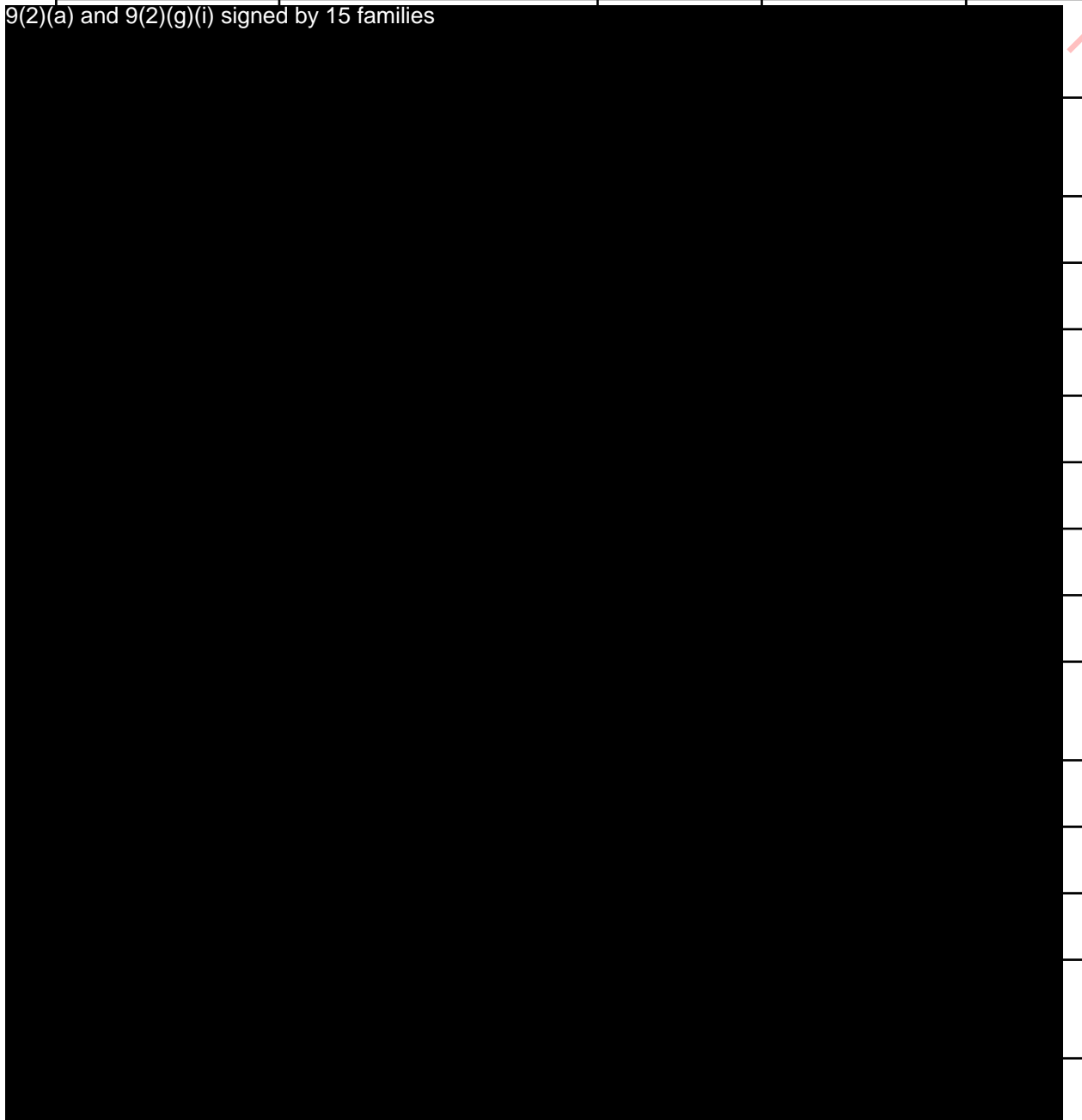


Submitter information

Please provide your name and phone number, and preferred email address for contact if it is different from the one used to send this form:

Name	Email	Mobile number	Position	# of years in NZ
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9(2)(a) and 9(2)(g)(i) signed by 15 families



In what capacity are you providing feedback?

e.g. on behalf of: your company, the company you work for, an industry organisation, a union, a licensed immigration adviser etc.

