

**Migrants in
New Zealand:
An Analysis of Labour
Market Outcomes for
Working Aged Migrants
Using 1996 and 2001
Census Data**

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EXECUTIVE SUMMARY

The objective of this paper is to compare the labour market outcomes of recent and long-term migrants with those of New Zealand born using the 1996 and 2001 Population censuses. The research sought to identify what characteristics differentiated migrants from New Zealand born, whether those characteristics impacted on labour market outcomes, and to explain relative differences in labour market outcomes.

There are a number of factors that can affect the labour market participation rates of migrants relative to those of New Zealand born. These include differences in formal education levels, the ability to speak English and the transferability of a migrant's previous labour market experience to the New Zealand labour market. In addition, recent migrants are likely to have lower labour market participation rates than more established migrants simply because it takes time to settle into a new country

Census indicators for labour market incomes are labour force status and personal annual income. The analysis also took into account differences in education, region of origin, English language, age at arrival and gender. It is not possible to tell from the Census whether migrants are here temporarily or permanently. In the year to June 2001, over 46,000 student visas and 44,000 temporary work permits including 13,043 working holiday permits were issued compared with 44,568 approvals for permanent residence so it is likely the census has captured data on people who are only in New Zealand in the short term.

Winkelmann and Winkelmann (1998) conducted extensive research into the labour market outcomes of migrants in New Zealand using the 1981, 1986 and 1996 Population Censuses as observation points. Their study found that the employment experiences of recent migrants had changed considerably since the 1980s. Instead of migrants being more likely to be employed and less likely to be unemployed or out of the labour market, the opposite was true in 1996. Migrants from North East Asia and the Pacific fared worse in terms of employment rates¹ and income than other migrant groups. Even when educational qualifications and English language ability were taken into account, migrants from these two regions still seemed to do less well than migrants from other regions. Employment rates and labour force participation increased with duration of residence and for those migrants that remained after 10 years employment rates were similar to New Zealand born.

The analysis undertaken in this paper shows that while the employment rates and incomes of recent migrants had improved since 1996, there were still significant variations in outcomes among migrants from different regions of origin. The main findings were as follows:

¹ Employment rates are the percentage of people in a group who are working part-time or full-time. (The remainder are either unemployed or not participating in the labour force).

- 1 **Migrant Composition:** The composition of migrants has continued to change. While 30 percent of working aged migrants resident in New Zealand in 2001 were born in the UK, only 13 percent of recent (0-5 years) migrants were born in the UK. The share of working aged migrants from Asia among the total working aged population in New Zealand was similar to the share of migrants from the UK (5.5 percent cf. 6.1 percent –Table 1). Between 1996 and 2001 the migrant working aged population increased by 14.5 percent while the New Zealand born working aged population increased by 0.9 percent. Most migrants (80.2 percent) from the UK and Ireland and the Pacific (69.1 percent) had lived in New Zealand for more than 10 years whereas almost half (43.2 percent) of the migrants from Asia had lived here for less than five years in 2001.
- 2 **Outmigration:** Forty Three percent of migrants aged 15-19 and 50 percent of migrants aged 20-24 in 1996 who had lived in New Zealand for less than five years were no longer here in 2001. Around one third of migrants in all other age groups who had been in New Zealand for less than five years in 1996 had left New Zealand by 2001, suggesting that many migrants, particularly younger migrants, are only here in the short term.
- 3 **Migrants were concentrated in the Auckland Region:** The majority of recent working aged (15-64) migrants, particularly those from Asia and the Pacific lived in the Auckland region. More than two thirds of those migrants who had arrived in New Zealand over the five years prior to March 2001 had settled in the Auckland region and almost 80 percent of migrants who had arrived from Asia. The growth in the recent migrant population (0-5 years) in the Auckland region between 1996 and 2001 was double the increase in the number of working aged New Zealand born living in Auckland (24,540 cf. 12,303 NZ born). There had been little increase in migrant numbers in the other main centres (Table 5).
- 4 **Migrants were better qualified than New Zealand born:** Almost 24 percent of recent (0-5 years) working aged migrants had university qualifications compared with 10 percent of New Zealand born in 2001. Over 32 percent of recent prime working aged (25-54) migrants had university qualifications compared with just under 12 percent of New Zealand prime working aged in 2001.
- 5 **Labour Force Participation varied by age group:** Younger and older recent migrants were less likely to be in the labour force. While there appears to have been a fall in the proportion of recent migrants aged 15-24 engaged in full time study since 1996 (from 58 percent to 37 percent) migrants in this age group were more likely to be studying than they were to be in the labour force (labour force participation rates were 38.9 percent for recent migrants in 2001). Among recent migrants aged 55-64, labour force participation rates were significantly lower than the participation rates of long term migrants and New Zealand born (28 percent cf. 64.3 percent for long term migrants and 66.3 percent for NZ born).
- 6 **Employment rates for recent migrants had improved:** Employment rates measure the percentage of the working aged population who are employed, either full or part time over the total working aged population. The employment rates of recent working aged migrants had improved from 46 percent in 1996 to 50.4 percent in 2001. (Of the 49.6 percent who were not employed, 8.7 percent were unemployed and 40.9 percent were not in the labour force). Employment rates for recent prime working aged migrants had shown even greater improvement. Employment rates for both males and females increased by over 7 percent

since 1996 to 72.5 percent and 52.7 percent respectively. The employment rate gap between recent prime working aged migrants and New Zealand born also narrowed although employment rates for new migrants remained lower than the employment rates of New Zealand born (the gap was 17.8 percent for recent prime working aged migrants in 2001).

- 7 **Employment rates for the 1991 – 1996 cohort had improved but were lower than the 1986 – 1990 cohort:** The employment rate of the cohort of prime working aged migrants who arrived between 1991 and 1996 had improved from 54.6 percent in 1996 to 69 percent in 2001. It is not possible from the data to determine whether improvements over time relate to individual migrants or improvements in the groups' outcomes following outmigration by those migrants who are discouraged by their labour market experiences (32 percent of migrants in this age group were no longer here in 2001). Employment rates varied by region of origin and were lower for prime working aged migrants from the Pacific and North and South East Asia. Migrants from North and South East Asia who arrived between 1991 and 1996 had lower employment rates after five to ten years than the cohort from these regions who arrived between 1986 and 1990.
- 8 **Employment rates were lower for migrants from non- English speaking countries:** With the exception of migrants from Eastern Europe, prime working aged migrants from non-English speaking countries continued to have lower employment rates than prime working aged migrants from English speaking countries or New Zealand born. The difference in employment rates for prime working aged between those migrants who spoke English and those who did not and had lived in New Zealand for five to ten years in 2001 was 27 percent for females and 21.4 percent for males. Prime working aged migrants from North and South East Asia and the Pacific continued to have the lowest relative employment rates even after more than ten years of living in New Zealand. Prime working aged migrants from these countries also had the highest rates of non- participation in the labour market regardless of time in New Zealand.
- 9 **Unemployment rates had declined:** The unemployment rate for recent prime working aged migrants declined from 11.7 percent in 1996 to 8.4 percent in 2001. This compares with unemployment rates for long term prime working aged migrants of 4.7 percent and 4.4 percent for New Zealand born. Unemployment rates for recent prime working aged migrants were lower than both the Maori and Youth unemployment rates. Recent migrants from Eastern Europe and Southern Asia had the highest rates of unemployment, which increased their Labour force participation rates in 2001 compared to recent migrants from Asia and the Pacific.
- 10 **Recent migrants were more likely to be out of the labour force:** Recent prime working aged migrants were more likely to be out of the labour market than New Zealand born (30 percent non- participation cf. 16 percent for New Zealand born in 2001). Non participation was highest among recent migrants from North East Asia (51.5 percent), South East Asia (33.6 percent) and the Pacific (30.4 percent).

- 11 **Educational qualifications were not necessarily transferable:** Migrants with vocational and university qualifications had higher employment rates than migrants with no or school only qualifications, but employment rates were lower than similarly qualified New Zealand born even after five to ten years. Only after more than ten years in New Zealand were employment rates similar. The rate of employment in professional occupations of migrants with university qualifications also varied by region of origin and suggests migrants from English speaking countries may find it easier to find immediate employment in line with their qualifications than migrants from non-English speaking regions. This finding is supported by data on the incomes of migrants with university qualifications. Incomes for migrants from Asia and the Pacific with university qualifications were significantly lower than the incomes of New Zealand born even after five to ten years in New Zealand (Table 19 refers).
- 12 **Migrant incomes were lower for migrants from non-English speaking countries:** The median incomes of recent migrants from Asia and the Pacific were significantly lower than the incomes of New Zealand born in any given age bracket. These lower incomes reflected lower rates of employment for these groups even when English language proficiency and qualifications were taken into account. On the other hand, prime working aged migrants from English speaking countries had median incomes similar to New Zealand born. While the incomes of Asian and Pacific migrants improved over time, there does not appear to be convergence with the income of New Zealand born (see Graphs 3 to 5).

INTRODUCTION

Objectives and Scope of the Research

The objective of this paper is to compare the labour market outcomes of migrants with New Zealanders using data from the 1996 and 2001 censuses. The paper will focus on migrants of working age (15-64) with particular emphasis on prime working aged migrants (25-54) who have been in New Zealand for less than 10 years. Study attendance among the 15-24 year old migrant age group and labour market participation among the 55-64 year old migrant group will also be explored. A detailed analysis of labour market outcomes using data from the 1981, 1986 and 1996 censuses was completed by Winkelmann and Winkelmann in 1998. This paper enables us to look at what has happened to migrant employment over the past five years. The paper is descriptive and will examine how factors such as region of origin, educational qualifications and English language ability are associated with differences in migrant labour market outcomes.

Specifically the research will seek to answer the following questions:

- How do migrants differ from native-born New Zealanders in their personal and employment related characteristics?
- How well do they fare in the labour market in the period immediately after their arrival (i.e. in the first five to 10 years)?
- To what extent do migrant labour market outcomes – that is their participation, employment and unemployment rates and incomes converge towards the labour market outcomes and incomes of like natives in the years following settlement?

The main data source for this research was unit record data from the 1996 and 2001 Population Censuses. The most important indicators of labour market outcomes that can be analysed using Population Census data are labour force status at census day and personal gross income during the previous 12 months. In addition, data relating to educational qualifications, English language ability, age at arrival, region of origin and duration of residence within New Zealand can be used to explain differences in those labour market outcomes

The population of study comprises (i) working aged adults who were born in New Zealand (referred to here as “New Zealanders” or “natives”); and (ii) working aged adults who were born overseas but who lived in New Zealand at the time of the census. The foreign born population of the study is broader than the set of people who were approved to become permanent residents under New Zealand’s immigration policies. It includes sizeable groups of people who have unrestricted rights to live in New Zealand: Australians, Cook Islanders and citizens of Niue and Tokelau. It also includes all overseas students and residents with temporary work permits (for example, working holidaymakers) who gave a New Zealand address as their usual address when filling out the census form. This is unavoidable, since the census does not identify individuals’ permanent resident status, and means that outcomes cannot be assessed against immigration status.

The focus in this paper is on recent migrants defined as someone who has lived in New Zealand for less than five years at the time of the census. Working aged is defined as 15-64, prime working aged as 25-54. Migrants are broadly grouped by region of birth into nine groups.

These groups are: UK and Ireland, Australia, Pacific Islands, North America and Europe; Eastern Europe; South East Asia; North East Asia; Southern Asia² and “Other” (including Africa and the Middle East). The analysis below does not include those individuals who failed to specify a country of birth in both the 1996 and 2001 censuses³ (see appendix 1 for an age profile of this group). Almost three-quarters of those who failed to specify a country of birth also failed to specify their labour force status or their educational attainments, making any further analysis difficult.

Duration of residence is defined in blocks of five years. Migrants who had lived in New Zealand for less than five years at the time of the 2001 census will have arrived after March 1996 (the time of the census), while those who had lived here for five to ten years in 2001 will have arrived after March 1991. In the 1996 census data, the group who had lived here for less than five years is the same as the group who had lived here for five to ten years in 2001. Similarly the group who had lived in New Zealand for five to ten years in 1996 is the same as the group who had lived here for ten to fifteen years in 2001. The classification 10+ years refers to migrants who had lived in New Zealand for ten years or more at the time of each census.

While all overseas born are referred to in the study as migrants, it should be noted that many of these people have lived in New Zealand for more than twenty years and would probably consider themselves New Zealanders. The term migrant is simply used to define people born overseas and is more appropriately used when referring to those who have lived in New Zealand for a short period of time. Where migrants have lived here for more than 10 years they are referred to as long term migrants.

A Descriptive Profile of Migrants and Their Labour Market Outcomes

The changing size and origins of the migrant population

New Zealand has traditionally been a country of immigration. Over the years, however, the composition of migrant flows has changed significantly as the focus of our immigration policy has changed. Until the 1980s, migrants came predominantly from the UK and Ireland, with 57 percent from this source at the time of the 1981 census. Changes in immigration selection policies and criteria have resulted in significant shifts in the composition of migrants who now come from a variety of regions, with increasing numbers from the Pacific and, more recently, Asia.

There has also been significant growth in the number of migrants entering New Zealand on a temporary basis, either to study or to take up temporary employment contracts in industries where New Zealand faces skill shortages, or on working holidays. In the year to June 2001, over 46,000 student visas and 44,000 temporary work permits, including 13,043 working holiday

² The term Asian covers a large number of source countries. Countries included as Asian for the purposes of the Census and other official statistics are grouped into South-East Asia (Malaysia, Philippines, Thailand, Cambodia, Vietnam, Singapore, Indonesia, Laos and other), North-East Asia (P.R.China, Republic of Korea, Hong Kong S.A.R., Japan and other) and Southern and Central Asia (India, Sri Lanka, Pakistan, Bangladesh, Afghanistan and other).

³ 133,335 persons (aged 15-64) in 1996 and 125,412 persons in 2001 did not specify a country of birth or duration of residence and are therefore excluded from this analysis. Table One includes migrants who specified country of birth but did not specify duration of residence. 111,807 individuals in 1996 and 98,400 individuals in 2001 did not specify a duration of residence. The number who did not specify a country of birth in 2001 equates to 4 percent of the working aged population.

permits were issued compared with 44,568 approvals for permanent residence. While the majority of students entering on a temporary basis came from the Asian region (71 percent in the year ended June 2001), those people coming to work on a temporary basis are more likely to come from the UK (26 percent from 1997/89 to 2001/02). Working holidaymakers came from all over the world, with the largest numbers from the UK and Japan.

