

**The contribution of the Brazilian community to the Irish
Hospitality sector in the last five years.**

Marcus Vinicius de Freitas Junior

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Supervisor: Philip Hickey

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DECLARATION

‘I declare that this dissertation that I have submitted to Dublin Business School for the award of MBA-Finance is the result of my own investigations, except where otherwise stated, where it is clearly acknowledged by references. Furthermore, this work has not been submitted for any other degree.’

Signed: Marcus Vinicius

Student Number: 10542395

Date:25/08/2020

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ABSTRACT

This paper analyses the economic, social, and political factors leading to the mobility of labour and the capital in the Republic of Ireland over the last five years. Specifically, the research will focus on the increase of Brazilian community in Ireland and the contribution it has made to the Irish Hospitality industry and its expansion. Furthermore, it explores hospitality as the leading sector amongst immigrant's employability. However, it can be said that people currently working in jobs of lower skill requirement have experience or qualifications in other areas. The aim of this research is to understand through professional recruiters with experience and insight into the Brazilian community, what the barriers are that need to be overcome in order to relocate these professionals into jobs that match their specific skillset and professional qualifications to Irish labour market. Additionally, it will be made a collection of data from Brazilian immigrants across the Republic to understand their vision and ambitions in relation to professional career prospects in Ireland.

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1 INTRODUCTION

In an ever-changing world, one that is becoming increasingly dynamic and culturally diverse, there are many factors and reasons responsible for this ongoing shift. Many aspects and developments be they economics, political or institutional have led to these changes. These changes are shaping lives across a whole generation. This is correlated to our daily lives, the speed at which we get news, import products and cultural dynamism, it also can be seen in entire generations, generations that have been radically changed by the technological advances and the vision of compact world, a world at the touch of a button.

Looking back two decades ago, at a time when technology was in its infancy, a time where communication and mobility was limited, there was little to no access to technology for the average person regardless of socio-economic status or country of residence. However, from then until now the technological advances have been so colossal particularly in the western world that the divide between rich and poor and the gap between the first world and third world countries has become wider than ever.

This being said, it is thanks to these modern advances, that it has allowed humans to communicate instantaneously with someone in another part of the globe, people can travel from another hemisphere in a matter of hours to an area of accessibility once just available to those who stood on the top of the social spectrum. With the flexibility and ease of access to every corner of the planet, the cultural diversity, knowledge of other languages and migration started to rise. People are now able to see the world in a different context and how life could be something beyond that of the horizon that is presented them in disadvantaged parts of the globe.

Portraying the speed of the globalization and trans global travel, and the way in which the world's population has embraced it is possible now to see the affects in real time. For example, the outbreak of COVID19 in early 2020, a pandemic which started in China and took just few months to spread across the globe, infecting millions and killing thousands of peoples. Every single country was hit by the pandemic, changing lives and routines for ever.

So integral is mobility to human development and human interactions that it is recognized as one of the oldest forms or causes of globalization. The encounter between different groups of people (whether through conquest, trade or displacement) inevitably expand the horizons of knowledge on both sides and fosters interconnectedness – causing the world to “shrink””. (Hanciles,2008)

The history of human immigration is explored for thousands of years and can occur for different reasons. The largest number of migrations also known as mass migration, can be

observed in the book of Hatton and Williamson (“The Age of Mass Migration, 1998). It has occurred during the earlier 1840s to the World War I and at this time, people were moving from the “Old World” (Western Europe countries) to the “New World” (North and South America and Australia).

The Great Irish Famine occurred in 1845 and was marked by a high rate of mortality and emigration. It is estimated that more than a million Irish people emigrated from their homeland, mainly to the United States, where the population has reached over 40% of Irish immigrants. Ireland was a country of high emigration which could still be greatly observed throughout the 1980s until the early 1990s. Then when the economy thrived, the Celtic Tiger was born, Ireland's once lagging economy boomed attracting numerous multinational companies and corporations and the tables turned. Ireland became a country to which people started to immigrate into.

“Migrations fall into several broad categories. First, internal, and international migration may be distinguished. Within any country there are movements of individuals and families from one area to another (for example, from rural areas to the cities), and this is distinct from movements from one country to another. Second, migration may be voluntary or forced. Most voluntary migration, whether internal or external, is undertaken in search of better economic opportunities or housing. Forced migrations usually involve people who have been expelled by governments during war or other political upheavals or who have been forcibly transported as slaves or prisoners. Intermediate between these two categories are the voluntary migrations of refugees fleeing war, famine, or natural disasters.” (The Editors of Encyclopædia Britannica, 2020)

There are many factors which contributed to the boom in the Irish economy, since the barrier reductions related to foreign trades, investment in the country, internal and external policies (European Community). The European Commission has analysed the immigrants network into the European society, and pointed to a positive impact in regards to the inflow of immigrants in the labour force during the years of 1994-1996, “...they had considerably better levels of education than the native labour force. The increase in the supply of highly qualified immigrants helped to reduce earnings inequality.” (European Commission, 2006).

The Census of Population shows an immigrant flow superior to the emigration flow in Ireland over the period 1996 to 2009, and from 2015 onwards. The number of non-Irish immigrants in 2016 corresponded 11.6% of the proportion of the total population. In the meantime, Brazilians held the sixth position on the list of the nationalities living in Ireland.

“There were 96,497 non-Irish national students and pupils aged 5 years and over resident in Ireland in 2016 accounting for 18 per cent of all non-Irish nationals. The largest group were Poles (22,450 persons) followed by UK nationals (11,704), Lithuanian (7,133) and Brazilian (4,632).”. Also, in 2016, Brazilians were the largest student group to arrive with 2,370 students. (CSO, 2016)

In 2016, the Brazilian labour force rate in Ireland was around 62% of the total of Brazilians who participated of the census, holding a position among the 10 nationalities with more employability in the country. In Regard to the industries that stand out with more opportunities to immigrants, accommodation and food services activities is on the top of the list, employing over than one fifth of the Brazilian community, equivalent to nearly 4 times of the employability of the State in the sector mentioned.

Therefore, knowing the importance of the migration flow to the Irish State, this research has the purpose of analysing and showing information specific to the Brazilian community, both personal and economical. Showing the importance of the hospitality sector to immigrants, the current study will focus on the contribution and opportunities to Brazilian people regards to career, craft skills and discuss about the prospects in Ireland.

1.1 OBJECTIVE

Given the immigrant employability in the Irish market labour, more specifically the Brazilian people who have moved to Ireland, this research has a main objective of analysing the contribution of the Brazilian community to the Irish economy, more precisely into the hospitality industry, over the last 5 years.

Hence, this paper will analyse the follow topics:

- The Factors of Immigration
- The Brazilian community in Ireland and the importance of the hospitality industry
- The Analysis of barriers and employability of Brazilians in Ireland
- The examination of the relation of skills of the Brazilian workforce in the Irish workforce

1.1.1 Sub-Objectives

Also, analysing job opportunities and the process of relocation from low-level skills jobs according to the level of education of the Brazilian community. These sub-objectives will analyse whether the workforce can be yielded into the Irish workforce Labour.

Therefore, will also be considered:

- Third level education and specific areas
- Barriers and opportunities from relocation from low-level skills jobs to greater career prospectation
- The law process regarding work permits to non-EU citizenship

2 LITERATURE REVIEW

2.1 GENERAL INTRODUCTION

This chapter will analyse the human international migration, the economic theories about capital and labour mobility across history and how it has developed in countries, in a way that demonstrates the world economy growth.

The evolution and the decrease in economic restrictions in certain countries have resulted in more business and tourism interactions between people and countries, increasing the number of international trades and being the possible reason for the migration, not only for the people looking for opportunities but also for investments from emergent countries and their economies. Comparing the economies of Brazil and Ireland it is possible to observe similarities in the past, but due to the policy implementations regarding finance and welfare by the Irish government over past three decades has made Ireland become a hub destination for immigrants, top multinational companies and Foreign Direct Investors.

Consequently, the hospitality industry in Ireland has grown strengthened significantly, creating opportunities to foreign people both career wise and educationally.

2.2 MAIN THEORIES

2.2.1 INTERNATIONAL MIGRATION

The human migration flow is characterized by the movement of people, present in the entire existence of humanity. However, an overview conception about the history of migration leads to a pattern into different areas: demographic (climate change), political and socio-economic. Demographic migrations cited by Crawford and Campbell (2012), allowed the human evolution process, having consequences such as genetic resistance to certain diseases as an example 'malaria' – brought from Africa. Along with the search for natural resources, it has changed the migratory process.

In the early twentieth century, a period of instability and insecurity triggered by the World War I, it stimulated a high number of people to take refuge, whilst nation-states introduced policies to come into force post-war in order to avoid mixing ethnicities. Nonetheless, the Second War, represented a flow of millions of people, emigrants who previously have moved to other countries in a way to escape of the war damage back home, and at the same time, Western countries became destinies of immigrants looking for better lives and exile from poverty. (Luthi 2010)

The Modern Migration that took place in the late twentieth century, provided by social developments and the flow of people from the Third world (as known as undeveloped countries, or those with a high poverty rate) to countries with job perspectives in an industrial era. Stalker (2000) features as a gap between the industrial countries and the former socialist countries, along with divergent political matters addressed to the globalization.

Over the last 3 decades, the migration flow has intensified, the focus has shifted away from Europe and countries such as the United States, Australia and Canada increased the volume of immigrants. Meanwhile, countries in Europe which historically have been sending migrants, began to attract labour force to compound their workforce. According to Massey (1993), the world developed countries imported workers and through this fact, they have become diverse, societies were shaped multi-ethnic and industrialized.

According Max Weber, in "Economy and Society", he classifies the human being through 3 types of actions: guided by habits, by emotions and the pursuit of goals. The last is set up by "rational" action once, the individual can be oriented to aims and consequently been responsible to build values.

Currently, the main factor immigrants seek for is opportunity, they are looking after life changer. The migratory flow to another region, country or continent is a way to fill the socio-economic gap between the wealthiness and the poverty. "Migration is often a result of economic and social development. In turn, migration may contribute to further development

and improved economic and social conditions, or alternatively may help to perpetuate stagnation and inequality”. (Castles 2018)

In the twentieth century, immigrations have been historically marked by refugees, especially due to wars, labour work, and political pressure.

First, it is necessary to analyse through the theories of international trade between countries, which involves the possibility of understanding the factors of production and the advantages correspondent to each country. Most of the theories presented two main factors of productions: Capital (K) and Labour (L), meaning countries with an abundance of capital tend to specialize in capital-intensive goods and export it whereas import labour intensive goods. On the contrary, countries with scarce capital and with a labour advantage will be producers of labour-intensive goods and seizing this factor to be an exchange currency.

