

Independent College Dublin

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Effects of Diversity on workplace, and challenges and opportunities for Brazilians to work in Ireland

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Effects of Diversity on workplace, therefore,
pros and cons for Brazilian to work in Ireland.

Compiled by:

Caio Felipe Correa

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Abstract

Ireland has seen an increase in the number of immigrants over the years due to a variety of circumstances, including globalization, war, and, in some cases, a desire to relocate to a safer area. All of this leads to a rise in the cultural diversity present in the Irish labor market. Brazilian immigrants, the subject of my study, come to Ireland primarily to improve their English skills because the country's public school system does not provide adequate instruction in the subject. Many of these immigrants also hold a second European nationality, which allows them to live and work in Ireland on a full-time basis without having to pay any kind of tax or apply for a visa.

As a result, the goal of this study is to find out how this topic of diversity in the job market works in Ireland. Since this is a management course, it will be conducted in this way and try to figure out how important leaders are for this topic and what tools can help them.

Keywords: Diversity in de workplace, reasons for migration of Brazilians, inclusive leaders.

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1. Introduction

Diversity in the market labor has great importance in what is related to positive numbers and excellence in achieve good results, perhaps influenced by globalization, as it has a wider and better scope in terms of selling products or services, as well as providing services.

Knowing that when it comes to the population in Ireland, according (2016 Census); “82.2% are Irish, also Irish travelers who represent 0.7%, followed by other White who make up another 9.5% of the population, followed by the Asian population 2.1%, and the lowest number in this survey would be Black people representing 1.4%, another 1.5%, and 2.6% unspecified”. So why not talk about this topic?

In addition to that, the management course also caused me to consider what it must be like to manage a team with a sizable amount of diversity. hence, undoubtedly the fact of being black and immigrant in Ireland, moreover, being involved in the midst of immigrants as much as in personal and professional life helped in the choice of the theme where I am fully involved, so, I hope reading about this topic is as enjoyable as it was writing about.

Nonetheless, is important to mention that the primary goals of this assignment are to demonstrate with the best clarity that the theme has within the community of this country whether it was born here or not, and the type of influence this has on the business and culture of organizations.

1.1. Rationale

The justification of the chosen theme would be to show with regard to the diversity in the labor market, Moreover, the relationship between the Irish economy and the theme. Also, to show a little on the other side, as non-Irish people see this market also showing positive and negative points on both sides, hoping to help future searches on the chosen subject specially for Brazilians coming to Ireland in future.

1.2. Aims and Objectives

I. To explore the effects of diversity within the organization, and influence of globalization and how it affects Ireland in its workforce.

II. To identify the factors that motivated immigrants mainly (Brazilians) to compete for jobs in Ireland;

III. To analyses the possible challenges and opportunities faced by Brazilians who want to enter this Irish market.

IV. To explore the benefices of diversity for leaders.

1.3. Purpose of the study

The purpose of the research is to examine the importance given to diversity in the labor market and analyze the ways which could improve the company's way of dealing with the subject. Also being able to know and understand more about how Brazilians can benefit from this migration from the Brazilian labor market to the Irish labor market, and why their current Brazilian immigrants living in Ireland chose it as their destination. Moreover, to explore how globalization influences all this.

1.4. Significance of Study

This data here can be of incredible assistance to individuals inspired by a similar subject from now on and furthermore thinking in an individual manner, it will be intriguing for me to find out about the subject.

2. Literature Review

2.1. Introduction

Despite the fact that Diversity among employees is a benefit for organizations, in theory, tragically there is a ton of bias on the world, therefore, all workers should be dealt with well, regardless to (orientation, conjugal status, family circumstance, sexual direction, religion, age, incapacity, race, being an individual from the local area of voyagers or pregnancy); otherwise they would go against the Irish Employment Equality Act 1998, which says that “discrimination is the point at which an individual has previously been dealt with or is being dealt with or might be dealt with short of what others.” (Doolan, 2006)

In addition to that, it is important to emphasize that, globalization has made an ever-increasing number of individuals from various positions work with various perspectives while tackling issues with a similar goal, this research among others together is an advantage of an exploration completed inside others intends to dissect, and make sense of the impacts and advantages of an expansion plan for organizations.

The author reviewed previous studies related to Effects of Diversity on workplace, therefore, pros and cons for Brazilian to work in Ireland. As many causes inspire relocation in the cutting-edge world, with global schooling being one of the hugest, and Brazilians, specifically, are in enormous numbers in Ireland specially in Dublin “capital”; It is relied upon to expand profundity of information so the analyst can track down likenesses and contrasts with the current setting, as you will be able to notice during this assessment.

2.2 Theme 1: Effects of globalization on the diversity of the Irish work market.

Cultural diversity in the workplace has become more popular over time as a result of the world's increased globalization, which can lead to better business outcomes, as mentioned by Gillian Coote Martin who created an article on the topic on the website (Jornal Diversity Management) according to the author “One beneficial outcome is that representatives having a place with various societies as a rule have various perspectives and can consequently investigate a current matter from different points of view.” (Martin, 2014);

Which would be hard to achieve with employees belonging to the same culture are asked to analyse the same matter.

Subsequently, ignoring the subject would not be a wise move given that the increase in globalization has a significant impact on the increase in diversity, which according to Cairo M. D'Almeida, author of (The book The effects of diversity in the workplace) "Globalization of business has made this an issue of significantly more noteworthy extent that requires cautious key consideration to make a constructive outcome on all members" (D'Almeida, 2007); therefore, the correct use of this diversification in the labor market can help companies and managers to better deal with this increase in globalization.

In short, studies show that teams with greater diversity can generate greater and better results, alike the research conducted by Astrid C. Homan and reported in her article (Considering diversity: The positive effects of considerate leadership in diverse teams). According to the author the "Results show that participants faced with the prospect of working in a diverse team had a higher preference for considerable leadership than participants expecting to work in a homogeneous team" (Homan, 2013); Furthermore, when it comes to the Irish economy, it is possible to see an exponential increase in the integration of immigrants into the Irish labor market, possibly for the current competitive salaries also, the good acceptance and relationship of the Irish people with immigrants, which can be different in countries like the United States and Australia, for instance.

Speaking of globalization, it would be incorrect to assert that globalization is a new phenomenon for the Irish people. Years ago, Ireland Was centrally oriented in the early wave of globalization as part of the whole of the UK that was the center of British Empire according to research about "Globalization and the Irish Economy"; carried out by 'Philip R. Lane and Frances Ruane' for Trinity College Dublin in 01/March 2006.

To Philip R. Lane and Frances Ruane "It is generally concurred that Ireland is at the front of the financial globalization process. Without a doubt, standard exchange and monetary pointers show that the size of global financial exchanges among Ireland and the other world positions close to the highest point of any gathering of comparator nations" (Ruane, 2006); those data help us understanding this current scenario of the Irish economy and tells a little about it over the years.

With that in mind, studies carried out by Philip R. Lane in 'International Diversification and the Irish Economy' Philip points out that "two elements make Ireland a particularly fascinating contextual investigation. To begin with, Ireland has vigorously depended on outside sources to back homegrown speculation: the extremely enormous current record shortages of the last part of the 1970s and mid 1980s now have their partner in uncommon exchange balance excesses (16-20 percent during 1996-98) and a huge disparity among Gross domestic product and GNP (11-13 percent during 1996-98)." (LANE, 2000) Bringing relevant facts that help us understand a little more about the importance of migration to the Irish economy, and allows us to close this first theme.

2.3 Theme 2: Possible reasons why Ireland has increasingly become a destination for Brazilian immigrants.

When interacting with people in Ireland, mainly in the capital Dublin, it is possible to notice a large number of people who speak English with an accent different from the Irish accent, this is due to the large migration of people from countries of South America, Africa, Asia and others. With this in mind, it is important to say that the Brazilian population, in Ireland has been growing more and more in the country.

According to the Brazilian embassy webpage, "the quantity of Brazilians living in Ireland is around 70,000 Brazilians currently live on the island, and a lot more intend to come." (Brazilian embassy webpage); Nonetheless, you may be wondering, what would be the reasons for this immigration of Brazilians to Ireland? This is something I will discuss in the coming paragraphs.

Accompanied by this increase in immigrants in the country, according to the website Trading Economics "According to official data provided by the World Bank, Ireland's GDP in 2021 was worth 498.56 billion US dollars. Ireland's GDP makes up 0.37 percent of the global economy." (Bank, 2022); as you can see in the image below.