Between 1996 and 2001 the foreign born proportion of the working aged population (15-64) increased from 19.0 percent to 21.8 percent (Table 1). In the OECD, only Australia has a higher proportion of foreign born among its population. Between 1981 and 1996 the migrant working aged population grew by 32 percent compared with growth in the New Zealand born population of just 10 percent. In the period 1996 to 2001, the migrant working aged 15-64 population grew by 14.5 percent while the New Zealand born population in this age group increased by just 0.9 percent.

Table 1 shows working aged migrants from the UK and Ireland made up 6.1 percent of New Zealand's working aged population, migrants from Asian regions 5.5 percent and migrants from other regions (principally the Pacific and South Africa) 9.4 percent in 2001.

Table 1: Migrants as a proportion of the working aged population (15-64), 1996 and 2001

| | 1996 | % | 2001 | % |
|-----------------------------------|-------------|----------|-------------|----------|
| New Zealand | 1,809,567 | 76.3 | 1,825,902 | 74.9 |
| All Migrants | | | | |
| UK & Ireland | 157,482 | 6.6 | 149,607 | 6.1 |
| Asia | 101,121 | 4.3 | 134,964 | 5.5 |
| Other | 190,893 | 8.1 | 230,193 | 9.4 |
| Total Migrants | 449,496 | 19.0 | 514,764 | 21.1 |
| Recent Migrants(0-5 years) | | | | |
| UK & Ireland | 14,730 | 0.6 | 17,610 | 0.7 |
| Asia | 46,896 | 2.0 | 58,350 | 2.4 |
| Other | 37,260 | 1.6 | 57,852 | 2.4 |
| Total Recent Migrants | 98,886 | 4.2 | 133,812 | 5.5 |
| Country Not Specified | 111,807 | 4.7 | 98,400 | 4.0 |

Table 2 shows the changing composition of the migrant population in more detail. The proportion of all working aged migrants who were born in the UK and Ireland fell from 36.3 percent in 1996 to 29.9 percent in 2001. The proportion of migrants born in North East Asia increased from 10.9 percent to 14.2 percent in 2001 and "Other" regions from 4.8 percent to 7.9 percent (over 50 percent of this increase came from South Africa) over the five year period. The percentage of Pacific Island born migrants had risen slightly as a percentage of total migrants with the number of recent migrants increasing from 8,841 in 1996 to almost 18,000 in 2001. The majority of people defining themselves as having Pacific ethnicity are now born in New Zealand (60 percent). Migrants from Eastern Europe had more than doubled since 1996 increasing from 4116 to 10778 or 2.2 percent of the working aged migrant population.

Similarly migrants from Southern Asia (predominantly India) had increased from 3.5 percent of the working aged population in 1996 to 4.6 percent in 2001. Migrants from Asia comprised 5.5 percent (134,964) of the total working aged migrant population in 2001.

Table 2: Overseas Born Working Aged Population (15-64) by Region of Origin and Duration of Residence 1996 and 2001⁴

| Birthplace | 1996 | | | | | | total | % of total |
|---------------------|-----------------------|--------------|---------------|--------------|----------------|--------------|----------------|--------------|
| | Duration of Residence | | | | | | | |
| | 0-5 years | % | 5 - 10 years | % | 10+ years | % | | |
| UK and Ireland | 14730 | 14.9 | 10899 | 16.2 | 125985 | 50.4 | 151614 | 36.4 |
| Australia | 6192 | 6.3 | 3144 | 4.7 | 22203 | 8.9 | 31539 | 7.6 |
| Pacific Islands | 8841 | 8.9 | 20874 | 31.1 | 44472 | 17.8 | 74187 | 17.8 |
| WEurope & N America | 11124 | 11.2 | 5454 | 8.1 | 29304 | 11.7 | 45882 | 11.0 |
| Eastern Europe | 1794 | 1.8 | 444 | 0.7 | 1878 | 0.8 | 4116 | 1.0 |
| South-East Asia | 10437 | 10.6 | 9690 | 14.4 | 9015 | 3.6 | 29142 | 7.0 |
| North-East Asia | 30564 | 30.9 | 9660 | 14.4 | 5136 | 2.1 | 45360 | 10.9 |
| Southern Asia | 5895 | 6.0 | 3654 | 5.4 | 4851 | 1.9 | 14400 | 3.5 |
| Other Countries | 9309 | 9.4 | 3309 | 4.9 | 7326 | 2.9 | 19944 | 4.8 |
| Total | 98886 | 100.0 | 67128 | 100.0 | 250170 | 100.0 | 416184 | 100.0 |
| Birthplace | 2001 | | | | | | total | % of total |
| | Duration of Residence | | | | | | | |
| | 0-5 years | % | 5 - 10 years | % | 10+ years | % | | |
| UK and Ireland | 17,610 | 13.2 | 11,217 | 15.6 | 116,661 | 41.6 | 145,488 | 29.9 |
| Australia | 5,955 | 4.5 | 3,753 | 5.2 | 24,642 | 8.8 | 34,350 | 7.1 |
| Pacific Islands | 17,976 | 13.4 | 8,652 | 12.0 | 61,554 | 22.0 | 88,182 | 18.1 |
| WEurope & N America | 9,249 | 6.9 | 4,989 | 6.9 | 27,147 | 9.7 | 41,385 | 8.5 |
| Eastern Europe | 4,311 | 3.2 | 3,108 | 4.3 | 3,357 | 1.2 | 10,776 | 2.2 |
| South-East Asia | 11,967 | 8.9 | 6,891 | 9.6 | 17,262 | 6.2 | 36,120 | 7.4 |
| North-East Asia | 35,397 | 26.5 | 21,381 | 29.7 | 12,117 | 4.3 | 68,895 | 14.2 |
| Southern Asia | 10,986 | 8.2 | 4,155 | 5.8 | 7,287 | 2.6 | 22,428 | 4.6 |
| Other Countries | 20,361 | 15.2 | 7,743 | 10.8 | 10,149 | 3.6 | 38,253 | 7.9 |
| Total | 133,812 | 100.0 | 71,889 | 100.0 | 280,176 | 100.0 | 485,877 | 100.0 |

Table 3(A): Recent Migrants (aged 15-64) as a Percentage of the Total Migrant Population (aged 15-64), 1996 and 2001

| | 1996 | % | 2001 | % |
|------------------------|----------------|--------------|----------------|--------------|
| Recent Migrants | | | | |
| 0-5 years | 98,886 | 23.8 | 133,812 | 27.5 |
| 0-10 years | 166,014 | 39.9 | 205,701 | 42.3 |
| 10+ years | 250,170 | 60.1 | 280,176 | 57.7 |
| All Migrants | 416,184 | 100.0 | 485,877 | 100.0 |

The number of migrants who had lived in New Zealand for less than ten years had increased by 2.4 percent since 1996 (Table (3A)) to 42.3 percent, while 27.5 percent of all migrants had lived here for less than five years in 2001. As Table 2 shows migrants from North East Asia were the largest single group who had lived in New Zealand for less than five years in 2001. This is probably in part due to the large numbers of students arriving from this region, many of whom will not remain in New Zealand once they complete their studies. Over 23 percent of individuals who arrived from North East Asia between 1996 and 2001 were aged between 15 and 19 (see appendix 2) and more than 80 percent of the migrant population from North East Asia had lived here for less than ten years in 2001.

⁴. Unlike Table 1, Table two does not include those who did not specify their duration of residence in New Zealand.

(Table 3(B)) While the number of working aged migrants who had arrived in the last five years from Asian regions had increased from 46,896 in 1996 to 58,350 in 2001, the percentage of Asian among the recent migrant population had fallen from 47.4 percent in 1996 to 43.6 percent in 2001.

Table 3(B): Working aged migrants (15-64) who had lived in New Zealand for 0-5,5-10 and 10+ years as percentage of total migrant population by region of origin, 1996 and 2001

| | 1996 | | | 2001 | | |
|---------------------|-------------|--------------|-------------|-------------|--------------|-------------|
| | 0-5 years | 5 - 10 years | 10+ years | 0-5 years | 5 - 10 years | 10+ years |
| UK and Ireland | 9.7 | 7.2 | 83.1 | 12.1 | 7.7 | 80.2 |
| Australia | 19.6 | 10.0 | 70.4 | 17.3 | 10.9 | 71.7 |
| Pacific Islands | 11.9 | 28.1 | 59.9 | 20.4 | 9.8 | 69.8 |
| WEurope & N America | 24.2 | 11.9 | 63.9 | 22.3 | 12.1 | 65.6 |
| Eastern Europe | 43.6 | 10.8 | 45.6 | 40.0 | 28.8 | 31.2 |
| South-East Asia | 35.8 | 33.3 | 30.9 | 33.1 | 19.1 | 47.8 |
| North-East Asia | 67.4 | 21.3 | 11.3 | 51.4 | 31.0 | 17.6 |
| Southern Asia | 40.9 | 25.4 | 33.7 | 49.0 | 18.5 | 32.5 |
| Other Countries | 46.7 | 16.6 | 36.7 | 53.2 | 20.2 | 26.5 |
| Total | 23.8 | 16.1 | 60.1 | 27.5 | 14.8 | 57.7 |

Recent working aged migrants from Eastern Europe had increased from 1.8 percent of recent migrants in 1996 to 3.2 percent in 2001, while migrants from “other” countries (the majority from South Africa) had increased their share from 9.4 percent to 15.2 percent. In contrast, as Table 3(B) shows, more than 80 percent of migrants from the UK and Ireland had lived in New Zealand for more than 10 years in 2001 and almost 72 percent of Australians. The majority of Pacific Islanders (69.9%) and Western Europeans (65.6%) had also lived in New Zealand for more than 10 years in 2001. While in 1996, 67.4% or 35,397 North East Asians had lived here for less than five years, in 2001 just over half (51.4 %, 35,984 individuals) had been here for less than five years. Individuals from “Other” regions had the largest share of migrants who had been here for less than five years in 2001 (53.2% or 20,361 individuals). Over 60 percent of the recent migrant population who had lived here for less than five years in 2001 originated from non-English speaking countries.

Outmigration Rates for Migrants

The census data does not allow us to track individuals and calculate outmigration rates directly. However, by comparing the numbers of people of a given age group who arrived during a certain period with the number who were recorded as having arrived in that same period in a subsequent census, it is possible to roughly estimate “retention” rates over time. Table 4 below calculates the outmigration rates for migrants in each age group who arrived five, ten and 15 years prior to 1996 and who were no longer here in 2001. Because a number of migrants in New Zealand recorded in the census are likely to be temporary as opposed to permanent migrants, particularly among the younger age groups, it is not surprising that outmigration rates were relatively high in the first five years.

At the same time, temporary migrants will not fully account for some of the high outmigration rates, particularly among the 25-54 year old age group and this means a number of migrants granted permanent residence do not remain in New Zealand. This may be because they fail to find appropriate employment, they only intended to reside here for a fixed time period or because they did not adapt to the New Zealand way of life. The nature of immigration has changed in the last decade and is no longer necessarily regarded as a permanent move the way that it was two or three decades ago.

Outmigration decreases quite significantly with years of residence. Departure rates for those migrants who had lived here five to ten years and ten to 15 years in 1996 were much lower for almost every age group in 2001, than the outmigration rates for migrants who had lived here for less than five years in 1996.

Table 4: Outmigration Rates for Migrants by Age and Region of Birth from 1996 to 2001

| Age in 2001 | UK& Ireland | Australia | Pacific Is | W/E &N/A | E/Europe | SE Asia | NE Asia | Sthn Asia | Other | Total |
|--------------------|-------------|-----------|------------|----------|----------|---------|---------|-----------|-------|-------|
| 5-10 years | | | | | | | | | | |
| 20-24 Years | 37.2 | 45.3 | 19.3 | 79.8 | -53.4 | 47.2 | 48.0 | 28.0 | 31.9 | 43.0 |
| 25-29 Years | 44.7 | 62.0 | 9.2 | 73.1 | -33.3 | 63.8 | 65.7 | 26.8 | 38.4 | 50.0 |
| 30-34 Years | 36.4 | 56.3 | 3.9 | 52.8 | -40.9 | 29.3 | 47.4 | 37.0 | 35.2 | 37.6 |
| 35-39 Years | 26.3 | 47.5 | 7.7 | 51.9 | -57.6 | 28.9 | 34.1 | 43.7 | 28.9 | 32.4 |
| 40-44 Years | 23.3 | 48.6 | 8.3 | 53.4 | -71.3 | 23.0 | 31.3 | 41.9 | 28.9 | 30.5 |
| 45-49 Years | 21.9 | 51.4 | 6.8 | 58.4 | -63.6 | 25.8 | 29.1 | 33.2 | 23.1 | 29.3 |
| 50-54 Years | 21.2 | 54.8 | 16.5 | 58.0 | -56.6 | 29.9 | 27.8 | 25.6 | 24.1 | 29.6 |
| 55-59 Years | 29.6 | 49.1 | 18.3 | 53.4 | -22.2 | 27.4 | 22.8 | 24.6 | 25.3 | 28.8 |
| 10-15 years | | | | | | | | | | |
| 20-24 Years | 17.3 | 25.0 | 15.6 | 22.2 | -20.0 | 20.5 | 37.3 | 20.6 | 20.4 | 22.5 |
| 25-29 Years | 26.9 | 22.3 | 12.1 | 32.0 | 22.2 | 36.7 | 51.9 | 26.9 | 31.5 | 28.7 |
| 30-34 Years | 15.5 | 32.1 | 7.9 | 26.7 | -57.1 | 21.1 | 15.7 | 9.2 | 22.0 | 13.5 |
| 35-39 Years | 11.7 | 23.4 | 8.6 | 18.1 | -14.3 | 11.4 | 15.4 | 19.1 | 12.2 | 13.0 |
| 40-44 Years | 10.6 | 14.3 | 5.6 | 17.5 | -16.7 | 12.3 | 16.7 | 19.8 | 17.0 | 12.5 |
| 45-49 Years | 10.4 | 21.2 | 6.6 | 17.0 | -25.0 | 15.9 | 19.0 | 23.3 | 15.6 | 14.4 |
| 50-54 Years | 11.9 | 24.7 | 8.3 | 20.6 | 0.0 | 10.4 | 22.5 | 18.9 | 10.1 | 14.8 |
| 55-59 Years | 12.7 | 23.5 | 11.2 | 20.0 | -20.0 | 8.1 | 26.3 | 12.2 | 10.0 | 15.4 |
| 15-20 years | | | | | | | | | | |
| 20-24 Years | 18.4 | 20.3 | 19.0 | 21.4 | 33.3 | 23.9 | 34.5 | 6.7 | 15.6 | 20.9 |
| 25-29 Years | 24.3 | 27.5 | 11.7 | 18.4 | 11.1 | 24.1 | 41.9 | 50.0 | 18.6 | 22.0 |
| 30-34 Years | 12.9 | 10.5 | 19.4 | 10.8 | 20.0 | 19.8 | 35.5 | 26.7 | 17.4 | 18.4 |
| 35-39 Years | 18.7 | 21.8 | 14.8 | 18.1 | -60.0 | 19.4 | 23.1 | 16.1 | 15.6 | 17.5 |
| 40-44 Years | 9.3 | 16.0 | 15.0 | 17.6 | -31.6 | 19.8 | 19.3 | 18.3 | 8.6 | 15.1 |
| 45-49 Years | 9.5 | 16.3 | 12.0 | 14.8 | -5.6 | 11.0 | 18.3 | 4.5 | 9.5 | 12.4 |
| 50-54 Years | 8.7 | 23.5 | 15.5 | 13.7 | -21.7 | 12.4 | 21.8 | 24.0 | 8.7 | 12.4 |
| 55-59 Years | 8.8 | 18.8 | 11.0 | 8.8 | 0.0 | 20.7 | 19.2 | 38.5 | 13.6 | 12.3 |