The first model of trade is known as Mercantilism, which has been tried to be explained by many authors, including Adam Smith pointing a natural order of things which must take place in every growing society, consequently having impact on speaking; hunting; farming; and commerce. (Smith 1776). Other authors, such as Eli Hecksher’s attributed cases of non-explanations by reference to the economic, policies, trade system and circumstances of the time (Hecksher 1955).

Hence, the evolutions of theories along with exogeneous factors such as technology, policies and the individual mentality which will be fundamental to understand not only the international trade system of countries, but also features of migratory flow around the world.

2.2.2 NEOCLASSICAL THEORIES OF MIGRATION

Absolute Advantage

Adam Smith is considered one of the fathers of the economy, his book written in 1776 “Wealth of Nations” is still being referenced to understand the main premises of the economy. Amid the theories and individual decisions covered, it can be analysed in two variables: goods and services. Throughout history it is possible to evidence trades of goods even before money had been invented. Offer and demand exist mutually, where each part, or each individual will look primarily to their interests. These variables intend to balance each other, except in extreme cases, as such example the reaction in a war time, when a change in the demand curve can be noted, changing the equilibrium. (Arrow, 1974)

A study by Raveinstein (1889) analysing the migration around countries over the world in the late 1880's concluded in an inflow of migrants from rural zones to urban centres, and also international migration as example the Italians who have settled in Northern Africa. Furthermore, the opportunities created by the development of manufactures and commerce increased the means of locomotion and led to the inflow of immigrants.

Similarly, it also happens addressing the migration variable. Based on the premise that each individual will seek to better benefit from the situation, the distribution level of labour and capital affects directly the migration process, where which increasement is related to a main factor: Capital. Whilst some regions are characterized by a surplus of labour work and not much capital invested providing a low wage, in other regions these values are inverted, resulting in a difference of wages.

Kumpikaite and Zickute (2012) refers to the difference of wages decisive for increasing the migration rate, leading workers emigrate from those regions of low wage to those where the injection of capital is superior. At the same time, investors are looking for countries where the labour force is cheaper (excluding other variables such as tax and subsidies). A current example of country which become one of the powerful nations in the world is China.

Smith (1776), stated a theory of absolute advantage regarding an efficient country's production over other nations. He defends the natural flow of the market forces, without intervention of government policies, which will consequently encourage trades and provides benefits to both sides. For example, in 1980's the Chinese government applied an economic reform, expanding international trade and consequently raising the quantity of stock of capital. This economic opening enabled a technological breakthrough and along with the high human capital it was an important factor to Gross Domestic Product (GDP) growth. (Chang, 2010). Moreover, Bieler and Lee (2017) evidence two aspects of the Chinese production: cheap labour and exportation.

Harris-Todaro Model

This economic model was developed (Harris and Todaro, 1970), with the purpose of unravelling problems addressed to the rural-urban migration. The model consists of an analysis of the migration acceleration of rural-urban on countries with less developed economies despite employment rates decreasing. The growth of agriculture at the time was positive, but also was the migration of labour work to the urban areas.

Trough variables involving the workforce in the rural and urban areas, unemployability, and migration, the key hypothesis related to immigrants is the possibility to get a job, the difference on earnings, benefits, and the destination. Therefore, the combination of factors indicated results in a decision of the individuals. (Espindola et. al, 2005).

“The crucial assumption to be made in our model is that rural-urban migration will continue so long as the expected urban real income at the margin exceeds real agricultural product-i.e., prospective rural migrants behave as maximize of expected utility” (Harris and Todaro, 1970).

In 1985, Daniel Suits applied the Harris-Todaro model to the United States farm migration, considering the unemployment rate in U.S as exogenous and employing a reduced form. Suits has applied the same variables as in the original model (prices and incomes) naming them as intermediate economic variables, he also considered changes in technology and population which according the author induce migration. In the conclusion, he demonstrated a reduced-form Harris-Todaro model, demonstrating an equilibrium ratio of farm to total labour force determined by productivity of labour employment in the historical movement of U.S population farm.

“...the Harris-Todaro model is not restricted to analysis of the early struggles of poor developing nations but is applicable to farm migration in general.” (Suits 1985)

Theory of Comparative Advantage

According Blaug (1977), David Ricardo is the first economist who addressed differential trade theory, characterizing both domestic and international economies.

Ricardo analysed labour and capital. He noted that the movement of capital is not so frequent between nations as it used to be inside a single nation, due to the fact humans feel insecure regarding their own control of the variable in question. Although migration has been difficult for reasons such as demographic changes, and new government and laws (which creates immobility of labour), Ricardo’s model assumes just one factor of production, that is, labour. (Ricardo 2004a).

For instance, Ricardo used Portugal and England to exemplify the theory of comparative advantage. Assuming both nationalities produce cloth and wine, the workers quantity needs to produce the same amount of a specific item to change between the nations. Whilst England takes the advantage in the production of cloth with less workers, Portugal has an advantage when it comes to wine. These different labour requirements are the result of

“natural or artificial advantages” such as climate or the differential technology, considered exogenous factors. (Ricardo 2004)

Throughout the comparative advantage, Ricardo defends the international trade and claims that states should specialize in those products according to their comparative advantage and import what they lack. In the example given, England should specialize in clothing production and import wine from Portugal, meanwhile Portugal would focus on wine and import clothes. In this way they both would produce more and free exchange their surplus.

Although the theory of comparative advantage is still important nowadays, it has been shown as unrealistic, regarding immobility labour, excluding the cost of production, full employment, and other criteria that should be considered. “To summarise, it has been shown that the theory of comparative advantage is not a useful and adequate theory that explains the patterns of and the underlying reasons behind free international trade”. (Shumacher 2013)

Heckscher-Ohlin Theorem

The initial idea of this theorem was written in 1919 by a Swedish economist named Eli Hecksher, being expanded upon later by his student Bertil Ohlin. Based on mathematical premises, its purpose is to elaborate on how a country should manage its trades and resources to operate in the best efficacy. (Heckscher, 1919; Ohlin 1933)

The Hecksher-Ohlin model is an economic theory that follows the same steps as the Theory of Comparative Advantage. It has analysed the production of each country and defends international trade (exportation and importation) leading to an equilibrium of trade between two countries. However, the H-O theorem considers two factors of production: Capital and Labour; two commodities; the same technology in each nation; identical production functions of the same goods; and their respective endowments factors.

To sum it up, countries endowed with capital should export goods and import labour, meanwhile countries with the variables reversed (endowed by labour), should export manpower and import goods from countries with capital advantage. “Thus, this theory provides an explanation regarding the fact that on one hand, countries like the United States, Japan and the European Union export automobiles, planes and other goods requiring a large amount of capital. On the other hand, countries like India, China, Taiwan export fabrics, shoes and other merchandise which require the work force intensively”. (Muntean 2005).

According to Kumpikaite and Zickute (2012), the Swedish authors proposed the theorem to evidence the migratory process where it does not add value to neither the country that imports labour, nor to those that exports. “Perfect world of Neoclassical migration is a

situation when the convergence increases between the wages of both – origin and destination – countries. It is reflected in the process of “wages tend to become equal”, which is known as Heckscher-Ohlin theorem.” (Kumpikaite and Zickute 2012).

The H-O Theorem has motivated and was influential to develop other theories, either reinforcing the results obtained by the international trade theory, or studies who questioned the conclusion veracity, the classical Leontief Paradox. Theories such as Stolper-Samuelson and Rybczynski Theorem have the same premises, whether they considered other variables.

Stolper-Samuelson

Besides adopted the same basic structure of the Hecksher-Ohlin theorem (comparing two countries, two commodities, and two factor models with identical production functions separated by factor intensities at all factor prices at zero transport costs and under a perfect competition), Stolper and Samuelson (1941), included the observation of tariffs on domestic prices. (Khan 1970)

The tariffs imposed by the government will have a main role to “reward” the scarce factor of each country. According Chipman, considering two commodities and two factors, a result increasing the price of one good will raise more than proportionally one of the price factors in observation than the other price factor. Nevertheless, generalizing the theory to more commodities and factors, the results will not long hold the same proportionality seen in the original model. This division can be named as a strong and weak form of Stolper-Samuelson theorem, respectively. (Chipman 1969)

Rybczynski Theorem

Following the premises adopted by the Hecksher-Ohlin Theorem, Rybczynski (1955) developed a hypothesis of where there is a change of endowment in one factor of production, whilst the other remains constant. The theorem has the purpose to analyse the results considering the prices of the final good, the production and consumption of these goods, and individual welfare. (Opp et al. 2009)

The Rybczynski model applies to an economy with two factors of production: Capital (K) and Labour (L), and two goods, as an example food (X) and clothes (Y). Considering X as labour intensive as Y as capital intensive, there will an equilibrium between these two factors

of production, however, any variation in the price X/Y will alter the equilibrium. A variation in the balance corresponds to a change in the curve.

This theorem suggests any alteration in one of the factors of production in a region open to trade, or the same applies to nations, where there are changes in the regional outputs even though the price remains unaltered. For instance, whether the factor of production L increases, automatically the food output increase. On the other hand, the capital-intensive goods of clothes, will decrease, shifting the curve that relates to food and clothes and establishing a new equilibrium point. (Hanson and Slaughter 1999)

Leontief Paradox

Wassily Leontief, applied the theorem developed by his Swedish colleagues Hecksher and Ohlin on the US agriculture. As said before, the model is embedded by two factors of production: Capital and Labour, the country with an abundance in one of these factors should export the specific good and import the scarce resource. At that time, the U.S was the country with the most capital abundance in the world. (Paraskevopoulou et al. 2016)

However, when Leontief (1953) tested empirical and the result was the opposite of the expected, his study showed that the U.S should export intensive labour goods and import capital intensive ones. The study utilized industry data input-output for the year 1947, and triggered the discussion about the theory, rebounding on the previous interpretations of the theory of International trade and critics. (Ellsworth 1954).

Another author who criticized the data presented by Leontief was Swerling (1954), attributing consequences of World War II in the U.S economy and the fact of not taking into consideration the capital-labour ratios of other countries into U.S economy imports. Nevertheless, international economists adopted Leontief's research and applied it to other countries, in studies such as in "An Empirical Investigation of the Hecksher-Ohlin Theory" and "An Investigation of the Leontief Paradox using Canadian Agriculture and Food Trade: An Input-Output Approach".

The former article has tested the H-O theory of trades and applied it along with Leontief's premises through a bi-lateral trade between U.S and U.K, about two goods and two-factors (Labour and Capital), following all the steps demonstrated in the theory. However, the results are controversial: "Taken at face value, the US side of the bi-lateral test is consistent with the H-O predictions, but the UK side is not." (Hood 1967).

