhardt, Amneal and DCC Vital. Indian Group Wockhardt bought Pinewood in 2006. Pinewood Wockhardt markets and distributes a wide range of generic ethical and over-the-counter (OTC) products directly to retail pharmacies and wholesalers in Europe. Amneal Pharmaceuticals, an Indian-owned company in the USA, manufactures generic pharmaceuticals from its Tipperary base.

3.3.6 SME sector

There is a dynamic Indian SME sector in Ireland centred around traditional food and retail outlets. There are Indian restaurants and specialist Asian shops. This is evidenced in the range of companies promoting their wares at Indian community events such as Holi or in the recent India vs Ireland T20 cricket matches. However, employees from some of the large multinationals as well as other individuals are being drawn to other industries and setting up entrepreneurial ventures, especially in the ICT sector.

3.3.7 Training and temporary transfers

Many of the executives interviewed stressed the importance of building and developing relationships across businesses between India and Ireland through temporary transfers. One interviewee asserted: "The more people, at all levels, [who] engage with Indian colleagues in other companies, the easier it will be for them to form effective multinational business opportunities".

3.3.8 Satisfaction with doing business in Ireland

The business survey asked companies how satisfied businesses were with being based in Ireland. All responses were positive. Comments included:
› I'm happy to be working for one of the top ICT employers in Ireland.
› I'm committed to the region and what it provides in terms of 'environment.

When asked whether the relocation to Ireland matched business aspirations, challenges cited included:
› Delay or difficulty in obtaining work visas.
› Lack of skills and resources in the local area.
› Initial lack of understanding of local challenges in terms of high rental costs, cost of living and shortage of rental accommodation.

Finally, when asked for their suggestions for improving the procedures for entering and working in Ireland, the following key themes emerged from business respondents:
› Housing policy.
› Direct flights and travel infrastructure.
› Tax reforms.
› Availability of skilled workforce.
› Visas - remove the 50/50 quota for Contract Service Provider (CSP) employment permits.
› Change the process for obtaining the GNIB registration and issue Multiple Entry Visa simultaneously.
› Trade fairs/summits.

The Indian diaspora continues to play a pivotal role in Ireland, specifically in the education, healthcare, and business sectors.

Notably, as the needs and focus of Ireland change, new migration trends are appearing. Where Indians were once attracted to Ireland for employment in healthcare, they are now coming to Ireland under the Critical Skills Employment Permit, as postgraduate students, or as staff members of Indian FDI companies based in Ireland.

The number of Indian students in the diaspora in Ireland is increasing while the number of Indians in the healthcare workforce is decreasing. Meanwhile Indian businesses in Ireland are beginning to make their mark.

SECTION 4: Diaspora contribution to Ireland and India

Indian diasporans make a significant contribution to Ireland's economy and Irish society. As noted in Section 4, the Indian contribution to the healthcare and education sectors in Ireland is invaluable and widely unknown publicly. Indian companies also play a key role in contributing to Ireland's economy.

In Section 5, several other areas where Ireland has felt the influence of the Indian diaspora will be considered before exploring the diaspora's current contribution to India and willingness to contribute further.

The following domains were used to examine the diaspora contribution to India: direct investment, human capital transfer, remittances, philanthropy, and tourism.

4.1 Indian Diaspora in Ireland: notable contribution to Ireland in the 21st century

As a country that had a largely homogeneous population prior to the Celtic Tiger era, Ireland has seen limited migrant political participation since the foundation of the state. Today, two out of 949 local councillors (sitting on City and County Councils) are from a migrant background (Immigration Council of Ireland, 2018), while the government cabinet hosts two members who are either born outside of Ireland or from a migrant background (including An Taoiseach Leo Varadkar).

The research surveys reveal that the Indian diaspora's level of participation in Irish elections is low. 70% of individual survey respondents do not vote in Irish elections. It is significant, then, that in 2017, Leo Varadkar was nominated Taoiseach (Prime Minister) of Ireland. Varadkar is a second-generation Indian with an Indian-born father and an Irish mother. His election to this role was celebrated by the Indian community in Ireland, and in India more widely. This is the highest office a member of the Indian diaspora has held in Ireland.

The death of pregnant Indian woman Savita Halappanavar in an Irish hospital in 2012 was a defining moment in Irish politics. On May 25 2018, it played a pivotal role in the Irish Referendum on the removal of the Eighth Amendment from Bunreacht na hÉireann, and the possibility of legislation being drafted to allow abortion in Ireland. Ms. Halappanavar's death was associated with an Irish hospital's refusal to perform an emergency termination. It was widely reported in Irish and Indian media at the time and resulted in diplomatic discussions between Ireland and India. Throughout the pro-choice campaign preceding the referendum her image was widely displayed on campaign posters and murals.

Although active political participation of the Indian diaspora is quite low, the majority of survey respondents indicated that they are involved in Irish society and community life. This participation spans many areas, including active engagement in the arts or sports activities, and community groups. One respondent noted his/her involvement in the setting up of an 'Educate Together' school in his/her local community.

With the rise of the technology sector in Ireland, more and more employees of large MNCs are leaving their posts to start their own companies. As a substantial proportion of these employees are from overseas, they are more likely to leave Ireland and either return to their country of origin or move to another destination. These mobile entrepreneurs have become of increasing interest to Ireland as they have the potential to make a valuable contribution to the Irish economy. Indian mobile entrepreneurs are eligible for support from Enterprise Ireland.

A special focus on the Indian diaspora's contribution to Ireland via education, healthcare, and business is explored in Section 3.

4.2 Indian Diaspora in Ireland: contribution to India

Although diasporas do make significant contributions to their host countries, it is their contribution to the home country which is more often analysed. Under the headings Direct Investment, Human Capital Transfer, Remittances, Philanthropy, and Tourism, the section below draws on existing literature and the research surveys to offer a 'snapshot' of the Indian diaspora in Ireland's relationship with its home country.

Figure 4.1: Willingness to contribute to India (survey results)

Indian Diaspora Willingness to Contribute to Home Country			
Activity	Yes	Already Involved	No
Direct Investment	51%	11%	38%
Human Capital Transfer	89%	4%	7%
Remittances	77%	Not Applicable	23%
Philanthropy	44%	21%	35%
Tourism	84%	9%	7%

4.2.1 Approach to direct investment

Diaspora communities often play a key role in enhancing FDI for their home country. The Irish abroad, for example, have been an essential asset to the Irish state in attracting FDI to Irish shores, and many have subsequently returned home to set up their own companies. Likewise, *India's global diaspora has played a key role in encouraging foreign investments from tech-hubs* such as Silicon Valley.

The development impact of remittances is highly contextualised and also depends upon the opportunities offered by specific political and legal frameworks. For the research purposes of this report, the objective was to understand the characteristics of remittances, their impacts on beneficiaries and the political and legislative frameworks in which such transfers occur, to create enabling environments for remittances and harness their potential developmental impacts.

This research project found that not only do Indians in Ireland appear to have an appetite for encouraging FDI to India, and investing in India themselves (62%), but also many Indian business owners have subsidiaries based in India, which support their activities in Ireland. These subsidiaries allow these individuals to include family in their business activities and take advantage of the benefits of doing business in India. Respondents were also interested in supporting India more broadly, adding economic value via their business activities.

38% of survey respondents were not willing to invest in India for the following reasons: perceived barriers to investment, the current political situation in India, and a limited understanding of the Indian market after having lived abroad for several years.

4.2.2 Remittances

Remittances are centrally important to many economies. A good deal of existing literature and development activities involving diasporas is focused on the strategic use of remittances. Indeed, some national economies rely significantly on remittances as a major driver of consumption and investment.

World Bank data show that in 25 countries worldwide 10% or more of GDP comes from personal remittances alone, and in nine countries remittances account for 20% or more of GDP. Most remittances are received at the household level and can take the form of cash transfers as well as goods and services not accounted for in cash transfer data but which may nonetheless have significant value at individual and aggregate levels.

India is the largest remittance-receiving country in the world and is growing rapidly: remittances to India increased to over 73.2 billion Euros in 2019.

Ireland is one of the highest senders of remittances in Europe with 1.5 billion Euros were sent in 2019, according to the Migration Data Portal. The Central Statistics Office of Ireland, estimates that in 2017, personal remittance payments to India amounted to 43 million Euros (from Ireland India represented the highest non-EU transfers)[1].

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1. https://www.thejournal.ie/personal-remittance-ireland-to-nigeria-world-bank-4891522-Nov2019/

With official figures from the World Bank showing that USD 100 Million are sent to India in remittances from Ireland, the research survey was designed to capture diasporan behaviour towards sending money to India. Individuals surveyed were asked 'Do you transfer financial gifts to India?'. 77% of respondents who answered this question (23% declined to answer) noted that they do transfer money to India. Most of these funds (91% of respondents) are received by family members of the diasporans.

4.2.3 Human capital transfer

Engagement of diasporas by receiving countries for cultural or social development in the homeland is related to diffuse strategies either entwined with non-economic remittances, such as education and mentorship.

It has been argued that the return of expatriates to their home country is widely perceived as good for development because they may be more effective than foreigners in transferring knowledge back home because of their understanding of local culture.

In Ireland, 93% of Indian diasporans surveyed believed that their own expertise/knowledge, and or technical skills could add value to India. Respondents referred to specific academic or professional skills they could offer their home country.

Regarding questions related to human capital transfer and investment, respondents indicated that there have been several examples of individuals who have returned to India to explore business opportunities. They believe this allows them to bring back skills and transfer knowledge of developed sectors in Ireland to India in areas such as retail, agribusiness, and niches within ICT including services related to CRM and cyberbullying.

4.2.4 Philanthropy

Ireland is ranked #8 on the World Giving Index, whilst India is recognised as the country which donates the most money and volunteer time globally, with the highest number of people willing to 'help a stranger' (Charities Aid Fund, 2017). Therefore, the Indian diaspora in Ireland is influenced by two strong cultures of giving.

