

Unionisation of immigrants in an era of union decline and exclusion 2003 to 2025

Tom Turner and Daryl D'Art

Context

- IMMIGRANTS ACCOUNTED FOR 27% OF THE WORK FORCE IN 2024
- IN 2025 THERE WERE 500,000 NON-NATIONAL WORKERS EMPLOYED COMPARED TO 50,000 IN 1998 (MOSTLY FROM THE UK)
- BASIC ARGUMENT: A WEAK COLLECTIVE BARGAINING INSTITUTIONAL FRAMEWORK HAS EFFECTIVELY LEFT IMMIGRANT WORKERS IN AN VULNERABLE POSITION IN THE PRIVATE SECTOR OF THE ECONOMY

DATA SOURCE: LABOUR FORCE SURVEY 2003 TO 2025

- NON-NATIONALS/IMMIGRANTS

QUESTION UP TO Q3 2017: WHAT IS YOUR NATIONALITY?

AFTER Q3 2017: WHAT IS YOUR CITIZENSHIP?

- UNION MEMBERSHIP

WHETHER RESPONDENT IS MEMBER OF TRADE UNION OR STAFF ASSOCIATION:

RESPONSE: YES; NO; NOT APPLICABLE

- SAMPLE SIZE: NUMBER OF OBSERVATIONS OF AROUND 26,000

Union density of all employees in the labour market 2003 to 2025

	2003			2025			% change 2003 to 2025	
	Nationals	Non-national		National	Non-national		National %	Non-nationals %
Employees in lab. market	1457250	103037		1895724	542850		+30	+427
Member of a trade union*	550697	17170		505193	48627		-8	+183
	%	%		%	%			
Union Density employees	38	17		27	9		-28	-45

UNION DENSITY IN THE PRIVATE SECTOR 2003 TO 2025

	2003			2025			% change 2003-2025	
	National	Non-national		National	Non-national		National %	Non-national %
Members in private sector	328493	9227		169607	21183		-48.4	+130
Private sector density	29	11		14	5		-54	-51
% of all employees in trade unions	60	54		34	44		-44	-19

CONCLUSION

- NUMBER OF WORKERS JOINING A TRADE UNION CHANGED LITTLE BETWEEN 2003 AND 2025
- PROPORTION OF ALL WORKERS IN UNIONS DECLINED FROM 38% TO 23%
- DENSITY DECLINED IN THE PRIVATE SECTOR FROM 29% TO 14% FOR NATIONALS AND FROM 11% TO 5% FOR NON-NATIONALS
- DENSITY IN THE MAINLY PUBLIC SECTOR DECLINED FROM 64% TO 55% FOR NATIONALS AND FROM 41% TO 23% FOR NON-NATIONALS
- INFLUX OF IMMIGRANT WORKERS HAS EXERTED AN ADDITIONAL DOWNWARD EFFECT ON THE UNDERLYING SECULAR DECLINE

OBSERVATIONS ON IMMIGRANTS

- OVER 30,000 IMMIGRANTS LEFT IRELAND ANNUALLY IN THE YEARS BETWEEN 2013 AND 2024
- OVERALL, 1,144, 100 IMMIGRATED TO IRELAND IN THIS PERIOD AND 359,500 NON-NATIONALS LEFT, A TURNOVER RATE OF 31%
- DISTRIBUTION OF NON-NATIONALS 2025 (2QS)