Overall outmigration rates were highest for migrants who were aged between 15 and 24 years, who arrived between 1991 and 1996. Outmigration rates for the 15-19 year old age group were 43 percent and 50 percent for those aged 20 to 24 in 1996. This suggests that a significant number of this group could have been students, working holidaymakers or holders of temporary work permits. They may also be children of migrant families following the Kiwi pattern of OE, which is high among this age group. Outmigration rates were also high for migrants of all ages from Australia and Western Europe and North America. The former is probably a reflection of the ease of trans-Tasman migration while the latter suggests that migrants from North America and Western Europe may come here for specific employment contracts or, in the case of the younger age groups, on working holidays. Alternatively they may simply leave after living here for several years. Outmigration rates were lowest for those migrants from the Pacific Islands and Eastern Europe.

Migrants from Western Europe and North America had the highest outmigration rates in the younger age groups with almost 80 percent of migrants aged 15-19 and 73 percent of migrants aged 20-24 in 1996 no longer living here in 2001 (of 2046 individuals in 1996, 483 remained in 2001). Migrants who were aged 15-19 in 1996 from North East and South East Asia had similar outmigration rates (48 and 47.2 percent) while migrants who were aged between 20 and 24 in 1996 had an outmigration rate of 65.7 and 63.2 percent respectively. Of 10,248 North East Asian migrants aged 15-24 living in New Zealand in 1996, only 4731 were living in New Zealand at the time of the 2001 census.

Outmigration rates for the 25-29 year old North East Asian age group were also high at 47.4 percent but considerably lower for older age groups (between 22.8 and 34.1 percent). North East Asians who arrived between 1986 and 1991 aged 15 to 19 had high outmigration rates, with 51.9 percent no longer living in New Zealand in 2001 (actual numbers 1290 to 621).

Outmigration rates were also high for migrants from North East Asia and Southern Asia who were aged 25-29 in 2001 but who had lived in New Zealand for ten to fifteen years at the time of the 1996 census. These individuals would have been aged ten to 15 when they arrived in New Zealand. They could be travelling overseas temporarily or they may have returned to their country of birth. On the other hand outmigration rates were relatively low for North East Asian migrants aged over 30 who had lived in New Zealand for ten to 15 years in 2001. Outmigration rates were also relatively low for Pacific Island migrants with less than 20 percent of those who were aged between 15 and 19 in 1996 emigrating and less than ten percent of those migrants aged between 20 and 50. This outcome is unsurprising as the Pacific Island community in New Zealand is now significant and the labour market opportunities are considered to be greater here than in their home countries.

The only country that did not show outmigration after five to ten years was Eastern Europe, which showed gains for every age group. Working aged individuals from this region have increased from 4116 to 10778 between 1996 and 2001. It is highly unlikely that no Eastern Europeans left New Zealand between 1996 and 2001. The explanation for this gain may be that a number of individuals from this region did not provide a response that was useable in the 1996 census but did so in 2001.

It is interesting to compare the above outmigration rates with those of New Zealand born. Appendix 2 B shows the outmigration of New Zealand born in the 15-19 and 20-24 age groups was 13.5 percent between 1996 and 2001 but less than 3 percent for all other age groups.

Migrant Settlement within New Zealand

Migrants were concentrated in the Auckland region, in particular, migrants from Asia and the Pacific. Table 5 shows three quarters of recent working aged migrants and migrants who had lived here for five to 10 years from the Pacific Islands lived in the Auckland region in 2001, and over two thirds of migrants from North East Asia and Southern Asia. Seventy percent of all working aged migrants who had lived in New Zealand for less than five years were living in the Auckland region in 2001. The percentage of working aged New Zealand born living in the Auckland region has remained relatively constant at around 25 percent since 1996.

This concentration of migrants within the Auckland region is understandable, as migrants tend to settle in larger cities where employment opportunities are perceived to be favourable and there are other migrants from similar backgrounds. Migrants from the UK and Ireland, Australia and Western Europe and North America were more widely dispersed throughout New Zealand, suggesting migrants from English speaking countries may find it easier to integrate into New Zealand society.

Table 5: Percentage of New Zealand born and recent migrants (0-5,5-10 years) aged 15-64 by region of birth and region of residence within New Zealand, 1996 & 2001

| | 1996 | | | | | 2001 | | | | |
|---------------------|----------|------------|------------|---------|------------|----------|------------|------------|---------|------------|
| | Auckland | Wellington | Canterbury | Waikato | Rest of NZ | Auckland | Wellington | Canterbury | Waikato | Rest of NZ |
| 0-5 years | | | | | | | | | | |
| UK and Ireland | 44.0 | 12.8 | 11.7 | 7.9 | 23.6 | 41.8 | 13.3 | 12.9 | 7.6 | 24.5 |
| Australia | 38.0 | 10.5 | 13.2 | 7.5 | 30.7 | 38.5 | 12.2 | 13.5 | 7.6 | 28.2 |
| Pacific Islands | 69.5 | 12.3 | 4.0 | 4.0 | 10.1 | 75.4 | 9.2 | 3.3 | 3.7 | 8.3 |
| WEurope & N America | 43.7 | 13.6 | 11.5 | 6.9 | 24.3 | 35.8 | 14.5 | 13.0 | 7.7 | 29.0 |
| Eastern Europe | 56.7 | 21.3 | 11.7 | 1.8 | 8.5 | 65.5 | 12.0 | 9.3 | 2.9 | 10.4 |
| South-East Asia | 47.4 | 11.0 | 16.2 | 5.3 | 20.2 | 60.4 | 12.5 | 9.1 | 5.0 | 13.0 |
| North-East Asia | 70.9 | 4.5 | 11.6 | 3.7 | 9.2 | 67.4 | 5.3 | 12.0 | 5.0 | 10.3 |
| Southern Asia | 64.3 | 13.7 | 4.0 | 4.5 | 13.6 | 70.7 | 10.2 | 3.8 | 3.8 | 11.6 |
| Other Countries | 55.5 | 12.5 | 8.9 | 6.6 | 16.5 | 62.8 | 9.4 | 7.5 | 6.6 | 13.7 |
| Total | 57.1 | 10.1 | 10.8 | 5.4 | 16.6 | 60.5 | 9.7 | 9.4 | 5.5 | 14.9 |
| 5-10 years | | | | | | | | | | |
| UK and Ireland | 43.1 | 15.9 | 9.2 | 8.0 | 23.8 | 42.5 | 12.1 | 12.8 | 8.5 | 24.1 |
| Australia | 35.4 | 9.8 | 13.9 | 8.8 | 32.0 | 32.8 | 9.2 | 15.3 | 9.0 | 33.8 |
| Pacific Islands | 75.7 | 12.3 | 3.0 | 2.9 | 6.1 | 74.7 | 11.4 | 3.9 | 2.5 | 7.6 |
| WEurope & N America | 38.1 | 16.9 | 7.3 | 4.5 | 11.1 | 34.8 | 11.0 | 13.0 | 8.2 | 33.0 |
| Eastern Europe | 47.0 | 25.5 | 12.1 | 2.7 | 12.8 | 66.4 | 16.3 | 7.6 | 2.3 | 7.3 |
| South-East Asia | 60.1 | 16.9 | 7.3 | 4.5 | 11.1 | 59.9 | 10.7 | 12.9 | 4.4 | 11.9 |
| North-East Asia | 68.9 | 8.5 | 9.3 | 2.9 | 10.4 | 75.4 | 4.0 | 10.0 | 3.4 | 7.2 |
| Southern Asia | 53.9 | 21.0 | 3.0 | 7.1 | 14.9 | 65.0 | 14.4 | 3.3 | 5.4 | 11.9 |
| Other Countries | 51.0 | 17.2 | 7.8 | 5.4 | 18.6 | 60.1 | 10.8 | 7.4 | 6.4 | 15.2 |
| Total | 59.7 | 13.8 | 7.1 | 5.1 | 14.4 | 61.0 | 9.4 | 9.7 | 5.2 | 14.6 |
| New Zealand | 25.1 | 11.3 | 14.1 | 10.3 | 39.1 | 25.6 | 11.6 | 14.2 | 10.3 | 43.1 |

In the five years to March 2001, the New Zealand born working aged (15-64) population living in the Auckland region had increased by just over 12,000. The population of recent working aged migrants who had lived in New Zealand for less than 5 years living in the Auckland region had increased by just under 25,000. In the Canterbury region the number of working aged New Zealand born had increased by around 4,000 while the number of recent working aged migrants living in this region had increased by just under 2,000. In the Wellington region, the working aged New Zealand born population had increased by 6,200 while the recent migrant population had increased by around 3,000. In the Waikato, the recent working aged migrant population had increased by just over 2,000 while the New Zealand born population had increased by around 1,300. Throughout the rest of New Zealand, the New Zealand born working aged population had increased by 78,000 while recent migrants had added 3,500 to those regions since 1996. The Auckland region is therefore the region where the population composition is changing most rapidly as a result of an increasing overseas born migrant population.

Personal characteristics and qualifications of migrants

The following table (Table 6) shows the age distribution of recent and longer-term migrants. Over 80 percent of recent migrants (0-5 years) in both 1996 and 2001 were aged 15-44 and 83 percent and 77 percent of migrants who had lived in New Zealand between five and 10 years in 1996 and 2001 respectively. In contrast, of those migrants who had been here more than 10 years less than 50 percent were aged 15-44 in 2001. In 1996, 71.6 percent of New Zealand born were aged 15-44 but this had dropped to 67.2 percent in 2001.

Fifteen percent of recent migrants in 2001 were aged 15-19 compared with 4.9 percent of long-term migrants and 11.4 percent of New Zealand born. The figures for North East Asia were even higher. Twenty three percent of recent migrants from North East Asia were aged 15-19 in 2001 (see Appendix 2A). Less than six percent of recent migrants were aged between 55-64 compared with 23 percent of those who had lived in New Zealand for more than 10 years in 2001. 13.2 percent of New Zealanders were aged between 55 and 64. The overall profile of the recent migrant population was therefore of a lower average age than the corresponding New Zealand born population. This reflects an immigration policy that gives preference to younger migrants.

Table 6: Age Distribution of Working Aged Migrants (Recent and Long Term), and NZ born, 1996 and 2001

| Age | Duration of Residence | | | | | | | | | |
|--------------|-----------------------|---------------|----------------|----------------|------------------|---------------|--------------|---------------|----------------|------------------|
| | 1996 | | | | | 2001 | | | | |
| | 0-5 years | 5 -10 years | 10+ years | total | NZ Born | 0-5 years | 5 -10 years | 10+ years | total | NZ Born |
| 15-19 | 15,447 | 7,617 | 9,270 | 32,334 | 233,025 | 20193 | 9699 | 13674 | 43,566 | 221,904 |
| 20-24 | 12,675 | 6,510 | 13,185 | 32,370 | 241,482 | 16965 | 8790 | 13833 | 39,588 | 200,358 |
| 25-29 | 15,072 | 8,955 | 17,658 | 41,685 | 234,393 | 18990 | 6342 | 15699 | 41,031 | 206,004 |
| 30-34 | 17,295 | 13,374 | 22,737 | 53,406 | 243,645 | 21642 | 9423 | 24528 | 55,593 | 223,887 |
| 35-39 | 13,815 | 11,469 | 26,910 | 52,194 | 236,937 | 19338 | 11691 | 33324 | 64,353 | 233,337 |
| 40-44 | 10,773 | 8,271 | 30,888 | 49,932 | 208,527 | 14379 | 9597 | 35709 | 59,685 | 226,170 |
| 45-49 | 7,281 | 5,856 | 38,337 | 51,474 | 192,297 | 9081 | 7596 | 36456 | 53,133 | 198,834 |
| 50-54 | 3,156 | 3,039 | 33,936 | 40,131 | 148,200 | 5724 | 5136 | 41472 | 52,332 | 184,038 |
| 55-59 | 2,280 | 1,587 | 31,530 | 35,397 | 124,341 | 4011 | 2247 | 35133 | 41,391 | 141,036 |
| 60-64 | 1,797 | 1,146 | 28,770 | 31,713 | 104,463 | 4062 | 1623 | 31383 | 37,068 | 117,666 |
| Total | 99,591 | 67,824 | 253,221 | 420,636 | 1,967,310 | 134385 | 72144 | 281211 | 487,740 | 1,953,234 |
| 15-19 | 15.5 | 11.2 | 3.7 | 7.7 | 11.8 | 15.0 | 13.4 | 4.9 | 8.9 | 11.4 |
| 20-24 | 12.7 | 9.6 | 5.2 | 7.7 | 12.3 | 12.6 | 12.2 | 4.9 | 8.1 | 10.3 |
| 25-29 | 15.1 | 13.2 | 7.0 | 9.9 | 11.9 | 14.1 | 8.8 | 5.6 | 8.4 | 10.5 |
| 30-34 | 17.4 | 19.7 | 9.0 | 12.7 | 12.4 | 16.1 | 13.1 | 8.7 | 11.4 | 11.5 |
| 35-39 | 13.9 | 16.9 | 10.6 | 12.4 | 12.0 | 14.4 | 16.2 | 11.9 | 13.2 | 11.9 |
| 40-44 | 10.8 | 12.2 | 12.2 | 11.9 | 10.6 | 10.7 | 13.3 | 12.7 | 12.2 | 11.6 |
| 45-49 | 7.3 | 8.6 | 15.1 | 12.2 | 9.8 | 6.8 | 10.5 | 13.0 | 10.9 | 10.2 |
| 50-54 | 3.2 | 4.5 | 13.4 | 9.5 | 7.5 | 4.3 | 7.1 | 14.7 | 10.7 | 9.4 |
| 55-59 | 2.3 | 2.3 | 12.5 | 8.4 | 6.3 | 3.0 | 3.1 | 12.5 | 8.5 | 7.2 |
| 60-64 | 1.8 | 1.7 | 11.4 | 7.5 | 5.3 | 3.0 | 2.2 | 11.2 | 7.6 | 6.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| % 15-44 | 85.4 | 82.9 | 47.6 | 62.3 | 71.1 | 83.0 | 63.7 | 48.6 | 62.3 | 67.2 |
| % 25-54 | 67.7 | 75.1 | 67.3 | 68.7 | 64.3 | 66.3 | 69.0 | 66.6 | 66.9 | 65.1 |

