

# **Working Across National Regulations Ireland**

## **Module 15**

**Cynthia L. Tomovic, Ph.D., Editor**  
**Matt Schimmel, John Perkins, Tom Wright, Jeremy Brown,**  
**Sharla Gott Research Assistants**

**Purdue University**  
**Discovery Park Center for Advanced Manufacturing**  
**The Product Lifecycle Management Center of Excellence**



# Investment in Ireland

## Statistics:

- The World Competitiveness Yearbook of 2005 ranked Ireland 10th of 50 countries in terms of export of goods as a percentage of GDP.
- The 2006 Index of Economic Freedom ranked Ireland 3rd of 161 worldwide countries. Called Ireland “One of the most pro-business environments for foreign business and investment.”

» A&L Goodbody International Finance Services. (2005). *Doing Business in Ireland-Why Invest in Ireland?*. Retrieved September 17, 2006, from <http://www.algoodbody.ie/ireland/section1-4.asp>.

# Ireland & Taxes

- Corporate Tax Rate
  - One of the lowest corporate tax rates in the EU with 12%
    - UK 30%
    - France 33.33%
    - Germany 26.38%
  - Additional rate of 10% may be available for manufacturing, ware, and certain financial services operations
    - » KPMG Cooperative. (2005). *Doing Business in Ireland-Business Taxation*. Retrieved September 17, 2006, from [http://www.kpmg.ie/inv\\_irl/Pubs/DB\\_IRL/Business\\_Taxation.pdf](http://www.kpmg.ie/inv_irl/Pubs/DB_IRL/Business_Taxation.pdf).



# Ireland & Taxes (continued)

- No corporate taxation on dividends.
- No restrictions on the import of capital.

# Ireland & Employment

- Work Permits
  - Required for non-Europeans to work in Ireland.
    - May be waived if intra-organization transfer for less than 4 years
- Minimum Wage
  - €7.66/hr approx \$9.68/hr
    - Currency Converter by [www.x-rate.com](http://www.x-rate.com)
- Illness
  - No statutory obligation for employers to pay employees when absent due to illness

# Ireland & Employment

- Trade Unions
  - No requirement to recognize trade unions
    - No mandatory collective bargaining
      - » A&L Goodbody International Finance Services. (2005). *Doing Business in Ireland-Employment*. Retrieved September 17, 2006, from <http://www.algoodbody.ie/ireland/section1-4.asp>

# Ireland's Governmental Organizations

- Industrial Development Authority (IDA)
  - Provides assistance and advises organizations associated with Ireland
    - Provides Specialists for consultation
    - Owns Industrial parks for industrial use
    - Can grant financial incentives to Irish



# Ireland's Governmental Organizations

- Enterprise Ireland
  - support the development of indigenous Irish industries. Encourages food, drink, and timber organizations to locate in Ireland



# Ireland's Governmental Organizations

- Science Foundation Ireland
  - Ireland's version of US National Science Foundation
    - Provides grants for scientific and technological research



# Ireland's Governmental Organizations

- Forfas
  - Agency that advises Irish Government on industrial laws and regulations to maintain Ireland's competitiveness for MNC's



# Ireland's Governmental Organizations



- Shannon Development

- Supports area adjacent to Shannon Airport in southwest Ireland.

Provides economic and tax incentives for organizations that locate in that area.

» A&L Goodbody International Finance Services. (2005). *Doing Business in Ireland-Why Invest in Ireland?*. Retrieved September 17, 2006, from <http://www.algoodbody.ie/ireland/section1-11.asp>.



# Irish Consulting Firms

- A&L Goodbody International Financial Services Centre North Wall Quay Dublin  
1Tel: +353 1 649 2000 Fax: +353 1 649 2649 email: [law@algoodbody.ie](mailto:law@algoodbody.ie)
- PriceWaterHouseCoopers  
– <http://www.pwcglobal.com/>
- KPMG Cooperative



# European Commission

- Part of the European Union
- Kind of like our Fish and Wildlife Service
- Can take action against member states

