

# Mobility: Immigration alert

October 2022



## Ireland

### Ireland introduces new Employment Permits Bill

#### Executive summary

On 12 October 2022, the Irish Minister for Enterprise, Trade and Employment introduced the Employment Permits Bill 2022 (i.e., "the Bill"). While further details are expected in the coming weeks, the Bill aims to modernize the Employment Permit system in Ireland. The Bill would create a new Seasonal Employment Permit, relax labor market test requirements and offer increased benefits to foreign nationals who seek to work in Ireland.

#### Key developments

The Bill proposes changes in the following areas:

- ▶ *Seasonal Employment Permit*: The Bill, if adopted, would create a new Seasonal Employment Permit, which would be the first of its kind in Ireland. The new permit would be available to eligible third-country nationals (i.e., nationals of countries outside the EU and EEA) who seek to work in Ireland on a short-term basis each year in seasonal roles specified by the Minister.
- ▶ *Labor market tests*: The Bill would simplify the process for companies that conduct labor market tests prior to hiring third-country nationals to facilitate the recruitment of foreign talent while protecting the Irish and EEA labor markets.
- ▶ *Employment Permits*: In general, the Bill would enable expedited modifications to the Employment Permit system to ensure it adapts rapidly to the changing needs of the Irish and EEA labor markets. In addition, it would authorize the Minister to amend the validity periods of Employment Permits as required, which would lead to a decrease in the

number of applications processed and reduce processing delays.

- ▶ *Employer obligations*: The Bill would require Irish sponsoring companies to provide foreign employees relevant training, opportunities for upskilling and innovation, and support with finding accommodation in Ireland. In addition, it would require minimum salary thresholds for employment permits to be indexed to wage growth in Ireland.

#### Impact on employers

The Bill is designed to enable Irish employers to attract and retain international talent more easily, fill key shortages in the Irish labor market and encourage further foreign direct investment in Ireland.

#### Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

## EY | Building a better working world

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via [ey.com/privacy](https://ey.com/privacy). EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit [ey.com](https://ey.com).

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2022 Ernst & Young LLP.  
All Rights Reserved.

EYG no. 009105-22Gbl

2101-3682263  
ED None

**[ey.com](https://ey.com)**

### **Michael Rooney**

Partner - People Advisory Services, Global Immigration

Tel: +353 1 221 2857

Email: [Michael.Rooney@ie.ey.com](mailto:Michael.Rooney@ie.ey.com)

### **Jim Ryan**

Partner - People Advisory Services, Global Immigration

Tel: +353 1 221 2434

Email: [Michael.Rooney@ie.ey.com](mailto:Michael.Rooney@ie.ey.com)

### **Sinead Langan**

Director - People Advisory Services, Global Immigration

Tel: +353 1 221 2443

Email: [sinead.langan@ie.ey.com](mailto:sinead.langan@ie.ey.com)

### **Aislinn Stanton**

Senior Manager - People Advisory Services, Global Immigration

Tel: +353 1 221 1602

Email: [aislinn.stanton@ie.ey.com](mailto:aislinn.stanton@ie.ey.com)