

Global Immigration alert

July 2025

Ireland

Upcoming change in requirements for non-EEA/Swiss/UK circus artists

Executive summary

Effective 1 November 2025, circus artists who seek to work in Ireland and are not citizens of Ireland, Switzerland, the United Kingdom, or the Member States of the European Economic Area (EEA), or the European Union (EU) (hereafter "non-EEA/UK nationals"), will require Irish employment permits and residence permissions to work.

Key developments

The Department of Enterprise, Tourism and Employment (DETE) is now accepting applications for employment permits for circus artists who seek to work in Ireland from 1 November 2025. Applications may be submitted at least 12 weeks before the proposed employment start date to allow sufficient time for application processing. Once the DETE issues the employment permit, individuals from visa-required countries need to obtain a visa to travel to Ireland. Additionally, all employment permit holders, whether visa-required or not, are required to apply for residence permission at the Immigration Service Delivery (ISD) offices upon their arrival in Ireland.

Further details regarding the application process may be found on the DETE's [website](#).

Arrangements until 31 October 2025

Circus artists who received residence permission for the winter 2024 season are typically allowed to remain in the country for up to 11 months or until the end of their contract. These individuals may continue to work during the spring/summer 2025 season without an employment permit until their permission expires.

Organizations that require additional artists for performances up to the end of October 2025 may seek residence permission for the spring/summer 2025 season. Shorter permissions will be issued, subject to ISD approval. All permissions granted under existing arrangements will expire on or before the 31 October 2025 cut-off date.

Arrangements from 1 November 2025

Starting 1 November 2025, all non-EEA/UK nationals' circus artists require a valid employment permit to work in Ireland. Employers may submit applications up to six months in advance, but the Irish authorities require that submissions be filed at least twelve weeks before the employment start date. Employers may allocate additional time for visa processing for employees from visa-required countries. In accordance with the "50:50 rule," the DETE will not issue an employment permit unless at least 50% of the staff of the sponsoring company are citizens of Ireland, EEA or UK.

Impact on employers

Employers may update their internal policies as required to ensure compliance with the new requirements and minimize delays and business disruptions.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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ey.com

Sinead Langan

Director - Head of Immigration
Tel: +353 1 221 2443
Email: sinead.langan@ie.ey.com

Aislinn Stanton

Director - Immigration
Tel: +353 1 221 1602
Email: aislinn.stanton@ie.ey.com

Michael Rooney

Partner - People Advisory Services
Tel: +353 1 221 2857
Email: michael.rooney@ie.ey.com

Rachel Dillon

Partner - People Advisory Services
Tel: +353 1 221 2554
Email: rachel.dillon@ie.ey.com

Sarah Connellan

Partner - People Advisory Services
Tel: +353 1 221 1514
Email: sarah.connellan@ie.ey.com

Marie Caulfield

Partner - People Advisory Services
Tel: +353 1 221 1416
Email: marie.caulfield@ie.ey.com

Ben Willis

Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 9589
Email: ben.willis@uk.ey.com

Seema Farazi

Partner - People Advisory Services, EMEA Immigration Leader
Tel: +44 20 7951 7122
Email: seema.farazi@uk.ey.com