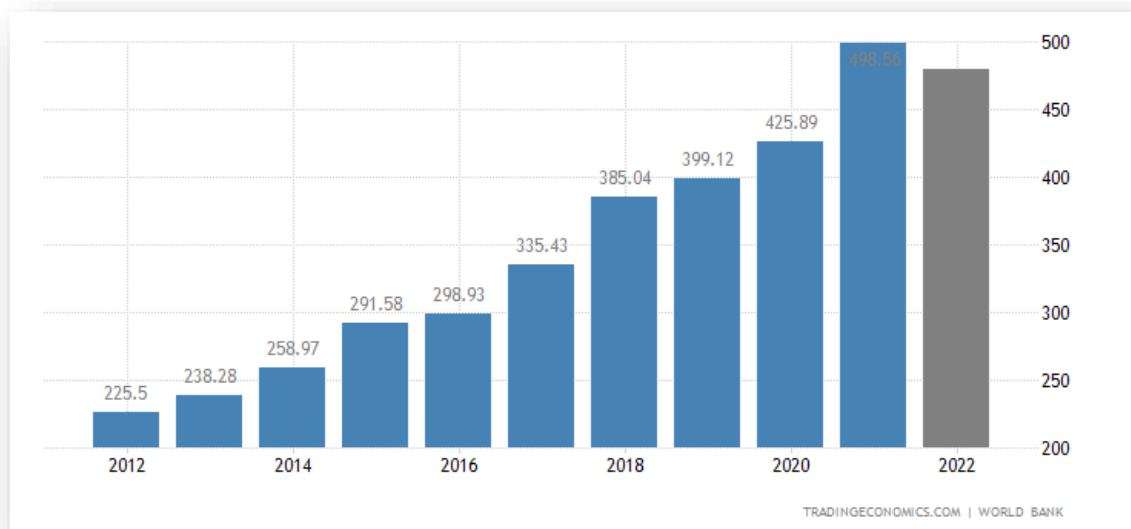


Figure 1. Ireland GDP Taken from trading economics

2.3.1 Housing & Security

When it comes to housing and security, although like any other country, Ireland has a good reaction as mentioned on the website Lonely Planet, which shows that “Ireland is their fifth best country for travel with a lot to offer. It’s also great for business and it tops the Forbes’ list of ‘Best Countries for Business’.” (Lonely Planet website). Moreover, due to the “Firearms Acts 1925 to 2009” Ireland has relatively strong gun restrictions and, compared to many other nations, a very low rate of gun ownership—roughly 7 civilian weapons per 100 persons.

This indicates that Ireland has low rates of violent crime overall and almost non-existent rates of gun violence. It's a somewhat secure location to live. and the police service is relatively small, even most police officers in the country do not use weapons to work. (commission, 2022)

Regardless to the high value of rents on the island, especially in the capital Dublin, Ireland remains ahead of other English-speaking countries due to the ease of entering, while applying for a visa when compared to countries like the United States, Australia and New Zealand for example.

In the book ‘Quality of life in Ireland’ by authors Tony Fahey, Helen Russell & Christopher T. Whelan on page 10 of their book the authors point out that "Compared to

other rich countries, according to the EIU's analysis, Ireland's quality-of-life advantage lay primarily in two key social factors: its higher than average level of stability in family life (measured by its low divorce rate) and its stronger community participation (measured by a combination of church attendance and trade union participation)" (Tony Fahey, 2007); factors that together represented around 3/4 of Ireland's predominance on the personal satisfaction record contrasted with the normal for the EU-15, which helps reinforce my idea of why Brazilians choose to live in Ireland.

2.3.2 Minimum Wage

Another possible reason would be the Minimum Wage which according to the 'National Minimum Wage Act 2000' "Since 1 January 2022, the national minimum wage is €10.50 per hour. Some people get sub-minimum rates, such as people aged under 20". (National Minimum Wage Act 2000); which is one of the best comparing to other countries in Europe as for instance (Spain, Italy and France).

Speaking of money, Ireland like other countries offers immigrants, especially for those who come to study English or take a higher course, master's among others, the opportunity to work and study, which for Brazilians is a great thing because they can study abroad, therefore, it is quite good for our curriculum along with the possibility of being able to work, make money and being in touch to people from other countries, get to know new cultures and create a good network.

It would be relevant to point out that according to the Irish Department of justice students "will be allowed to take up casual employment of up to 20 hours part-time work per week in term time or up to 40 hours per week during college vacation periods, that is, from June to September inclusive and from 15 December to 15 January." (Irishimmigration.ie, 2022); making possible the dream of many immigrants of having the opportunity to also know other incredible places in Europe.

2.4 Theme 3: Prospective challenges and opportunities for Brazilians who got a work visa to work full time in Ireland.

2.4.1 Visa

When it comes to working in Ireland, work visas may be considered one of the biggest enemies of Brazilian nationality. For those who wish to work on the emerald island, in order to start working full time in any company, in Ireland, Brazilians must have a sponsor or a European passport, (with the exception of summer or Christmas holidays if you are a student); nonetheless it cannot be just any job, the position must be on the list of critical skills in Ireland. examples such as: (Site Manager, Information technology and telecommunications directors, Senior health services and public health managers and directors) among others found in the link below, provided by the "Department of enterprise, trade and employment". (Department of enterprise, Critical Skills Occupations List, 2022)

To complement my point of view started in the previous paragraph, I believe it is relevant to also talk about the requirements requested to obtain this work visa. According to data taken from the Department of enterprise, in order to be qualified for this visa in Ireland the candidate should be eligible for "Occupations with a base yearly remuneration of €32,000 in locales depicted in the once-over of visa-qualified callings - a school capacity is supposed to apply for a visa; All reasons for living with a base yearly pay of more than €64,000, in the event that they are prohibited from the summary of visa-ineligible livelihoods - x" (Department of enterprise, 2006)

Likewise, Critical Skills Employment Permits "The Critical Skills Employment Permit replaces the Green Card type business license. The Critical Skills Employment Permit is intended to draw in profoundly gifted individuals into the work market determined to urge them to relocate to the State." (Department of enterprise, 2006); thus, we can close the topic on work visa.

2.4.2 Language

Another challenge Brazilians may face is dealing with alternative languages, anyone who speaks English and goes to visit Brazil will soon notice that the English language is not spoken by the vast majority of Brazilians. A report made by the British Council by Data Popular to analyze the level of English speakers in Brazil shows that "In Brazil, 5.1% of the population aged over 16 state that they have some knowledge of the English." (institute, 2014) ; which that in mind, this survey conducted by them, helps me to demonstrate studying English is in fact one of the biggest reasons that make Brazilians look for Ireland as a destination.

2.5 Theme 4: The importance of being an inclusive leader.

Leading people has never been an easy task, and when it comes to leading people who have different cultures it becomes even more difficult to manage, and for the author Luara Liswood, author of the book (Loudest Duck) understanding that this variance is a reality in companies today is fundamental, as quoted by her in her book "For supervisors and group - individuals the same, it very well may be challenging to explore in a genuinely different work environment comprised of individuals of various societies, races ideologies, body types, leisure activities. Yet, understanding our social and social contrasts is a significant key to high-performing, merit-based workplace." (Liswood, 2009); the author shares the same idea as mine about the importance of a manager prepared to deal with this diversity in the market labor, which will be a positive thing for any company and managers.

In addition to that, according to the author Jennifer Brown, author of the book (How to be an inclusive leader); for her "the hardest part about turning into a inclusive chief can be that underlying work to switch the pilot light on, to become mindful that you are as of now furnished with the capacity to have an effect and to figure out how much your endeavors are need." (Brown, How to be an inclusive leader, 2019); Basically what I tried to demonstrate here is that we can all be inclusive leaders, if we just want to, and be aware of the benefits that this can bring you in this quest for continuous improvement professionally and personally. Also, according to the author it can be a total shift mind-set not unlike a spiritual awakening.

For some people (in this case for some immigrants); this immersion in a culture totally different from what they are used to can be scary. Thus, the role of an inclusive leader becomes essential, according to the authors of the book (Unconscious BIAS); Pamela Fuller & Mark Murry and Anne chow, for them this phase can be compared with our phase in middle school, the authors quote "For the vast majority of us, our middle school years are not a period we consider affectionately. it is a period when our cerebrums are working frantically to feel comprehended and associated with everyone around us." (chow, 2020); subsequently, for the authors this experience can be compared with the same can be said of adults in the workplace, which is, in my opinion, an interesting comparison of different stages of life over similar sensations.