This influence has translated into the practice of diaspora philanthropy. From the research survey, 21% of respondents identified themselves as already being involved in diaspora philanthropy, whilst **44% noted they would like to become** **involved in philanthropy. Those already engaged in diaspora philanthropy noted that they support causes in times of crisis such as natural disasters.**

The Ireland India Business Association notes that Irish charities providing services in India often approach the business network as a source of donors. Irish charities have been successful in fundraising via the business network, receiving donations from Irish companies doing business in India, and members of the Indian diaspora in Ireland. An example of such charities includes The Hope Foundation.

4.2.5 Returning to India and tourism

On a state visit to Ireland in 2015, Prime Minister Narendra Modi noted that tourism between Ireland and India had been growing at a rate of 14% per year. Tourism Ireland already targets the Indian market to attract tourism to Ireland, including niche audiences such as 'honeymooners', and *in 2015, over 25,000 Indians visited Ireland*.

In 2015, the British-Irish Visa Scheme was launched in India which allows tourists as well as business visitors to visit both Ireland and the UK on a single visa. This is seen by Tourism Ireland as a potential opportunity for increasing tourism from India to Ireland. Great Britain attracts over 400,000 tourists from India every year.

Amongst survey respondents, interest in returning to India or visiting the country as a tourist is high (93%): only 9% of those surveyed had not been to India in the last five years, with 78% of respondents having returned to India between one and ten times over the past five years (Figure 4.2). Regardless of the purpose of these trips (e.g. to visit family, tourism activities, or business), these trends show that the Indian diaspora in Ireland have the financial means to return to India and are connected to their home country.

The findings from the survey are important in the light of increasing demand for direct flights from Ireland to India. Discussions are taking place which could make this a reality, given that the level of travel between the two countries is already high and the provision of a direct flight could assist tourism and trade between them. Ultimately, this is a commercial rather than a political decision. Even so, traffic in Dublin airport will have to increase significantly to compete with certain regions of the UK such as Birmingham, where there is a large number of Indian diasporans living in the Midlands.

Figure 4.2: Visiting India from Ireland

Number of Return Visits In Past 5 Years (N=100)

x-axis (Number of Return Visits in Past 5 Years)	# of respondents
0	9
1	12
2	11
3	15
4	9
5	15
6	7
7	5
8	4
9	1
10	8
15	1
20+	3

■ Number of Return Visits (In Past 5 Years)

As previously explained in Section 3, the Indian diaspora makes a valuable contribution to Ireland in the areas of education, healthcare, and business. In the same section, a few other areas were highlighted in which the Indian diaspora has had an impact on Ireland and its policies, most notably in Irish politics with the election of Leo Varadkar and the death of Savita Halappanavar, events which have seen Ireland move away from tradition.

The survey results, alongside the existing literature, also portrayed the Indian diasporans in terms of their contribution to their home country. It was seen that the Indian diaspora is very connected to India, with 78% of survey respondents having returned to India up to ten times in the past five years.

Focus areas were explored, namely direct investment, remittances, human capital transfer, philanthropy, and tourism, and it was concluded that *in all areas the Indian diaspora is already involved or is willing to become involved in supporting India* via these themes. This conclusion leaves scope for the development of programmes and products which will enable the Indian diaspora in Ireland to contribute even further to India.

SECTION 5: Migration patterns, integration characteristics and potential support for new immigrants

Many challenges are faced by diasporans when they arrive at and begin living in host countries, regardless of their country of origin, host country, and/or personal circumstances. Each diaspora's challenges and experiences are unique and relative to differences in culture and language. In general, Ireland is perceived as a welcoming country to new migrants, but issues around integration and racism are still prevalent in Irish society.

Section 5 intends to build on the Introduction, examining (based on survey results) why and how select Indians migrate to Ireland. It looks at the ways in which Ireland is perceived by this community as a welcoming country, and considers the support that is available - or not, as the case may before new members of the Indian diaspora in Ireland.

Considering the significance of Indian FDI for Ireland, this report also explores Indian businesses, both multinationals and SMEs, and examines what they have learned from setting up in Ireland.

Although emigration has been a key factor in the nation's history, the Irish public's attitude towards immigration is below (4.8/10) the Western European average (5/10) (McGinnity, Grotti and Fahey, 2018). Professionals relocating to Ireland for work from EU countries and non-EU countries note that Irish people are 'warm', 'friendly', and 'welcoming', but also that it is difficult for immigrants to become fully assimilated into Irish communities and small groups of friends. As such, in many cases migrants are drawn towards each other to form social groups, but do not integrate into Irish social groups. This observation has been reinforced by the research survey: many respondents viewed Ireland as welcoming but did not rate their own integration into community life in Ireland as being very high (Figure 5.1).

As limited research has thus far been dedicated to Indian integration into Irish society, the research surveys have allowed for a more focused and current review of the experiences of the Indian diaspora.

5.1 Migration patterns

There is very little evidence of research on the migration patterns of Indians moving to Ireland. This is reinforced by the fact that estimations of the actual size of the Indian diaspora in Ireland range considerably between 11,000 and 30,000. What is, however, widely known, and has already been discussed in this report, is that *Ireland is a popular destination for Indians seeking employment and/or hoping to gain a qualification in an Irish HEI*, with the ICT sector and employment with Indian companies being popular choices amongst the group.

The research survey helps to understand who the Indian diasporans are and how and when they arrived in Ireland. Based on the survey results, respondents were mostly drawn to Ireland as a destination for education and work. Of the 60% of respondents holding master's degrees, 63% obtained their qualification in Ireland. Following these trends, 14% of respondents moved to Ireland to join family members.

The most popular route for migration was directly from India to Ireland. A secondary route was via the UK. Those arriving in Ireland for education purposes were most likely to travel directly from India, highlighting Ireland's attractiveness as an education location amongst this group.

With its high level of employment activity, Dublin remains the destination of choice for the Indian diaspora when arriving in Ireland, according to the survey results. 78% of respondents identified their location as Dublin. This correlates well with the profile of the diaspora, with the most popular sectors for employment (ICT and professional services) having hubs in Ireland's capital city.

As subsequent chapters will explore, integration issues are a challenge for the Indian diaspora. The reason for this could be because many Indians migrate to Ireland by themselves. The research survey showed that male respondents were more likely to migrate alone, whereas female respondents were more likely to travel to Ireland with their partner/spouse.

5.2 Perception of Ireland as a welcoming country for migrants

Overall, the research survey respondents were positive about their experience of integrating into Irish society, the Indian-Irish community, and their local community in Ireland.

Respondents perceive Ireland to be an inclusive country which offers a positive environment for people who are capable of self-integration into Irish community life. However, there are individuals who rank Ireland highly as an inclusive country but do not feel integrated into community life in Ireland, matching the experiences of immigrants in general, as discussed above.

On the other hand, many respondents felt that they had successfully integrated into the Indian-Irish community in Ireland. Interviews also suggest that the older generation of the Indian diaspora in Ireland have settled into their Indian-Irish community, whereas younger generations who have recently arrived for work or education are still in the process of integrating.

Figure 5.1: Integration experience in Ireland (N=106) compares how the Indian diaspora in Ireland have rated (%) their own integration into community life in Ireland with how they rate Ireland as an inclusive country.

Figure 5.2: Integration experience in Ireland (N=106) compares how the Indian diaspora in Ireland have rated (%) their own integration into community life in Ireland with how they rate their own integration into the Indian-Irish community in Ireland.
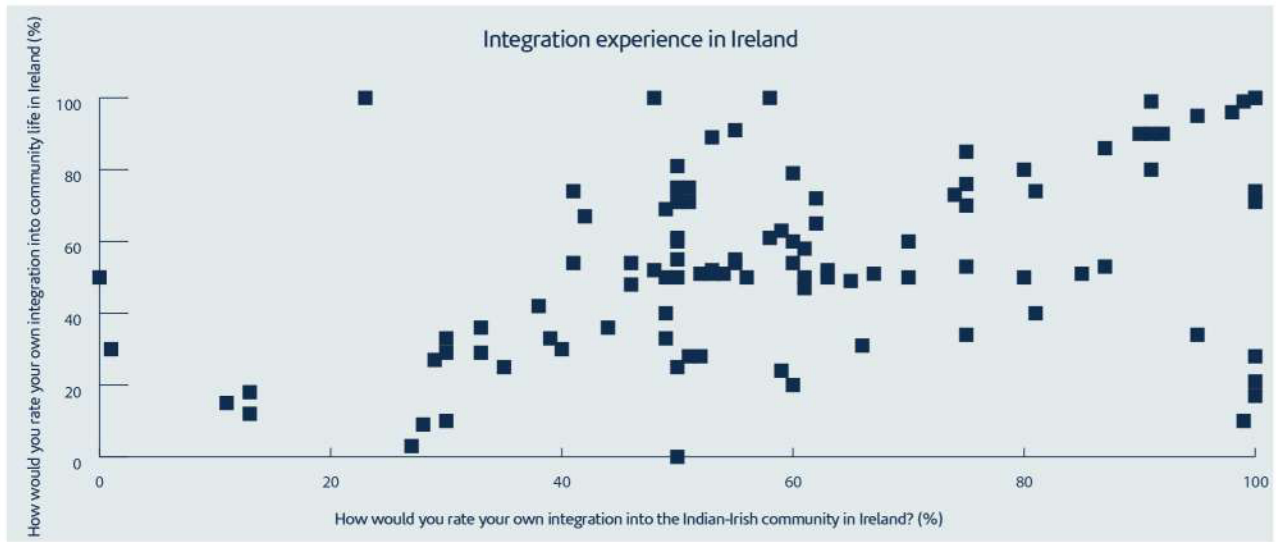
The survey results indicate that the Indian diaspora feels that Ireland is an inclusive country but, as individuals, they do not feel as integrated as they would perhaps like to be (Figure 5.1). In addition, they feel more integrated into the Indian-Irish community in Ireland than into the Irish community (Figure 5.2).

5.3 Challenges to integration

To combat integration issues, and racism in Ireland, the Government of Ireland has produced The Migrant Integration Strategy, which notes that the main challenges to integration faced by all groups of migrants in Ireland are: language training and acquisition, access to public services and social inclusion, and employment and pathways to work (Department of Justice and Equality, 2017).

The surveys undertaken for this research project have allowed for a more specific focus on the challenges being faced by Indian migrants in Ireland. It has been identified that for the Indian population in Ireland (although a primary concern for migrants in general) language is not a challenge to integration, as English is widely spoken by Indians.