We, Filipinos residing in Hurunui, North Canterbury New Zealand, holders of New Zealand Permanent Resident and Resident Visas express our deep concern on the possible impact of the proposed changes towards migrants

work visas and its implication to the migrant community and their families and in the wider local community in general.

If you are representing a company or group, what is the name of that group?

Hurunui Filipino Community and other migrants in the wider community

What industry or industries does that group work in?

All industries, but specifically dairy, hospitality, healthcare

Unskilled and semi-skilled workers in tourism and retail.

What visa categories are commonly used by those workers?

I.e. resident visa, Essential Skills work visa, Work-to-Residence work visa (under the Talent or Long Term Skill Shortage List categories), Post-Study work visa (open or employer assisted), open work visa.

Resident Visa, Essential Skills Work Visa

Consultation questions: Proposal 2a

- What impacts or implications do you foresee from the proposed maximum duration of three years for lower-skilled Essential Skills visa holders? And why?
- Where possible provide information about the impact on specific occupations or sectors.

New Zealand as a country is founded on migration itself, while we recognise that New Zealand Citizens comes first in terms of job offering, there are sectors/industry in the country that relies heavily on migrants.

- The Dairy industry is dependent on this migration influx. Data from Dairy NZ and LIC would tell us that the number of milking cows in the country grows to an unprecedented level thereby creating a vacuum of workers to milk these cows of which the local population is not enough to fill in. According to Dairy NZ's, Dairy Industry statistics for 2015-2016, there are about 4.8 million cow, about 8k dairy owners and 44k employees all throughout New Zealand and will continue to increase in the years to come. Without the help of migrant workers the dairy industry will cripple and considering that about 45% of employment in NZ is in the dairy industry it will affect New Zealand as a whole. (Statistics based on <http://www.dairyatwork.co.nz/industry/dairy-industry-statistics>)
- The hospitality, tourism, and building sectors are also heavily dependent on migrant labour and would be highly affected if these new policies comes into effect.
- The proposed maximum 3 years duration of work visas for lower-skilled essential skills migrants would deter, inhibit and hinder the future of would be migrant coming to New Zealand. This time frame prevents migrants to have a better life which is what we all aim for when coming to other countries. The 3 year period is not enough considering the huge amount of money, resources and time one would spend in migrating to another country.

- This proposed change affects the work abilities of migrants and a chance to improve/develop. Since there is no assurance on getting a work visa and a pathway to residence, New Zealand will become the last option of migration which then will heavily affect the different industries in the country.
- And since there is no assurance of getting a long term visa or residency this will hinder migrants to improve oneself like studying or integrating with the community as there is no point in doing so since migrants might be sent home at any given time. There is always fear of how long they can stay and work and this fear will always break ones spirit resulting to poor performance, low morale and no self development.

Consultation questions: Proposal 2b

- What impacts or implications do you foresee from the proposal to introduce a stand down period for lower-skilled Essential Skills migrants? And why?
- Where possible provide information about the impact on specific occupations or sectors.

The stand down period does not make any good sense to both the employees and employer.