Yet, you may still be wondering, why should I be an inclusive leader? when it is much easier and more practical to work with what we are already used to. To answer that I will to quote research conducted by Juliet Bourke and Andrea Espedid, in march 29, 2019, studies show that "Groups with comprehensive pioneers are 17% bound to report that they are high performing, 20% bound to say they settle on excellent choices, and 29% bound to report acting cooperatively. Likewise, they found that a 10% improvement in impression of consideration increments work participation by very nearly 1 day a year for every representative, decreasing the expense of non-appearance." (Espedido, 2019)

Based on this research, we can see that with this combination of inclusive leaders with teams of greater diversity, the results appear and are great for companies. In addition to its value in social inclusion and improving the way people look at their country, team, or company.

2.6 Theme 5: How managers can handle a diverse cultural workforce more effectively.

Undoubtably, the job of a leader is vital for a group to acquire great outcomes, this reaches from examples at school as in a footballer coach to the administration of huge organizations. As stated in the book (The Leader's Guide to Unconscious Bias) by " Mark Murphy" the author pointed that "Since administrators have such incredible impact over recruiting choices and workplaces, they should get possible biases." (Murphy M. , 2020); I believe that the quoted phrase has a lot of weight with regard to diversity and the importance of an inclusive manager, knowing his or her influence hiring someone, in fact having an open and inclusive mind is important, hiring people with a focus on the importance of diversity within of a team, as already shown in this assignment before, is vital!

Another interesting point mentioned by the author Lindsey Pollak, writer of the book (The Remix); for the author, this mix and collaboration in the employee groups is fundamental to survive in the future, as mentioned by the author "My approach to organizational change is to embrace the fundamental fact that none of us, of any generation, will survive if we remain static and rigid." (Pollak, The remix: how to lead and succeed in the multigenerational workplace, 2019); therefore, a leaders must have a good strategy focused on the

diversification of their team to achieve better results in the future, making the team aware of the importance and need for diversification.

In addition to that, being a manager in a diversified group leaders should be aware of some specific points. As mentioned by the (Kelli A. Green, Mayra López, Allen Wysocki, and Karl Kepner) in the article (Diversity in the Workplace: Benefits, Challenges, and the Required Managerial Tool); as authors quote "Managers must also understand that fairness is not necessarily equality There are always exceptions to the rule." (Kelli A. Green, 2002); based on what the author quoted, I strongly believe that leaders who understand this can stand out much more, therefore, being aware of this can make managers' lives much simpler.

According to Roosevelt, "managing diversity is a comprehensive process for creating a work environment that includes everyone." Roosevelt (2001); creating a successful diverse workforce, an effective manager must focus on employee awareness. And that should be both managers and associates, therefore, they need to be aware of their personal biases.

He also says something that I personally agree with, which is. "Organizations need to develop, implement and maintain ongoing training because a one-day training session will not change people's behaviour" (Roosevelt,2001). Thus, continuous improvement should be effective at this point.

2.6.1 Tool to help leaders

Feedback: "Effective feedback, both positive and negative, is very helpful. It is valuable information that will be used to make important decisions." (DeFranzo, 2022); it is necessary to know how to use the tools that a leader has at his disposal to assist him in this task, in my opinion, it is a fundamental tool for any leader and very used by top companies. However, some leaders fail to be inclusive by not taking simple things into account.

To better explain this, here is a part of a paragraph from the article created by Noah Zandan and Lisa Shalett of leadership and inclusion, where they say "Comprehensive pioneers likewise consider the assessments of their crowd, what their identity is, however what they need to say. Whether you're driving a little group or a whole organization, you ought to give standard chances to individuals to communicate their requirements and concerns." (Shalett, 2020)

Thus, asking for feedback, acknowledge it, and then implementing what you can. For them, too often, speakers say they want to hear from the audience but they fail to offer a specific opportunity for feedback or questions. Which is very similar to the idea I have about the failure of some leaders to stop to listen more than just talk.

3. Methodology

3.1 Introduction

The system section's motivation is to illuminate the reader about the examination techniques used to gather information and the way things were dissected to respond to the exploration question. A blended strategy was utilized in this review, with a web-based overview, quantitative information, and furthermore a 4-question interview completed on Google Forms for 4 Brazilians who work in Ireland in full time jobs.

In addition to that, this section will move toward the testing, research process, pilot overview, how the information examination was finished and moral issues.

3.2 Research approach

In this exploration, the methodology utilized was deductive, implying that the examination was utilized to research a current issue. However, it might likewise consolidate an inductive methodology, where information is utilized to foster hypothesis (Gabriel Motta, Luan da Cruz, Gabriel Rodarte and Cesar Sousa). The examination moves from a general degree of hypothesis, similar to migration, to a particular one, similar to Brazilian movement to Ireland. Likewise, level of variety in the Ireland work market, especially Brazilians.

As a result, quantitative research was applied to the public to explore and discuss the relevant issues of deductive research, while qualitative research provided a better overview of the situation. Furthermore, in order to link results, this study analyses information that has been discussed in articles, news, books and academic journals.

3.3 Research method

In order to achieve the objectives of the research, a mixed method of research was selected, with a combination of quantitative and qualitative research. Quantitative research investigated relationships between variables that are numerically measured and analysed using a variety of statistical and graphical techniques, while the qualitative research investigated the understandings of participants and their relationships, applying a variety of

data collection techniques and analytical procedures to develop a conceptual framework and theoretical contribution (Gabriel Mota, Luan da Cruz, Gabriel Rodarte and Cesar Sousa).

3.4 Data collection method

The techniques for information assortment utilized in this paper were online survey '*Quantitative research*', through Google Forms, formed by 15 alternative questions, answered by 67 Brazilians who have lived or still live in Ireland. And '*Qualitative research*' also through Google Forms, formed by 4 indicative questions, answered by 4 Brazilians who already work full time in companies here in Ireland.

The objective of utilizing the quantitative technique was to characterize highlights, count them, and foster a measurable model to test speculations and make sense of perceptions. The responses were unknown, and the poll is a decent structure to find the solution where the respondents can answer any place they are and at whatever point they need.

Although, in the subjective technique, the point was to get explicit and more complete data about the thing is being explored. there were no meetings to answer the qualitative questions and the questions were asked on google forms where they were also answered on the same platform.

4. Online survey was answered by 67 Brazilians, as shown below.



Figure 1. Clicking on the "agree" button below indicates that: you have read the above information, you voluntarily agree to participate and you are at least 18 years of age.

4.1 Theme 1: Effects of globalization on the diversity of the Irish work market.

Diversity in the labour market as demonstrated in the first survey has many positives as well as negatives as well as anything else in the world, when asked in the survey conducted by me, of the 61 who participated, 65 (97%) responded that in their opinion diversity in fact it will be a good thing in the job market, and only 2 (3.3%) people answered that diversity is bad.

Bearing in mind the advantages of having a diverse team, and with the answers obtained here through this question, it is possible to link the answers with what Astrid C. Homan and reported in her article (Considering diversity: The positive effects of considerate leadership in diverse teams). It's understanding what he wanted to demonstrate in his study that a diverse team has better results than a team that doesn't have the same diversification, and understanding why participants see this as a good thing not the other way around. See in figure 2.

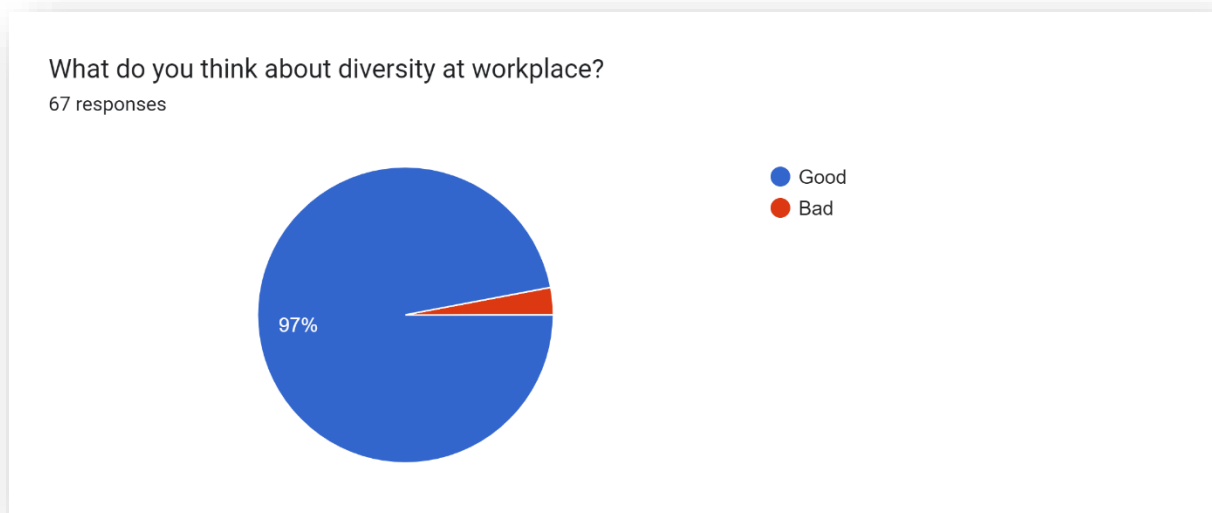


Figure 2. What do you think about diversity at workplace?