The most frequent challenges identified by survey respondents integrating into Irish society and community life are related to employment, culture, and meeting new people (Figure 5.3).

Figure 5.3: Most frequent challenges to integrating into Irish society and community life (N=94)
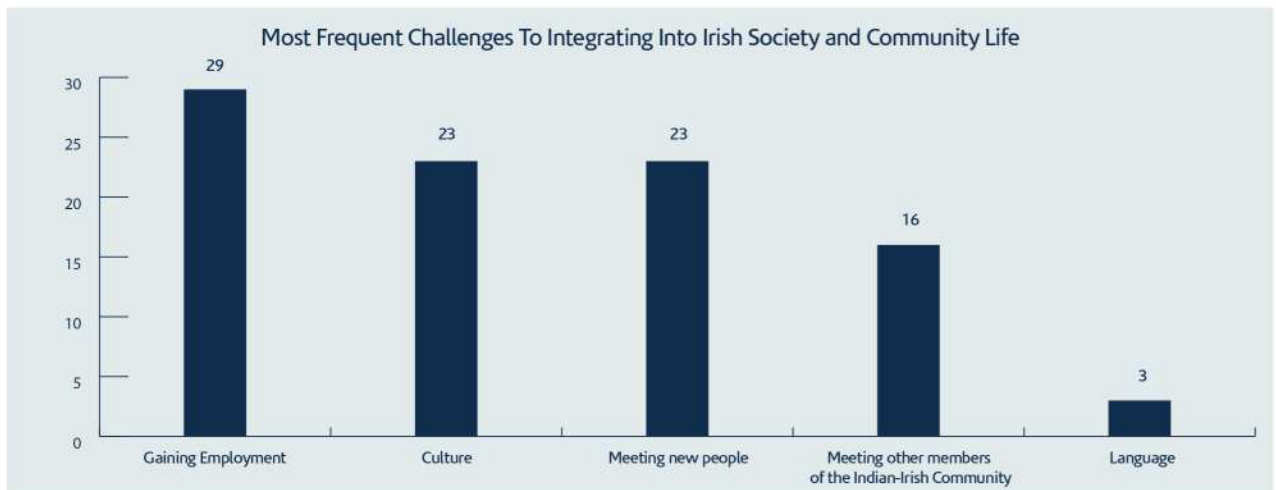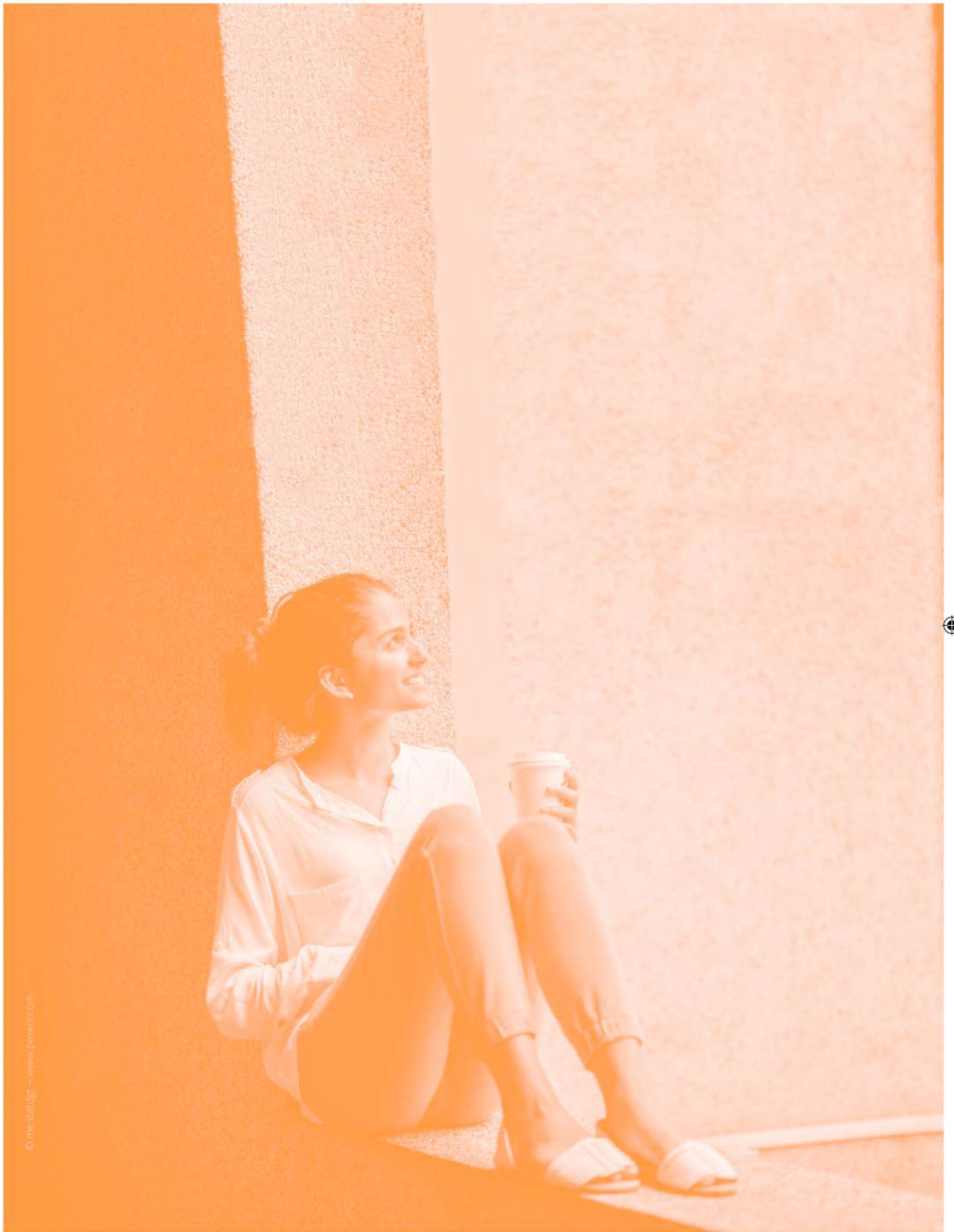
5.4 Employment

As previously mentioned in the Introduction, the group surveyed comprised of highly educated individuals, with a substantial proportion holding master's degrees, matched with the availability of employment in Ireland (Ireland is now close to a full employment rate), this challenge may be surprising.

Along with the 'Stamp 1G' issue, which shall be discussed below, respondents noted that they felt that being non-Irish affected their chances of gaining employment. One respondent reported that a certain recruiter recommended that his or her name should be changed on his or her CV to appear 'more Irish'.

The government's inward investment agency, IDA Ireland, promotes Ireland as a business location for many reasons, including the availability of international and multilingual staff. Yet, *those surveyed deem their 'Indianness' as being a disadvantage when finding employment*.

Although finding employment is the most significant challenge for new Indian migrants arriving in Ireland, the research project identified that few sources of support have been made available in order to tackle this challenge. Business and professional groups do offer networking opportunities, but there was very little evidence of any formal solutions in place to assist Indians in finding employment.

5.5 Culture

Irish culture is significantly different from Indian culture. Ireland is a nation of fewer than 5 million people with a western focus. India is a nation of almost 1.3 billion people with an Asian base. The numbers, the diversity, and the ways of working, networking and communicating can appear quite different, initially. Basically, using Hofstede distinctions, Ireland is an individualistic society, whereas India is collective.

Cultural/social diasporas can participate in Irish civil society to the benefit of the receiving country culture. *Diaspora groups certainly engage broadly in homeland-oriented cultural and social activities*, often acting as a social hub or outlet for diaspora members to feel a sense of belonging. The community members have established clubs, events and places for gathering; they also contribute to media intended for diasporans such as websites, newspapers, and radio programmes.

Over time theatrical performances have been staged and musical events have taken place. An ICCR-sponsored choir group, Nagaland Singing Ambassadors, visited Ireland in November 2014 and another ICCR-sponsored musical group, the Madras String quartet, visited Dublin in July 2015.

The 1st International Day of Yoga was celebrated on 21 June 2015 at St. Anne's Park, Clontarf, Dublin by the Indian Embassy in collaboration with local Yoga institutes and the Indian community. The 2nd International Day of Yoga, the following year, was celebrated at Áras an Uachtaráin in the presence of the President of Ireland and the First Lady. Some obvious benefits are derived from these activities, such as contributions to the artistic and cultural scene, improved multicultural and multilingual knowledge, and social cohesion.

Exposure to intercultural education initiatives – such as projects promoting tolerance or expanding knowledge about specific cultures in educational settings – can enhance 'civic competence more broadly. There is an ICCR Chair of Politics and International Relations at Dublin City University and the annual V.V. Giri Lecture is hosted by University College Dublin.

Other events such as the Ranji Trophy cricket tournament take place annually and bring members of both the Indian and Irish workforce together for an informal day of friendly competition.

5.6 Ahakista memorial

A memorial at Ahakista, County Cork, stands as a reminder of the crash of Air India Kanishka on the shores of the Atlantic Ocean. The plane was blown up in mid-air not long after it took off from Montreal en route to India on 23 June 1985, in an act of terrorism killing all 329 passengers and crew members aboard.

The spirit with which the people of Ahakista and the nearby areas rose to the occasion in solidarity with the families of the victims who were mainly of Indian origin from Canada, is a largely unknown story.

Out of the ruins of a tragedy, a unique link was thus born between the Irish and Indian peoples. The 30th Anniversary Commemoration on 23 June 2015 was attended by Minister of State for External Affairs, Retd. Gen. V. K. Singh along with Foreign Minister Charlie Flanagan and the Canadian Minister for Justice and Attorney General, Mr. Peter McKay.

5.7 Meeting new people and members of the Indian-Irish community

With cultural differences come challenges in meeting new people and engaging in new communities. Assimilation into the Indian diaspora and, more broadly, Irish social groups can take time. The diasporans surveyed found Indian groups in Ireland to be both the most effective way of assimilating into community life in Ireland, and the Indian-Irish community. This activity was closely followed by business and professional groups, and then cultural groups (see Figure 5.4 and Figure 5.5).

