

# PUBLIC EMPLOYMENT SERVICES

## EMPLOYMENT COUNSELLING

Country & Work Culture  
comparison between South  
Africa and Ireland



**employment & labour**

Department:  
Employment and Labour  
**REPUBLIC OF SOUTH AFRICA**

## INTRODUCTION

- South Africa and Ireland are two countries with distinct characteristics and differences in various aspects, including geography, culture, history, and economy.
- Here are some of the key differences between South Africa and Ireland:



## Language

- Like in SA, English is the most common 2nd language spoken in Ireland.
- English is also the language of instruction.
- Most Irish people speak Irish Gaelic as their 1st language.
- The Irish has a different English accent to what we are used to in SA .
  
- Here are a few links to understand and grasp Irish English:  
[www.relocatingtoireland.com](http://www.relocatingtoireland.com)  
[YouTube - Guide to Irish Accents](#)  
[YouTube - Irish Accents](#)
- Listen to Irish podcasts to get acquainted to the Irish language before your interview.



## Quality of Life

- Ireland consistently ranks high in terms of quality of life, healthcare, education, and social benefits.
- It has a stable political environment, and its cities offer a mix of modern amenities and historical charm.
- South Africa faces socioeconomic challenges, including income disparities and crime rates.
- While the country has stunning natural beauty and a rich cultural heritage, certain areas may have higher levels of poverty and safety concerns.

## Geography & Climate

- South Africa is characterized by diverse landscapes, including savannahs, deserts, mountains, and coastline.
- It has a generally warm to hot climate.
- Ireland is an island nation situated off the western coast of Europe.
- It is known for its lush green landscapes, rolling hills, and numerous lakes. The climate in Ireland is generally mild, with abundant rainfall throughout the year.
- It rarely snow, but is cold most of the year.



## Economy

- South Africa is considered an emerging market and has a mixed economy, with significant sectors including mining, manufacturing, services, and agriculture. It is rich in natural resources such as gold, diamonds, and platinum.
- Ireland has a developed economy and is known for its strong focus on industries like technology, pharmaceuticals, financial services, and agriculture. It has attracted multinational corporations due to its favourable business environment and skilled workforce.

# Social Support

It's important to note that access to services and support can vary based on an individual's immigration status and specific circumstances. More information in this regard to be provided during the webinar presented by the Irish Government.

## Integration and support services:

- The Irish government, through the Department of Justice and Equality, provides various initiatives and support services for immigrants. These services include language training, employment support, cultural orientation, and information on rights and entitlements.

## Migrant Rights Centre Ireland (MRCI):

- MRCI is a non-governmental organization that works to promote the rights of migrants and support their integration.
- They provide services such as information and advice, advocacy, employment support, and anti-trafficking initiatives.

# Social Support Continue

## Social welfare and healthcare:

- Immigrants in Ireland are generally entitled to access social welfare benefits and public healthcare services, including medical care, emergency services, and access to public hospitals.
- Certain restrictions may apply depending on an individual's immigration status.

## Anti-discrimination and equality legislation:

- Ireland has enacted legislation to protect individuals from discrimination on the grounds of race, nationality, and ethnic origin.
- The Irish Human Rights and Equality Commission (IHREC) works to promote and protect human rights, including those of immigrants.



# Work Culture



- The work cultures in South Africa and Ireland may differ in several aspects, including work-life balance, communication style, hierarchy, and punctuality.
- Here are some general differences:

## 1) Work-Life Balance

Irish work culture generally values a healthy work-life balance. There is an emphasis on maintaining personal time and family commitments alongside work responsibilities. Employees often strive to achieve a reasonable division between their professional and personal lives.

## Work culture continue

### 2) Communication style

Irish work culture tends to be more direct and straightforward in communication. Colleagues and managers often engage in open discussions, express their opinions freely, and appreciate concise and clear communication.

### 3) Hierarchy and Decision-Making

Irish work culture generally promotes a flatter organizational structure and encourages collaboration across different levels. Decision-making may involve seeking input from multiple team members, and there is often an emphasis on consensus and inclusivity.

## Work culture continue

### 4) Punctuality and Time Management

Punctuality is generally highly valued in Irish work culture. Being on time for meetings and appointments is considered important, and there is an expectation for individuals to manage their time effectively.

### 5) Diversity and Inclusion

Irish work culture has made strides towards promoting diversity and inclusion. Companies often prioritize creating inclusive workplaces and value diversity in terms of gender, ethnicity, and backgrounds.



## Work culture continue

- It's important to note that above are general observations and that work cultures can vary across different industries and organisations.
- It is always advisable to gather specific information about a particular workplace or industry to understand its unique work culture.

# Thank You...



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