Also pointed out in the first research, I believe there is a direct link between the increase in the number of diversity of cultures in the labor market, mainly here in Ireland, and this increase in globalization, so, among the 61 people who participated in the research, 64 (95.5) % responded that they believe that diversity and globalization is directly linked to this increase in diversification in the labor market. and 3 (4.5%) responded that they believe that globalization has not been linked to this increase.

With the results obtained through these questions, it can be noted that what Cairo M. D'Almeida, author of the book 'The effects cultural of Diversity in the workplace' cited in literature review about this link between increased diversity in the market of work is totally linked to the increase of globalization. See in in picture 3.

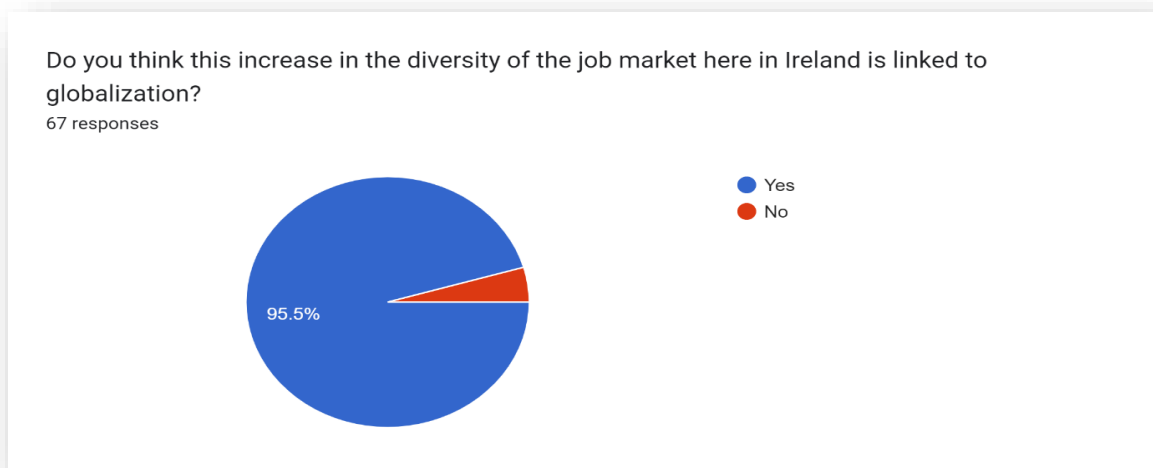


Figure 3. Do you think this increase in the diversity of the job market here in Ireland is linked to globalization

As was also pointed out in primary research, it was pointed out that people from different cultures, thus having different ways of seeing and solving challenges, can be more efficient when dealing with daily challenges in the job market, thus, of the 67 who responded to the survey 59 (88.1%) responded that they believe that having people from different cultures can help when dealing with tasks at work. and 8 (11.9%) people responded that they do not believe that this can help when solving a problem at work.

Based on what percipients responded to this question, it is possible to see that what was mentioned by Gillian Coote Martin who created an article on the topic on the website (Journal Diversity Management) about the effects of diversity in the workplace is well-founded and indeed It is possible to notice this in everyday life in real life. See in figure 4.

Do you believe that a team with people from different countries can solve a problem better than people from the same country, based on the idea that they may have different ways of seeing a certain situation or problem?

67 responses

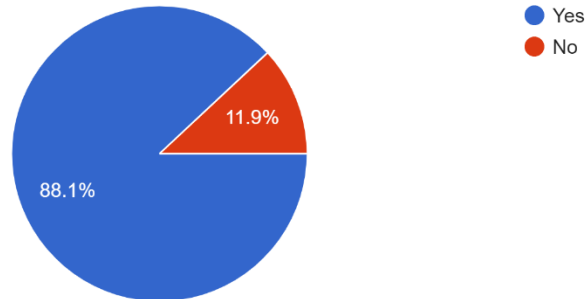


Figure 5. Do you believe that a team with people from different countries can solve a problem better than people from the same country, based on the idea that they may have different ways of seeing a certain situation or problem?

Working with people from different cultures, despite being something that will add to everyone for different reasons, many still feel some difficulty, so in secondary research one of the questions was how people see this topic on a scale from 0 to 5, where 0 would represent unpleasant and 5 excellent. of the 67 responses obtained here, 3 (4.5%) people selected number 2, 16 (23.9%) people selected number 3, 19 (28.4%) chose number 4 and 29 (43.3%) chose number 5.

In the graph below it can be seen that as shown in the report by Astrid C. Homan. people who are directly connected to this subject can notice this better team performance when working with people from different cultures and therefore see this as a good thing, as you can see in the image below. See in figure 5.

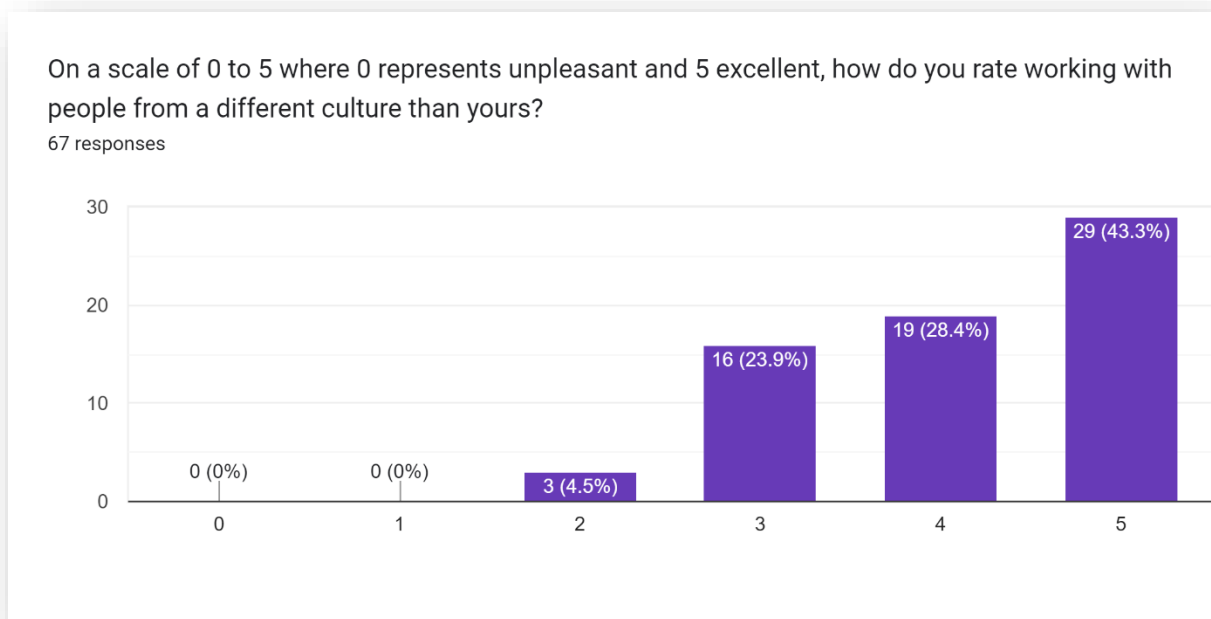


Figure 5. On a scale of 0 to 5 where 0 represents unpleasant and 5 excellent, how do you rate working with people from a different culture than yours?

When it comes to Irish people being receptive to immigrants, this does not come from now as already mentioned in primary research, the Irish people have been dealing with people from different cultures for years, so I thought it would be relevant to ask the participants of this research how they look to the Irish when it comes to welcoming people from other cultures.

Among the options and answers were (Yes, the big majority is, yes, some of them are, no, only de minority is and no, they are not). Thus, 19 (28.4%) said yes, the majority of them, 41 (61.2%) said yes, some of them are and 7 (10.4%) said no, they are not. Nonetheless, bearing in mind that this migration of different cultures is not a new thing for the Irish people, as shown by 'Philip R. Lane and Frances Ruane' for Trinity College Dublin in 01/March 2006. it is possible to say that these years of History has somehow already educated the Irish people to be receptive people with immigrants so we can see in the graph below that the vast majority of participants believe that the Irish people in fact accept this migration of people from other cultures in their country. See in figure 6.