5.8 Relocation challenges: accommodation and logistics

With the current demands on the property market in Ireland, migrants are finding it increasingly more difficult to find accommodation in high-demand areas such as the country's capital city. In 2017 rents increased in Ireland by 10.4% (Daft Media Limited, 2018), leaving more vulnerable groups within diasporas at risk from the effects of the housing shortage. These groups include low-income workers and students.

The interview process during Phase Two of this study established that Indians relocating to Ireland (though not exclusively this diaspora) need assistance with finding affordable accommodation.

Although the Irish government offers no formal guidance on this issue, Indian diaspora groups in Ireland themselves provide informal support for new immigrants. This support takes the form of individual diasporas providing short-term accommodation and making introductions to private letting agents and property companies.

This is also supported by some of the comments made during interviews for the business survey:

Figure 5.4: Business perspective

> *For our Indian landed staff, most are happy in Ireland now that there is a base of Indian staff here who can help them in the early days with accommodation, schools, etc.*
>
> *When the organisation was set up here initially, it did not understand the local challenges its staff would face in terms of high rental costs, prohibitive costs of living and shortage of rental accommodation. It is only by having local staff onboard that these issues have been flagged and support provided.*

5.9 Stamp 1G and graduate employment

In 2017, the Irish government revised the Third Level Graduate Programme. Thus, Irish educated non-EEA graduates holding a qualification from Irish HEIs now receive a Stamp 1G, permitting them to seek employment in Ireland post qualification. This is permitted for 12 months for those holding a Level 8 qualification, and 24 months for a level 9 or above qualification.

During the permission period granted under the programme, graduates are entitled to work full-time in accordance with employment law provisions.

Although the 'stay back' option is very appealing to recent graduates from Irish HEIs, there is a lack of knowledge amongst recruiters and employers about the provisions of the 'Stamp 1G'. Many Irish educated, Indian graduates are being refused employment during the recruitment process for not holding a 'Stamp 4' (permission to work).

This lack of understanding amongst recruiters adds to the challenge of finding employment faced by international graduates (including Indian graduates). If this situation remains unchanged it has the potential to impact on Ireland's attractiveness to international students. As such, there is a need for recruiters and employers to be informed about the rights and permissions granted under Stamp 1G.

5.10 Current amenities for integration/actions being taken

5.10.1 All migrants

The Irish government hosts The Office for the Promotion of Migrant Integration (OPMI), a special Office with a mandate to develop, lead and coordinate migrant integration policy across other government departments, agencies and services. Its functions include the promotion of the integration of legal immigrants into Irish society, the establishment of new structures for this purpose, the coordination of Ireland's international reporting requirements relating to racism and the integration and overseeing of the operation of the Irish Refugee Protection Programme. The Office also processes the Community Integration Fund.

" *Community Integration Fund*

The main purpose of the Community Integration Fund is to fund actions by community organisations to promote integration into their local communities. It is intended to provide funding and support for communities across Ireland, notably practical support to facilitate social inclusion among the migrant population. A total amount of €515,000 was made available in 2017 to local community-based groups to promote integration into their area e.g. local sporting clubs, faith-based groups, theatrical and cultural organisations.

Several other organisations and NGOs in Ireland work with, support, and campaign on behalf of migrants in Ireland. These include: The Immigration Council of Ireland, Migrants Rights Centre Ireland, IOM Ireland, and Crosscare Migrant Project.

5.10.2 Indian migrants

Combined with the services offered by OPMI and NGOs, Indians in Ireland can engage with the Embassy of India in Dublin through the embassies provincial outreach programs. The key areas of interaction between the Embassy of India and new immigrants tend to be demand driven, in the areas which are outlined on the Embassy website. The approach is more interactive with incoming Indian students. Since 2017, the Embassy has organised welcome receptions for incoming students at major universities and will, on occasions, also take up student issues with the relevant educational institutions.

Indian community groups (there are two) in Ireland also provide informal support to the Indian diaspora in Ireland (during times of crisis through volunteer stewardship). This support is discussed in more detail in Section 7, but includes promoting home cultural activities, facilitating the teaching of languages, providing business opportunities, social activities, and practical advice on moving to Ireland.

Amongst survey respondents, *integration into the Irish community is mostly led by Indian diaspora groups, business/professional activities, sports and cultural groups*. Political and religious factors have limited bearing on Indian individuals' integration into Ireland.

Figure 5.5: Activities for assimilation into Irish community life
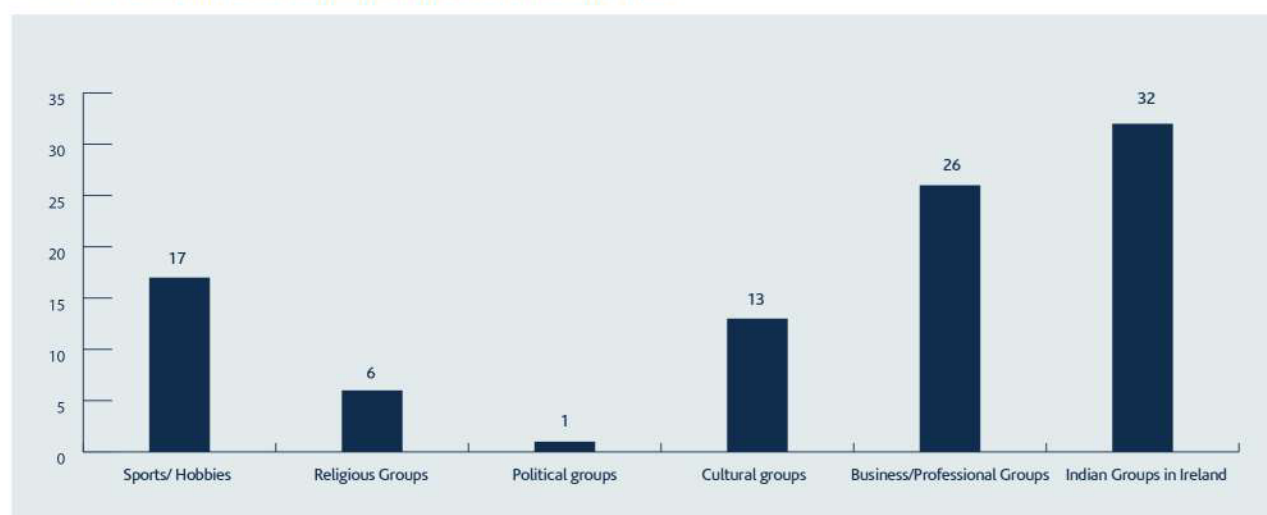
Figure 5.6: Activities for assimilation into the Indian-Irish community (N=105)
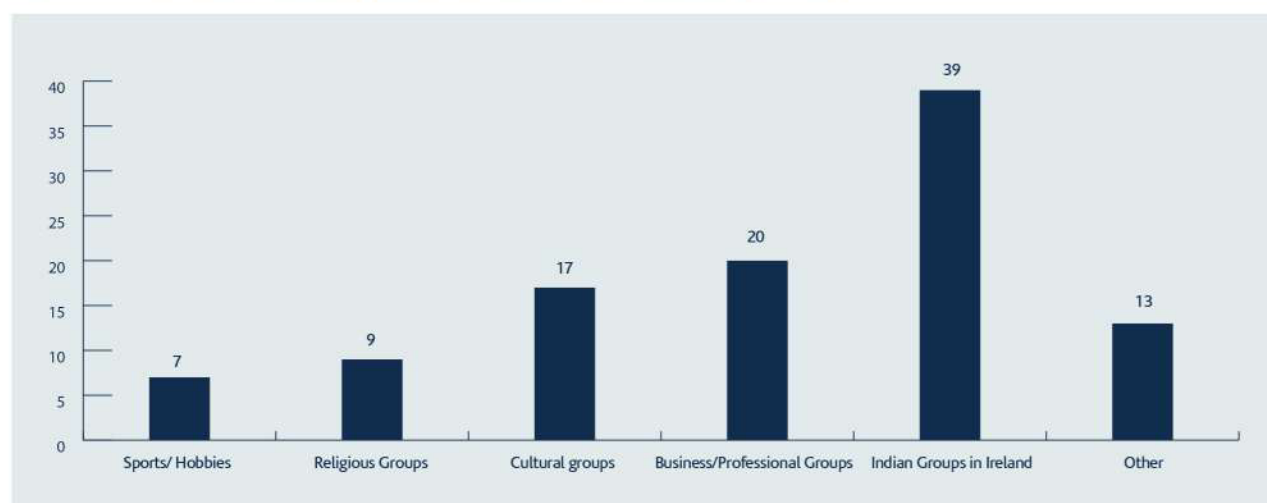
Other methods cited of assisting assimilation into the Indian-Irish community included personal friendships, family members already in Ireland, and family friends based in Ireland. New diasporans often connect with contacts from India, now based in Ireland.

5.10.3 Companies

Indian companies in Ireland also provide informal and ad hoc support to the Indian diaspora in Ireland. This support includes opportunities to socialise and practical advice on moving to Ireland.

Due to the informal nature of this assistance, the research for this paper was unable to discern any additional information.

Figure 5.7: Indian business view of working in Ireland

> " *It is easy to do business in Ireland, but Ireland is quite colloquial.*
>
> *I think we need to bring in how Indian global companies operate and what ethos we bring to the table to make sure the Irish people consider Indian companies for employment.*
>
> *Awareness of Indian strengths in Ireland is limited.*

5.11 Support sought by the Indian population

The findings from the initial literature review informed the survey and interview structure and strategy. As detailed further below, our initial review of the literature on diaspora engagement suggested that, broadly speaking, motivations for engagement and the types of engagement initiatives can be categorised around reasonably discrete themes of economic engagement, political engagement, and social/cultural engagement. The surveys were also developed to determine what might be considered 'good' or successful engagement, from the perspective of diaspora organisation as well as at the individual level, and questions were aimed at understanding the dynamics of the engagement process in terms of who initiates it across the various sectors, the benefits perceived by diaspora groups, and how satisfied they are with this engagement.