While in the last article, the results observed were contrary to Leontief's Paradox in Canadian agriculture and the processed food sectors, using the 2006 data Input-Output model. "Along with capital and labour, land was included in this study since natural resources play an important role in Canadian trade. Contrary to Leontief's finding, no evidence of the Leontief Paradox was observed for Canadian agriculture and the processed food trade." (Wu et al. 2010)

2.2.3 ANALYSING ECONOMIC THEORIES APPLIED IN BRAZIL AND IRELAND

Brazil and Ireland despite of their differences both geographically and populational, they have similarities both socially and historically. Here is an example of similarities taking into consideration that Brazilian natives were submitted to a Portuguese authoritarian imperial regime, having most of their first population enslaved or killed and had their mineral resources exploited, the Irish people were exploited and overthrown by the British crown having their land confiscated and their native language extinguished . Furthermore, the Irish people were left to subject to severe starvation and crop failure with an embargo on the importation and distribution of food leaving them to fend for themselves, fall ill, succumb to fatality, enter work houses, emigrate or simply starve in a period known as the "Great Famine" of 1845-1849 where more than a million Irish perished and more than a million emigrated aboard the coffin ships.

In economics, when talking about factors of production it can be divided into three groups identified by the first economists as Adam Smith and Karl Marx: labour, capital, and land. The two main factors highlighted by neoclassical economists are capital and labour; the first one is not related to money as a factor of production but instead what it enables to purchase, as an example the technology which allows high productivity. The last one corresponds to services and production performed by an individual, summarising, it is the manpower with little technology. (Samuelson and Nordhaus 2004)

The extension of the territory used to produce goods and services is denominated as land, it can be applied either in an agricultural form or as resources available to increase the productivity and contribute to economic value. From this analysis, it is possible to make the follow statement: both Brazil and Ireland are considered countries with comparative advantages in labour intensive goods, excluding political reforms.

In 1973, McGilvray and Simpson, wrote a paper involving a specific trade flow between the United Kingdom and the Republic of Ireland. At the time when the United Kingdom was the country responsible for buying over two-thirds of Irish exportation (70%), meanwhile in relation to all products imported by Ireland, half of them were British

merchandise. The authors compound their study based on two international trades. In the first one they have compared their input-output tables consistent with the Ricardian theory (comparative advantage), whereas in the second part they applied the Hersheck-Ohlin (H-O) Theorem.

In an open economy, the world tends to be more complex looking into the concept of globalization. High diversity of exported products and similar products made it difficult to confirm the comparative advantage between countries, unlikely to explain. On the other hand, the results showed when formulated with the H-O theorem and divided by capital and labour, it suggested as expected Ireland exports services of labour and imports services of capital (McGilvray 1973).

In the earlies 60's Brazil was ruled by a military regimen, driving a commitment towards scientific and technological development. But only in 1985, when the military intervention was replaced by a democratic government, it was introduced to Import-Substitution Industrialization policies. Furthermore, the country started the opening process to foreign markets, getting access to international technological and becoming more competitive. (Salami and Soltanzadeh 2012).

According to Clements, he used Brazilian input-output data as a new empirical test to observe endowment factors suggested by H-O theorem. "The results indicate that Brazils exports taken as a whole are more labour-intensive than its import substitutes, as predicted. However, this is largely due to the great capital-intensity of oil, accounting for half of all imports. In fact, some indicators show Brazils industrial exports as more capital-intensive than its non-oil imports, suggesting that not all Brazilian exports are labour intensive." (Clements 2011)

Fligenspan et al. (2015), analysed the transformation of labour-intensive goods exports regarding structural productive focusing on Brazil between 2000 and 2010. In addition, it was evaluated that the competitiveness of the exportation given the data of world growth. The expansion across the globe has risen influenced by countries in Asia, increasing 137%, in the 2000's, consequently the labour-intensive goods increased by almost 100%. Although Brazil is outstanding in South America, it has a poor performance with a 36% growth, compared to a 310% growth by China over the decade analysed. Also, it was concluded that Brazil has lost market shares to Asian countries such as China and Vietnam (Fligenspan et al. 2015)

However, the big picture is rapidly changing due to globalization, especially in some countries in development. Broad market, information, flows of factors of production between countries, information and access to resources enabled businesses to widen their horizons and

elaborate on strategies resulting in more productivity. Along with the policies implemented by countries, entrepreneurs sought to invest abroad. The investment when taken place abroad is called Foreign Direct Investment (FDI).

According to reports from the OECD (Organisation for Economic Co-Operation and Development), the FDI has played a key role in Ireland's economic development since the 80's when they have contributed to expand output, increased productivity and boosted the exportations. Reflected from an open economy, Ireland exports 61% of its domestic value added, being the top manufacturing exports industries chemical products, food and beverages, and computer and electronics. Several integrations into the global value chains were possible through the inward investment, such as the computer industry. (OECD 2017).

Likewise, FDI engages a fundamental role in the Brazilian economy, which holds the top place of Latin American (LAC) destinations since 2007. The inflows of 2018 surpass 68 billion of dollars, however, with corruption schemes revealed the outflows reached 30 billion.

In a way to show the integrated system of chains, 2018 represented the lowest global level of FDI since 1999, due to the US tax reform, making companies repatriate a considerable amount of earnings. (OECD 2019).

Overall, even though the literature presenting several authors in favour of the flow of labour and capital, both foreign investments and migration are still a controversial policy issue. Despite few groups arguing about expenses on immigrants through services such as medical and welfare, other people's concerns are regarding the job competition and an even lower wage to people in a similar job. Thus, it is important to overview applications of the mobility of factors of production and what consequences it can bring up.

2.2.4 BENEFITS OF THE MOBILITY OF FACTORS OF PRODUCTION

Labour:

Feenstra and Taylor (2014) represent the "overall gains" to the host countries regards to the flow of capital and labour in their book "Essentials of International Economics". Looking to the Figure 1 below, it is possible that the amount of labour is increasing when adding foreign workers to a host country, however the wage will decrease, switching the equilibrium to point B.

The triangle ABC represents the gain to Home countries, once more foreigner workers are added to the workforce, causing a fall in the marginal product. Nevertheless, $A*BC$

represents earnings of the emigrants as gain for the foreign country, from the moment they move abroad and afterwards when establishing a new equilibrium.

“The reason for these gains is the law of diminishing returns: as more Foreign immigrants enter the Home workforce, their marginal products fall, and because the wage equals the marginal product of the last worker, it must be less than the marginal products of the earlier immigrants. This economic logic guarantees gains to the Home country from migration” (Feenstra and Taylor 2014)

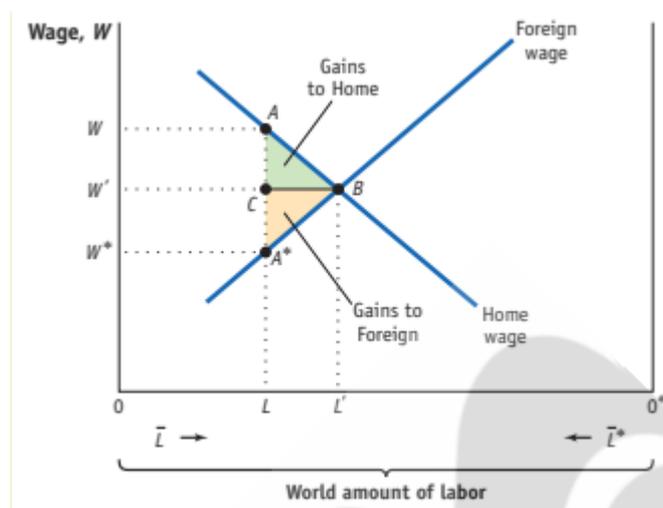


Figure 1: "Mobility of Labour". (Feenstra and Taylor 2014)

At the same time, the equilibrium will shift to the right in foreign countries, that is because the total amount of worker will decrease with the emigration. Therefore, the wages of foreign countries will increase, and the equilibrium will move towards the point B. B can also be called as equilibrium with full migration. Within a full migration, it makes possible, a rise in foreign workers earnings, superior to the marginal product of labour.

We can attribute the slight reduction in the wages to the alteration in the labour demand curve in host countries. Verified a fall due to the migration, it might be considered a loss for natives, which stimulated Taylor and Williamson analyse the period over 1870 and 1910, where occurred a mass migration from people to the “Old World” to the “New World”. In fact, what was concluded is migration has slowed the growth of wage in the America and Australia and allowed the wage growth in a fast pace in Europe. (Taylor and Williamson 1997)

Borjas (2006) compared countries from EU newly admitted (Poland, Czech Republic) and countries which a relative high income per capita as example France and Germany as an opportunity to immigrants and the bias to equate wages. However, countries which might be a destination already have been observed high unemployment rates, deterring migration inflow.

Borjas (1995) also represented through the economic model gained through migration by both aspects unskilled workers and skilled workers in the US. His conclusion does not involve only a positive contribution through taxes paid by immigrants and cost of services but also a considerable percentage of the national GDP.

Capital:

Similar as in the labour flow, the diagram represented on graph 2 shows the gains from Foreign Direct Investment. It is observed as such, the rental is on the vertical axis, while the horizontal shows the amount of capital. Following the consideration that the rent is higher when abroad than that at home, the capital will flow to abroad reducing the marginal product of capital and bring down the rent. On the other hand, as soon as the capital leaves home, the marginal product will increase, putting the price of rent up. Likewise, seen in the labour flow, the equilibrium will reach another point (B), with full capital flows.