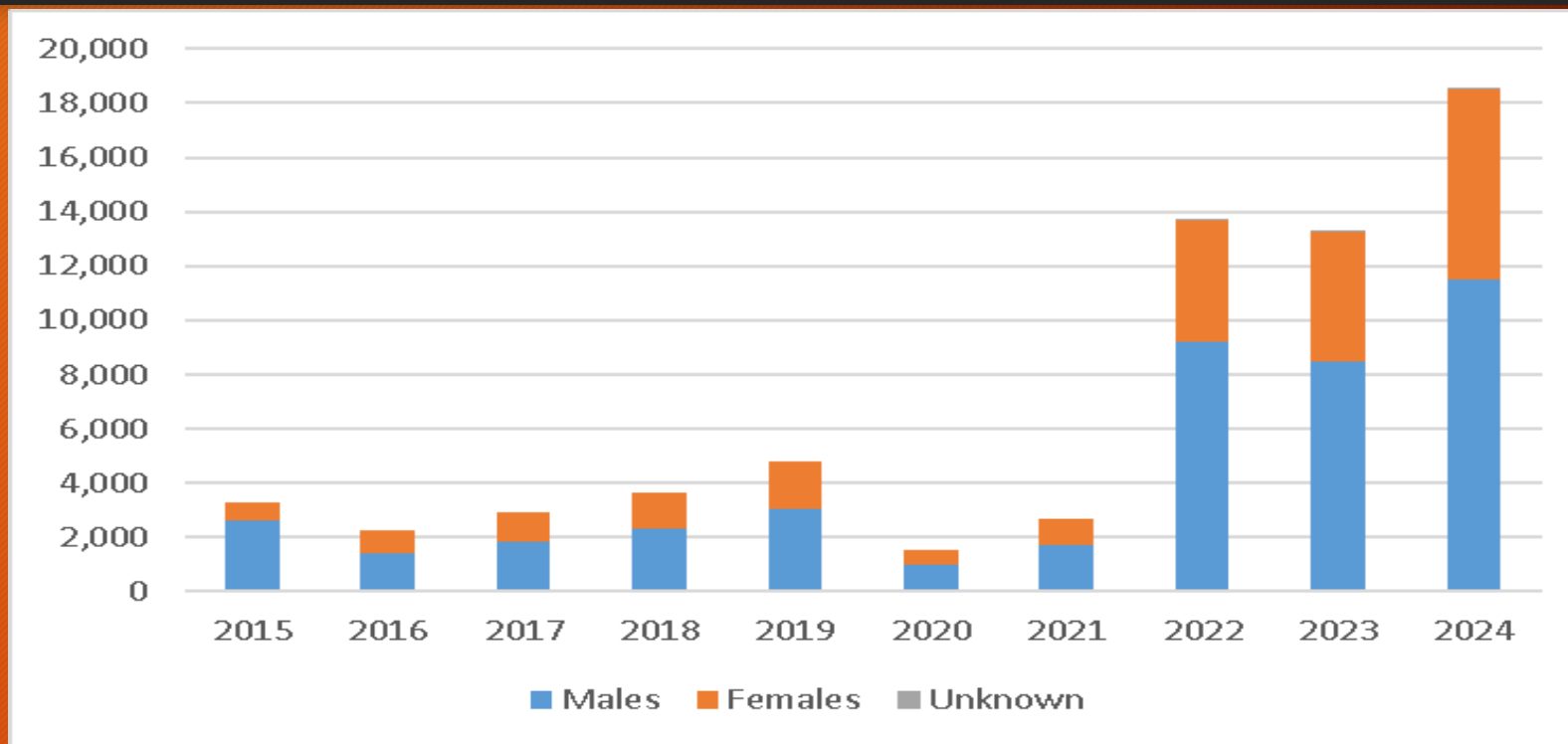
	%
<u>UK</u>	7.6
<u>EU15</u>	15.0
<u>Rest Euro</u>	29.1
<u>North America</u>	2.9
<u>Rest of world</u>	45.5
<u>Total</u>	<u>100</u>

LEGAL BASIS OF IMMIGRANTS

- APPLIES TO ALL NON-NATIONALS OUTSIDE OF THE EUROPEAN ECONOMIC AREA
- TWO COMMON TYPES OF PERMITS:
- CRITICAL SKILLS EMPLOYMENT PERMIT (CSEP) - AFTER 21 MONTHS A CSEP HOLDER CAN APPLY FOR A STAMP 4 IRISH RESIDENCE PERMIT
- GENERAL EMPLOYMENT PERMIT (GEP) - AFTER 57 MONTHS A GEP HOLDER CAN APPLY FOR A STAMP 4 RESIDENCE PERMIT

ASYLUM APPLICATIONS BY GENDER, 2015-2024

Total applications 2015 to 2024: Approximately 65,200



ESTIMATED NUMBER OF ASYLUM APPLICANTS WORKING

- IN 2024 - 30,935 ASYLUM APPLICATIONS WERE PENDING AT YEAR END
- 13,108 IPO RECOMMENDATIONS WERE MADE IN 2024
- 9,200 (70%) WERE REFUSED ASYLUM AND 3,908 (30%) WERE POSITIVE RECOMMENDATIONS
- ASSUMING A 50% SUCCESS RATE FOR ALL ASYLUM APPLICANTS BETWEEN 2015 TO 2024 THEN APPROXIMATELY 33,000 WOULD BE SUCCESSFUL ACCOUNTING FOR APPROXIMATELY 6% OF NON-NATIONALS WORKING IN THE LABOUR MARKET