Appendices 3A and B show the number and age distribution of recent migrants and migrants who had lived in New Zealand for 5-10 and more than 10 years by region of origin. More than 38 percent of recent migrants from North East Asia, 32 percent of migrants from South East Asia and 34.7 percent from the Pacific Islands, were aged between 15 and 24 in 2001. This compares with 10 percent of migrants from the UK and Ireland, 21 percent from Southern Asia and 24 percent from “Other” regions in this age group. Just over 21 percent of New Zealand born were aged 15-24 in 2001. More than three quarters of migrants from the UK and Ireland and Western Europe and North America and Western Europe and almost 73 percent of recent migrants from Southern Asia were aged 25-54 in 2001, compared with 65.1 percent of New Zealand born. This suggests that migrants from these latter countries had come here to work, while many migrants from North and South East Asia had come here, at least initially, to study. These migrants could also be the children of migrant families, which is more likely in the case of the Pacific Islands since the numbers of 15-24 year olds from the Pacific engaged in study were not as high as the numbers from North and South East Asia.

Qualifications of Recent Migrants

On average, migrants had higher qualifications than New Zealand born and recent migrants had higher qualifications than long term migrants. As Table 7 below shows, recent migrants and migrants who had lived in New Zealand for five to ten years in 2001 were more likely to have university qualifications and less likely to have no qualifications than their New Zealand born counterparts. The only exception to this was migrants from the Pacific Islands who were less likely to have university qualifications than New Zealand born. While the number of recent Pacific Islanders with no qualifications appears to have fallen significantly since 1996 (from 33.3 percent to 19.3 percent), a large proportion (19.1 percent) of Pacific Islanders failed to specify a qualification in 2001.

Overall, the quality of recent migrants in terms of their qualifications appears to have improved. Recent migrants were also more likely to have university qualifications and less likely to have no qualifications than long term migrants. Almost 24 percent of working aged migrants who had lived here for less than five years had university qualifications in 2001 compared with 14.1 percent of long term migrants and 10 percent of New Zealand born. Only 8.3 percent of recent migrants had no qualifications in 2001 compared with almost 18 percent of long-term migrants and 25 percent of New Zealand born.

Table 7: Educational attainment of working aged (15-64) migrants by region of birth by duration of residence and New Zealand born

| Birthplace | 1996 | | | | | Total (no) | 2001 | | | | | Total (no) |
|---------------------------|------|--------|------------|------------|------------|------------|------|--------|------------|------------|------------|------------|
| | None | School | Vocational | University | Not Stated | | None | School | Vocational | University | Not Stated | |
| 0-5 years | | | | | | | | | | | | |
| UK and Ireland | 8.8 | 23.9 | 37.9 | 28.2 | 1.2 | 14712 | 4.0 | 33.9 | 24.6 | 34.2 | 3.4 | 17598 |
| Australia | 13.1 | 34.6 | 29.4 | 21.7 | 1.2 | 6177 | 6.1 | 45.0 | 18.6 | 26.2 | 4.1 | 5952 |
| Pacific Islands | 33.9 | 36.9 | 16.3 | 3.6 | 9.3 | 8838 | 19.3 | 43.7 | 13.0 | 4.8 | 19.1 | 17976 |
| WEurope & N/A | 7.7 | 29.4 | 26.9 | 33.4 | 2.6 | 11136 | 2.2 | 41.7 | 12.6 | 36.3 | 7.2 | 9231 |
| Eastern Europe | 5.5 | 24.9 | 36.9 | 29.9 | 2.8 | 1806 | 4.0 | 47.3 | 13.2 | 28.0 | 7.5 | 4314 |
| South-East Asia | 18.9 | 43.4 | 16.4 | 16.3 | 5.0 | 10449 | 13.0 | 40.7 | 8.2 | 24.4 | 13.7 | 11982 |
| North-East Asia | 18.8 | 40.0 | 14.2 | 21.6 | 5.5 | 30576 | 7.4 | 54.6 | 7.5 | 17.5 | 13.0 | 35400 |
| Southern Asia | 10.9 | 23.3 | 13.5 | 50.6 | 1.7 | 5880 | 6.1 | 33.2 | 9.3 | 42.2 | 9.2 | 10989 |
| Other Countries | 14.2 | 25.9 | 24.1 | 34.2 | 1.5 | 9321 | 6.8 | 40.1 | 20.6 | 24.5 | 8.0 | 20370 |
| All Migrants (0-5 years) | 15.9 | 33.6 | 21.8 | 24.8 | 3.9 | 98895 | 8.3 | 43.6 | 13.7 | 23.7 | 10.6 | 133812 |
| 5-10 years | | | | | | | | | | | | |
| UK and Ireland | 12.5 | 30.3 | 37.8 | 18.9 | 0.5 | 10896 | 6.1 | 40.2 | 24.4 | 26.8 | 2.4 | 11232 |
| Australia | 17.9 | 36.9 | 30.7 | 13.9 | 0.6 | 3129 | 11.4 | 47.7 | 18.9 | 17.5 | 4.5 | 3753 |
| Pacific Islands | 38.8 | 36.6 | 17.8 | 4.2 | 2.7 | 20874 | 21.5 | 45.3 | 12.7 | 5.4 | 15.1 | 8649 |
| WEurope & N/A | 7.9 | 29.4 | 36.9 | 25.0 | 0.8 | 5457 | 3.3 | 41.4 | 16.0 | 36.7 | 2.7 | 4980 |
| Eastern Europe | 6.0 | 33.8 | 33.1 | 27.2 | 0.0 | 453 | 3.5 | 41.0 | 13.1 | 39.3 | 3.1 | 3105 |
| South-East Asia | 23.8 | 33.4 | 19.7 | 22.0 | 1.2 | 9684 | 15.2 | 41.9 | 8.2 | 26.4 | 8.4 | 6888 |
| North-East Asia | 23.2 | 47.2 | 14.1 | 13.9 | 1.5 | 9660 | 6.6 | 60.4 | 8.3 | 20.4 | 4.3 | 21348 |
| Southern Asia | 18.8 | 31.3 | 19.4 | 29.1 | 1.4 | 3654 | 6.2 | 35.5 | 8.7 | 42.7 | 6.9 | 4134 |
| Other Countries | 10.5 | 32.3 | 27.7 | 28.5 | 0.9 | 3312 | 6.8 | 38.3 | 15.8 | 33.9 | 5.2 | 7752 |
| All Migrants (5-10 years) | 23.9 | 35.5 | 23.6 | 15.4 | 1.5 | 67119 | 9.0 | 47.0 | 13.5 | 24.7 | 5.8 | 71841 |
| 10+ years | | | | | | | | | | | | |
| UK and Ireland | 24.3 | 28.6 | 34.7 | 11.7 | 0.6 | 126045 | 15.9 | 39.2 | 25.3 | 14.7 | 4.9 | 116682 |
| Australia | 21.2 | 38.1 | 28.8 | 11.2 | 0.7 | 22194 | 15.2 | 45.8 | 20.6 | 13.0 | 5.4 | 24639 |
| Pacific Islands | 49.7 | 26.7 | 17.7 | 3.3 | 2.7 | 44394 | 29.1 | 39.0 | 11.0 | 4.7 | 16.1 | 61560 |
| WEurope & N/A | 18.0 | 30.2 | 35.7 | 15.3 | 0.9 | 29307 | 8.7 | 42.9 | 22.3 | 21.4 | 4.8 | 27159 |
| Eastern Europe | 18.8 | 32.2 | 32.0 | 15.1 | 1.9 | 1911 | 16.9 | 43.3 | 15.3 | 14.3 | 10.3 | 3363 |
| South-East Asia | 25.9 | 30.7 | 20.6 | 22.0 | 0.7 | 9012 | 16.8 | 39.3 | 13.4 | 23.4 | 7.1 | 17274 |
| North-East Asia | 39.8 | 29.4 | 13.2 | 16.0 | 1.6 | 5115 | 17.6 | 50.6 | 7.7 | 18.2 | 5.9 | 12126 |
| Southern Asia | 24.9 | 28.8 | 20.8 | 24.4 | 1.1 | 4884 | 13.6 | 39.9 | 12.3 | 25.4 | 8.7 | 7275 |
| Other Countries | 10.4 | 32.8 | 33.6 | 22.7 | 0.4 | 7311 | 6.7 | 39.0 | 23.2 | 26.8 | 4.4 | 10137 |
| All Migrants 10+ years | 27.8 | 29.6 | 30.0 | 11.6 | 1.1 | 250173 | 17.8 | 40.6 | 19.4 | 14.4 | 7.8 | 281250 |
| New Zealand | 31.3 | 33.8 | 26.0 | 7.9 | 1.0 | 1809567 | 25.1 | 36.6 | 20.5 | 10.0 | 7.7 | 1825902 |

Over 60 percent of recent migrants from North East Asia had no or school only qualifications, which reflects the high number of 15-24 year olds, many of whom were studying, among this group. Although 58 percent of the long term North East Asian population also had no or school only qualifications in 2001, the numbers in this group were much smaller (12,000 compared with 57,000 recent migrants – see Appendix five).

On the other hand, the number of long term migrants from the UK and Ireland in 2001 was far greater than the number of recent migrants (117,000 compared with 29,000). Over 16 percent (18,609) of long term migrants who were born in the UK and Ireland had no qualification in 2001 compared with 4.2 percent (699) of recent UK migrants.

Over 42 percent (4641) of recent working aged migrants from Southern Asia (predominantly India) had university qualifications in 2001 compared with 50 percent (2973) in 1996. Only 6.1 percent had no qualifications (666) in 2001. The majority of recent migrants from Southern Asia (72.5 percent) were aged 25-54 in 2001; of this group 64.4 percent had vocational or university qualifications. On the other hand 53.5 percent of recent North East Asian migrants were aged 25-54 in 2001 and 38.4 percent of this group had vocational or university qualifications.

English Language proficiency of migrants

Previous studies have shown the ability to speak English makes a significant difference to the probability of migrants gaining employment when they arrive in New Zealand. Table 8 shows the percentage of recent working aged migrants who listed English as one of the languages they were able to conduct an everyday conversation in, by region of origin and compares those percentages with migrants who had five to ten years residence and more than ten years residence. It should be noted that the ability to conduct an everyday conversation in English does not necessarily translate into having the ability to undertake a job where spoken English is a prerequisite.

Table Eight: Percentage of Migrants (aged 15-64) who speak English by region of origin and duration of residence

| English Language Proficiency | 1996 | | 2001 | |
|------------------------------|------|------|------|------|
| | yes | no | yes | no |
| 0-5 years in NZ | | | | |
| Pacific Islands | 79.1 | 20.9 | 79.2 | 20.8 |
| W Europe & N America | 96.6 | 3.4 | 94.5 | 5.5 |
| Eastern Europe | 84.8 | 15.2 | 85.5 | 14.5 |
| South-East Asia | 83.9 | 16.1 | 80.8 | 19.2 |
| North-East Asia | 64.6 | 35.4 | 66.7 | 33.3 |
| Southern Asia | 85.9 | 14.1 | 84.4 | 15.6 |
| Other Countries | 89.5 | 10.5 | 91.7 | 8.3 |
| 5-10 years in NZ | | | | |
| Pacific Islands | 81.7 | 18.3 | 84.9 | 15.1 |
| W Europe & N America | 99.0 | 1.0 | 99.3 | 0.7 |
| Eastern Europe | 92.7 | 7.3 | 96.9 | 3.1 |
| South-East Asia | 88.2 | 11.8 | 89.4 | 10.6 |
| North-East Asia | 70.9 | 29.1 | 79.9 | 20.1 |
| Southern Asia | 88.2 | 11.8 | 90.9 | 9.1 |
| Other Countries | 95.2 | 4.8 | 95.5 | 4.5 |
| 10+ years in NZ | | | | |
| Pacific Islands | 87.6 | 12.4 | 90.1 | 8.8 |
| W Europe & N America | 98.7 | 1.3 | 99.1 | 0.6 |
| Eastern Europe | 97.6 | 2.4 | 96.8 | 2.6 |
| South-East Asia | 91.8 | 8.2 | 93.2 | 6.2 |
| North-East Asia | 80.6 | 19.4 | 79.2 | 19.7 |
| Southern Asia | 93.9 | 6.1 | 92.9 | 6.2 |
| Other Countries | 98.9 | 1.1 | 98.5 | 1.0 |

One third of recent working aged migrants from North East Asia in 2001 indicated they could not conduct an everyday conversation in English. After five to ten years the figure was just over 20 percent and still almost 20 percent after ten years. This is likely to reflect a combination of outmigration effects (migrants who leave may be less proficient) and language acquisition. Appendix 4 provides a breakdown of English language proficiency by gender and age group. This shows that over 80 percent of recent North East Asian female and over 70 percent of male migrants aged 55-64 did not speak English well in 2001 (see Appendix four). On the other hand, 15.8 and 25.1 percent of recent North East Asian female and males aged 15- 24 who had lived here for the same time in 2001 did not speak English well. In the 25–54 year old age group, the corresponding figures were 27.9 percent and 25.8 percent respectively. After five to ten years the percentage of 15–24 year olds not speaking English was around seven percent, while for 25-54 year olds and 55-64 year olds the percentages remained over 23 percent and 60 percent respectively. While the latter group is not large, the total number of migrants aged 55-64 who had lived here for less than 10 years and originate from North East Asia had increased by more than 150 percent (from 1665 to 4086) since 1996.