In addition, the triangle formed by ABC corresponds to “Home Gains”, A*BC is “Foreign Gains”, and A*BA is “World Gains. (Feenstra and Taylor 2014)

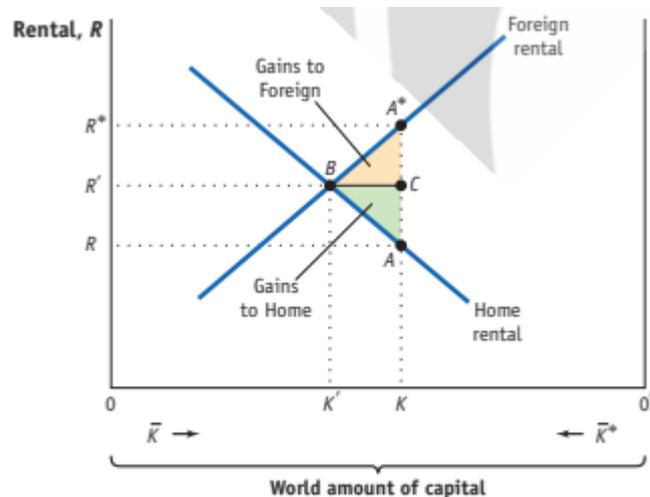


Figure 2: "Mobility of Capital". (Feenstra and Taylor 2014)

2.2.5 WHY IRELAND HAS BECOME FDI AIM?

As aforementioned, Ireland was marked by a high emigration rate due to the “Great Famine” and unemployment in the late 19th century. These numbers still grew in the following century, although features of the capitalism can be observed after the World War II and

continued until the 1970s through economic expansion providing opportunities across Europe. However, industry replaced agriculture and in the earlier 50s the consequences regarding expansion could be observed threatening the sustainable growth and employment needing a state intervention and providing an income rising and a solid social welfare system. The strategies adopted have enclosed countries and promoted international trade. (Girvin 2011)

Although the international trade has intensified and many Western countries grasped opportunities to grow their marginal economics, not every state embraced the benefits of high income and full employment, and one of them according to Girvin (2011) is the Republic of Ireland. Despite the rest of the other economies who had similar progress, Ireland is a far more complex once it involves the border with the United Kingdom, which represented 80% of the total market.

The National Economic & Social Council (NESC) attributes in their report “Ireland in the European Community: Performance, Prospects and Strategy”, the Irish case. The organisation advises the Taoiseach on strategic policy issues related to sustainable economic, social and environmental development in Ireland since 1973. “The Irish economic structure in 1973 was very much developed behind a high protective barrier, it is likely that considerable inefficiencies existed”. (NESC, 1987)

In the late 1950s, Ireland decided to abandon the protectionism, after a constant poor decade performance driving it towards a crisis and questions the states capability. Also, a process of economic integration was being expanded, gathering countries in the European community as Italy, Germany, France (EEC). Furthermore, other negotiations on expanding the group opened it up to economies such as Spain and Portugal. (Breen and Dorgan, 2013)

Subsequently, the government introduced in 1957 the Control of Manufactures Bill, reducing bureaucracies and encouraging foreign investment. The industrial policy has shifted from import-substitution to an export economy focusing on foreign investment, addressed a shortage of capital, training labour, decrease in unemployment and emigration. (Donnelly, 2012).

There are few major factors responsible to stimulating FDI either direct or indirect, such as grants or low corporation tax. The Department of Industry and Commerce tracked one third of multinationals are operating over 20 years in Ireland. OECD data reveals an increase of 50 per cent over the period 1987-1997, the US holds the first place among countries investing in Ireland. (OECD 1998a).

Gunnigle and McGuire (2001) analysed the contribution the labour issues to the growth of Foreign Direct Investment (FDI), looking through the quality and supply, labour costs,

flexibility, and industry relations. An investment in education from the 1960s led Ireland to have a high-level educational standard, a major factor to attract foreign investment. Thus, education will be responsible for the division between high-skilled and low-skilled workers and its impact on the marketplace, controlling the labour costs in each industry.

2.2.6 MOBILITY OF FACTORS OF PRODUCTION AND THE GROWTH OF THE IRISH HOSPITALITY SECTOR

Within companies coming to Ireland and diversifying the ethnicities and cultures in the country, the hospitality sector also has gained space into the Irish economy. It is observed in many different shops and restaurants and cuisines around the country, which makes every place warm and adaptable to immigrants. Moreover, the tourism started to grow since the government promoted their landscapes and unique culture in the late 1980s, and nowadays it plays an important role to the Irish economy, consequently expanding the Irish hospitality industry and providing an increase in the job offer. (Pinaeva 2015)

According to an article written by IDA Ireland, the Foreign Direct Investment in the country are responsible to generate Jobs directly or indirectly, meaning that for each 10 opportunities created by multinationals, another 7 jobs are generated in other industries impacting positively the economy. Among the sectors who most benefit from this initiative are the construction sector, the retail sector, and the hospitality industry. (IDA 2016)

In addition, the tourism and hospitality industry are an important source to attract foreign investment. For example, in India, the sector is currently into the top 10 sectors responsible to capture FDI, correspondent to 3,28% share of total FDI equity inflows. Furthermore, big hotel companies plan venture capital over 100 million dollars, improving quality of services, creating jobs and raising the government revenue. (Boora and Dhankar 2017)

2.2.7 BRAZILIAN HISTORY IN IRELAND AND THE HOSPITALITY SECTOR

The emergence of the Celtic Tiger in the mid to late 1990s, made possible the growth of the economy and employment through an influx of multinationals. Despite this Ireland has been an arrival country to asylum seekers, the numbers of immigrants apart from those committed to the companies established here were insignificant. The increase in non EU-immigrants is recent having started in the mid-1990s when the amount of short-term workers and students increased, resulting in a net immigration flow of over 220 thousand people in the period of 1995-2004. (Einri and White 2008).

Looking into the literature review about the first Brazilian immigrants in Ireland, the main reference refers to the first Brazilian people to settle in Gort, county Galway. A small town in County Galway in the West of Ireland it was the first stop of some Brazilian immigrants to work in a local meat processing factory, subsequently then becoming a destination for many migrants. In 2006, overall Gort's population was compounded by more than 30% of Brazilian immigrants. (Sheringham 2009)

Furthermore, Gort was considered the "fastest growing town in Ireland in 2007" attributing to its social landscape. (O'Shaughnessy 2007). Yet the positive diversified aspect has gotten attention from an immigration contribution to a European society aspect, the topic involving "transnationalism" and integration is still controversial.

According to Sheringham (2010), the Brazilian roots installed in Gort has changed the structure and enable an adaptable "transnational" community. Playing a major role in the cultural identity of the town, Brazilian spaces such as sites of interaction and support among members of the community was crucial to represent these transnational ties. However, looking into a new whole concept of local attachment among Brazilian migrants, academics and researches, there is a structural and social gap.

However, the net migration estimated in 2019 is still positive, having more immigrants than emigrants, an estimative of 33,700 inward migration. Another important characteristic is regarding the number of non-EU citizens, displaying a high number of the migration flow, 34,5% of immigrants against 20,4% of emigrants. At the same time the unemployment rate has decreased from 6% in 2018 to 5.2% in 2019, and the industry which employs more immigrants is the "Accommodation and food service activities", almost 5000. (CSO Press Release 2019)

In addition, the last official Census held in 2016, counted 13,640 Brazilian national residents in Ireland, the largest proportion were students of 15 over, where which 50% were at work. Increasing the age of to 25 years and over, the number of Brazilians surpassed 10,000, 25% of which were students. Looking into this sample, almost 60% had already obtained third level degree or professional qualification. Only 10% of the total of Brazilians aged 40 more, meaning a great contribution to the Irish labour force (CSO 2016).

The billionaire hospitality industry employs over 20% of Brazilians residents, whether students or not. The last 2018 report made by "The Hospitality Skills Oversight Group", counted an expressive number of 177,000 people working in the industry, 45% of which are male and 55% female. Overall, there were 18,377 enterprises related to accommodation and the food services sector in Ireland. (HSOG 2018)

Despite the industry having been thriving through partnerships, qualification programs (Apprenticeship and Traineeship), and engagement with school programs, there are few concerns regarding the lack of workforce. With the employment rate raising, the sector can be affected by the shift of labours to other industries, as already had happened previously. The working conditions required by the demand on business like hotels, restaurants and bars needs to follow a certain standard and involves irregular working hours (nightshifts and weekend shifts, holidays, and unfixed hours). Therefore, it can bring consequences to employees, such as overwhelming and high stress levels. (HSOG, 2018)

In addition, it can be observed, an increasement of temporary, part-time employment and seasonal hiring of workers to the hospitality industry. Therefore, it brings instability to the workforce and a low prospection career in the sector. However, comparing countries members of the EU, the work type instead is leaning towards part-time contracts still having different results. Portugal presents only 5% of their workforce in the industry on part-time employment, but this number can reach 50% in the United Kingdom and 68% in the Netherlands. (OECD, 2018)

Searching for courses on hospitality sector in Ireland will show over than 60 different entities providing online, part-time, and full-time courses. According to Connolly and McGing, getting a degree in this sector plays distinct role either to employers or employees. Those who hire has as priority find future managers, with experience in the area whilst students are looking for opportunities and knowledge to highlight themselves in a multimillion market who has growth over the last decade. (Connolly and McGing 2006).

2.3 VARIABLES

2.3.1 Brazilian Workforce in Ireland

Within the purpose to analyse the Brazilian workforce in Ireland, it will be examined the age and availability, related to cognitive skills and muscular strength. According Skirbekk (2008), the workers productivity level changes as the time pass by, for different reasons such as work experience, education, physical abilities, stamina, motivation. Between, 20 and 60 years old the muscular strength tend to decrease around 10% per decade, and superior 15% afterwards, meanwhile cognitive skills can have its capacity increased over time to work tasks, either intensity or industrial composition. (Skirbekk 2008)

Furthermore, cognitive abilities, which some present a decline with the age and others can remain a high functional level over life, scores to be more associated with the market performance and productivity (Schmidt and Hunter, 1998).

However, when the talking cultural diversity, it has a positive effect, increasing the productivity at the workplace. The different backgrounds regarding nationalities can bring a variety of perspective and knowledge. (Martin 2014). Another point is correlated to the Gender diversity, which Bear and Woolley (2011) suggest in their study the presence of women improve the team collaboration and benefiting the group performance.

Therefore, it will be analysed the Gender and Age of the participants, besides if they are currently employed and the sectors with highest employability rate.

2.3.2 The Hospitality Industry Employability

As aforementioned, the hospitality industry is responsible to the most immigrant employability. The Census Populational in Ireland 2016 (CSO), estimated that among the 82,346 recent immigrants, almost five thousand were working in the accommodation and food sector. An overview conception showed the sector as with the sector as the last one occupied by the Irish population. On the contrary, a percentage of 22% Brazilians were found at work in the same sector.

Although the hospitality industry has shown prosperity and been thriving over the last five years, the sector was marked in the past by the shortage of workforce due to the Irish economy improvement. The “Hospitality Skills Oversight Group” pointed the sector as the first one to suffer with the shift of labours (turnovers) whereas the number of employability get higher. (HSOG 2018)

Even being represented by gender diversity, Sanchez et. al. (2015) highlighted a few challenges faced by woman in the sector, despite the female participation has increased even quantitatively and qualitatively. The study approached the hospitality industry with labour market discrimination, job security, and other barriers which impact directly and mainly woman. (Sanchez et. al. 2015)

Hence, questions regard to the participants employability in the hospitality industry, “how long”, “whether they consider get another job” and “why?” were implemented in attempt to measure the contribution of Brazilian community to the hospitality sector in the last 5 years.