The main challenges to integration identified by survey respondents were listed as gaining employment, overcoming cultural differences and meeting new people as well as other members of the Indian diaspora. As such, the support made available to new immigrants must address these issues. From the results of the survey, it appears that the most sought after sources of support are directly related to the challenges faced by the individual. The most frequent activities/programmes suggested by respondents for helping with integration into Irish society are linked to raising awareness and providing information and materials, as outlined in the table below (Figure 5.8):

Figure 5.8: Obstacles to integration and support sought (N= 93)

	Awareness-raising activities	Counselling services	Information and materials	Integration handbooks	Other (please specify)	Standard Operating Procedures (SOPs)	Training
Culture	5	2	9	1	2	3	0
Gaining Employment	5	5	7	0	2	5	4
Language	2	0	0	0	0	0	0
Meeting new people	6	6	2	3	1	5	
Meeting others - the Indian-Irish Community	5	2	5	0	0	3	1

Respondents felt that all challenges could be addressed in some part by awareness-raising activities and by providing information and materials, making these the most sought after sources of support.

The need for counselling services has been identified as being particularly useful to those who are seeking employment and looking to meet new people. This would suggest that these are isolating times for the diaspora, and diasporans experiencing these obstacles to integration need 'soft' support as well as 'hard' support such as information booklets and training.

Considering the number of respondents involved in the research survey who interact with diaspora groups in Ireland, and given the type of support being sought, it has been suggested that *the diaspora groups themselves would be the most effective channel for distributing these sources of support* to the Indian diaspora in Ireland.

Figure 5.9: Suggestions from business for programmes to assist Indians moving to Ireland

> *There needs to be more education in Ireland in relation to understanding the Indian culture. There is still a perceived stereotype.*
>
> *I think we need to bring in how Indian global companies operate and what they bring to the table to make sure the Irish people consider Indian companies for employment.*
>
> *One way to promote India Inc. in Ireland would be to conduct tech summits/trade fairs.*
>
> *What else can India offer? I don't think many Irish people would be able to answer that question.*

In conclusion, there is a sense amongst the Indian diaspora that *although Ireland is an inclusive country, as individuals, they do not feel truly integrated. The main challenges to integration include gaining employment, cultural differences and meeting new people.*

Diaspora organisations are actively working to assist new diaspora and facilitate their integration into life in Ireland.

The Indian community in Ireland was viewed as being easier to integrate into instead of the wider Irish society. These groups should be viewed as the main pillar to Indian diaspora integration into Ireland.

Finally, there was a strong perception that new diasporans are connecting with contacts from India now based in Ireland, before leaving India and on arrival in Ireland.

SECTION 6: Diaspora associations, networks and gathering centres

In Section 6 it was identified that a substantial proportion of the Indian diaspora is engaged with diaspora organisations in Ireland, which vary in size, function and structure. Incoming Indian businesses have also observed that finding these links was beneficial for their staff on secondment. Indian diaspora groups and organisations can be found throughout Ireland, but the Indian diaspora itself is concentrated in and around Dublin, Cork, Galway and Limerick.

India is comprised of 29 states and is one of the most populated countries in the world. As India is an amalgamation of various cultures spanning across the Indian subcontinent, it is inevitable that the number and function of Indian organisations in Ireland will mirror this diversity.

6.1 Function

In Ireland, Indian diaspora associations, networks and gathering centres have been set up to allow diasporans to meet fellow members of the diaspora, embrace Indian culture, and learn about its customs and languages so that those outside India can continue the country's traditions.

The community groups are broadly organised into the following categories: region of origin, religion, age, and/or special interests such as business.

Many of the organisations that have been reviewed offer socio-cultural activities. They bring their members together to share cultural/religious events and facilitate the celebration and continuation of traditions (see Figure 6.1).

6.2 Audience

Only a few of the organisations studied target the wider Indian diaspora. The majority opt to engage with individuals from specific regions in India or of specific ethnic/religious backgrounds. Overall, this presents a fragmented diaspora to Ireland.

As Figure 6.1 shows, many Indian diaspora organisations in Ireland serve similar audiences, with similar activities, in the same location; for example, Ireland Telugu Association (ITA) and Ireland Telugu Samajam (ITS).

6.3 Location

Many Indian diaspora organisations are based in Dublin, corresponding with the concentration of Indian diaspora found in the country's capital. Several minor active groups are scattered throughout smaller cities and towns in Ireland, and their activities mirror those of their larger counterparts in Dublin.

6.4 Online communities

More informal groups exist on social media platforms such as Facebook. These groups did not partake in the diaspora group study as it targeted groups that physically met. With restrictions on access to online groups (the researchers were not eligible to join many of the online communities and as such could only collect limited information) the following observations have been made.

Indian diaspora Facebook groups:
1. Allow members of the diaspora and those considering entry to Ireland to interact online.
2. Publicise upcoming events of interest to group members.
3. Act as a platform for new diasporans to interact with existing members of the Indian diaspora and seek advice on issues such as housing, and job-seeking.
4. Mirror offline groups, in that they are designed to engage individuals from specific regions in India, or of specific ethnic/religious backgrounds.

6.5 Other communities

In addition to formal Indian diaspora associations, networks and gathering centres, there are other activities in Ireland that bring together the Indian community outside the traditional diaspora groups. These include sports clubs such as cricket clubs, university societies specifically for Indian students, and professional organisations in sectors with a high Indian representation.

Specific events have also sought to target the Indian diaspora, including the Indian Film Festival in Ireland which celebrated its eighth year in 2017, and India Day, a collaborative event supported by the Indian embassy in Dublin, Irish government departments and non-governmental groups.

6.6 Support and services provided to Indian communities in Ireland

Indian diasporans highly rated Indian groups in Ireland as an asset to integration and assimilation (see Section 3). Many community groups and diaspora organisations offer support and services to members of the Indian-Irish community.

Support cited included promoting home cultural activities as well as facilitating the teaching of languages amongst the community, providing business opportunities or simply a forum to socialise with other members of the Indian community in Ireland.

Many of the associations reviewed reported that they assist new diasporans with practical advice about moving to Ireland, either online or offline: for example, ITWA (Ireland Telugus Welfare Association) provides information for those moving to Ireland via its website and network.

Several groups reported that they often receive requests for assistance from those migrating from India to Ireland. One group leader reported that his group has responded to the housing situation in Dublin by offering accommodation in group members' homes on a short-term basis to new diasporans.

The Embassy of India in Ireland maintains and strengthens links with these community groups on occasions such as India Day, Diwali and other events that allow the diaspora as a whole to come together.

Indian Youth Ireland, a business whose audience is made up of students and young professionals from the wider Indian diaspora, offers a service to new, younger members of the Indian diaspora to assist them in their relocation to Ireland. This service includes advice on approaches to finding work and accommodation together with the local situation for medical support, immigration services and insurance.

The Ireland India Business Association (IIBA) offers new and existing members of India's diaspora in Ireland the opportunity to create business relationships in Ireland through their networking events and sectoral working groups and by introducing them to relevant prospective business partners.

6.7 Directory of Indian diaspora groups

The table below summarises several Indian-Irish diaspora groups, identified as being active in Ireland. They vary in the activities they offer; and their diversity is representative of the diversity of India.

Figure 6.1: Active Indian-Irish diaspora groups (presented alphabetically)

Organisation	Location	Description of Activities
Bochasanwasi Shri Akshar Purushottam Swaminarayan Sanstha (BAPS Ireland)	Dublin and Surrounding Areas	Bochasanwasi Shri Akshar Purushottam Swaminarayan Sanstha (BAPS) is a socio-spiritual Hindu organisation. BAPS Ireland hosts spiritual events for its community.
Cavan Indian Association	Cavan	The Cavan Indian Association is an Indian diaspora group, whose main purpose is to retain Indian culture, language and traditional arts, dance, and values. It also works to transfer these traditions to the younger generations within the diaspora.

Organisation	Location	Description of Activities
Confederation of Indian Communities in Ireland	Nationwide	The Confederation of Indian Communities in Ireland (CICI) is an umbrella organisation for Indian communities in Ireland. Its mission is to pursue socio-cultural activities in the host country.
Crumlin Malayali Association	Crumlin/Dublin	The Crumlin Malayali Association welcomes members of the Indian diaspora living in the Crumlin area. The group organises social and cultural events.
The Federation of Indian Communities in Ireland (FICI)	Dublin	The Federation of Indian Communities in Ireland (FICI) is an umbrella body representing all Indian communities in Ireland.
Fingal Ethnic Network (FEN)	Fingal/Dublin	The Fingal Ethnic Network (FEN) was established by the Fingal County Community Office in 2006. This is a network of ethnic groups and nationalities living in the Fingal Area. It promotes awareness of issues relevant to the ethnic populations of the county. FEN aims to provide a forum where diverse groups can speak as one recognised voice on matters relating to their well-being in Fingal. FEN helps to promote ways of integrating effectively into the community.
The Indian Association of Sligo	Sligo	The Indian Association of Sligo (IAS) is a community group of Indians living in Sligo.
Indian Youth Ireland	Dublin	Indian Youth Ireland (IYI) promotes innovation and entrepreneurship among Indian youths in Ireland. It seeks to provide the world with a skilled Irish-Indian workforce. IYI provides its members (students and young professionals) with events and workshops, including networking events.
Ireland India Business Association	Nationwide	The Ireland India Business Association (IIBA) is a member-driven non-profit organisation, which aims to be the pre-eminent focal point for all business activity, present and future, between Ireland and India.
Ireland-India Council	Dublin	The Ireland-India Council (IIC) works to strengthen relationships and promote understanding among the Irish Indian communities, business leaders, universities and institutions. The Council's vision is for greater economic, educational, scientific, cultural and tourism opportunities between Ireland and India.
Ireland KMCC		Ireland KMCC is an expatriate organisation of the Malayali people living in Ireland.
Ireland Telugu Association (ITA)	Dublin	The Ireland Telugu Association (ITA) was founded in 2007. ITA's purpose is to sustain and promote Indian culture and heritage in Ireland, with a special focus on Telugu heritage. ITA holds a variety of cultural events throughout the year, for its community of over 500 individuals.
Ireland Telugu Samajam (ITS)	Dublin	Ireland Telugu Samajam's (ITS) mission is to identify and address the social, cultural and educational needs of the Telugu community in Ireland. ITS aims to perpetuate, integrate, and assimilate the cultural heritage of the Telugu-speaking people into the mainstream of Irish society. It delivers a programme called 'Patashala' for Telugu youths in order to educate them about the Telugu language and traditional music.
Ireland Vinayaka Temple Ltd	Dublin	Ireland Vinayaka Temple (IVT) was founded to establish a permanent Hindu temple/place of worship in Ireland. The temple is based in Rathfarnham, Dublin, and engages with 1,000 individuals.
Irish Indian Cultural Association	Dublin	The Irish Indian Cultural Association aims to be a broad-reaching association, creating a space in which anyone can promote their own cultural identity. The association organises cultural events and social gatherings to bring the Indian-Irish community together.
Irish Kannadigara Sangha	Dublin	Irish Kannadigara Sangha (IKS), an informal Kannada group in Ireland, was formed in 2006 with the aim of providing a common platform for all Kannadigas in Ireland to interact and network. The group promotes Kannada culture and language in Ireland. IKS arranges annual Ganesha Habba, Kannada Habba and Summer barbecues, as well as regularly screenings of Kannada movies in Dublin.
ITWA Ireland (Ireland Telugus Welfare Association)	Dublin	ITWA (Ireland Telugus Welfare Association) is a non-profit, membership organisation devoted to promoting integration through arts, sports and culture. ITWA also intends to identify and address the social, cultural and educational needs of Ireland's Telugu Community.