# Sheep

- Overgrazing
- Eating “Heather”
- Red Grouse



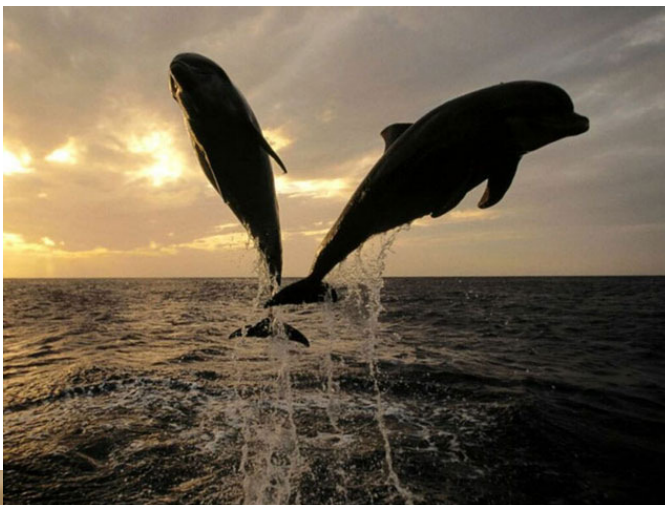
## Plants and such...

- Not enough protection
- Many endangered species
- Lesser Horseshoe Bat
- Natterjack Toad
- Dolphins



# Lack of control

- All-terrain vehicles
- Jet Skis
- Trouble for dolphins



# Environmental Protection

- Dale Farm, Northern Ireland's leading dairy company was fined GBP7,500 for occurrences that happened three times that year related to water pollution. (Business review, 2005).
- This company had been convicted and successfully prosecuted 11 times in the past.
- They haven't been fined since the 2003 prosecution.

# Professional and Business Conduct

- Deloitte & Touche fined 1.2 million euro and Oliver Freaney and Company will have to pay 700,000 euros for questionable accounting practices.
- It was the ICAI's response to question marks over the professional and business conduct of certain members and firms (NYSSCPA, 2003).
- ICAI is a statutory body established under the Chartered Accountants Act

# EC Treaty Rules

- Several European firms including a company from France, two from Britain, and Quinn Barlo of Ireland, along with Degussa of Germany were fined \$443 million for running a cartel and price fixing (NYtimes.com, 2006).
- Degussa of Germany escaped fines because it blew the whistle on the cartel after five years of cartel involvement.
- Arkema of France and Imperial Chemical were fined the most because they had been convicted in the past of cartel involvement (europa, 2006).

# In 2005 34 acts were added

- Many were simple amendments
- Some were completely new laws
  - Criminal Justice (Terrorist Offences) Act

# Safety, Health and Welfare at Work Act

- Clearly States general duties of employers and employees

Covers protective and preventative measures employers and employees should use

# Safety, Health and Welfare at Work Act

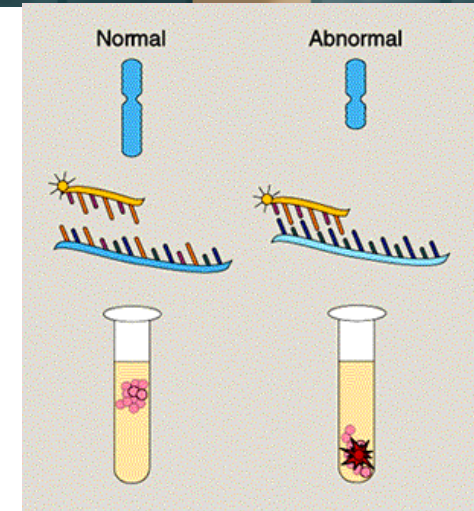
- Sets up safety representatives and safety consultations
- Lists regulations
- Lists offences and penalties





# Disability Act

- Genetic testing
- Public service employment



# Catholics vs. Protestants

Northern Ireland known for  
violence against Catholics.

Source: Multinational Monitor, (1991). "Righting Inequalities in Northern Ireland".

Retrieved from

<http://www.multinationalmonitor.org/hyper/issues/1991/10/front.html> on

September 10, 2006

# The MacBride Principles



Source: <http://www.irishnationalcaucus.org>

# The MacBride Principles

Provide a similar function as our EEOC laws.

Provides for Fair Employment Opportunities.

They are LAW in the 18 states who adopted them.

<http://www.irishnationalcaucus.org>

# Acknowledgments

The author wishes to acknowledge the support from the Society for Manufacturing Engineers - Education Foundation, SME-EF Grant #5004 for “Curriculum Modules in Product Lifecycle Management.”



EDUCATION  
FOUNDATION