2.3.3 Barriers and Opportunities

Table 1: Barrier in the hospitality sector

Category	Items	References
Visa	<p>Most of Brazilian people who arrive in Ireland are students. The Government welcome students with “Stamp 2”, allowing them work part-time jobs up to 20 hours week.</p> <p>“This paper finds that being in part-time employment has a significant negative effect on life satisfaction, particularly for males”. (Brereton, Clinch and Ferreira, 2008)</p>	<p>Irish Government (2020)</p> <p>Brereton, F; Clinch, J; Ferreira, S. (2008).</p>
Language Barrier	<p>Employers expect a certain level skill of communication, what can be a challenge to those students who arrive to learn English.</p>	<p>Shellekens, P. (2001)</p>
Easy Replacement	<p>Analysing the positive migration inflow in Ireland, the increasement of the workforce in the country provides security to the employer of hiring new staff. Consequently, there is no improvement on the quality employability.</p> <p>“More than a third of UK workers 'risk health in low-quality jobs”.</p>	<p>The Guardian (2020).</p>

Table 2: Opportunities in the hospitality sector

Category	Items	References
High Offer	Although the work permit to non-European citizenship be a problem, there are a huge number of placements offered to workers part-time in Ireland.	Irish Government (2020) Russell, H., O'Connell, P.J. and McGinnity, F. (2009),
Low-Level skills	The hospitality industry offers low-level skills jobs which usually do not require a specific English language domain, being an opportunity to people who just arrived.	Census of Population (2016)
Career prospect	The improvement in the quality of the work force will ensure competitiveness and innovation, the OECD recommends human resources should prioritize and be seen as an asset. The industry struggles with the tough competition to keep strong skilled workers.	OECD (2000).

Analysing opportunities and barriers, questions guided into the Irish market workforce were implemented to give the participants perception about their interests and hardships. For example, “Would you consider get another job”, “Why”, “Do you work in your field in Ireland”, “Do you think getting a degree would highlight you to better opportunities”, and “What do you think causes the barrier of getting a job within your field in Ireland”.

2.4 RESEARCH OF INTEREST

The immigration flow was boosted by globalisation, resulting in less border restrictions and a significant rise in the number of immigrants all over the world, simultaneously, this

resulted in concern for governments and migration policies. Nonetheless, it is known that immigrants have helped to build powerful economies and filled a gap in the labour market and workforce.

Ireland has become one of the most attractive countries to the Brazilian community. Yet, countries with native English language as United States, Canada and Australia still having more Brazilian immigration inflow, Ireland holds a position on the 15 countries with a greater number of Brazilian people around the world. The last data according to the Brazilian government in 2015, shows a total of 18 thousand of Brazilian immigrants living in Ireland, 2844 more people than the previous estimative made in 2014. (IBGE 2015)

The last Irish Census (CSO 2016) shows a significant increase in the number of Brazilian people, with them being one of the nationalities with the highest student numbers and including that of student arrivals in the country. Within this number is possible to observe a great percentage of Brazilian people with a high level of education.

However, the level of English knowledge displayed by immigrants is relatively low, presenting perhaps in a barrier, having a negative employability impact, or even decreasing career prospects.

The hospitality sector is the area with the highest employability of Brazilian immigrants, and it is a sector extremely important to the Irish economy. Understanding this importance and analyzing how the Brazilian population fits in the Irish labor market is a fundamental component to compare their performance in the market. This study has the purpose of analyse the contribution of the Brazilian community to the Irish hospitality industry, once there is no previous research related to this specific topic though providing information and reporting the perspective of the Brazilian workforce in the Irish economy.

Lastly, it will explore topics to the level of education, interests and perceptions about opportunities and barriers of professional relocation in the Irish Market Labour.

2.5 HYPOTHESES

Even though there is no research approaching the Brazilian community and the Irish hospitality industry, it can be observed the relation between the sector and the immigrant's employability. According to the Central Statistics Office (CSO), the population correspondent to non-Irish nationals reach up 10% of the population in the country.

The European Commission estimated that migrants have a significant contribution of €3.7 billion to the Irish economy through taxes, immigration bureaucracy and personal

expenses. This number includes International students which contribute €900 million annually to the economy.

Most of Brazilians are students, and the Irish hospitality sector have the greatest percentage of employability to this nationality in 2016. (CSO, 2016)

Hypothesis 1: It is predictable that a great percentage of Brazilians already have had experience in the hospitality industry and contribution.

Another motivation is to analyze the relation between the level of education held by the Brazilian community and whether they are currently working in those areas or not. Therefore, it will be correlated, the barriers and opportunities faced by the Brazilian community regarding relocation in the Irish Labour Market.

Barret, Bergin and Duffy (2006) suggested that even immigrants having a higher level of education than the Irish natives, they are still occupying low-skill level jobs, which could be associated with an integration process due to the attempt to enhance their positions in the market.

Hypothesis 2: It is predictable that most of the Brazilians are not current working in their specific areas.

3 METHODOLOGY

This section aims clarify and discuss the methodology used in the present study. The discussion involved in this chapter will bring up the research approach, the amount of people and interviews in our research sample, beside essential material analysed to reach the purpose of the research. It is also included an ethic section towards the agreement of volunteers which have been based our paper.

3.1 Research Approach

Based on Saunders et al. (2019), “The research onion” philosophy, is a method used to guide studies and researches, illustrating different stages and is very useful in adopting strategies for investigations. The layer of the onion describes detailed steps, being the outside

correspondent to philosophies. This explanatory research will adopt Critical Realism, where we need to see the whole picture through experience and events. Another philosophy that could fit in to answer the main question is Interpretivism, aim to answer the proposal analysing multiples situations and give a variety of social structures.

Linking the philosophy adopted with the research question, it is possible to correlate techniques to be used in the project through deduction (based on theories already existent) and induction (collect of data to form new conception). The former one is where the variables will be analysed and therefore enabling the study to answer whether the impact is positive or negative, explaining causal relationships (theories will be tested). While the lastly will work permitting an alternative explanation and a variety of data collections (the collection of data to build a conclusion and this way is possible to create a new theory).

According Kaplan (1964), there are three different types of variables enable to be measure: Direct observables, Indirect observables, and Latent Variables. Theoretical concepts which cannot be observed directly, or indirectly present variables named “Latent constructs” or “Latent Variables”, such as for example Job satisfaction and motivation. Meanwhile either direct or indirect observables are correlated in the case of the study of people, being the former attributed to physical characteristics (Sex and Age) and the lastly related to variables which needed to be inquired about or deducted (Income, Profession, etc.). (Kaplan, 1964)

Overall, the survey implemented to this paper corresponds to a quantitative approach applied in an online questionnaire to Brazilian people living in Ireland, in a way to analyse the variables to insights of their contribution to the hospitality industry and expectations regards to professional career.

Furthermore, interviews will be held with HR professionals familiarized with the Irish labour market and the joining of Brazilian workforce. In this qualitative approach, it will be analysed the factors which stand Brazilian people out in their positions and on the other hand, factors accounting to promote barriers on professional prospectations.

3.2 Research Design (Mixed Methods)

This study will combine qualitative and quantitative approaches into the research methodology. Creswell (2003) classified the mixed method in 4 different designs, the one who will be used in this research is called two-phases studies. Two phases studies or sequential studies are related to researchers involving both qualitative and quantitative phases but

separated. It will occur applications with different phases, such as qualitative (transcriptions of interviews), followed by quantitative (survey research).

The idea from a mix of both of methods is actually a manner to integrate and connect qualitative and quantitative data, as a possibility of the results from one method can identify and connect to the participants in the study or even questions which supposed be inquired and analysed. In another vision, they can be either used side by side or to reinforce the results obtained in the previously method. (Tashakkori and Teddlie 1998)

Combining these two different methods will be done aiming to take advantage of both paradigms and their respective strengths. Analysing the impact of the Brazilian community on the Irish hospitality industry, it will be considered key variables (Brazilian employability in the hospitality industry, experience into the sector, multicultural barriers) through data collected by survey research. On the other hand, the qualitative method will give the perception of job relocation, which can cause turnovers and workforce shortage in the hospitality industry, being analysed other main variables (background, level of education, career prospect and specific areas). Therefore, when both methods are combined it will be possible to compare and make an analysis towards patterns in the Brazilian community and their contribution to the hospitality industry.

3.3 Research Sample

The sample will approach Brazilian people of over eighteen years living in Ireland. Thereby, the group analysed will be part of those which add value to the Irish workforce and their participation in the Irish economy and productivity to the Gross Product Domestic (GDP). It is known that over than 4 thousand students arrive in Ireland per year, when added to the number of Brazilians residents, this number reach up eighteen thousand Brazilians.

Considering the issue of dealing with an entire community, and relying on response rates, it will be analysed a sample size of one hundred and fifty volunteers 150 across the country. Throughout the sample and the respective answers collected by the survey, it will be possible to highlight the aim of this search. It will also analyse the interviews held with recruiters who are specialized and active daily with the Irish workforce market.

The survey was available online and was specific directed to the Brazilian community over 18 years and with no gender restrictions, to reinforce the theory searched and interpretive characteristics enabling give a general aspect of the sample population.

3.3.1 Participants

The total number of participants matched with the sample size, reaching 150 volunteer answers. The approach with the volunteers was totally online, through posts in different social media sites, such as Facebook and WhatsApp groups with Brazilians living in Ireland regardless of the county. Among the 150 answers obtained, it reached 13 different counties across the republic. The availability of the number of participants and their respective experiences will play a fundamental role to base the theory on, and the result, proposed by this study.

In addition, the two recruiters who have been volunteered and agreed to be recorded, will give their opinion and experience about the Brazilian behaviour regarding career prospects and their background before and when they arrived in Ireland. Also, their understanding about opportunities and barriers faced by the Brazilian community will be analysed and included in the relocation into Irish Market.

3.4 Material

Although it is known that the presence of the Brazilian community across Ireland, and their participation in jobs which does not require qualifications or high standards of education (low-level skill), there is no study related to the Brazilian community and their contribution to the Irish hospitality industry. Historically it is known that some Brazilian immigrants have come to work in a meat factory in Gort, county Galway, different from the current days, which it is noticed that there is a wider participation in the Irish workforce. In order to validate this research, the immigration and mobility of the factors theory was approached in a way to demonstrate the benefits impacted in the hospitality industry.