Organisation	Location	Description of Activities
Kerala House	Dublin	Kerala House Dublin Malayali Club is a Dublin-based community group. Activities organised by Kerala House include cricket tournaments, cooking competitions, and a children's day.
Kildare Indian Association	Kildare	Kildare Indian Association (KIA) is a community group of Indians living in Kildare and the neighbouring counties.
Malayalee Indians in Ireland (MIND)	North Dublin and wider Dublin area	Malayalee Indians in Ireland (MIND) is a voluntary community organisation established in February 2008 with a view to providing a platform for Malayalee Indians to promote their rich culture, heritage and tradition in North Dublin and the neighbouring areas.
Munster Indian Cultural Association	Limerick	The Munster Indian Cultural Association (MICA) brings together the Indian community living in Munster. It hosts several activities, events and programmes throughout the year, including a youth festival.
Northwood Club of Arts and Sports (NCAS)	Dublin	The Northwood Club for Arts and Sports (NCAS) promotes Indian culture and brings together Indians residing in the Swords area of Dublin.
Odia Society of Ireland	All Island	The Odia Society of Ireland (OSI) is a social and cultural group for the Odia people. OSI engages with members in both Northern Ireland and the Republic of Ireland.
Overseas Indian Cultural Congress	Dublin	The Overseas Indian Cultural Congress (OICC) promotes national cooperation and integrity among the Indian community in Ireland, particularly Malayalees.
Rajasthani-Indian Society of Ireland	Dublin	The Rajasthani-Indian Society of Ireland is a social and ethnic community for those from the region of Rajasthan. The society gives this community an opportunity to socialise and share their cultural traditions.
Syro Malabar Catholic Community	Dublin	The Syro Malabar Catholic Community in Dublin has approximately 4,000 members and is based around the Syro Malabar Church in Dublin. The church was established in 2006, in response to the increasing migration to Ireland of its members, especially those working in the health and IT sectors.
Team Vision Ireland	Dublin	Team Vision Ireland's main priorities are business development and cultural sharing. This is a small organisation which interacts with a community of 50 individuals. Its mission is to bring together Indian families to work together for a better future..
Telanganites of Ireland (TOI)	Dublin	Telanganites of Ireland (TOI) is an organisation dedicated to the Indian diaspora originating from Telangana. One of TOI's main annual events is the celebration of Bathukamma.
Unitas ISAC	Dublin	UNITAS is a non-profit, volunteer-based organisation which was set up by the Indian diaspora in Ireland to promote and facilitate integration through arts, sports and culture. It offers an open platform for strengthening the relationship between diverse Indian communities and other communities in Ireland.
Vedic Hindu Cultural Centre Ireland (VHCCI)	Dublin	The Vedic Hindu Cultural Centre Ireland (VHCCI) provides a platform for the community to practice and promote Indian culture. The centre organises classes and workshops to promote knowledge of various Indian languages, yoga, meditation, spirituality, Indian classical music and dances. It also prioritises facilitating the Indian community's engagement in cultural and religious activities and the celebration of major Hindu festivals. VHCCI is currently fundraising for a permanent centre.
Waterford Malayalee	Waterford	Waterford Malayalee brings together members of the Indian community in Waterford for cultural and social events. The group also participates in the St. Patrick's Day parade in Waterford.
World Malayalee Council - Ireland Province	Dublin	The World Malayalee Council aims to provide a networking platform for emigrant Malayalees living around the world. The inauguration of WMC - Ireland Province was held on 2 May 2009 in Dublin. The council works with more than 10,000 Malayalam-speaking individuals in Ireland.

In conclusion, active Indian diaspora groups and organisations have a strong presence in Ireland. These groups provide support to new migrants, as well as promote home cultures.

The analysis of Indian diaspora groups in Ireland presented a fragmented diaspora, with several groups serving the same audiences with the same overall purpose. More collaboration between groups would result in larger active groups, as opposed to groups working as isolated units, as is currently the case.

PART 3

SECTION 7: Summary, conclusions and recommendations

In The introduction to this report described the relatively close relationship that India and Ireland have enjoyed throughout recent history. Now, *India and Ireland have entered a new era where further education and bilateral trade are a primary element of engagement.*

This report encompasses the following key themes:
› The principal areas of Indian diaspora contribution to Ireland.
› Understanding Ireland's attractiveness to India, and the 'pull factors' for Indian migration based (temporarily or longer term) in Ireland.
› The challenges faced by Indians in Ireland.
› Identifying, understanding and mapping the role of Indian associations, networks, and gathering centres.
› Assessing the economic, social, political and/or cultural connections and interests back in India and within local communities.
› Identifying the potential support that could be offered to new immigrants.

These themes were explored using the existing literature, and by conducting research surveys, questionnaires and interviews.

Part Two of the report examined the importance of the Indian diaspora to Ireland. This was explored under three specific headings: education, healthcare, and business, followed by the Indian diaspora's current and potential contributions to India.

It established that although the traditional 'pull' for healthcare professionals from India has been declining, the Indian diaspora is having a significant impact on the business and education sector in 2018; 3,000 Indian students were studying at Irish HEIs at the time this report was written in early 2018.

The Indian diaspora has also made contributions to Ireland via politics, businesses (besides FDI), and civil society. The Taoiseach Leo Varadkar, a second-generation Indian, is the most obvious example of this.

The Indian diaspora in Ireland's current and potential contributions to India was explored under the headings: Direct investment, Human capital transfer, Remittances, Philanthropy, and Tourism.Complementing official data, the research survey confirmed that Indian diasporans maintain close ties with India and are currently engaged with their country of origin (or would like to be) under the five focus areas discussed.

It was found that Indian diasporans face challenges when assimilating into Irish society, even though they do rate Ireland as an inclusive country. The main challenges to integration include: gaining employment, cultural differences, and meeting new people. A significant source of support for the diaspora is Indian diaspora groups, which are often an early port of call for new arrivals in Ireland from India.

The research identified 32 offline diaspora groups serving the Indian diaspora in Ireland. Analysis of these groups portrayed a fragmented diaspora with many groups serving the same audiences, with similar activities. These activities include gatherings on festival days – Diwali, Holi and general community events.

Online diaspora groups also exist, and much like their offline counterparts, their main activities are to:
1. Allow members of the diaspora and those considering entry to Ireland to interact online.
2. Publicise upcoming events of interest to group members.
3. Act as a platform for new diasporans to interact with existing members of the Indian diaspora and seek advice on issues such as housing, visas and job-seeking.
4. Mirror offline groups, in that they are designed to engage individuals from specific regions in India, or of specific ethnic/religious backgrounds.

Based on the research, a number of actionable recommendations have been made to improve understanding of the Indian diaspora in Ireland, and to encourage support that will allow new diasporans to overcome the challenges around relocating to Ireland.

The considerations and recommendations of this report should lay the foundations for potential future development. There will certainly be circumstances where it will be impracticable to apply some of the findings, for example the benefits of knowing a diaspora in advance. Thus, the recommendations are made in the light of existing policy and the current social landscape, and are provided solely as guidelines.

India's diaspora contributes significantly to Ireland and its economy. Yet, this contribution is not sufficiently acknowledged by the Indian diaspora, the Irish authorities, businesses, or the public.

Taking into account the data from the two research surveys, alongside the interviews and consistent messages drawn from prior literature on the key themes for diaspora engagement, there follows a list of points to consider.

There are two underlying themes which will help situate the proposed recommendations:

1. Successful methods for engaging with the Indian diaspora in Ireland need to take into account the diaspora's characteristics and should be tailored to specific contexts. Some useful indicators of the diversity of Indian diasporans can be gleaned from the exercises conducted as part of this

research project and used as a basis, albeit partial, for building an understanding of the Indian diaspora in Ireland.

2. Evidence collected during this research suggests that *there is substantial room for improvement with respect to establishing basic principles and good practices for Indian diaspora engagement in Ireland*. The following points reflect this perspective and focus on establishing broad guidelines.

7.1 Overall recommendations

The recommendations set out below have been formed following observations made during the research project. They are intended to serve as starting points for further discussion and thereby contribute to the ongoing debate.

1. **Be aware of, and attentive to, the complexity and heterogeneity of Indian diasporans**. Indeed, the Indian diaspora is represented by many groups - associations for specific regions of India or only open to certain members of the diaspora (such as professional or business organisations). In this context, it is particularly important to understand the varied characteristics and objectives of these diaspora organisations and build strategies that do not assume that they all have the same aims or engage with various partners for the same reasons.