From your perspective, do you think that Irish people are receptive towards foreigners?

67 responses

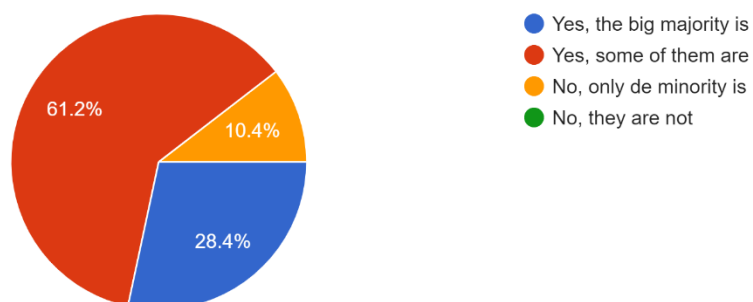


Figure 6. From your perspective, do you think that Irish people are receptive towards foreigners?

4.2 Theme 2: Possible reasons why Ireland has increasingly become a destination for Brazilian immigrants

Four people from Brazil who came here to work or to study English were the subjects of a qualitative study. These individuals currently hold full-time occupations, perhaps as a result of their dual citizenship or employment authorization. Therefore, as you can see below all of them agreed to cope with this research.



Figure 6. Agree or not agree taken from Google forms "Qualitative survey

The "Firearms Acts 1925 to 2009" in Ireland place rather tight gun regulations, as evidenced by the literature review, and as a result, Ireland is seen as a safe country to live in even more when compared to third-party countries. Similar to Brazil in this instance, and as can be observed from the responses below gained in qualitative survey, (when asked if safety was a factor that influenced them to choose Ireland to live?); which supports my claim that Ireland is noteworthy for emphasizing the sense of security its citizens have.

"Yes, mainly, security factors influenced my decision to live in Ireland. Before moving to Ireland, I researched about the security of country and also in terms of racism. As a black man these factors do influence my decisions. However, I found out that Ireland was a safe place that even the police was not required to use guns. In terms of housing was not the factor as we know Ireland has had a housing crisis for years." (Interviewed 1)

“Security was one of the main factors, housing was not, I come from Sao Paulo, and as it is a huge city it has certain areas that are not safe due to high crime rates, for example. Since I moved to Ireland in 2015, I haven't felt that I was in danger in public areas. On the other hand, housing here is extremely expensive compared to Brazil.” (Interviewed 2)

“No, it was because opportunity to get good jobs.” (Interviewed 3)

“Yes, the security was definitely one of the main factors why I moved to Ireland as it is ranked one of the most secure countries in the world.” (Interviewed 4)

According to the National Minimum Wage Act of 2000, Ireland has a relatively good minimum wage despite the rise in global inflation. This country also has a reasonable standard of living, as evidenced by the literature review based on your responses (Tony Fahey, 2007) and the answers provided by the participants, when asked (when they decided to move to Ireland for work, was the salary paid by companies here something that attracted them?); as it is shown below.

“Definitely. Ireland has one the highest salaries in Europe and the power of money is much better compering to Brazil. With little money and being conscious about it, we can live a good life as students. However, if you decide to have a family and have similar lifestyle that I had in Brazil it can be a struggle earning money from low-income jobs” (Interviewed 1)

“Yes. The minimum wage here is higher than it is in Brazil, so that was definitely an attractive point when deciding to move to Ireland. Back home I was working as an IT Infrastructure Analyst and was getting paid less than I was being paid here as a bartender. Now that I am back in the IT Industry, I am paid over 5 times than I would be in Brazil.” (Interviewed 2)

“Yes, there are big companies in Ireland” (Interviewed 3)

“Definitely, mainly because the salary was paid in EUR.” (Interviewed 4)

As the literature review demonstrates, Ireland has been rapidly modernizing and drawing the attention of those looking for a better life than they did in their own country (Bank, 2022). Accordingly, based on information from the literature review and supported by the responses provided by the research participants, when asked (whether they believe that Ireland compared to other English-speaking countries is a good choice for those who may have the same goal in the future?); nonetheless, factors such as security may result from the "Firearms Acts 1925 to 2009" may in the future lead to an increase in the number of

immigrants from Brazil to Ireland, seeking for a better quality of life and better jobs. Seen below.

“Yes definitely. Despite of the housing crisis, Ireland is a beautiful country with lots to do. Irish people are very welcoming and in terms of career development there are lot of job opportunities.” (Interviewed 1)

“Yes. Ireland facilitates the entry of foreigners that come here to study, so that attracts people to choose the country when thinking about an English-speaking country for their studies, as well as allowing them to work while they are studying.” (Interviewed 2)

“Yes, Ireland provides a lot of English schools and opportunities of working part time for students.” (Interviewed 3)

“Yes, at the moment Ireland is the only English-speaking country in the EU, that is one of the main factors why people would come here as it is definitely easier than other places.” (Interviewed 4)

4.3 Theme 3: Prospective challenges and opportunities for Brazilians who got a work visa to work full time in Ireland.

In the third theme in the first research, some possible challenges for Brazilians to work when looking for a full-time job in Ireland were analyzed, the first topic mentioned was the issue of the work visa that Brazilians who do not have a second European nationality need to working full time in the country, in question in the secondary survey it was asked if the work visa tends to give a lot of headaches for those who want to work legally full time. Therefore, of the 67 responses obtained, 61 (91%) responded that "Yes, it is a headache to get it" while 6 (9%) said No, it is easy to get.

Nonetheless, As can be found on the Department of enterprise website, and mentioned in theme 3 of the literature review, it is not so easy to obtain a work visa with only the Brazilian visa, with that said, it can be seen in the image below that in fact obtaining a work visa here is a lot of headaches for those who want to get it. See in figure 7.

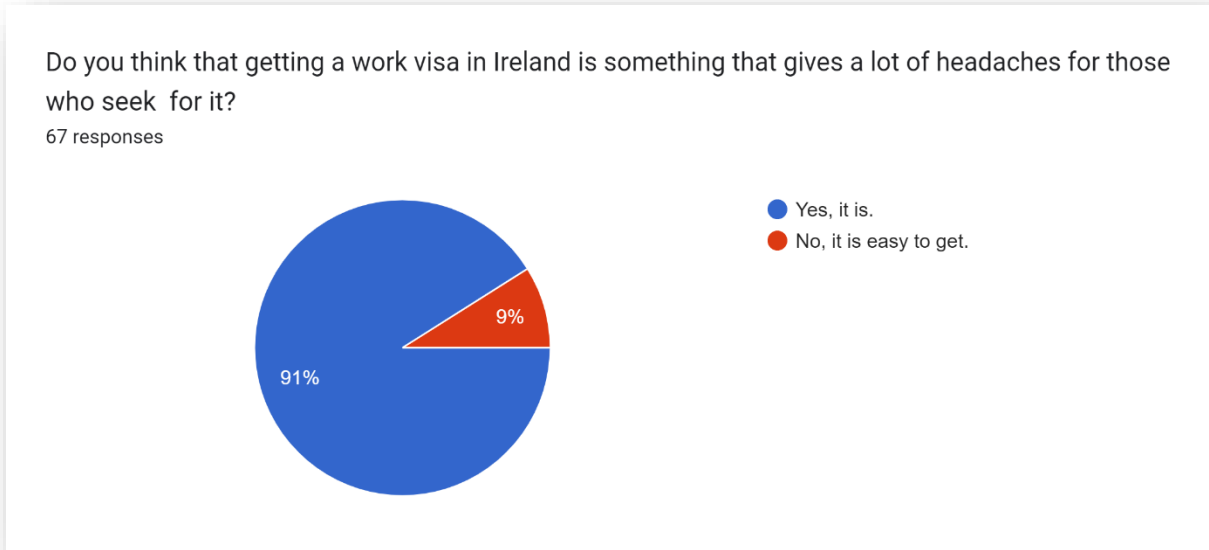


Figure 7. Do you think that getting a work visa in Ireland is something that gives a lot of headaches for those who seek for it?

Other people choose to enter a university in Ireland because they think that with an Irish education it can be easier to enter the Irish job market. therefore, one of the questions was 'having the opportunity for a work visa influences Brazilians to enter college here in Ireland?'. as answers were obtained that 59 (88.1%) believe that "Yes, it does influence the choice"; while 8 (11.9%) people believe that "No, it does not influence". Consequently, through these answers obtained here, it is possible to link the movement why Brazilians enter college here with what is shown on the enterprise department website that says "a non-EEA inhabitant who doesn't have a higher capacity ought to have the significant level of contribution to apply for a visa; The specialist in all likelihood got a 2-year bid for work. (Department of enterprise, 2006). See in figure 8.