To validate the questionnaire and results, it will analyse key variables related directly and indirectly related to the hospitality industry, promoting an overview concept about the current scenario and future prospections for the sector. However, all the variables gave an important spot on the Irish economy. Based on this perception, the questions present on the survey consist on the follow key variables: Brazilian workforce in Ireland, the hospitality industry employability, barriers, opportunities, relocation, and career prospect (the last two variables will be analysed due to the turnover aspects).

The questionnaire will be attached on the Appendix A of this research.

3.5 Procedure

Instructions were oriented to all those participants who volunteered to answer the survey, including explanations in regard to the aim of the survey, institutional educational which this paper is part of, and main relevant information to make aware the audience about the purpose of this research. The tool chose to create the questionnaire is the “Google forms” platform, it was an option to keep the data collected confidential and ensure the safety to all volunteers.

The participants were submitted to 38 questions, which some of them were multiple choices and some were short answers text. It was also differentiated by obligatory and non-obligatory. All those who submitted their answers were guided in a volunteer way and were aware about the time needed, about 3 minutes, with an option to left the page at any time whether they felt uncomfortable and did not agree with the questions required.

The interviews held with 2 Brazilian recruiters in Ireland was held in distinct days and took around 40 minutes each. The participants were informed about the research purpose and agreed to answer the questions, they also were instructed about the possibility to refuse to answer any question and interrupt the interview if they felt uncomfortable.

3.6 Ethics

Sharing the survey in an online platform through social media, such as Facebook and WhatsApp groups, was a channel to reach the audience and collect all data needed in a non-coercively and abrupt way. Moreover, the volunteers had their personal information stored under a password and confidentiality in an electronical advice. All the content collected, included the recorded interview agreed with the participants will be retained by the author over a 5 years period and destroyed afterwards.

The platform used to collect the data (Google forms), enabled keeping the volunteers anonymous and untracked, none of the answers had their IP address retained. Furthermore, no personal questions were made, ensuring the privacy of each volunteer.

This research does not involve any financial, commercial, or personal interest to the author, exempting any relationship which might conflict with the study purpose or data collected. Thus, the author declares no conflict of interest by his part in the present research, does not involving any collaboration and non-disclosure agreement with entities, organisations, and companies.

3.7 Pilot Study

In order to validate the questionnaire used in the research, a pilot study conducted with a small sample had as a goal verify any problem regards to the form and answers. Pilot studies can be used either on qualitative or quantitative methods and be applied to several pilot studies before the main survey be conducted. The first phase was based on the interviews and focus groups to analyse the problem proposed and addressed in the survey, followed by the next stage where the questionnaire was elaborated with a range of multiple-choice questions piloted and lastly, the survey was shared into social media to reach volunteers. (van Teijlingen and Hundley, 2001)

3.8 Data Analysis

The data analysis processes for qualitative and quantitative methods are different and were collected through few steps. In the qualitative approach, it was appointed interviews with two different recruiters who volunteered were made available to answer questions designed to tackle issues purposed to the main objective of this research, which was recorded with permission and carefully transcribed later.

However, the quantitative methodology, aimed addressed questions to the sample population and identify the variables correlated to this study. The results are presented in Microsoft Excel tables to identify and analyse the factors and influence in the variables purposed by the research.

“Correlations are perhaps the most basic and most useful measure of association between two or more variables. Expressed in a single number called a correlation coefficient (r), correlations provide information about the direction of the relationship (either positive or negative) and the intensity of the relationship”. (Marczyk, DeMatteo and Festinger 2005)

3.9 Limitations

This study has faced challenges over the period available to conclude the research purposed. Due to the unusual circumstances of the current pandemic across the globe (COVID-19), limitations involving our sample and availability of volunteers create hardships to validate and expand the potential approach of this paper.

4 Results

This content approached in this section it is primary data source, collected from 150 volunteers. Moreover, it will include the transcription of two interviews recorded by the author from Brazilian recruiters with experience in relocation of professionals into the Irish Market, which englobe the participation of the Brazilian community. Therefore, the quantitative data will be interpreted statistically in order to satisfy the main objective purposed by this research, also the qualitative data provided by the interviews aim to reinforce the results portrayed and analyse a general overview about the contribution of the Brazilian community to the Irish hospitality industry.

4.1 Quantitative Data (Survey)

4.1.1 Participants Features

The variables redirected to the participants seeking a better knowledge about the sample and their characteristics social and demographic which can have direct or indirect impact on the Irish hospitality industry. The table below, was designed to portrays the variables according to the participant's answers collected.

Table 3: Social and Demographic Variables

Variables	Frequency (%)	
Gender	Male	40%
	Female	60%
Age	18-21	0,6%
	22-25	12%
	26-30	36,7%
	31-35	34,7%
	35+	16%
Students	Yes	60%
	No	40%
VISA	Stamp 1	3,3%
	Stamp 1G	6%
	Stamp 2	50%
	Stamp 4	10%
	European Citizenship	29,3%
	Illegal	1,3%
Counties	Dublin	63%
	Cork	9,8%

Limerick	4,9%
Galway	7,7%
Meath	1,4%
Wicklow	2,1%
Westmeath	0,7%
Cavan	0,7%
Clare	0,7%
Donegal	3,5%
Laois	0,7%
Mayo	0,7%
Tipperary	0,7%
Kerry	1,4%
Kildare	1,4%
Leitrim	0,7%

Source: Primary Data, Research 2020.

The results of the Table 3 are expressed in percentage related to the 150 respondents of the survey applied online. It is observed regards to the workforce analysed, the participants are divided between female (60%) and male (40%). Also, it is noted that over 70% of the total answers are characterized by adults between 26 and 35 years old.

The Brazilian recent immigrants are ranked into the first place in youth average (29 years old) among the nationalities with highest number of people arrived in the country represented by the last Census in 2016. According Avolio and Waldman (1994), the human being reaches high functional level of most of their abilities in the 20s and early 30s, tending to decline after this stage. Moreover, some researchers point age correlated with productivity, such as in the study made by Andersson et al. (2002), which concluded that individuals in their 30s and 40s have the highest productivity level, differently from those above the age of 50, estimated to have decreased in their productivity compared to younger individuals.

Furthermore, comparing with the average of the state represented in the same census (2016), the age of population is 37.4 years old. One experiment performed in Sweden found that on average, a younger applicant to job positions received 3 times more responses from restaurant managers looking for staff and 4 times to work as a sales assistant than an older applicant. (Ahmed, Andersson and Hammarstedt, 2012).

Many of the Brazilian residents in Ireland are students, among our volunteers, 60% declared as students, which usually were give Stamp 2 (50%), or Stamp 1G (6%). The Stamp 2 allows the students to work part-time jobs or up to 20 hours per week (except on summer holidays which the ours worked increases up to 40 hours), whereas the Stamp 1G is conceded to those recent graduates or post-graduates, allowing individuals to work full-time during a

certain period of time. Also, it is possible to note a good percentage of Brazilians with European citizenship (29,3%) and individuals which spouses/family who are linked with the Irish nationality or European countries included in one Irish agreement. However, the number of people hired by companies which had their work permits sponsored is very low (3,3%), as the number of those illegal in the country (1,3%).

The most populational counties in Ireland according the United Nations (2020), are also those who were more represented in the survey of this research by Brazilians living in the Republic. Dublin is far ahead an aim of living from the rest with 63% of the respondents, followed by Cork (9,8%), Galway (7,7%) and Limerick (4,9%). Similarly, the numbers obtained in the survey are alike with those represented by the Irish Census, which pointed 64% of the Brazilian community living in Dublin and suburbs, the greatest concentration of all nationalities in one county. (CSO 2016)

Correlated with the answers submitted through the online survey, the table below, (Table 4) shows the purpose which each individual considered when moved out from Brazil. 40% of the 150 volunteers had the intention to come to Ireland “work and study”, while 35,3% had as the main objective “learning English”, and 18,7% were looking after a career prospection. The rest 6% had mentioned their answers related to a cultural exchange and living abroad their native country. It is also possible to observe how long the correspondents are living in Ireland, with a big majority (40%), settled in the Republic for 3 years or more.

Table 4: Reasons and number of years living in Ireland

Intention to Living in Ireland	Work and Study	40%
	Learning English	35,3%
	Career Prospection	18,7%
	Cultural Exchange	6%
Number of Years living in Ireland	less than a year	8,7%
	1 years	16%
	2 years	35,3%
	3+ years	40%

Source: Primary Data, Research 2020.

4.1.2 Employability and the Irish Hospitality Industry

Considering the whole sample and their respective employability, 75% of the participants are employed. However, it has to be considered the current pandemic, which has impacted 33,6% of the respondents and had as a consequence the loss of at least 1 job. Currently, 63,9% of the people who replied the survey are working in 1 job, 10% in 2 jobs and

1,4% in 3 jobs at the same time. The data are presented in the table 5, together with the total of hours worked per week according our participants.

The number of hours worked per week according the participants it is controversial associated with the number of hours allowed by the immigration laws, regards to the student work permit (based on the number of students in the table 3). Just only 12% of the amount employed work normally 20 hours per week, that number when increased to over 30 hours reach up 67,3% of the participants.

Table 5: Employability and hours worked

Variables	Frequency (%)	
Participants Employability	Yes	75,3%
	No	24,7%
Number of Jobs current	0	24,7%
	1	63,9%
	2	10%
	3	1,4%
Number of hours worked per week	20	12%
	25	20,7%
	30	9,3%
	35	24,7%
	40+	33,3%

Source: Primary Data, Research 2020.

Correlated to the hospitality industry, the Table 6 portrays the contribution of the Brazilian community base on the answers of the survey participants which 60,7% of the volunteers had answered that they have already worked in the hospitality sector. Within this number, a huge majority of 78,4% had worked at least 1 year in this market labour area.