- 3 years is not enough to upskill all migrant employee. Like everyone else or every other country, each person has different levels of learning capacity. The first - second year of employment allows the person to adjust in the workplace and its surroundings. It takes a lot of time and effort to adjust in a different country. Points of consideration are the following: weather, language, customs and traditions, employer and the people in the community. The 3rd year might allow the person to upskill or pursue professional skill but because of the stand down period, before one can achieved something they will be sent home.
- The purpose of encouraging migrants to upskill or pursue professional skill is a good thing. However, this will only promote conflicts, misunderstanding and competition among workers as everyone will strive to develop themselves to prevent them from going into the stand down period. This will of course affect the company/farms productivity.
- Granting that the low skilled workers are able to upskill themselves, then what will happen to the company/farm? Either the staff will be forced to move out as his level of skill is already in placed or if the company/farm can afford to increase his pay then he will be given a chance to stay and continue to contribute what he have learned and hire a new low skilled worker as support, but of course the reality is not everyone can afford to do this. With these scenario, the purpose of doing this policy to upskill workers is already defeated.
- Dairy Farming is a science. It uses scientific facts, techniques and data gathering thru research and experimentation. To implement these findings, a farm needs people who are competent, attentive and skilled workers: Farm Managers, Asst Farm Managers and Herd Managers assisted by lower skilled staff. In order to achieved these skills required to effectively manage stock, pasture, crops, water and effluent, hygiene and sanitation a person who aspires need a huge amount of time, effort, dedication and training. The proposed 1 year stand down period

would effectively hinder growth and skill progression as these skills needed can not happen or be acquired within the span of three years. Training junior staff is a good thing and beneficial to the farm itself, as long as the trainee himself is committed to stay long enough for the farmers to see and benefits of the hard labour he spent on training the staff. With an industry that is heavily reliant on temporary low skilled-visa holders, the proposed stand down period would be a disadvantage.

- The stand down period promotes negativism on New Zealand's industry. This is not going to give encouragement for migrants to work in the country as this policy is very discouraging. Yes we do understand that this is for the purpose of allowing the migrants not to become well settled in the country if not given the chance to upskill themselves but is this really what New Zealand is about? We as Permanent residents, we choose this country to migrate because we believe that this country has a heart specially for families and it is very crucial for us to be with our family. The stand down period promotes no future and a possibility that this country will become the last option for migrants to migrate to and this will heavily affect New Zealand's industries and this country's economy.
- The stand down period will affect a persons development. A year of stopping from one's job, a person's growth and development on that particular job stops as well. Instead of potential growth and development to become an asset in this country it will only become a dream and not a reality. If given the chance to come back again or if one has the desire to come back again, then he will have to start again which is not very ideal for employers.

Consultation question: Proposal 3

- What impacts or implications do you foresee from the proposal to remove the ability for lower-skilled Essential Skills visa holders to bring their partners to New Zealand for the length of their Essential Skills visa? And why?

- Removing the ability of lower-skilled essential skills visa holder to bring their partners to New Zealand would mean separation for a long period of time. Filipino culture dictates that a bread winner supports his family financially, to educate and provide them with necessary comfort available and that would mean sending huge amount of money out of New Zealand.
- This will affect the mindset of migrants pertaining to spending, considering that there is no assurance of Work Visa's and residency, 75-80% of earnings will be sent out to families in their own country to save for the rainy day and in effect, this will affect highly on New Zealand's economy. Significant effect to Car dealers, shops, tourism and banks these are necessities to migrants but will then become just an option.
- Children of low skilled visa holder are not a burden to New Zealand education system as they are restricted only to the duration of their parents visa, and are considered domestic students only until year 13. In contrast these children play a huge part in ensuring rural towns would thrive. These children added

population to rural schools, fill in vacancies on rugby, football and netball teams which are already struggling to find the required numbers of children for it to be considered as a team. These teams might be for children but they are the future, they are essential and integral part of a kiwi lifestyle.