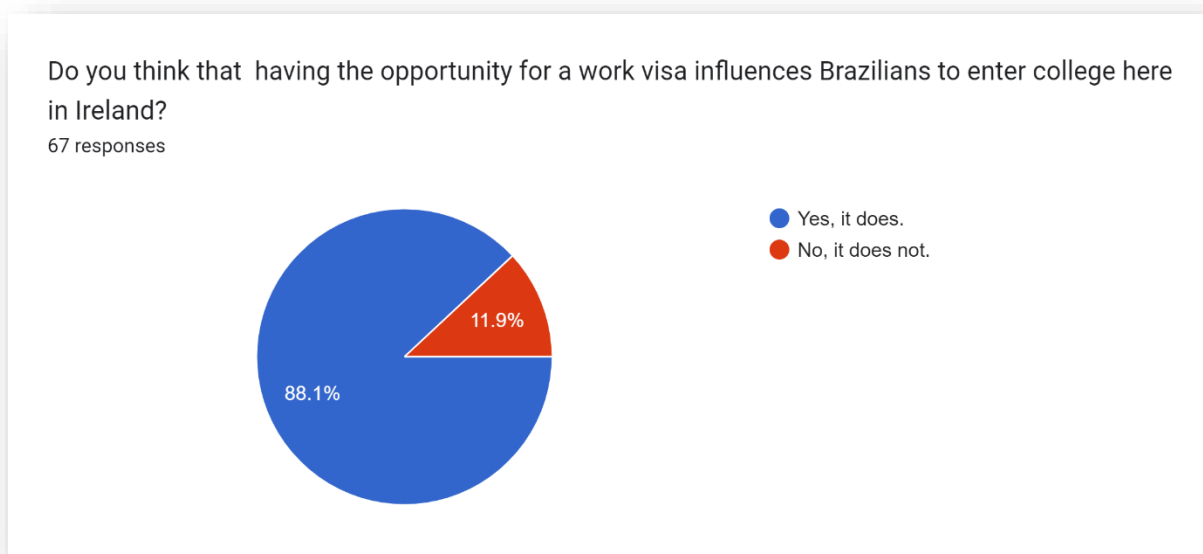


Figure 8. Do you think that having the opportunity for a work visa influences Brazilians to enter college here in Ireland?

Brazil is a country that was colonized by several nationalities, many of them European, many Brazilians have the opportunity to have a European passport, which influences many Brazilians to move to Europe to seek an opportunity to change their lives and live in a different culture from Brazil. however, many leave Brazil coming to Ireland without knowing English and that is why they need to look for an English school. interest in offering better English courses in schools. therefore, one of the questions asked in the secondary research was does (the lack of English as an enemy of Brazilians who come to Ireland already with a European passport?) out of 67 responses obtained 56 (83.6%) responded that "Yes, it is" while 11 (16.4%) people responded that "No, it is not a problem to find a job in Ireland".

Based on these responses, you can see that what was shown by the British Council by Data Popular when analyzing the level of English speakers in Brazil, that the lack of a better level of English tends to hinder this migration of Brazilians to English-speaking countries when searching a better job opportunity, in this case, Ireland. See in figure 9.

Do you see the lack of English as an enemy of Brazilians who come to Ireland already with a European passport, (which means that this person could already work full time) as a delay for those looking for work in their area of expertise. For instance, as engineers, specialist in IT or Lawyers.

67 responses

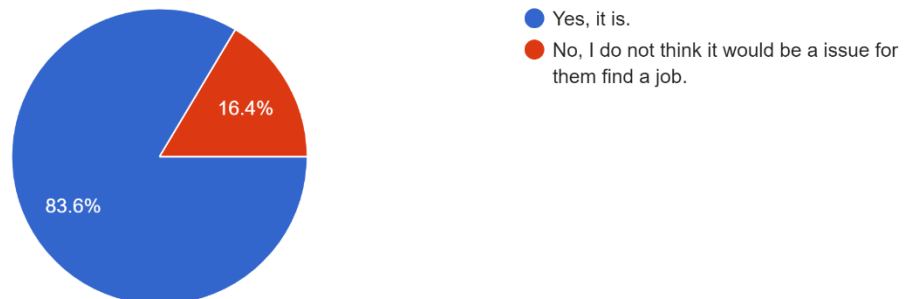


Figure 9. Do you see the lack of English as an enemy of Brazilians who come to Ireland already with a European passport, (which means that this person could already work full time) as a delay for those looking for work in their area of expertise. For instance, as engineers, specialist in IT or Lawyers.

Therefore, I found it interesting to also ask what was the level of English of each of the interviewees when they left Brazil to live in Ireland, giving as answer options (Excellent, good, good enough, bad and pretty bad); Within the responses obtained, 2 (3%) responded that their English level was excellent, 11 (16.4%) had a good knowledge of English, 19 (28.4%) had a good enough level of English, 19 (28.4%) had a poor knowledge of English and 16 (23.9%) of them had a very poor level of English. Continuing to cite the survey carried out by the British Council by Data Popular, and based on the answers obtained here, it can be noted that most people who answered this question left Brazil with a level of English bad or pretty bad and in third place good enough, as shown in the figure 11 below.

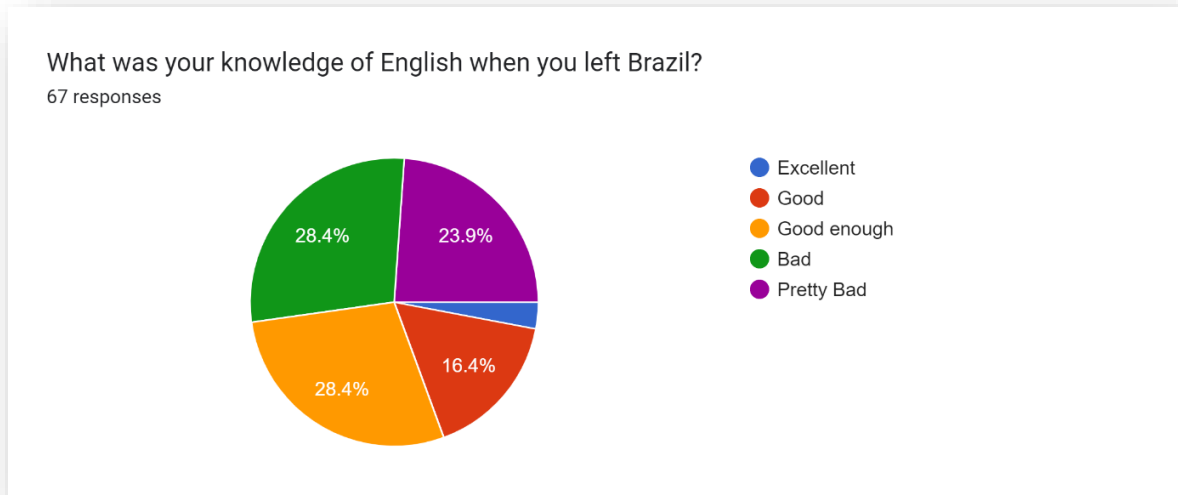


Figure 10. What was your knowledge of English when you left Brazil?

As shown in primary research, also on survey carried out by the British Council by Data Popular, the number of people who speak a reasonable level of English in Brazil is considerably low, and one of the reasons that could be cited is the lack of incentive on the part of the Brazilian government towards improving this issue. With this in mind, one of the questions asked in the second survey was whether the "Brazilian" respondents believed that there should be greater investment, therefore, a greater incentive from the Brazilian government in schools to improve these numbers of people who can speak English in Brazil. of the 67 who responded 64 (95.5%) responded that "Yes" while 3 (4.5%) people responded that "No". See in figure 11 below.