Almost 20 percent of recent migrants from South East Asia and the Pacific Islands did not speak conversational English in 2001. This dropped to just over 10 percent for South East Asians who had lived here for five to ten years and 15 percent for Pacific Island migrants in 2001. For long term migrants in 2001, the percentage had fallen to 8.8 percent for Pacific Islanders and 6.2 percent for South East Asians.

Again the highest percentage of migrants not speaking English were in the 55-64 year old age group and the lowest percentage among the 15-24 year old age group. Among the 25- 54year old age group, the percentage, after five to ten years, was around 15 percent for Pacific Island migrants and 11 percent for South East Asian migrants in 2001. Winkelmann and Winkelmann (1998) concluded on the basis of their findings migrants from North East Asia and the Pacific Islands took longer to acquire English than migrants from other regions. Analysis of 2001 census data suggests this is still the case.

Participation, employment and unemployment rates

Table 10 summarises the percentages of working aged migrants (aged 15-64) by duration of residence and native born who were employed full time, employed part time, unemployed or not in the labour force at the time of both censuses.

Table 10: Labour force status rates of NZ born and migrants (aged 15-64) by duration of residence

| | FT empd | PT empd | All empd | Unemp | noLF |
|--------------|---------|---------|----------|-------|------|
| 1996 | | | | | |
| New Zealand | 55.1 | 16.2 | 71.3 | 5.8 | 23.0 |
| Migrants | | | | | |
| 0-5yrs | 35.9 | 10.0 | 46.0 | 10.3 | 43.7 |
| 5-10yrs | 50.2 | 13.9 | 64.1 | 7.4 | 28.5 |
| 10+ | 60.0 | 14.9 | 74.9 | 5.1 | 20.0 |
| All Migrants | 52.3 | 13.5 | 65.8 | 6.8 | 27.4 |
| 2001 | | | | | |
| New Zealand | 56.8 | 16.4 | 73.2 | 5.7 | 21.1 |
| Migrants | | | | | |
| 0-5yrs | 39.6 | 10.8 | 50.4 | 8.7 | 40.9 |
| 5-10yrs | 45.3 | 14.4 | 59.7 | 7.0 | 33.3 |
| 10+ | 57.3 | 14.9 | 72.2 | 5.0 | 22.8 |
| All Migrants | 50.6 | 13.7 | 64.4 | 6.3 | 29.4 |

Unlike the 1981 and 1986 censuses where migrants were more likely than NZ born to be participating in the labour force, more likely to be in full time employment and less likely to be unemployed, the opposite was true in 1996 and 2001. Recent migrants were a larger fraction of the total migrant population in both 1996 and 2001 than was the case in the 1980s, which may explain this result. Overall, the employment rate of all migrants had fallen by just over one percent in the five years to March 2001, from 65.8 percent in 1996 to 64.4 percent in 2001. However, the employment rate of recent migrants had improved since 1996 increasing from 46 percent to 50.4 percent in 2001. The unemployment rate of recent migrants had declined by 1.6 percent from 10.3 percent to 8.7 percent. On the other hand, the employment rate of migrants who had lived here for 5-10 years had fallen from 64.1 percent in 1996 to 59.7 percent in 2001. Unemployment had not increased for this group of migrants but non-participation in the labour market had.

In 2001 the employment rate for long term migrants was 72.2 percent, a decrease from 74.9 percent in 1996 but a level only slightly below the rate for New Zealand born (73.2). The unemployment rate for long term migrants was 5 percent, 0.7 percent lower than the unemployment rate of natives in 2001.

This latter unemployment rate was identical to the gap in 1996 (5.1 percent for 10+ migrants and 5.8 percent for NZ born). There was, however, some variation in the employment and unemployment rates for long term migrants, depending on their region of origin.

A far higher proportion of recent migrants were not participating in the labour force, 40.9 percent in 2001, compared with 22.3 percent for long term migrants and 21.3 percent for New Zealand born. This is in part due to the large number of students within the 15-24 year old group while non-participants aged 55-64 were more likely to be family members who were not intending to work in New Zealand. However, the proportion of migrants aged 25 to 54 who were not participating in the labour market was also significantly higher than it was for New Zealand born, particularly for recent migrants from North and South East Asia and the Pacific.

Labour market outcomes by gender

The labour market outcomes of recent migrants varied widely by age group, country of origin, gender, levels of education, language competency and years spent in New Zealand. Table 11 shows the labour market outcomes by gender and age group for migrants who had lived in New Zealand for less five years, five to ten years and more than ten years in 1996 and 2001 and compares those outcomes with New Zealand born. The prime working aged labour force had increased by around 68,000 between March 1996 and March 2001. Of this growth 31 percent had come from an increase in the number of migrants who had lived here for less than ten years (20,925cf. growth in New Zealand born of 28,548 and growth in long term migrants of 18,144).

Male and female employment rates were lower for all migrant age groups compared with New Zealand born. Labour force participation rates were almost half those of New Zealand born for both 15-24 year old and 55-64 year old male and female migrants in 2001. Among the prime working aged (25-54 years) migrants who had lived in New Zealand for less than five years, employment rates for males and females had increased by 7.4 and 7.5 percent respectively since 1996 (to 72.5 and 52.7 percent). Unemployment had decreased by 4.1 and 2.6 percent respectively (to 8.9 and 7.9 percent). Labour force participation rates for recent female migrants aged 25-54 were almost 18 percent below those of New Zealand born females while for male migrants there was a 9.3 percent differential in 2001.

Neither prime working aged male nor female migrants who had lived here for between five and ten years in 2001 were doing quite as well as the group of migrants who had lived in New Zealand for five to ten years in 1996. Both employment and participation rates were slightly below the 1996 rates. On the other hand, male and female migrants who had lived here for more than ten years in each age group had employment and participation rates much closer to the employment rates of New Zealand born. In the case of the prime working aged (25-54) employment rates for male migrants who had lived here for more than ten years were 85.2 percent (cf. NZ born 86.3 percent) and 72.5 percent for females (cf. 73.6 percent for NZ born) in 2001.

Employment and participation rates had also improved over time for migrants who arrived between 1991 and 1996 with prime working aged male employment rates increasing from 65.1 in 1996 to 80.5 percent in 2001 and prime working aged females from 45.2 percent to 60.9 percent.

Table 11: Employment rates, Labour Force Participation rates and Unemployment rates for recent migrants (0-5 and 5-10 years) by age and gender, and New Zealand born 1996 and 2001

| | 1996 | | | | 2001 | | | |
|----------------------|----------|------|---------|------|----------|------|---------|------|
| | emp rate | lfr | ue rate | nolf | emp rate | lfr | ue rate | nolf |
| Females 15-24 | | | | | | | | |
| 0-5 years | 26.8 | 34.2 | 7.5 | 65.8 | 28.0 | 37.6 | 9.6 | 62.4 |
| 5-10 years | 44.1 | 55.6 | 11.5 | 44.4 | 38.7 | 49.5 | 10.9 | 50.5 |
| 10+ years | 61.2 | 71.9 | 10.7 | 28.1 | 54.3 | 66.0 | 11.7 | 34.0 |
| New Zealand born | 59.0 | 70.1 | 11.1 | 29.9 | 56.1 | 68.0 | 11.9 | 32.0 |
| Females 25-54 | | | | | | | | |
| 0-5 years | 45.2 | 55.7 | 10.5 | 44.3 | 52.7 | 60.6 | 7.9 | 39.4 |
| 5-10 years | 61.0 | 67.0 | 6.0 | 33.0 | 60.9 | 66.2 | 5.3 | 33.8 |
| 10+ years | 71.2 | 75.5 | 4.3 | 24.5 | 72.5 | 76.9 | 4.5 | 23.1 |
| New Zealand born | 70.4 | 74.9 | 4.5 | 25.1 | 73.6 | 78.1 | 4.5 | 21.9 |
| Females 55-64 | | | | | | | | |
| 0-5 years | 17.8 | 22.3 | 4.5 | 77.7 | 14.0 | 18.5 | 4.6 | 81.5 |
| 5-10 years | 23.1 | 25.7 | 2.6 | 74.3 | 25.4 | 30.3 | 5.0 | 69.7 |
| 10+ years | 42.7 | 44.6 | 1.8 | 55.4 | 52.7 | 54.6 | 1.9 | 45.4 |
| New Zealand born | 42.2 | 43.7 | 1.5 | 56.3 | 55.2 | 56.9 | 1.8 | 43.1 |
| Males 15-24 | | | | | | | | |
| 0-5 years | 26.0 | 33.3 | 7.3 | 66.7 | 30.0 | 40.1 | 10.0 | 59.9 |
| 5-10 years | 45.5 | 56.0 | 10.5 | 44.0 | 36.7 | 47.8 | 11.0 | 52.2 |
| 10+ years | 63.5 | 73.9 | 10.4 | 26.1 | 55.9 | 67.9 | 12.0 | 32.1 |
| New Zealand born | 64.8 | 75.2 | 10.4 | 24.8 | 61.9 | 73.1 | 11.2 | 26.9 |
| Males 25-54 | | | | | | | | |
| 0-5 years | 65.1 | 78.1 | 13.0 | 21.9 | 72.5 | 81.4 | 8.9 | 18.6 |
| 5-10 years | 80.2 | 87.1 | 6.8 | 12.9 | 80.5 | 86.4 | 5.9 | 13.6 |
| 10+ years | 85.4 | 90.4 | 5.0 | 9.6 | 85.2 | 90.0 | 4.9 | 10.0 |
| New Zealand born | 86.1 | 90.8 | 4.7 | 9.2 | 86.3 | 90.7 | 4.4 | 9.3 |
| Males 55-64 | | | | | | | | |
| 0-5 years | 36.5 | 44.5 | 8.0 | 55.5 | 29.9 | 39.2 | 9.4 | 60.8 |
| 5-10 years | 46.4 | 53.2 | 6.8 | 46.8 | 46.3 | 53.0 | 6.7 | 47.0 |
| 10+ years | 61.7 | 65.3 | 3.6 | 34.7 | 69.5 | 73.4 | 3.9 | 26.6 |
| New Zealand born | 64.7 | 67.4 | 2.7 | 32.6 | 73.7 | 76.5 | 2.8 | 23.5 |

Labour Market Outcomes by Age

Analysis of labour market outcomes by age shows that the younger migrants were when they arrived in New Zealand, the better their employment outcomes were likely to be. Appendices 5 A and B show the employment, labour force participation and unemployment rates of female and male migrants by age in 1996 and again in 2001. The tables show the employment rate of female migrants who arrived in New Zealand aged 15-19 had more than doubled by 2001 from 17.1 to 44.3 percent. For males of the same age the employment rate increased from 17.5 to 44 percent, possibly because these individuals gained a New Zealand tertiary qualification in those five years.

The employment rate of females aged 30-34 who had lived in New Zealand for less than five years in 1996 was 46.7 and 63 percent in 2001, while the male employment rate for the same age group in 1996 increased from 66.9 percent to 85.2 percent. Employment and participation rates increased for all age groups of male and female migrants who arrived between 1991 and 1996 but not for migrants who arrived between 1986 and 1990 and had been here for ten to fifteen years in 2001. For overseas born who were aged between 50 and 59 and had lived in New Zealand for 10 to 20 years, employment and labour force participation rates declined slightly. In Appendices 6A,B, C and D, the labour force status of North East Asian, Pacific Island and UK and Ireland migrants and New Zealand born by gender and age is presented. The data show employment and participation rates improved for all age groups of both male and female migrants between 1991 and 1996 and 1996 and 2001, with the exception of males aged 55 to 59 in 2001.

Employment rates were significantly higher for 15 to 19 year old NZ born and migrants from the UK and Ireland. Pacific Island employment rates for the 15-19 age group were significantly lower than UK migrants (20 and 25 percent cf. 46.3 and 53 percent) but significantly higher than migrants from North East Asia (8.3 and 7.4 percent).

Unemployment rates were highest for individuals aged between 15 and 24 for all migrant groups and for New Zealand born. For Pacific Island migrants, unemployment rates were highest for 20 to 24 year old males who had lived in New Zealand for 15 to 20 years (15.6 percent) and for North East Asian males of the same age who had lived here for ten to fifteen years (11.7 percent). Unemployment rates were highest for all age groups from the Pacific Islands and lowest for all age groups from the UK and Ireland. North East Asian and Pacific Island female migrants had the highest rates of non-participation in the labour market with non-participation rates increasing for North East Asian females aged over 30.

Prime Working Aged Employment Patterns

The next sections of this report focus on prime working aged migrants because it is this group that are most likely to be in the labour market. Table 12 shows the difference in employment, participation and unemployment rates according to migrants region of origin for prime (25-54) working aged migrants (actual numbers of migrants are included in Appendix 7 and tables by gender in Appendix 8). Overall there had been an improvement of 7.4 percent in the employment rate of recent migrants in 2001 compared with 1996. Participation rates had improved by four percent from 66.3 to 70.3 percent while unemployment rates had dropped from 11.7 to 8.4 percent.

However, as Table 11 showed, employment and participation rates had dropped since 1996 for migrants who had lived here for five to ten years in 2001 relative to those who had lived here for five to ten years in 1996. Long-term migrants had employment rates that were slightly below the rate for New Zealand born and unemployment rates slightly above the rate for New Zealand born in both 1996 and 2001.