Table 6: Participation in the Irish hospitality industry

Variables	Frequency (%)	
Number of participants who have worked in the hospitality industry	Yes	60,7%
	No	39,3%
Time worked in the hospitality industry	less than a year	21,6%
	1 year	23%
	2 years	32,4%
	3 years	23%

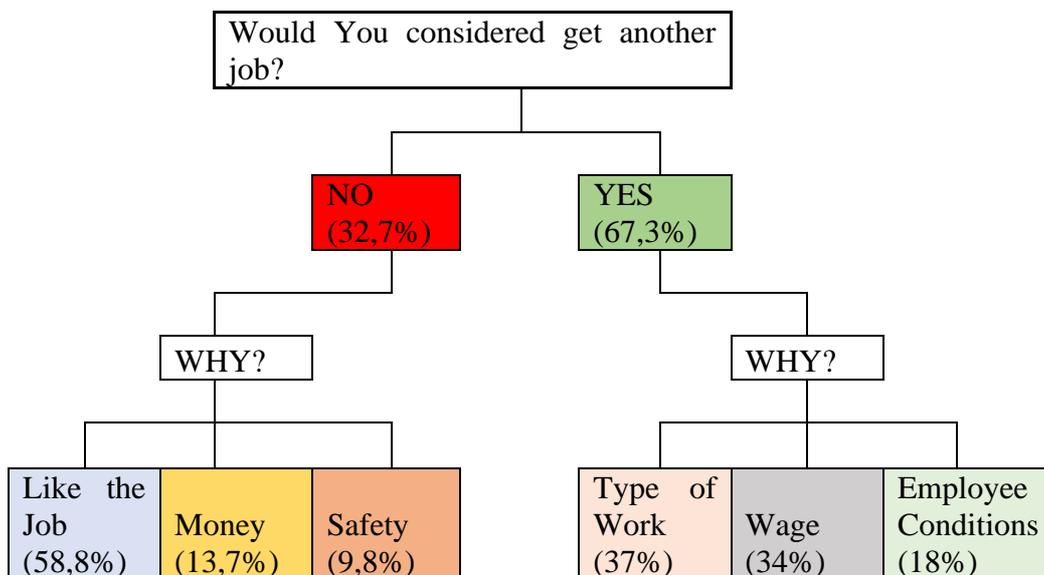
Source: Primary Data, Research 2020

The number of people who are current working in the hospitality industry is 26% of all volunteers, playing roles such as Kitchen porters, Baristas, Catering Assistant, Hotel Receptionist, Waitress and Waiter. Increasing the duties and expanding to other sectors and consider a big proportion of low-level skills jobs (Cleaners, Childminders, Laundry Staff Warehouse Operator, Housekeepers) it reaches 43,3% of all volunteers.

However, most of the participants involved in the survey consider get change their jobs (67,3%). Among these individuals, over than 70% in reasons due to the type of work (37%) or wage (34%). Another factor relevant obtained in the answers was the employee conditions (18%), leading employees unsatisfied review their placements.

On the other hand, the 32,7% who do not consider get another job point as the main reason the job satisfaction (58,8%).

Table 7: Possibility of Changing Jobs



Source: Primary Data, Research (2020)

4.1.3 Educational Level

Looking through the educational and qualification skills aspect (Table 7), the sample has shown a significant number of people who got a third level degree before coming to Ireland (82%). Within this number, there is an average of 5 years and 6 months of experience of people in their respective field.

Still, 65,3% of the entire correspondents do not work in their field in Ireland. Regards to the barrier of getting a job in their respective sectors, 40% highlighted the “VISA” as the factor of which prevent their relocation in other opportunities. The “experience” factor also

had a good visibility, being marked by 26% of the sample, ahead from the “English language” barrier (16,7%).

Table 8: Education Level and Experience

Variables	Frequency (%)	
Number of Participants who had get a degree before they came to Ireland	Yes	82%
	No	18%
Time of experience within the field before they came to Ireland	less than a year	6,6%
	1-2 years	14,9%
	3-5 years	33%
	6-9 years	21,5%
	10+ years	19%
Number of Participants working in their respective field	Yes	34,7%
	No	65,3%
Factors which cause a barrier to opportunities	Visa	40%
	Experience	26%
	English Language	16,7%
	Irish Certification	9%
	Others	8,3%

Source: Primary Data, Research (2020).

Furthermore, a good part of the volunteers (83,3%) as can be observed in the table 8 believe that getting a degree or post-degree in Ireland is fundamental to highlight new opportunities in the market labour, which 81,3% of the total have considered enrol in some course. The participants put the “Opportunities” as the main attractive point to have an academic life in Ireland, even ahead Passion (11,3%) or the expensive price (10%) attributed to non-European citizenships.

Table 9: Third Level Education in Ireland and Attractive Factors

Variables	Frequency (%)	
Number of participants who believe that getting a degree in Ireland highlights opportunities	Yes	83,3%
	No	16,7%
Number of participants who have considered getting a degree or post-degree in Ireland	Yes	81,3%
	No	18,7%
Most attractive Factors	Opportunities	58,7%
	Passion	11,3%
	Price	10%
	VISA	9,3%
	Others	10,7%

Source: Primary Data, Research (2020)

Considering the wide range of areas which could be selected by students, the most attractive to the volunteers which have considered get a degree or post-degree in Ireland is Business, chose by 22,3% (Table 9). Just behind, the second area which that had most interest was engineering (16,7%), followed by HR (14,2%).

Overall, 80,7% of the population who volunteered to answer the questionnaire are able to consider a career opportunity in the Republic, despite it requires a relocation in another sector.

Table 10: Most searched Areas and Changes

Variables	Frequency (%)	
Most Searched Areas	Business	22,5%
	Engineering	16,7%
	HR	14,2%
	Marketing	10,8%
	Others	35,8%
Possibility of changing area in case of getting an opportunity	Yes	80,7%
	No	19,3%

Source: Primary Data, Research (2020)

4.2 Qualitative Data (Interviews)

This section will contain two different interviews with Brazilian recruiters which will give their opinion regard to the Irish Market Labour and reinforce the importance of the Brazilian to the hospitality industry and consequently to the economy of the Republic. The participants will have their anonymity preserved; thus, they will be addressed as “A” and “B” respectively.

4.2.1 Interview 1 - (Interviewee “A”)

The first interview was held with a recruiter specializing in the integration Brazilian people into the European job market, mainly the Irish one. The recruiter has Graduated in Psychology by PUC in Campinas – Brazil and post-graduated in HR by the National College of Ireland, the interviewee “A” is a market reference to Brazilian people.

The first time she came to Ireland was to learn English in a six months course, meanwhile she got her first job as a babysitter, then moved to be a waitress and a barista. According to “A”, “The main sector to give opportunities to recently arrived Brazilians in the same situation is the hospitality industry”. After she finished her English course, set off to

Brazil to complete her graduation but just a year later she back to Ireland enrolled in a post-graduate course in HR, creating opportunities and network in the Irish Market.

Through the network, she got an internship as recruiter at Adecco UK & Ireland at this point with no experience, moving afterwards to other multinationals as HP and LinkedIn. Sooner she started to work as headhunter, “the first Brazilian recruiter in Ireland” (Interviewee A ,2020), Brazilian people came to her to ask help with curriculum vitae and LinkedIn. Seeing an opportunity, “A” started to charge for the services and after her contract expired, she made her services into a business she founded 4 years ago.

According “A”, a challenge barrier which many people struggle is self-confidence, she even used her case where she started to question about capabilities regards to immerse into a new culture, and a new language. Furthermore, when she was questioned about the relation of opportunities and a third level education either to Brazilian Certificate or Irish Certificate, her answer was the Irish Market evaluate the national institutions over the foreign universities. However, people can add value to their qualification with short-term courses, as example a post-degree, but she was aware of the struggles regarding business courses due to the full market in the area.

Nonetheless, a Brazilian certification attached with a job experience acquired is a highlight factor, despite she still advising people to get a qualification in Ireland. There are factors leading to opportunities in the Irish Market such as critical area, visa (students have a Stamp 2, allowing work part-time), Irish certification and network with employers who can apply to sponsor the visa.

Within 80% of the audience who buy her services, are currently working in low-level skills which over than 70% are working or have already an experience in the Irish hospitality industry. As said, among the variables, the visa which allows a person work in a full-time job (Stamp 4 or European-citizenship) is the factor which makes the employee more attractive to employers over those looking to allocate themselves into the areas, increasing when associated with experience and institutions. On another hand, when a person get a degree or a post-degree in Ireland, it is possible to apply for the Stamp 1G which allows work full-time during a period of time (Stamp 1G) and the chances increase, especially when the expertise fits into the critical skills established by the Irish Government.

Interviewee “A” also payed attention to another model of being employed, that happens when the employer sponsorship of the employee, happens in two different ways, fitting on the critical skills or as general skills (that happens when the job position is out of the ineligible

criteria by the Government list). However, this condition takes more time, because requires specific skills not found on the workforce available.

Regards to the Irish Market, “A” says that it had grown considerably over the last three year, when Ireland has become the European Technological Hub due to a fiscal incentive implemented by the government which has attracted Foreign Direct Investment (FDI). This measure has not only attracted multinationals to settle in the island but provide many other jobs opportunities requiring low skills, developing internal Market and expanded areas such as the hospitality industry and Tourism. Therefore, this Market expansion also has attracted people from another countries, increasing the Labour Force.

Back in the time when the Interviewee “A” had arrived in Ireland in 2008, she said the Brazilian community was not big, with the predominance of other nationalities such as Polish. She included herself as one of the pioneers who helped to rise the number of Brazilian immigrants in Ireland, through promote the country and highlight opportunities present correlated to work and study. The destination once targeted to United States, Australia, and Canada, has gained another country on the mind of Brazilian people interested to learn English and go abroad in a different multicultural aspect: the friendly Irish country.

Interviewee “A” statement let clear the transition of Brazilian community to Ireland was possible just because the opportunities in low level skills, especially in restaurants, pubs and hotels (hospitality industry) can employ a huge amount of immigrants who come to Ireland to improve their English but they need to make money, which enables recent arrivers to afford basic needs. Also, she makes an observation that people who see opportunities and want start a professional career in Ireland should expand their vision to other areas instead business courses, which most of Brazilian people have been enrolled as an attempt to prolonged their time in Ireland.

Pointing to the struggles faced by Brazilian people to find jobs in their specific areas, “A” also points the visa on the top of the list, followed by lack of preparation which many people dos not know how to use essential tools to attract recruiters (Curriculum Vitae and LinkedIn) and the third factor is self-sabotage when people they doubt about themselves and let the fear overcome their capabilities. When questioned about the language barrier, she makes clear that what she once thought it was an impediment, nowadays she does not consider it such anymore due to the number of people even with low English knowledge getting jobs and being relocated to their sectors. “Two years ago, I have had a client who was software developer who knew how to code in an unusual computer language, but unfortunately his domain over the English language was extremely low and she advised him to make network and attend every

career fair as an experience to meet new people. One day, he went to Google in those open days to know the company, and suddenly one of his clients in Brazil was having problems with the Website, therefore he took his laptop and started to fix the problem instantly. This attitude caught a company's employee who acknowledge the program and offered him an interview at the same day, which also give him the job." (Interviewee "A", 2020)

The last topic approached in the interview is regards to the European Market Labor allocation, even Ireland being the mainly focus of Brazilian immigrants who looks to "A", she also deals with opportunities in other countries in Europe. However, the differences presented in the Irish employee laws make difficult to employers retain non-European citizenships in view of the whole bureaucracy process. Meanwhile, in other countries there is no need to look into critical, general, or ineligible skills, once having an employer's letter is enough to the government grant a work and residence permit.