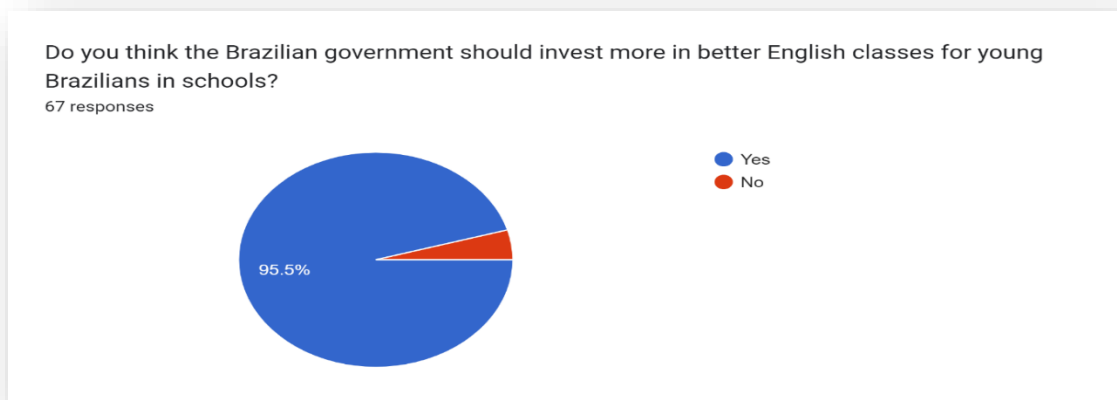


Figure 11. Do you think the Brazilian government should invest more in better English classes for young Brazilians in schools

4.4. Theme 4: The importance of being an inclusive leader.

We know that leading is not a task that anyone can perform, this is even more difficult when it is to lead people from different cultures and encompasses better preparation and better skills. therefore, the importance of being an inclusive leader was one of the topics mentioned in primary research, being thus asked in secondary research, about the importance of being an inclusive leader, within the answer options, 3 options were given (Essential, import and not important) of the 67 who responded to the survey, 52 (77.6%) responded that this is essential, 15 (22.4%) that this is important and no vote for not important.

Nonetheless, bearing in mind what was quoted by author Luara Liswwod, author of the book 'Loudest Duck' about the challenges faced when leading a diversified team and based on the responses of second research, it is possible to clearly see the need for inclusive leaders in businesses. See in figure 12 below.

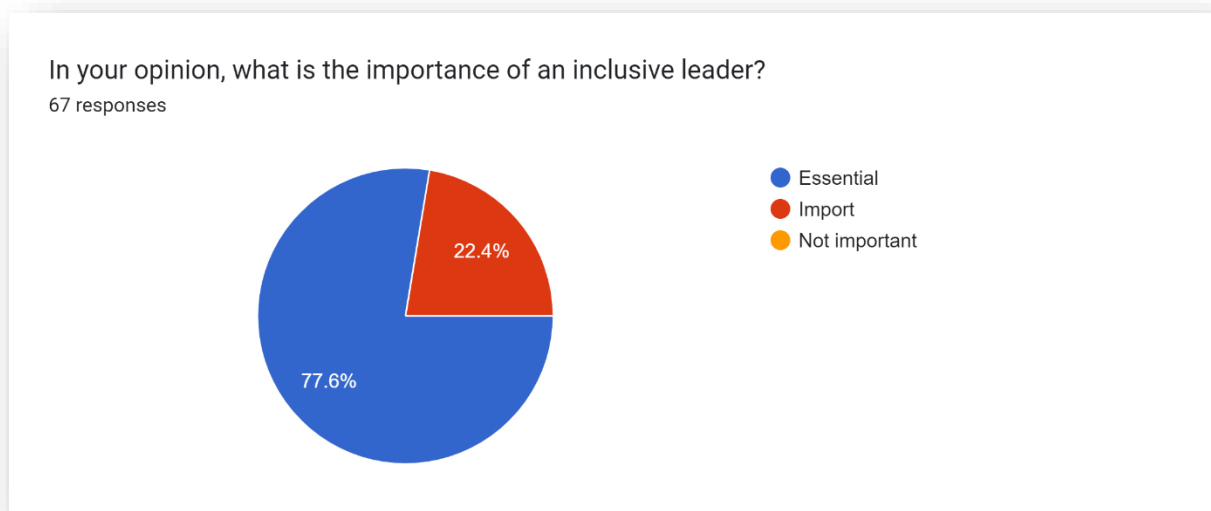


Figure 12. In your opinion, what is the importance of an inclusive leader?

Because it is a very important task for a leader, to have a good efficiency when leading a group where there is a considerably high number of diversity of people from different cultures, the question arose as to whether inclusive leaders should have some kind of advantage over others who do not have the same characteristics. thus, one of the questions was whether respondents think they have an advantage for being inclusive leaders. thus. 64

(95.5%) think that "Yes, they may be more prepared to work in places with different cultures" while 3 (4.5%) believe that "No, I don't think it would matter".

In addition to that, as was quote research conducted by Juliet Bourke and Andrea Espedid, in March 29, 2019, on better results than inclusive leaders have over leaders who are not inclusive, and in the answers obtained here, it is possible to see that in fact they have an advantage over non-inclusive leaders. See in figure 13 below.

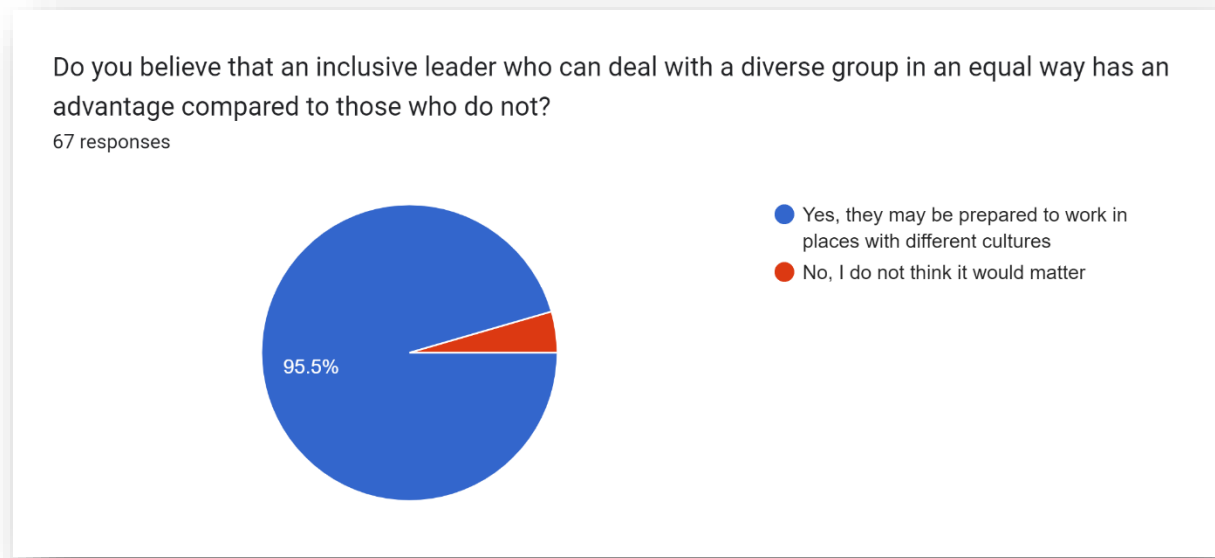


Figure 13. Do you believe that an inclusive leader who can deal with a diverse group in an equal way has an advantage compared to those who do not?

4.5 Theme 5: Diversity as an aid to leaders.

Nowadays there is still a lot of resistance to the theme of diversity, and a large part comes from leaders who prefer to deal with only a specific group of people. For instance, one of my questions asked in a secondary survey was whether my respondents believe that leaders should see diversity as a help not an obstacle. thus, 63 (94%) responded that "Yes, they should it as an aid" while 4 (6%) still believe diversity instead of aid could be a headache for leaders. Which reinforces what was mentioned by Mark Murphy, leaders have great power in their hands against employees, and using this power to assemble a diverse team can be an excellent choice for companies, based on the material presented in this assignment so far. See in figure 14 below.

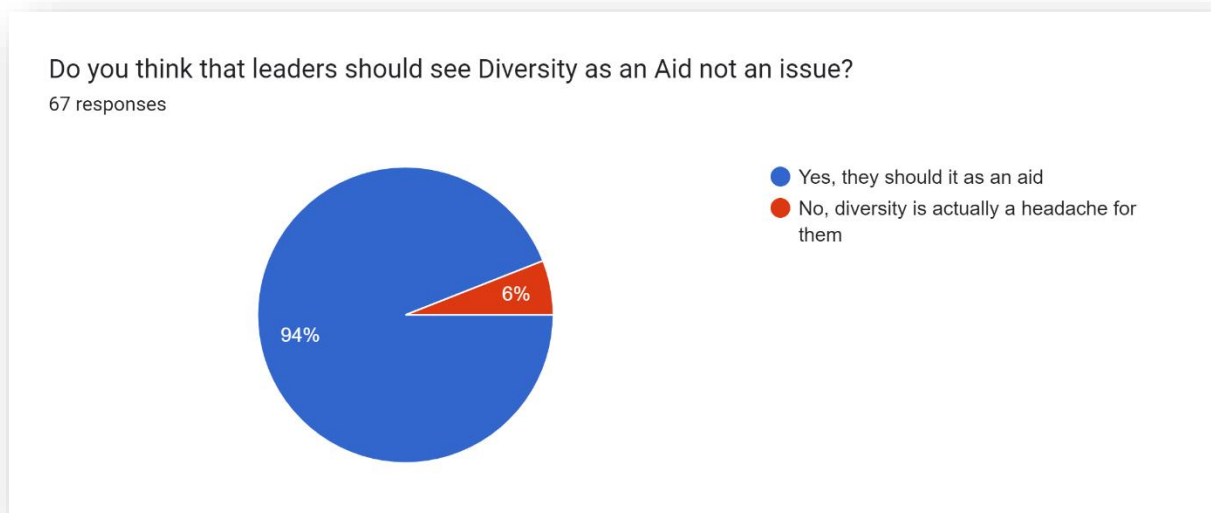


Figure 14. Do you think that leaders should see Diversity as an Aid not an issue?