2. **Identify the potential in each diaspora organisation**. Many diaspora organisations work far outside their core mission. Of those who responded to the call to contribute, many reported having engaged in several activities not directly related to their mission, or to their principal areas of activity. Similarly, numerous organisations identified benefits that would not necessarily be expected given their stated mission, e.g. helping new migrants to find accommodation. Diaspora organisations provide support and advice, whether direct or in kind. Many diaspora organisations are small and volunteer-led. They do not have the capacity to assess the potential implications of new policies or opportunities. *Assistance in navigating policies and accessing resources may become important*. The research showed that most organisations are very small in terms of staff numbers and perform their activities on a voluntary basis to a considerable extent.

3. **It should not be assumed that diaspora representatives are familiar with the activities, portfolios or even existence of policymakers and stakeholders.**

4. **Maintain relationships**. Higher levels of engagement are correlated with higher levels of satisfaction. Once working relationships with diaspora groups are established, an effort to facilitate their long-term continuation should be made. Their activities could be more formalised and professionalised. At the moment groups are working in silos with several offering the same services to similar audiences.

5. **Identify 'low hanging fruit'**. It is important to stress that improvements in diaspora engagement do not necessarily need to take the form of new initiatives and projects. Many of the activities currently available would benefit from support, professionalisation and strategic development. For instance, positive feedback is always received when officials attend association events. Simple gestures such as these seemed to provide real social capital for future engagement and are likely to be truly appreciated by diaspora representatives. When members of diverse groups are involved in doing something collaborative (sharing and pursuing a common goal), the results of this contact tend to be more positive. An example of this is the Ranji Trophy cricket tournament, an informal event which is run voluntarily in Dublin. It attracts multiple teams of Indian diasporans who attend this summer event with their families.

6. **Incorporate systematic evaluation methods for engagement activities**. Invest upfront in planning, piloting and implementation. This investment is likely to pay dividends, especially for those seeking cross cultural transferable lessons for the ongoing development of engagement initiatives.

7. **Develop a better understanding of migration dynamics**. Routine data on outward and return migration is 'a prerequisite to a better understanding of professional emigration', without which policymakers operate in the dark. *Better routine data on Indian diaspora migration is critical and is key to capturing an accurate understanding of the dynamics of emigration and return/non-return in the Irish context.*

It is also essential to measure the effectiveness of retention measures, if any are introduced. This paper indicated that after 2008, and during the austerity period, the extent to which emigrant doctors returned to take up consultant posts in the Irish health system changed. This may well apply to professional workers as well. Better routine data combined with research on health and professional worker emigration will *enable policymakers to assess the impact of economic conditions on emigration* and empower them to respond accordingly. It will also help them to measure the impact of other external shocks on the Irish workforce (e.g. the impact of Brexit on migration flows) and on the dynamics of migration.

In conclusion, there is a need to reappraise the established culture of migration, its measurement and communication. Finally, in considering transferability of recommendations, further work to understand the viewpoints of active Indian diaspora organisations across the EU is encouraged.

7.2 Specific actions based on report findings

1. All publicly available information significantly underestimates the numbers of Indian nationals in Ireland. If policies and support are to be created for this group, *a method of capturing more specific statistics must be created*. This would specifically take the form of cooperation between all groups engaging with the diaspora; businesses, government agencies, the third sector, and community groups.

2. With the Indian diaspora perceiving that their skills can have a positive contribution to India, a **skills register should be considered, where diasporans** could register their skills and how they would like to contribute to India.

3. There is potential for the Indian government, or those interested in development in India, to produce a variety of products to capitalise on the diaspora's willingness to engage with India, particularly under these headings: direct investment, human capital transfer, remittances, philanthropy, and tourism.

4. With a high number of Indians travelling between Ireland and India regularly, there are particularly **untapped tourism and marketing opportunities** for both India and Ireland.

5. **Indian diasporas experience difficulties in integrating into Irish society.** Further work should be carried out on the barriers to Indian integration into broader life in Ireland.

6. Partnerships and programmes with Indian diaspora groups in Ireland would be a useful source of development, as these are currently the strongest source of support for the Indian diaspora.

7. **Assisting diasporans to gain employment should be prioritised.** Students are being encouraged to Ireland with promises of good job prospects which can fail to materialise. Tackling this issue would have a positive impact on other integration issues.

8. Partnerships and programmes involving Indian diaspora groups in Ireland are recommended. These groups are currently provide the most significant assistance to the Indian diaspora, and as such should be developed and supported.

9. *More collaboration between diaspora associations and groups is advised*. If mergers of groups are not possible, more collaboration should be sought to provide for aligned support of the Indian diaspora and greater awareness in Ireland of the Indian community.

10. Where formal support is provided by diaspora groups, they are very much in demand. Therefore, this *support should be quantified, developed and marketed to the Indian diaspora and potential migrants*.

11. Assess the capacity to support migrant communities as they continue to provide a 'soft landing' for new diaspora (in regular or irregular situations of distress), and explore realistic options for training, counselling, outreach, etc. as identified during the research.

12. Develop a *guide on employment for employers and prospective employees*, with an emphasis on work permits, e.g. 'Stamp 1G'.

13. Develop an induction pack including *a guide on cultural similarities and differences* to be shared with Indian migrants before they leave India.

14. Develop cultural assimilation programmes for Irish companies employing Indian migrants and Indian companies entering Ireland.

15. To support Indian migration to Ireland, and therefore the Irish economy, the issues faced by the Indian diaspora (primarily housing and visas) need to be examined and solutions need to be found.

SECTION 8: Appendices

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25. Tech Mahindra
26. Trinity College Dublin
27. The Steering Group of the Ireland India Business Association
28. University College Dublin
29. University College Cork
30. Wipro

C. Surveys

Association Survey: Diaspora Organisation Survey

1. Name of Organisation/Group
   (full name, as legally registered): ....

2. Abbreviation, acronym, and/or alternative operating name: ....

3. Year founded/year of registration: ....

4. Website: ....

5. Facebook page: ....

6. Twitter handle: ....

7. Name of primary contact person: ....

8. Name of secondary contact person: ....

9. Telephone number: ....

10. Email address: ....

11. Postal address: ....

12. Location of association: ....

13. Mission Statement/values: ....

....

....

....

14. Areas of interest:
☐ Business association   ☐ Chamber of Commerce
☐ Religious group   ☐ Professional network
☐ Political group   ☐ Community group
☐ Diaspora organisation   ☐ Other (please specify)
☐ Culture promotion

15. Does your organisation have members?
☐ Yes   ☐ No
If yes, how many? ....

16. Which state/territory do your members mainly originate from in India?

- [ ] Delhi
- [ ] Rajasthan
- [ ] Uttar Pradesh
- [ ] Uttarakhand
- [ ] Madhya Pradesh and Chhattisgarh
- [ ] Himachal Pradesh
- [ ] Jammu and Kashmir
- [ ] Haryana and Punjab
- [ ] Gujarat
- [ ] Mumbai
- [ ] Maharashtra

- [ ] Goa
- [ ] Kolkata and West Bengal
- [ ] Bihar and Jharkhand
- [ ] Sikkim
- [ ] he Northeast
- [ ] Odisha
- [ ] Andhra Pradesh
- [ ] The Andaman Islands
- [ ] Tamil Nadu
- [ ] Kerala
- [ ] Karnataka

17. Annually, how many individuals (members/non-members) are involved (attend events, receive newsletters, etc.) in your organisation? _____

18. Are you aware of any of the following?

- [ ] Irish Kannadigara Association
- [ ] Irish Punjabi Association
- [ ] Gujurati Samaj Ireland
- [ ] Malayalam Association
- [ ] Kerala House
- [ ] Irish Telugu Welfare Association
- [ ] Irish Telugu Associaiton
- [ ] Irish Telugu Samajam
- [ ] Telanganites of Ireland
- [ ] Odia Society of Ireland
- [ ] Galway Indian Cultural Community
- [ ] Indian Community of Sligo
- [ ] Vedic Hindu Cultural Centre Ireland
- [ ] Cavan Indian Association
- [ ] Kildare Indian Association
- [ ] Limerick Munster Indian Association

- [ ] Limerick Munster Indian Association
- [ ] Ireland India Council
- [ ] Kerala Muslim Centre, Ireland
- [ ] KMCC
- [ ] Syro Malabar Catholic Community Dublin
- [ ] Rosemylam
- [ ] Malayali Association
- [ ] Kerali Pravasi Congress
- [ ] World Malayali Council
- [ ] Kerala Pradhesh Congress Committee
- [ ] Phisborough Mayalee Indians
- [ ] Rhajasthani
- [ ] Indian Association Sligo
- [ ] Indian Youth Ireland
- [ ] Ireland India Business Association

19. Can you identify additional Indian groups in Ireland?

a) Group 1 Name: ....

   Website: ....

   Contact Details: ....

b) Group 2 Name: ....

   Website: ....

   Contact Details: ....

20. Does your organisation link up with any groups in India?

- [ ] Yes   [ ] No

If yes, please provide the names of any linked groups: ....

....

....

21. Does your organisation link up with any groups in your local community?

☐ Yes ☐ No

If yes, please provide the names of any linked groups: ....

....

....

22. Does your organisation link up with any groups in Ireland?

☐ Yes ☐ No

If yes, please provide the names of any linked groups: ....

....

....

23. What services does your organisation offer to new and existing members/diasporans?

....

....

....

....

....

....

....

....

....

Individual Survey

Section 1: Introduction and profile of diaspora

1. Sex:
☐ Male   ☐ Female

2. Age:
☐ 18-26   ☐ 27-35   ☐ 36-44   ☐ 45-53   ☐ 54-62   ☐ 63-71   ☐ 72-80   ☐ 80+

3. What is your current employment status?
☐ I am in full-time employment   ☐ I am a full-time student
☐ I am in part-time employment   ☐ I am retired
☐ I am unemployed   ☐ I am a homemaker

4. Please indicate your highest level of education
☐ High school or equivalent associate degree   ☐ Master's degree
☐ Certificate or diploma (community college)   ☐ PhD (postgraduate)
☐ Bachelor's degree
☐ Other. Please specify: ....