- Having Children and partners living with the workers makes a happy and productive staff. The dairy industry's practice of providing houses as part of the package makes it easier and conducive for anybody to bring their partner and children and live as a family. Taking away the privilege of bringing one's family to reside in their work place will bring negative effect for these workers to integrate, participate and become an asset to the local community.
- Churches in the local community have been filled with hope and assurance that there is a future for growth and development and the contributing factor for that are the migrants and its families taking part in the community.
- Without the presence of Children and partners in New Zealand this will also impact negatively to local medical centre as numbers will decrease.
- Being a Filipino our core value is to have a close family ties, when we are with our families we feel secured and determined in every aspects of life. We make our families our inspirations. If they are here with us we definitely give 100% in our jobs and we are focused because we are worry free. But once that proposal is implemented and family will not be able to join migrant workers negative implications will be in place, emotionally, financially, socially and its capacity at work.
- If families are living together in New Zealand, less or no money will be sent out of the country because instead of sending it out of the country, earnings will be used in New Zealand which is a big contributing factor to the countries economy.
- New Zealand is the world's second most desirable place for families, according to HSBC's 2015 Expat Explorer survey. (<https://www.newzealandnow.govt.nz/why-choose-nz/family-friendly>). This survey's result only goes to show that New Zealand has a heart for families and knows the importance of being with your family.

Consultation questions: Proposal 5

- What impacts or implications do you foresee from the proposal to reinforce that Essential Skills visas for seasonal work are only granted for the length of the season and that the offer of employment must match the length of the season? And why?
- Are there any seasonal occupations that should be added or removed from this list? Why?
- If you employ seasonal staff, or represent a sector with seasonal staff:
 - What are the occupations of the seasonal staff that you are commenting on?
 - For each of the occupations that you have identified, what is the typical period that you require seasonal staff to cover (e.g the peak of the season)?

- Applying to New Zealand is a source of hope for people who comes from a 3rd world country. New Zealand is heaven on earth for some especially for the migrants but of course coming to this country comes with an expensive monetary cost. Direct hiring was abolished by the Philippine Overseas Employment Association which leads migrant workers to undergo an accredited recruitment agencies paying \$5000 to \$10,000.00 for fees. Additionally, an applicant has to spend about \$3,000.00-\$5,000.00 for travel expenses, medical fees, immigration fees. This could take up to 2 years to be able to save enough before applying to come to New Zealand. If a worker is only given a year or less of work visa, this will only mean that you only come to New Zealand to save money to pay off debt. This policy is not ideal to migrant workers.
- We strongly propose to remove the Dairy Farm Workers in the seasonal category. It is a full all season job. During winter, the cows are dried off and will be feed on a dry off diet, although not being milked, they are being conditioned and prepared for the next step which is calving. Calving is the time in the Dairy Industry where cows gave birth. This requires diligent care and attention to details. Calves were taken cared off to the highest standard. Mating takes place after calving in October to December which involves identifying cows on heat on a daily basis. January to March focus on food and irrigation with staff taking some time off. April to May is dry off, June to July is wintering. Thus Dairy Farming is not a seasonal job.
- We feel that these issues are an unintended consequence of a policy change and could minimise the impact specifically on dairy farms by listing the following roles on the Long Term skills Shortage list:
 - Farm Manager - 121313, ANZCO level 1
 - Assistant Farm Manager - 121313, ANZCO level 1
 - Herd Manager - 841512, ANZCO level 5

CLOSING STATEMENT

The proposed changes, while has its good intention is undeniably damaging to the different sector/industry to which we are connected to. While we support the government's effort to prioritise its citizens in distribution of jobs, we also ask that you consider the fact that this country needs support from migrant workers. It is our desire to improve our lives while helping the development of this country as well. Our presence in this country is not a threat for locals to loss their jobs but it is to encourage others to thrive, be more caring and understanding and to realise how blessed the kiwi's are to be in a first world country as New Zealand.

We have proven ourselves to be an asset in the different Industry that we are involved with, local community's progress and to the whole country as a whole, let us continue to acknowledge, give value and to let these low-skilled essential visa holder prove their worth to the different industry they are involved with, to the community and to the whole country in general.

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