In addition to that, a tool that will be fundamental for any leader not only for inclusive leaders, is the feedback, this tool can be very useful when looking for an improvement in your way of leading, it helps you to know better about others and about your own work. As demonstrated in the first research, this tool should be used more and taken more seriously. In our secondary survey, participants were asked "In a scale from 0 to 10 how importance that Leaders should give for Feedback from their employees?".

The result was like this: 1 (1.5%) person voted for number 2, 1 (1.5%) for number 6, 2 (3%) voted for number 7, 12 (17.9%) chose number 8, 8 (11.9%) in number 9 and 43 (64.2%) chose number 10. Therefore, comparing what was said by author Susan E. DeFranzo in the article "5 Reasons Why Feedback is Important" and based on the answers posted here, it is possible to note that feedback should indeed be used to improve the process of any company. Nonetheless, we can notice in these answers that the vast majority of the answers only come to reinforce what was cited by Susan E. DeFranzo author of the article (5 Reasons Why Feedback is Important), that in fact the Effective feedback, both positive and negative, is very helpful with valuable information that can be used to make important decisions."See figure 15 below.

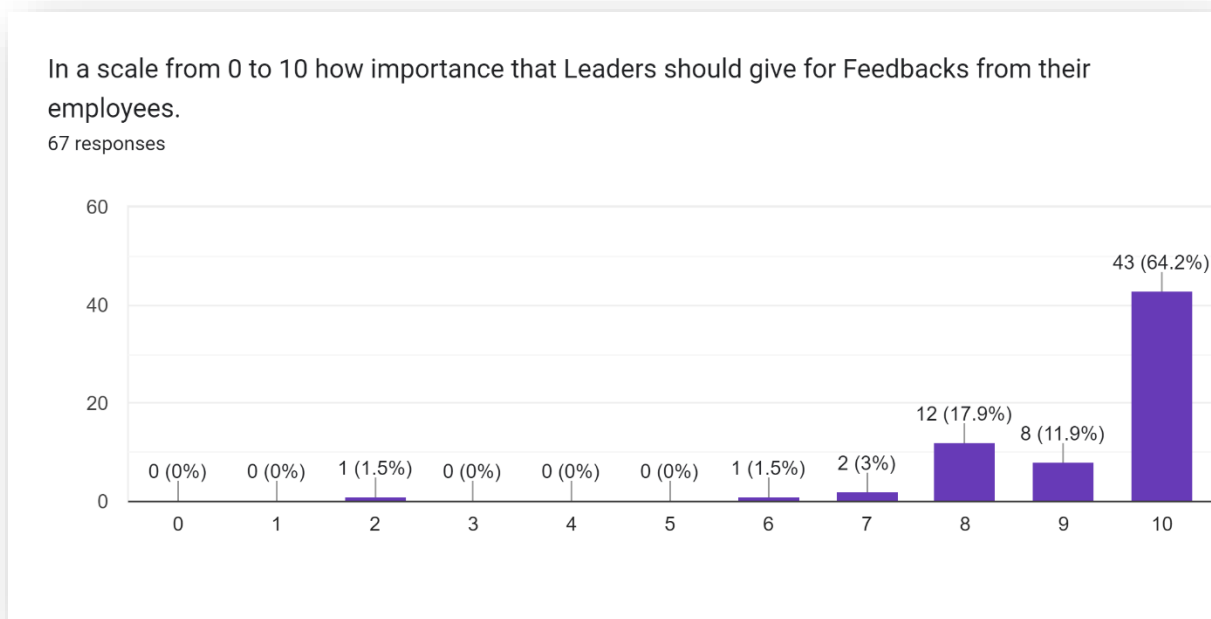


Figure 15. In a scale from 0 to 10 how importance that Leaders should give for Feedbacks from their employees.

There is no doubt that the feedback is excellent when it comes to leading people, with that in mind, I thought it would be interesting to ask participants who work or have worked with leaders here in Ireland what their experience was like, if they have ever been asked to give some feedback to any leader here in Ireland. Nonetheless, among the 67 participants, 11 (16.4%) said, yes, I have been asked many times, 29 (43.3%) said yes, sometimes and 27 (40.3%) answered that they were never asked for feedback at all. Therefore, despite its tremendous importance leaders still fail to use feedback effectively as mentioned in theme 5 which was said by Noah Zandan and Lisa Shalett.

And as we can see Ireland leaders were not left out of this group of leaders who fail to use this tool or do not even use it as shown in the chart below. See figure 16 below.

After scaled the importance of Feedbacks. Therefore, based on your own experiences working in Ireland, have you ever been asked to give leaders ...feed back of how they were managing their team?
67 responses

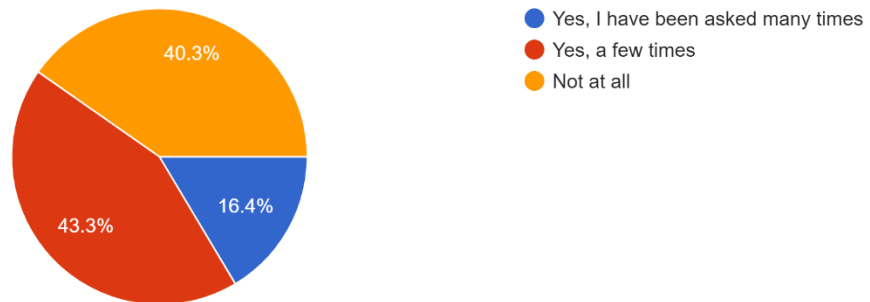


Figure 16. After scaled the importance of Feedbacks. Therefore, based on your own experiences working in Ireland, have you ever been asked to give leaders any feedback of how they were managing their team?

5. Conclusion

The purpose of this study was to evaluate Effects of Diversity on workplace. Secondary, pros and cons for Brazilian to work in Ireland, goals include understanding why Brazilians chose to come to Ireland, what their goals were; Additionally, the significance of inclusive leaders for these individuals as well as for organizations, also, as potential aiding measures, are discussed. The findings and discussions were made using the triangulation approach in conjunction with a literature review, and the majority of the data collected agreed with what the writers were saying.

It should be emphasized that the rise in globalization is associated with this growth in staff diversity as showed in triangulation. Therefore, one of the effects of diversity in the workplace is having people from different cultures that can solve problems more effectively, However, for greater effectiveness, the work of an inclusive leader is fundamental, Therefore, a good inclusive leader may be able to integrate people from different cultures, which may generate a better performance and reducing the cost of employees who do not show up to work because they do not feel part of the team. Moreover, the utilization of feedback, which has not been done by many of these inclusive leaders can help them achieve greater achievements, improving this relationship between leaders and subordinates, as revealed by quantitative study.

In addition to that, the large number of Brazilians who live in Ireland makes us wonder why they would move to a different country, far from where they came from, where they would live in uncertainty and face challenges every day. According to the Findings, studying English is the most motivating factor that led to the relocation. There is a lack of English programs in Brazilian high schools. Furthermore, factors such as security, better wages and quality of life influence this move from Brazil to Ireland.

However, many Brazilians suffer on arrival in Ireland due to a lack of English due to the lack of investment by the Brazilian government in the subject, the work visa for those who want to stay on the island working can also be a headache for them.

6. Limitations

It was a bit challenging to get many individuals to participate in my online study because I only wanted Brazilians as my target audience. I also noticed some similarities between the sources I used for my assignment—both those I found in books and online.

7. Recommendations

Based on the percentage of votes on the importance of Feedback, equal to 64.2% of the participants, and because I have formed my opinion about the tool, I believe that a good suggestion for anyone who comes to read this data posted here would be to use this tool more. tool, as it can bring great benefits to any size of company.

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