Table 12: Labour force status of 25–54 year olds who had lived in New Zealand 0-5 and 5-10 years and 10+ years by region of birth 1996 and 2001

| | 1996 | | | | 2001 | | | |
|-------------------------------|----------|------|---------|------|----------|------|---------|------|
| | emp rate | lfpr | ue rate | nolf | emp rate | lfpr | ue rate | nolf |
| Migrants (0-5 years) | | | | | | | | |
| UK and Ireland | 80.2 | 85.2 | 5.0 | 14.8 | 81.6 | 85.5 | 3.9 | 14.5 |
| Australia | 76.7 | 81.5 | 4.9 | 18.5 | 78.9 | 83.2 | 4.3 | 16.8 |
| Pacific Islands | 47.6 | 59.6 | 12.1 | 40.4 | 58.3 | 69.6 | 11.3 | 30.4 |
| WEurope & N America | 64.9 | 76.4 | 11.5 | 23.6 | 71.3 | 76.0 | 4.7 | 24.0 |
| Eastern Europe | 51.8 | 76.7 | 24.9 | 23.3 | 61.9 | 74.0 | 12.1 | 26.0 |
| South-East Asia | 45.2 | 55.7 | 10.5 | 44.3 | 58.4 | 66.4 | 7.9 | 33.6 |
| North-East Asia | 34.9 | 46.2 | 11.2 | 53.8 | 39.4 | 48.5 | 9.1 | 51.5 |
| Southern Asia | 40.6 | 70.0 | 29.4 | 30.0 | 60.3 | 74.6 | 14.3 | 25.4 |
| Other Countries | 55.6 | 71.6 | 16.1 | 28.4 | 67.2 | 76.3 | 9.1 | 23.7 |
| total (0-5 years) | 54.6 | 66.3 | 11.7 | 33.7 | 62.0 | 70.3 | 8.4 | 29.7 |
| Migrants (5-10 years) | | | | | | | | |
| UK and Ireland | 84.1 | 86.9 | 2.8 | 13.1 | 84.7 | 87.2 | 2.5 | 12.8 |
| Australia | 78.5 | 81.7 | 3.2 | 18.3 | 80.2 | 83.6 | 3.4 | 16.4 |
| Pacific Islands | 60.9 | 70.7 | 9.8 | 29.3 | 64.6 | 73.0 | 8.4 | 27.0 |
| WEurope & N America | 79.1 | 83.2 | 4.1 | 16.8 | 79.7 | 82.8 | 3.1 | 17.2 |
| Eastern Europe | 73.1 | 81.5 | 8.4 | 18.5 | 79.6 | 86.9 | 7.4 | 13.1 |
| South-East Asia | 69.5 | 75.7 | 6.1 | 24.3 | 64.5 | 70.2 | 5.7 | 29.8 |
| North-East Asia | 61.4 | 67.3 | 5.9 | 32.7 | 53.9 | 60.4 | 6.5 | 39.6 |
| Southern Asia | 71.5 | 79.2 | 7.7 | 20.8 | 72.8 | 80.2 | 7.4 | 19.8 |
| Other Countries | 75.8 | 82.0 | 6.3 | 18.0 | 73.5 | 80.5 | 7.0 | 19.5 |
| total (5-10 years) | 70.2 | 76.6 | 6.4 | 23.4 | 69.8 | 75.5 | 5.6 | 24.5 |
| Migrants (10-15 years) | | | | | | | | |
| UK and Ireland | 85.1 | 88.2 | 3.1 | 11.8 | 85.6 | 88.3 | 2.7 | 11.7 |
| Australia | 77.9 | 81.6 | 3.7 | 18.4 | 80.8 | 84.5 | 3.7 | 15.5 |
| Pacific Islands | 61.1 | 71.0 | 9.9 | 29.0 | 66.7 | 75.1 | 8.4 | 24.9 |
| WEurope & N America | 81.1 | 84.3 | 3.1 | 15.7 | 81.4 | 84.6 | 3.1 | 15.4 |
| Eastern Europe | 74.7 | 80.7 | 6.0 | 19.3 | 79.0 | 87.0 | 8.0 | 13.0 |
| South-East Asia | 67.6 | 74.2 | 6.6 | 25.8 | 74.7 | 79.7 | 4.9 | 20.3 |
| North-East Asia | 72.5 | 76.4 | 3.9 | 23.6 | 67.2 | 72.1 | 4.9 | 27.9 |
| Southern Asia | 76.5 | 83.5 | 7.0 | 16.5 | 79.2 | 84.7 | 5.5 | 15.3 |
| Other Countries | 78.7 | 84.6 | 6.0 | 15.4 | 79.1 | 84.0 | 4.8 | 16.0 |
| total (10-15 years) | 73.8 | 79.7 | 5.8 | 20.3 | 74.2 | 79.8 | 5.6 | 20.2 |
| Migrants (15-20 years) | | | | | | | | |
| UK and Ireland | 84.1 | 87.2 | 3.1 | 12.8 | 85.9 | 88.9 | 3.0 | 11.1 |
| Australia | 78.1 | 81.8 | 3.7 | 18.2 | 80.7 | 84.7 | 4.0 | 15.3 |
| Pacific Islands | 62.9 | 72.2 | 9.3 | 27.8 | 66.6 | 75.4 | 8.7 | 24.6 |
| WEurope & N America | 81.7 | 85.1 | 3.4 | 14.9 | 81.9 | 84.8 | 2.9 | 15.2 |
| Eastern Europe | 73.1 | 80.8 | 7.7 | 19.2 | 80.4 | 88.0 | 7.6 | 12.0 |
| South-East Asia | 76.9 | 82.2 | 5.3 | 17.8 | 72.9 | 78.6 | 5.8 | 21.4 |
| North-East Asia | 81.7 | 85.6 | 3.9 | 14.4 | 77.0 | 80.3 | 3.3 | 19.7 |
| Southern Asia | 80.1 | 84.4 | 4.3 | 15.6 | 82.4 | 86.2 | 3.7 | 13.8 |
| Other Countries | 80.6 | 85.0 | 4.4 | 15.0 | 83.1 | 87.0 | 3.9 | 13.0 |
| total (15-20 years) | 76.4 | 81.6 | 5.2 | 18.4 | 77.0 | 82.3 | 5.2 | 17.7 |
| New Zealand born | 78.1 | 82.7 | 4.6 | 17.3 | 79.8 | 84.2 | 4.4 | 15.8 |

As Table 12 shows, there were significant variations in employment and participation rates depending on migrants region of origin. Migrants from the UK and Ireland and Australia had employment rates that were similar and unemployment rates that were lower than New Zealand born from the time they arrived. Migrants from Western Europe and North America and Eastern Europe were not far behind. After living in New Zealand for ten years, employment and labour force participation rates for migrants from these latter countries were higher than New Zealand born rates in both 1996 and 2001.

The same was not true of migrants from Asia and the Pacific. Recent prime working aged migrants from North East Asia had particularly low labour force participation in 2001.

Participation rates for recent North East Asian migrants were 48.5 percent and 60.4 percent for North East Asians who had lived here for five to ten years in 2001 (cf.84.2 percent for New Zealand born). The North East Asian labour force participation rate of 48.5 percent was a two percent improvement on the participation of recent North East Asian migrants in 1996. On the other hand, the participation rates of North East Asian migrants who had lived here between 5 and ten years in 2001 were almost 7 percent lower than the participation rates of migrants who had lived here five to ten years in 1996.

The employment rate for recent migrants from North East Asia in 2001 had improved by 4.5 percent compared with recent migrants in 1996. However, the employment rate for migrants who had lived in New Zealand for five to ten years in 2001 was 53.9 percent compared with 61.4 percent for migrants who had lived here for five to ten years in 1996.⁵ This suggests that the cohort of migrants from North East Asia who arrived here between 1991 and 1996 was not doing as well in 2001 as previous cohorts from this region. Employment rates for longer-term migrants for North East Asia were also better in 1996 than they were in 2001.

Recent migrants from the Pacific Islands and South East Asia had labour force participation rates of 69.6 percent and 66.2 percent respectively (compared with a participation rate of 84.2 percent for New Zealand born) in 2001. For migrants who had lived here five to ten years in 2001, participation rates were 73.2 percent and 70.4 percent respectively. There was an improvement in the employment rates of recent migrants from these regions compared with 1996, but not for migrants from South East Asia who had lived here five to ten years. Employment rates for migrants from South East Asia who had lived here between five and ten years declined from 69.5 percent in 1996 to 64.5 percent in 2001.

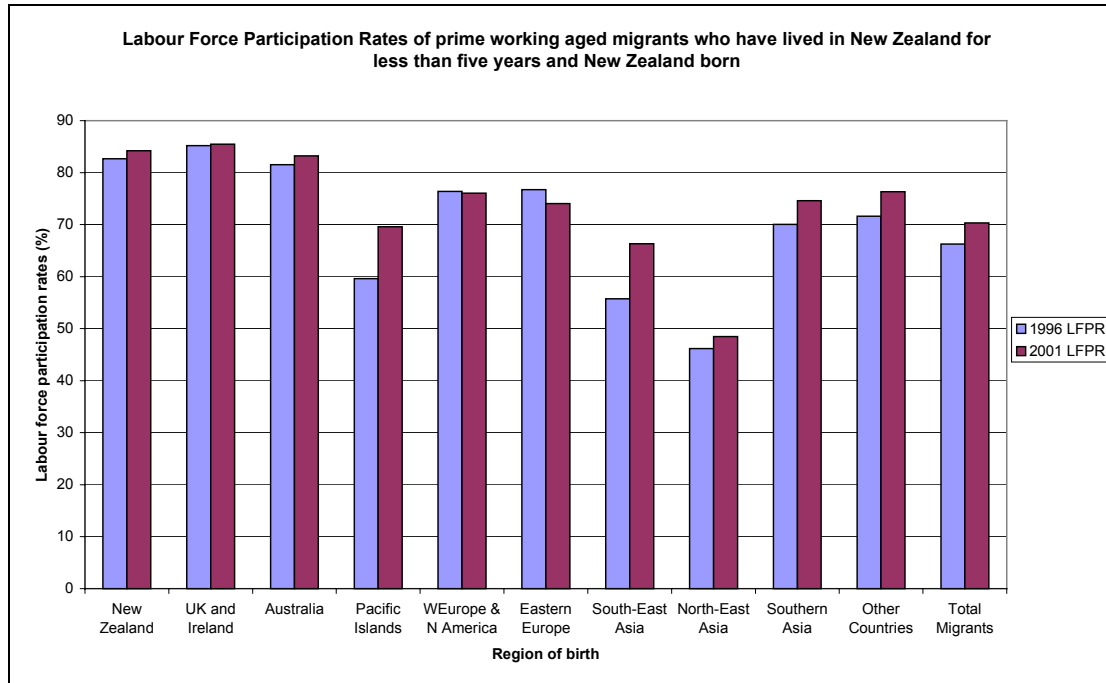
The cohort from South East Asia who arrived in 1991-96 also appeared to be faring less well than the cohort who arrived between 1986 and 1990, although as Graph 2 shows they had made significant improvements in their employment rates since they arrived. For those South East Asian migrants who had lived here for more than ten years in 2001, employment rates were within three percent of NZ born, and labour force participation rates were 81.3 percent less than three percent lower than the rates of NZ born. On the other hand, the gap between the employment rates of Pacific Island born who had lived here for more than 10 years and New Zealand born, in both 1996 and 2001 was over ten percent.

Labour force participation rates for recent migrants in 2001 had improved relative to migrants who arrived in the five years prior to 1996 (Graph 1). The only recent migrants in 2001 with lower labour-force participation rates than recent migrants in 1996 were migrants from Western Europe and North America and Eastern Europe. This reflected a sharp fall in unemployment rates (from 11.5 to 4.7 percent for Western Europe and North America, and from 24.9 percent to 12.1 percent for Eastern Europe) not a decrease in employment for migrants from these countries.

⁵ It should be noted that we are talking about different groups of people when we compare employment outcomes between 1996 and 2001 for migrants who have lived in New Zealand for similar periods of time. For example, migrants who had lived here for less than 5 years in 1996 are not the same group as those who had lived here for less than 5 years in 2001.

While the number of recent migrants from Eastern Europe aged 25-54 was relatively small, they had more than doubled in size since 1996 (from 1422 to 3063). Migrants from North East Asia were less likely to be participating in the labour force than migrants from other regions.

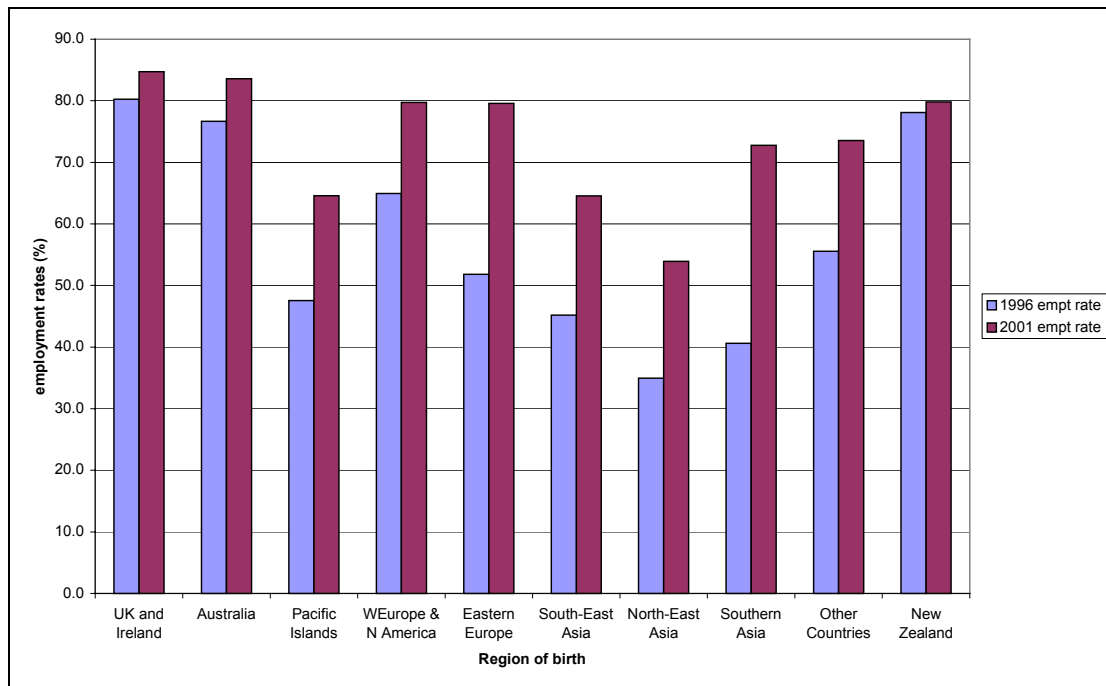
Graph 1



Unemployment

With the exception of recent migrants from the UK and Australia, recent migrants from all regions had higher rates of unemployment than New Zealand born in 2001. The rates were lower for migrants who had lived here between five and ten years but were still several percentage points higher (with the exception of migrants from Western Europe and North America) than the unemployment rates for New Zealand born. Recent migrants from Southern Asia had the highest rates of unemployment (14.1 percent cf. 4.4 percent for New Zealand born) in 2001 but this had halved from 1996 (29.4 percent). Of those migrants who had lived in New Zealand for five to ten years in 2001, migrants from the Pacific Islands had the highest levels of unemployment and this was also true of long term Pacific Island migrants. While migrants from North East Asia had relatively low unemployment rates, the figures could be understated in view of their high non-participation in the labour market.