4.2.2 Interview 2 – (Interviewee "B")

The second interview was a held with a recruiter who works for an agency in Dublin with a duty to check curriculums and facilitate candidates into the areas they are looking for. Graduated in Nursery at State University of Feira de Santana, Bahia-Brazil, Interviewee "B" worked 3 years as a nurse in Brazil before she came to Dublin 3 years ago.

As the most Brazilian immigrants in Ireland, she has come to learn English and try to find an opportunity in the Irish health sector, by validating her Brazilian graduation through the IELTS, exam applicated to verify the English proficiency amid immigrants. However, initially she needed an income to sustain herself and it was when came up a job opportunity as a homecare carer.

Thereafter, despite never having any experience in HR before, she got her current job with the purpose of helping recruit people for different sectors, especially IT, the Health sector and construction. Also, her job involves helping immigrants to register with the Irish Council, as an example, nurseries need to validate their certifications in the HSE. One year later, working as a part-time employee, the agency liked her in her role, and they applied to give her a work permit.

Interviewee "B" has a good perspective about the Irish Market, according her, there are sectors with many opportunities even for immigrants, as example the health sector, which she has the experience of accompanying many processes. Nevertheless, she warns about some

struggles faced by foreigners related to the language barrier and the certification validation before the Irish institutional bodies. Another challenged pointed out by “B”, it is the visa, most of the opportunities prioritize people who can work full-time, excluding students looking for relocation into specific areas.

Furthermore, Brazilians are not the only community affected by these barriers, it can be observed in Philippines and Indians as well. Accordingly, Interviewee “B”, 85% of Brazilian people who used apply to these vacancies are coming from low-level skills jobs, being most of them, waitress/waiter, baristas, catering assistants or cleaners.

Among the factors responsible to create a barrier to those looking for an opportunity to arise their career, besides the language barrier, the lack of knowledge by employers associated to the bureaucracy implemented by laws, are obstacles to give chances for non-European citizenships, says “B”. “There are few sectors where it is observed shortage of qualified work, enabling other nationalities have access to these opportunities, however, the whole process of hiring any employee from outside the EU can take until six months which is not attractive to companies who needs people to start immediately” (Interviewee “B” 2020.) The experience acquired by employees is also a big influential factor to employers, considering opportunities to bring knowledge from other countries.

Another topic commented on was about the differences between the Brazilian people and other nationalities in the Irish Market Labour, which Interviewee “B” says there is a positive feedback over the employers despite the cultural difference. One point mentioned by the interviewee, it was the availability and the pro-activity. Yet, she aware about the lack of preparation to those people who are looking for jobs, once agencies use a system checking the curriculum format and exclude automatically those who does not fit to the patterns, even before someone look into personal and relevant information.

Regards to the qualification, “B” does not see as essential having an Irish certification once the Market present many opportunities and there are needs for professionals in specific areas. “An additional qualification or an Irish certificate can be an advantage and put the candidate ahead their competitors, but is not a fundamental factor to allocate professionals in every sector, since it is clear the lack of professionals in certain areas”. (Interviewee “B”, 2020)

5 CONCLUSION

The present study aims to verify and analyze the contribution of the Brazilian community to the Irish hospitality industry. Considering the migration movement and their

reasons, it is possible to observe an impact on the economy for both countries involved. The literature review approached from many economic theories correlated to the mobility of factors of production and transformations which have resulted in the Republic of Ireland, becoming a country of negative migration flow, to a technological Hub in Europe due to the political reforms.

The Irish economic growth has also developed the hospitality sector and consequently provided job opportunities which are filled especially by immigrants. The researched showed that a significant percentage of the Brazilian people have contributed to the Irish hospitality industry over the last 5 years, although there are factors which promote barriers either to employers or employees.

Considering the billionaire hospitality sector and the difficulties to keep their staff as aforementioned, can be correlated to the employment conditions, low payment or even legislations regarding the immigrant's work hours. One of the factors which was mostly pointed out as a barrier is the "Visa" conceded to students which allows only up 20 hours work per week. However, few of the participants are current working in 2 or more jobs and only 12% of the volunteers fit in the number of hours allowed by the Irish Government.

Furthermore, the representative sample of the Brazilian community in Ireland approached by this study has shown that the factors "Opportunity" and "Career Prospects" are the main criteria to people who are looking to get qualifications in the Irish Market Labour. Also, four-fifths of the survey's participants are able to change their areas or interest areas to another one, seeking for an opportunity.

Ladkin and Weber (2009) suggest that the educational and career development are little known about tourism and hospitality, even though the sector is in constant growth. However, whether look for hospitality courses, will be found more than 60 courses (online or not) in Ireland. Barrows and Bosselman (1999), highlight the value of hospitality degree for the industry and approach the importance to companies as a requirement for entry-level management positions through a base of knowledge which leads to the success in the industry.

Despite the government has implemented plans attributed to the sustainable growth of the tourism in Ireland (Tourism Action Plan), linking the expansion of the sector through new jobs (including the hospitality industry) and structure with the revenue in 2016/2018, the topic involving the employee conditions, how to tackle the number of turnovers suffered by the sector, or even the promotion of educational qualification and career aspects were not mentioned. (Department of Transport, Tourism and Sport, 2018).

According to a research made by Barret, suggests that the Irish Gross Product Domestic (GDP) has increased by 3.5% per cent consider identical employment manner in the Irish labour market to immigrants and natives, besides tackling the gap of inequality wages between skilled and not skilled workers, consequence of the positive migration flow. Yet, immigrants are seen in lower occupational positions compared to natives, even though it was observed a highly and young educated group. (Barret, Bergin and Duffy, 2006)

Through an analysis over the results obtained by our study, the survey pointed out the high qualification and expertise in different areas, within more than 80% of the volunteers who answered the survey implemented by this research although already had obtained a previous degree qualification in Brazil considered to get another qualification in Ireland due to the opportunities not available to immigrants for many reasons in the country.

Dietz et al. (2015) have discussed a social identity theory correlating recruiters and their biased against skilled immigrants' applicants, also referred to "skill paradox phenomenon". The study suggests employers preferred local applicants over immigrants with the same qualification unless the vacancies are directed for specific jobs.

In conclusion, The Census of Population (CSO), has been observed the increasement of the Brazilian community and also the reflection into the Irish hospitality industry employability, being superior than the state employability in the same sector. According to the survey and reinforced by the Interviews, it is possible observe that a significant percentage of Brazilians living in Ireland have already had professional experience regards to the hospitality industry. However, the type of work, wage, and employee conditions when put together are the main factors responsible to workers look for relocations.

Even though the last Census in 2016 (CSO, 2016) has shown a great part of the Brazilian community having a third level education, most of them are submitted to low-level skills. However, there are factors created by multicultural difference or institutional laws, which provide "barriers" to Brazilian people get relocation in their specific areas.

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APPENDIX

Appendix A – Questionnaire

1. Age

- 18 – 21 years
- 22 – 25 years
- 26 – 30 years
- 31 – 35 years
- 35+ years

2. Gender

- Male
- Female
- Prefer not to say

3. Which county do you live in Ireland?

4. Are you a Student?

- Yes
- No

5. Which Stamp do you have?

- Stamp 1
- Stamp 1G
- Stamp 2
- Stamp 4
- European Citizenship
- Illegal

6. How long have you been in Ireland?

- less than a year
- 1 year
- 2 years
- 3+ years

7. What was your intention when you came to Ireland?

- Learning English
- Work and study
- Career Prospection

Other: _____

8. Are you working?

- Yes
- No

9. If No, are you looking for job?

- Yes

No

10. Did you lose your job due to the pandemic?

Yes

No

11. Do you have or had more than 1 job at the same time?

Yes

No

12. How many jobs do you currently have?

0

1

2

3

13. Have you ever worked in the hospitality sector?

Yes

No

14. If Yes, How long?

Less than a year

1 year

2 years

3+ years

15. What is your current Job title? (Please, insert all them)

16. Would you consider get another job?

Yes

No

17. If Yes, Why?

Wage

Type of work

Employee Conditions

Other: _____

18. If No, Why?

Like the Job

Safety

Money

Other: _____

19. How much Euro (€) do you earn per hour?

less than 10.10€

10.10€

10.10€ - 12€

12€ - 14€

- 14€ +
- Unemployed

20. How many hours do you work per week?

- 20
- 25
- 30
- 35
- 40+
- Unemployed

21. How much in total are you discounted on tax?

- 0%
- 1%-10%
- 10%-20%
- 20%-30%
- 30%-40%

22. How much euro do you earn per month (average)?

- 0 – 800
- 800 - 1200
- 1200 - 1500
- 1500+
- Unemployed

23. Considering your income per month, how much of it (in percentage) do you spend?

- 10% - 30%
- 30% - 50%
- 50% - 70%
- +70%

24. In which factor do you spend most of your money?

- Rent
- Leisure
- Shopping
- Travelling

Outros: _____

25. How much money do you save per month?

- 0 - 250
- 250 - 500
- 500 - 750
- 750+

26. Did you get a degree before you coming to Ireland?

- Yes
- No

27. If Yes, how long did you work within the sector before coming to Ireland?

28. Do you work in your area in Ireland?

Yes

No

29. Do you think getting a degree in Ireland would highlight you to better opportunities?

Yes

No

30. What do you think causes the barrier of getting a job within your sector in Ireland?

English

Stamp

Experience

Irish Certification

Other: _____

31. Have you done or considered getting a degree or post-degree in Ireland?

Yes

No

32. If Yes, do you have any specific area on mind?

Business

Engineering

Marketing

HR

Accounting

Other: _____

33. If No, Why?

34. What would be more attractive for you to choose a course in Ireland?

Price

Stamp

Job

Opportunities

Passion

Others: _____

35. If possible, would you consider a career opportunity in another area in Ireland?

Yes

No

36. If No, Why?

37. Do you think the Irish authorities could make better use of skills and experience of the Brazilian community?

Yes

No

38.If Yes, How?

Appendix B – Questionnaire information

Hi, my name is Marcus Vinicius and I am working on my dissertation to conclude my MBA at Dublin Business School. My topic approaches the Brazilian community and the contribution they have made and continue to make to the Irish hospitality industry. If you are a Brazilian and over 18 years old, I would like to ask you to answer the questionnaire below (link). It will take only 5 minutes.

All information collected from the volunteers are confidential, following the code of ethics, and you can leave the page at any moment.

Check the best answer that fits you and I thank you all!

Warm Regards,

Marcus Vinicius