5. This qualification was obtained in:
☐ Ireland   ☐ India
☐ Other. Please specify: ....

6. What area are you currently working in (please select the most relevant option)?
☐ Education (policy and administration, teaching, continuing/adult education, etc.)   ☐ Business, management and leadership: professional services
☐ Vocational/technical skills (plumbing, carpentry, etc.)   ☐ Public service and administration (central, regional and local governance)
☐ Medical profession (medical doctor, nursing)
☐ Public health (policy/administration, pharmacology, nursing, nutrition, biomedicine, etc.)   ☐ Financial services sector (money transfer, financial analyst, planning and investment, etc.)
☐ ICT: (IT, information/communication specialist, software developer, hardware, programmer, etc.)   ☐ Journalism/media
☐ Public policy and legislation   ☐ Engineering (civil, chemical, mechanical, electrical/electronic, water, environmental, etc.)
☐ Judiciary   ☐ Logistics and procurement
☐ Agriculture (farming, livestock, fisheries, forestry, etc.)   ☐ Transport (taxi/bus/train)
☐ Veterinary medicine   ☐ Energy and oil
☐ Business, management and leadership   ☐ Aviation
☐ Business, management and leadership: law   ☐ Culture and Sports
☐ Other. Please specify: ....

Section 2: Integration into Irish society

This section is designed to establish how welcoming Ireland is to its Indian community, and the support that could be made available to assist new Indians arriving in Ireland.

7. How would you rate Ireland as a welcoming country (%)
Not at all .... Welcoming .... Extremely welcoming

8. Did you come to Ireland on your own, or with others?
☐ On my own
☐ With my partner/spouse   ☐ With my parents
☐ With my partner/spouse and child/children   ☐ With my child/children
☐ With friends   ☐ With other family members
☐ Other. Please specify: ....

9. Do you think Ireland is an inclusive country?

....

....

10. How would you rate your own integration into community life in Ireland?
   (e.g. 0% Not at all, 50% integrated, 100% extremely integrated) .... %

11. Have any activities assisted you in assimilating into community life in Ireland?
☐ Sports/hobby groups   ☐ Cultural organisations
☐ Religious groups   ☐ Business/professional groups
☐ Political group   ☐ Indian groups in Ireland
☐ Other. Please specify: ....

12. How would you rate your own integration into the Indian-Irish community in Ireland?
(e.g. 0% Not at All, 50% integrated, 100% extremely integrated) .... %

13. Have any activities assisted you in assimilating into the Indian-Irish Community
☐ Sports/hobby groups   ☐ Cultural organisations
☐ Religious groups   ☐ Business/professional groups
☐ Political group   ☐ Indian groups in Ireland
☐ Other. Please specify: ....

14. What challenges did you face in becoming involved in Irish society and community life?
☐ Language   ☐ Meeting new people
☐ Culture   ☐ Meeting other members of the Indian-Irish community
☐ Gaining employment

15. Are there any activities/programmes you'd like to see introduced to assist Indians moving to Ireland?
☐ Information and materials   ☐ Standard operating procedures (SOPs)
☐ Integration handbooks   ☐ Training
☐ Awareness-raising activities   ☐ Counselling services
☐ Other. Please specify: ....

Section 3: Your relationship with India, and Ireland

Introduction: Section Three asks a number of questions about your relationship with India, and with Ireland. Your answers will allow us to better understand how connected Indians in Ireland remain with India, and how you contribute to society in India and Ireland.

16. Direct Investment: Are you interested in starting a business or investing in a business in India?
☐ Yes   ☐ No   ☐ Already involved
Comment: ....
....

17. Human Capital Transfers: Do you believe Indian society could benefit from your expertise/knowledge/technical skills?
☐ Yes   ☐ No   ☐ Already involved
Comment: ....
....

18. Remittances: Do you ever transfer financial gifts to India?
☐ Yes   ☐ No
Comment: ....
....

19. If yes, these monies are received by:
☐ Family members   ☐ Political groups
☐ Community groups   ☐ Counselling services
☐ Other. Please specify: ....
....

20. Philanthropic Contributions: Are you interested in making philanthropic donations to wider causes in India?
☐ Yes   ☐ No   ☐ Already involved
Comment: ....
....

21. Tourism: Are you interested in India as a tourist destination?
☐ Yes   ☐ No   ☐ Already involved
Comment: ....
....

22. How many times have you travelled to India from Ireland in the past 5 years?
☐ 0   ☐ 1   ☐ 2   ☐ 3   ☐ 4   ☐ 5   ☐ 6   ☐ 7   ☐ 8   ☐ 9
☐ 10 ☐ 11 ☐ 12 ☐ 13 ☐ 14 ☐ 15 ☐ 16 ☐ 17 ☐ 18 ☐ 19 ☐ 20 ☐ More than 20

23. Do you vote in elections in India?
☐ Yes, assembly elections   ☐ Yes, general elections
☐ Yes, Rajya Sabha elections   ☐ No
☐ Yes, presidential elections

24. Do you vote in elections in Ireland?

☐ Yes, local elections   ☐ Yes, referenda
☐ Yes, general elections   ☐ Yes, presidential elections
☐ Yes, EU elections   ☐ No

25. Human Capital Transfers: Do you believe Irish society could/does benefit from your expertise/knowledge/technical skills?

☐ Yes   ☐ No   ☐ Already involved

Comment: ....

....

Section 4: Migration patterns

Introduction: Section Four asks a number of questions about your location and your motivation for coming to Ireland.

26. Which of the following regions in India are you associated with?

☐ Delhi
☐ Rajasthan
☐ Uttar Pradesh
☐ Uttarakhand
☐ Madhya Pradesh and Chhattisgarh
☐ Himachal Pradesh
☐ Jammu and Kashmir
☐ Haryana and Punjab
☐ Gujarat
☐ Mumbai
☐ Maharashtra

☐ Goa
☐ Kolkata and West Bengal
☐ Bihar and Jharkhand
☐ Sikkim
☐ The Northeast
☐ Odisha
☐ Andhra Pradesh
☐ The Andaman Islands
☐ Tamil Nadu
☐ Kerala
☐ Karnataka

27. Are you an Irish citizen?
☐ Yes   ☐ No

28. I am .... generation Indian
☐ First (I was born in India)
☐ Second (My parent/s were born in India)
☐ Other. Please specify: ....

☐ Third (My grandparent/s were born in India)

29. When did you first arrive in Ireland?
☐ I was born in Ireland
☐ 0-3 years ago
☐ 4-7 years ago

☐ 9-11 years ago
☐ 11+ years ago

30. Why did you initially come to Ireland?
☐ Education
☐ Work
☐ Other. Please specify: ....

☐ To join family members in Ireland

31. Did you migrate directly from India to Ireland?
☐ Yes, I migrated directly from India to Ireland
☐ No, I migrated via the UK
☐ No, I migrated via Australia
☐ No, I migrated via another EU state. Please specify: ....

☐ No, I migrated via the US
☐ No, I migrated via Canada
☐ No, I migrated via another country

32. Where in Ireland are you based?
☐ Dublin
☐ Wider Leinster area
☐ Cork
☐ Wider Munster area

☐ Connaught
☐ Ulster (ROI)
☐ NI (Northern Ireland)

Section 5: Contact details

33. Would you be willing to participate in a follow-up interview over the telephone?
☐ Yes   ☐ No
Comment: ....

....

34. If yes, please provide your email address: ....

Questionnaire: Education sector

1. Name of contact person: ....

2. Position of contact person: ....

3. Contact details: ....

4. Number of Indian students in your HEI: ....

5. The main courses these students study
   (e.g. Engineering (%) Business (%) Computer Science (%) etc.): ....

6. Do the students come from any particular regions in India, and if so, why? ....

   ....

7. Gender ratio: ....

8. The activities (name of HEI) is involved with to promote itself in India: ....

   ....

9. Support you provide to new Indian students in Ireland: ....

   ....

Business Questionnaire
Questionnaire for indian businesses in ireland

A. Context

1. Are you clear about the objectives of this report, ICMPD and the role of IIBA? Do you have any questions?

....

....

2. What type of business do you work in? e.g. financial services, pharmaceuticals, ICT, agriculture, aviation
What is your specific role?

....

....

3. How much interaction do you have with other Indian colleagues? Daily? Weekly? Monthly?
a) In Ireland   ☐ Daily   ☐ Weekly   ☐ Monthly
b) In India   ☐ Daily   ☐ Weekly   ☐ Monthly
c) Elsewhere?   ☐ Daily   ☐ Weekly   ☐ Monthly

Please name the region: ....

B. Rationale for being based in Ireland?

4. Why did your organisation set up in Ireland? What was the strategic rationale? Were any internal targets or expectations establishedto define a successful relationship? Can you briefly outline them?

....

....

C. Historic satisfaction with doing business in Ireland

5. How satisfied are you with being based in Ireland? To what extent has the relocation matched your original aspirations?

....

....

6. How important is your Irish location for winning new business? What percentage of your annual income is derived from the Irish business? Is this % rising or falling?

....

....

7. In the last 12 months how many of your business interactions had a cross-border element?
a) Across Europe (excluding the UK): ....
b) With the UK ....
c) Elsewhere? If so, which locations? ....

8. Why do you think competitors win business rather than your organisation?

....

....

9. Are potential clients simply not aware of your organisation and its capabilities?

....

....

10. Is being an Indian business important to your company's culture?

....

....

11. If yes, do you actively promote this aspect among potential clients?

....

....

12. How closely aligned are the Indian and Irish cultures in your organisation? What are the most important disparities?

....

....

13. What are your views on the ease of doing business in Ireland? To what extent does this facilitate or hinder your progress?

....

....

D. Improvement initiatives

14. How would you do things differently if you were to set up your organisation in Ireland again?

....

....

15. What other actions would be helpful in improving the effectiveness of Indian businesses in Ireland?

....

....

16. Marketing and branding: Does India Inc. do enough to promote itself to its audiences? Should it be doing more? If so, in what way?

....

....

17. Governance: Do you feel there is sufficient inter-governmental interaction and that it is conducted in the most appropriate way?

....

....

18. What three changes would you suggest to improve the effectiveness of working in Ireland?

1. ....

2. ....

3. ....

19. What are the main constraints that might hinder the successful implementation of the changes you have outlined?

....

....

20. Please comment on any other issues you would like to raise

....

....

THANK YOU FOR YOUR TIME

ICMPD

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