Graph 2: Employment rates of prime working aged migrants who arrived in New Zealand between 1991 and 1996, in 1996 and 2001



Labour market outcomes by cohort

Labour force participation and employment for prime working aged migrants had improved over time. Graph 2 shows the employment rates for prime working aged migrants who arrived between 1991 and 1996 in 1996 and 2001⁶. Overall employment rates for this cohort of migrants increased from 54.6 percent in 1996 to 69 percent in 2001. The largest gains in employment were for migrants from Southern Asia, Eastern Europe and “Other” regions. The employment rates of migrants from Southern Asia improved by over 30 percent from a very low 40.6 percent in 1996 to 72.2 percent in 2001. Migrants from South East and North East Asia who arrived between 1991 and 1996 had also improved their employment rates by over 17 percent from low employment rates in 1996 (45.2 and 34.9 percent respectively). However, after five to ten years, employment rates were still lowest for migrants from North and South East Asia and the Pacific in 2001.

Unemployment rates more than halved for prime working aged migrants arriving between 1991 and 1996 from 11.7 percent to 5.4 percent in 2001. The most dramatic falls occurred among migrants from Southern Asia and Eastern Europe. Unemployment rates for migrants from Southern Asia fell from 29.4 to 7.9 percent and Eastern European rates from 24.9 to 7.3 percent as Table 13 shows.

The rate of non-participation in the labour market had also declined for this cohort of migrants with the overall rate of non-participation decreasing from 33.7 to 25.6 percent. The greatest falls were among migrants from North and South East Asia which suggests these migrants are choosing not to participate in the labour market rather than declaring themselves unemployed when they first arrive.

⁶ Migrants aged 25-54 in 1996 were aged 30-59 years in 2001.

Table 13: Employment, labour force participation, unemployment and non participation rates of prime working aged migrants who arrived between 1991 and 1996.

| | 1996 | | | | 2001 | | | |
|---------------------|----------|------|----------|------|----------|------|----------|------|
| | emp rate | LFPR | U E rate | nolf | emp rate | LFPR | U E rate | nolf |
| UK and Ireland | 80.2 | 85.2 | 5.0 | 14.8 | 84.4 | 86.7 | 2.4 | 13.3 |
| Australia | 76.7 | 81.5 | 4.9 | 18.5 | 80.7 | 83.9 | 3.2 | 16.1 |
| Pacific Islands | 47.6 | 59.6 | 12.1 | 40.4 | 61.4 | 69.8 | 8.4 | 30.2 |
| WEurope & N America | 64.9 | 76.4 | 11.5 | 23.6 | 79.2 | 82.3 | 3.0 | 17.7 |
| Eastern Europe | 51.8 | 76.7 | 24.9 | 23.3 | 79.4 | 86.7 | 7.3 | 13.3 |
| South-East Asia | 45.2 | 55.7 | 10.5 | 44.3 | 62.7 | 67.9 | 5.3 | 32.1 |
| North-East Asia | 34.9 | 46.2 | 11.2 | 53.8 | 52.2 | 58.7 | 6.5 | 41.3 |
| Southern Asia | 40.6 | 70.0 | 29.4 | 30.0 | 72.2 | 80.2 | 7.9 | 19.8 |
| Other Countries | 55.6 | 71.6 | 16.1 | 28.4 | 74.1 | 81.0 | 6.9 | 19.0 |
| total (0-5 years) | 54.6 | 66.3 | 11.7 | 33.7 | 69.0 | 74.4 | 5.4 | 25.6 |
| New Zealand | 78.1 | 82.7 | 4.6 | 17.3 | 79.8 | 83.6 | 3.8 | 16.4 |

Prime Working Aged Migrants Who are Not in the Labour Force

As noted above, a higher proportion of prime working- aged migrants were out of the labour force than prime working aged New Zealand born, in both 1996 and 2001. Non-participation in the labour market was particularly high for recent migrants. Recent migrants from North East Asia in 2001 were more than three times as likely to be out of the labour force as New Zealand born. Table 14 shows the percentage of recent prime working aged migrants and migrants who had lived in New Zealand for five to ten years in 1996 and 2001 who were not in the labour force and the percentage of those migrants who were studying. As the table shows, in most cases migrants were more likely to be studying than their New Zealand born counterparts with migrants from North East Asia more than twice as likely to be studying in 2001.

The only migrant group who had arrived in the five years prior to 2001 to have lower participation rates in study than New Zealand born were migrants from the Pacific Islands. Participation in study among recent prime working- aged who were not in the labour force had decreased across all migrant groups since 1996. On the other hand, the percentage of migrants who had lived here for five to ten years in 2001 who were studying had increased compared to the group who had lived here for five to ten years in 1996. This suggests that migrants may be finding it more difficult to find work than was the case a decade ago.

Table 14: Percentage of recent migrants (0-5 and 5-10 years) aged 25-54 who were not in the labour force and were studying, by region of origin, 1996 and 2001

| 25-54 Years | 0-5 years | | 2001 | | 5-10 years | | 2001 | |
|---------------------|-----------|------------|--------|------------|------------|------------|--------|------------|
| | % nolf | % studying | % nolf | % studying | % nolf | % studying | % nolf | % studying |
| UK and Ireland | 14.7 | 11.0 | 14.5 | 14.2 | 12.9 | 14.1 | 12.8 | 16.6 |
| Australia | 18.5 | 16.5 | 16.8 | 14.5 | 18.3 | 11.7 | 16.4 | 17.0 |
| Pacific Islands | 38.8 | 13.0 | 30.4 | 10.3 | 29.4 | 8.3 | 27.0 | 9.4 |
| WEurope & N America | 23.1 | 22.3 | 24.0 | 22.4 | 15.9 | 16.7 | 17.2 | 20.6 |
| Eastern Europe | 22.7 | 38.0 | 26.0 | 35.8 | 17.5 | 31.8 | 13.1 | 25.7 |
| South-East Asia | 41.6 | 29.3 | 33.6 | 23.7 | 23.6 | 13.0 | 29.8 | 15.1 |
| North-East Asia | 53.8 | 42.5 | 51.5 | 37.3 | 29.6 | 20.1 | 39.6 | 20.2 |
| Southern Asia | 29.5 | 29.0 | 25.4 | 19.7 | 20.2 | 8.3 | 19.8 | 15.2 |
| Other Countries | 27.9 | 28.3 | 23.7 | 24.8 | 17.2 | 19.5 | 19.5 | 18.8 |
| Total | 28.7 | 31.5 | 29.7 | 26.1 | 22.9 | 12.9 | 24.7 | 17.7 |
| New Zealand | 17.3 | 11.2 | 15.8 | 14.6 | | | | |

English language proficiency, educational attainment and labour force status

The ability of recent prime working aged migrants to converse in English affected labour force participation. Table 15 summarises the labour market outcomes of recent prime working aged migrants and those migrants who had lived here for five to ten years in 2001 by gender, based on their English language ability and their qualifications. The labour force participation rates for recent female migrants in 2001 who didn't speak English well ranged from 30.3 percent for female migrants with no qualifications through to 47.9 percent for those with university qualifications. For females who indicated they could speak English, participation rates for recent female migrants ranged from 48.5 percent for those with no qualifications through to 72.6 percent for those with vocational qualifications. For females who had lived here for five to ten years and spoke English, overall labour force participation rates were 27 percent higher (69.7 percent) if they spoke English than if they did not (42.4 percent).

For recent male migrants who did not speak English well, there was little difference in labour force participation rates regardless of the level of qualification (rates ranged from 58.7 to 63 percent). Participation rates for recent male migrants who were fluent in English varied from 73.6 percent for those with no qualifications through to 89.6 percent for those with vocational qualifications. For males who had lived here for five to ten years in 2001 and spoke English, overall participation rates were 21.4 percent higher than they were for males who did not speak English.

Table 15: Labour force status of recent (0-5,5-10 years) prime working aged migrants by gender, qualifications and language in 2001⁷

| | Females | | | | | 2001 | | | | |
|-------------------|-------------|-------------|------------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|
| | English | | | | total (no) | No English | | | | |
| | emp rate | lfpr | unemp | nolf | | emp rate | lfpr | unemp | nolf | total (no) |
| 0-5 years | | | | | | | | | | |
| none | 38.5 | 48.5 | 10.0 | 51.5 | 1683 | 22.5 | 30.3 | 7.7 | 69.7 | 1239 |
| school | 49.4 | 56.6 | 7.3 | 43.4 | 15600 | 25.3 | 33.6 | 8.3 | 66.4 | 2916 |
| vocational | 65.5 | 72.6 | 7.1 | 27.4 | 7494 | 36.0 | 48.0 | 12.0 | 52.0 | 300 |
| university | 64.2 | 72.4 | 8.2 | 27.6 | 14211 | 31.7 | 42.2 | 10.6 | 57.8 | 483 |
| not stated | 45.7 | 55.1 | 9.4 | 44.9 | 1503 | 33.6 | 43.4 | 9.8 | 56.6 | 2136 |
| total | 57.0 | 64.7 | 7.7 | 35.3 | 40491 | 28.2 | 37.2 | 9.0 | 62.8 | 7074 |
| 5-10 years | | | | | | | | | | |
| none | 48.9 | 55.5 | 6.7 | 44.5 | 1443 | 30.6 | 35.7 | 5.2 | 64.3 | 756 |
| school | 58.7 | 63.7 | 5.0 | 36.3 | 9993 | 38.1 | 43.0 | 5.0 | 57.0 | 1632 |
| vocational | 69.2 | 74.9 | 5.8 | 25.1 | 4173 | 37.5 | 45.0 | 7.5 | 55.0 | 120 |
| university | 73.0 | 77.8 | 4.8 | 22.2 | 7437 | 45.5 | 53.0 | 7.6 | 47.0 | 198 |
| not stated | 52.8 | 60.1 | 7.3 | 39.9 | 1074 | 37.5 | 46.1 | 8.6 | 53.9 | 456 |
| total | 64.1 | 69.3 | 5.3 | 30.7 | 24120 | 36.6 | 42.4 | 5.8 | 57.6 | 3162 |
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| | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 60.4 | 73.6 | 13.2 | 26.4 | 1545 | 47.7 | 58.7 | 11.0 | 41.3 | 843 |
| school | 73.2 | 80.9 | 7.7 | 19.1 | 12333 | 50.3 | 61.2 | 10.9 | 38.8 | 2028 |
| vocational | 82.6 | 89.6 | 7.0 | 10.4 | 7113 | 49.3 | 63.0 | 13.7 | 37.0 | 219 |
| university | 76.9 | 86.0 | 9.1 | 14.0 | 13581 | 44.9 | 61.0 | 16.1 | 39.0 | 354 |
| not stated | 66.9 | 77.9 | 10.9 | 22.1 | 1425 | 54.8 | 66.9 | 12.1 | 33.1 | 1830 |
| total | 75.6 | 84.1 | 8.5 | 15.9 | 35997 | 51.0 | 62.9 | 11.8 | 37.1 | 5274 |
| 5-10 years | | | | | | | | | | |
| none | 71.7 | 80.7 | 9.0 | 19.3 | 1104 | 48.2 | 56.9 | 8.8 | 35.0 | 411 |
| school | 79.4 | 85.8 | 6.3 | 14.2 | 7335 | 49.8 | 57.5 | 7.6 | 31.2 | 981 |
| vocational | 86.5 | 91.1 | 4.6 | 8.9 | 3477 | 51.7 | 58.6 | 6.9 | 31.0 | 87 |
| university | 86.0 | 91.2 | 5.2 | 8.8 | 7566 | 53.1 | 64.1 | 10.9 | 26.6 | 192 |
| not stated | 73.6 | 79.8 | 6.2 | 20.2 | 774 | 55.8 | 62.5 | 6.7 | 29.2 | 360 |
| total | 82.5 | 88.2 | 5.7 | 11.8 | 20256 | 51.0 | 58.9 | 8.0 | 31.2 | 2031 |

Unemployment rates for both females and males were higher for migrants who did not speak English than for those migrants who did. However, more noticeable were the significant numbers of migrants who did not speak English and who were not participating in the labour

⁷ The no English category includes those who did not state their English proficiency (1719 females and 1548 males)

market. Over 50 percent of females who had lived here for less than ten years were not in the labour market compared with around 30 percent of those female migrants who spoke English. Less than 15 percent of males who spoke English and had lived here for less than ten years were not participating in the labour market compared with 35 percent of male migrants who did not speak English in 2001.

Labour Market outcomes for prime working aged Pacific Island and North East Asian Migrants based on language and qualifications

Employment and labour force participation rates varied for female and male migrants according not only to English language ability and qualifications but also region of origin. Table 16 shows the labour force participation rates of recent prime working aged female and male migrants from North East Asia and the Pacific Islands in 2001, (the two regions with the highest number of non English speaking migrants⁸) and prime working aged New Zealand born. The Table shows employment, unemployment and labour force participation rates based on English language proficiency and qualifications.

Almost 73 percent of recent Pacific Island female migrants who claimed to speak everyday English had no, school only or did not state a qualification. The labour force participation rate for females with school only qualifications was 58 percent. Seventy one percent of Pacific Island born males had either no, school or did not state a qualification. The labour force participation rate for males who spoke English and had school only qualifications was 84.7 percent. This compares with a labour force participation rate for New Zealand born males with school only qualifications of 92.8 percent. Less than ten percent of recent female and male migrants from the Pacific Islands had university qualifications and labour force participation among Pacific Island males with university qualifications was slightly lower than the participation rate of males with school only and vocational qualifications.

Almost all (95%) prime working aged recent female and male migrants the Pacific who did not speak English well in 2001 had no, school only or did not state their qualifications. Labour force participation rates ranged from a low of 31.5 percent for females without any qualifications to a high of 72.7 percent for males with vocational qualifications.

The majority (89 percent) of recent female and male migrants from North East Asia who did not speak English well had no or school only qualifications. Participation rates ranged from 30 percent for females with school only qualifications through to 57.3 percent for males with school only qualifications. Well over half (67.8%) of all North East Asian females who did not speak English well were not participating in the labour market (2007 individuals), compared with 42.9 percent (795 individuals) of males. There was little difference in the overall participation rates of North East Asian males who spoke English compared with those who did not (60.9 percent for those who spoke English cf. 57.1 percent for those who did not speak English).

⁸ 25 percent of recent North East Asian prime working aged migrants and 15.2 percent of prime working aged migrants from the Pacific region indicated they did not speak everyday English.

North East Asian females and males who spoke English were better qualified than recent Pacific Island born in 2001. Forty eight percent of recent North East Asian females had school only qualifications and had labour force participation rates of 37.4 percent. Thirty three percent had university qualifications and had a labour force participation rate of just over 50 percent. Over 41 percent of North East Asian males who spoke English well had school only qualifications and over 43 percent had university qualifications. Labour force participation rates for these North East Asian males were 57.9 and 64.2 percent respectively. This compares with labour force participation rates for New Zealand born males and females with university qualifications of 95.3 and 87.9 percent respectively.

The low labour force participation rates among recent English speaking North East Asian migrants with university qualifications suggests that qualifications may not be directly transferable or equivalent across countries. North East Asian males with university qualifications also had higher unemployment rates than those with fewer qualifications (14 percent compared with 10 percent for males who had school only qualifications) in 2001.

Table 16: Prime Working Aged Female and Male Migrants from the Pacific Islands and North East Asia and New Zealand born by Language, Qualification and Labour Force Status 2001

| Pacific Is | | | | | | | | | | |
|-----------------|----------|------|-------|------|--------|------------|-------|-------|------|-------|
| Females | | | | | | | | | | |
| English | | | | | | No English | | | | |
| 0-5 years | emp rate | lfpr | unemp | nolf | total | emp rate | lfpr | unemp | nolf | total |
| none | 34.0 | 45.6 | 11.6 | 54.4 | 645 | 20.0 | 31.8 | 11.8 | 68.2 | 255 |
| school | 48.0 | 59.0 | 11.1 | 41.0 | 2007 | 37.0 | 46.7 | 9.8 | 53.3 | 276 |
| vocational | 65.9 | 75.7 | 9.8 | 24.3 | 828 | 66.7 | 66.7 | 0.0 | 33.3 | 36 |
| university | 66.4 | 78.8 | 12.4 | 21.2 | 339 | 100.0 | 100.0 | 0.0 | 0.0 | 3 |
| not stated | 42.1 | 52.2 | 10.1 | 47.8 | 477 | 27.9 | 41.2 | 13.2 | 58.8 | 204 |
| total | 50.1 | 61.0 | 10.9 | 39.0 | 4296 | 30.6 | 41.5 | 10.9 | 58.5 | 774 |
| Males | | | | | | | | | | |
| none | 62.6 | 76.1 | 13.5 | 23.9 | 690 | 55.1 | 67.4 | 12.4 | 32.6 | 267 |
| school | 74.8 | 84.7 | 10.0 | 15.3 | 1806 | 64.2 | 72.5 | 8.3 | 27.5 | 327 |
| vocational | 76.0 | 85.6 | 9.6 | 14.4 | 813 | 54.5 | 72.7 | 18.2 | 27.3 | 33 |
| university | 69.0 | 82.9 | 14.0 | 17.1 | 387 | 0.0 | 0.0 | 0.0 | 0.0 | 0 |
| not stated | 67.5 | 79.6 | 12.1 | 20.4 | 471 | 52.1 | 66.2 | 14.1 | 33.8 | 213 |
| total | 71.6 | 82.7 | 11.1 | 17.3 | 4167 | 57.9 | 69.3 | 11.4 | 30.7 | 840 |
| North East Asia | | | | | | | | | | |
| Females | | | | | | | | | | |
| none | 33.8 | 39.4 | 5.6 | 60.6 | 213 | 31.5 | 37.1 | 5.6 | 62.9 | 372 |
| school | 31.4 | 37.4 | 6.0 | 62.6 | 3705 | 23.5 | 30.0 | 6.4 | 70.0 | 1911 |
| vocational | 37.2 | 47.2 | 10.0 | 52.8 | 1017 | 27.9 | 41.0 | 13.1 | 59.0 | 183 |
| university | 41.1 | 50.5 | 9.4 | 49.5 | 2520 | 24.5 | 35.3 | 10.8 | 64.7 | 306 |
| not stated | 37.2 | 46.2 | 9.0 | 53.8 | 234 | 27.3 | 34.8 | 7.6 | 65.2 | 198 |
| total | 35.6 | 43.3 | 7.7 | 56.7 | 7689 | 25.2 | 32.4 | 7.3 | 67.6 | 2970 |
| Males | | | | | | | | | | |
| none | 44.7 | 52.6 | 7.9 | 47.4 | 114 | 51.4 | 58.3 | 6.9 | 41.7 | 216 |
| school | 49.1 | 57.9 | 8.7 | 42.1 | 2235 | 46.9 | 57.3 | 10.4 | 42.7 | 1152 |
| vocational | 47.1 | 58.8 | 11.8 | 41.2 | 561 | 38.5 | 51.3 | 12.8 | 48.7 | 117 |
| university | 50.6 | 64.2 | 13.6 | 35.8 | 2331 | 41.3 | 57.5 | 16.3 | 42.5 | 240 |
| not stated | 52.9 | 68.6 | 15.7 | 31.4 | 153 | 47.6 | 57.1 | 9.5 | 42.9 | 126 |
| total | 49.6 | 60.9 | 11.3 | 39.1 | 5394 | 46.2 | 57.1 | 10.9 | 42.9 | 1851 |
| New Zealand | | | | | | | | | | |
| Females | | | | | | | | | | |
| none | 61.1 | 68.2 | 7.1 | 31.8 | 135117 | | | | | |
| school | 75.6 | 79.1 | 3.5 | 20.9 | 229845 | | | | | |
| vocational | 80.4 | 84.1 | 3.7 | 15.9 | 137307 | | | | | |
| university | 85.6 | 87.9 | 2.2 | 12.1 | 72084 | | | | | |
| not stated | 61.4 | 69.0 | 7.7 | 31.0 | 33594 | | | | | |
| total | 73.9 | 78.3 | 4.4 | 21.7 | 607947 | | | | | |
| Males | | | | | | | | | | |
| none | 77.1 | 84.4 | 7.3 | 15.6 | 139350 | | | | | |
| school | 89.1 | 92.8 | 3.7 | 7.2 | 178692 | | | | | |
| vocational | 92.3 | 95.0 | 2.7 | 5.0 | 142347 | | | | | |
| university | 93.6 | 95.8 | 2.2 | 4.2 | 69579 | | | | | |
| not stated | 75.8 | 83.3 | 7.4 | 16.7 | 39603 | | | | | |
| total | 86.6 | 91.0 | 4.4 | 9.0 | 569571 | | | | | |

We can expect labour force participation rates to be lowest in the first five years of residence regardless of qualification because it can take time to settle into a new country particularly if migrants come from non- English speaking countries. Appendices 9A and B show that labour force participation rates were higher for both females and males who had lived here for between five and ten years in 2001 among both English and non-English speaking migrants. However, there were still significant numbers of North East Asians and Pacific Island born who indicated they were not proficient in English after five to ten years.⁹

⁹ The relevant comparisons for Appendix 9 are with the numbers of females and males who had lived here for less than five years in 1996 & did not speak English well. The numbers were 582 Pacific Island Males and 552 females and 3288 North East Asian Males and 4737 females in the 25 –54 year old age group. Over 60 percent of North East Asian females & 67 percent of males had moved out of the non English speaking group after 5-10 years but only 33 percent of female and male Pacific Islanders had done so.

Occupation of migrants

The Census does not allow us to analyse occupational mobility because occupation is reported only for those who are employed and no information is provided on occupation before migration. What we can do is report the spread of occupations that migrants who reported an occupation at the time of the census were engaged in. Table 17 below shows the percentage of recent prime working aged migrants and migrants who had lived in New Zealand for five to ten years by region of birth and occupational status.

Migrants from the Pacific Islands were more heavily represented among the less specialised occupational groups. In 1996 almost 14 percent of recent migrants from the Pacific Islands in 1996 were employed in the Plant and Machinery occupational grouping and just over 14 percent in Elementary occupational grouping and 15 and 12.7 percent in each of those groups in 2001.

For Pacific Island born who had lived here five to ten years in 1996 just over 20 percent were employed in Plant and Machinery and just over 17 percent in Elementary occupations. In 2001 the corresponding percentages were 16.5 percent and 12 percent. In contrast, around 9 percent of New Zealand born were employed in Plant and Machinery and 5 percent in Elementary occupations in 2001. The predominance of Pacific Island born migrants in the lower skilled occupational groupings is likely to be a reflection of their educational qualifications. Pacific Island born migrants had fewer individuals with university qualifications and higher numbers without any qualifications. They were also had the highest number who failed to state an occupation. Twenty percent of recent migrants from the Pacific Islands failed to state an occupation in 1996 and 15 percent in 2001.

A high percentage (20.7% and 21.7%) of recent North- East Asians were employed in Sales and Services in both 1996 and 2001 and 27.3 and 17.4 percent of North East Asian migrants who had lived in New Zealand for five to ten years. A relatively high percentage were also employed in the Managers¹⁰ occupational grouping in 1996 (19.4 and 22.5 percent) but not as many in 2001 (14.6 percent cf. 19.4 percent in 1996 for recent migrants). Migrants from South East Asia were spread throughout the Professional occupational groupings but also had significant numbers employed in Service and Sales and in Plant and Machinery in both 1996 and 2001 for both periods of duration.

¹⁰ The legislator occupational grouping includes administrators and managers within the public sector and corporate managers.

Table 17: Percentage of recent (0-5 years) and five to ten years duration prime working aged migrants by region of birth and NZ born employed in different occupational groups 1996 and 2001.

| | | 1996 | | | | | | | | |
|---------------------|----------|--------------|------------|--------|---------------|--------------|--------|-------------|------------|------------|
| 0-5 years | Managers | Professional | Assoc Prof | Clerks | Service/Sales | Agricultural | Trades | Plant &Mach | Elementary | not stated |
| UK and Ireland | 12.8 | 27.1 | 18.3 | 10.8 | 8.2 | 3.5 | 10.7 | 3.5 | 2.5 | 2.7 |
| Australia | 21.5 | 19.0 | 14.3 | 11.3 | 11.1 | 4.7 | 7.1 | 4.4 | 3.6 | 3.0 |
| Pacific Islands | 5.6 | 7.4 | 5.0 | 8.1 | 11.6 | 5.4 | 8.9 | 13.8 | 14.4 | 20.0 |
| WEurope & N America | 14.3 | 26.4 | 18.3 | 8.7 | 9.1 | 6.0 | 6.0 | 3.0 | 3.1 | 5.2 |
| Eastern Europe | 7.2 | 24.8 | 17.2 | 7.2 | 10.0 | 3.2 | 9.6 | 6.4 | 5.2 | 9.2 |
| South-East Asia | 8.7 | 12.6 | 9.9 | 11.2 | 17.2 | 3.2 | 5.2 | 11.8 | 9.0 | 11.2 |
| North-East Asia | 19.4 | 9.5 | 10.4 | 6.8 | 20.7 | 3.0 | 3.9 | 7.0 | 5.4 | 13.9 |
| Southern Asia | 11.9 | 25.4 | 14.0 | 11.6 | 11.4 | 2.1 | 3.6 | 6.5 | 5.2 | 8.2 |
| Other Countries | 14.5 | 32.2 | 15.5 | 9.6 | 7.7 | 2.2 | 7.0 | 3.5 | 3.3 | 4.5 |
| total | 14.5 | 21.4 | 14.7 | 9.5 | 11.8 | 3.8 | 7.2 | 5.5 | 4.6 | 7.2 |
| 5-10 years | | | | | | | | | | |
| UK and Ireland | 16.8 | 22.3 | 17.4 | 12.0 | 9.5 | 4.5 | 9.1 | 3.1 | 2.6 | 2.7 |
| Australia | 18.0 | 18.9 | 14.3 | 12.0 | 11.9 | 5.8 | 7.7 | 4.8 | 4.0 | 2.6 |
| Pacific Islands | 6.2 | 6.9 | 5.0 | 10.7 | 11.3 | 2.8 | 9.6 | 20.0 | 16.4 | 11.0 |
| WEurope & N America | 17.1 | 21.0 | 17.3 | 8.7 | 9.0 | 9.4 | 8.4 | 3.1 | 2.6 | 3.2 |
| Eastern Europe | 9.7 | 20.4 | 17.2 | 9.7 | 10.8 | 2.2 | 16.1 | 6.5 | 4.3 | 3.2 |
| South-East Asia | 11.3 | 14.9 | 11.3 | 13.0 | 14.2 | 2.0 | 9.3 | 12.3 | 6.6 | 5.0 |
| North-East Asia | 22.5 | 8.9 | 9.0 | 6.3 | 27.3 | 3.4 | 4.7 | 8.8 | 3.2 | 5.9 |
| Southern Asia | 18.0 | 17.8 | 9.1 | 9.6 | 9.9 | 8.4 | 3.9 | 9.9 | 6.9 | 6.5 |
| Other Countries | 16.9 | 31.1 | 14.5 | 10.5 | 9.7 | 1.9 | 5.9 | 4.0 | 2.6 | 2.9 |
| total | 14.0 | 15.6 | 11.5 | 10.6 | 12.8 | 4.2 | 8.2 | 10.1 | 7.2 | 5.8 |
| New Zealand | 13.5 | 12.9 | 11.9 | 13.5 | 11.2 | 9.7 | 9.5 | 8.8 | 5.9 | 3.2 |
| | | 2001 | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| UK and Ireland | 15.3 | 15.4 | 33.1 | 9.4 | 8.4 | 3.3 | 7.8 | 2.8 | 1.7 | 2.7 |
| Australia | 21.6 | 14.7 | 22.8 | 11.0 | 11.6 | 3.4 | 5.7 | 3.2 | 2.7 | 3.2 |
| Pacific Islands | 4.1 | 5.6 | 11.3 | 9.6 | 12.2 | 4.8 | 9.8 | 14.9 | 12.7 | 15.1 |
| WEurope & N America | 16.0 | 16.6 | 31.1 | 8.6 | 9.6 | 4.8 | 5.0 | 2.1 | 1.3 | 5.0 |
| Eastern Europe | 6.7 | 15.6 | 21.0 | 10.0 | 13.1 | 1.8 | 9.4 | 8.4 | 8.1 | 5.9 |
| South-East Asia | 6.3 | 8.0 | 16.5 | 11.6 | 17.2 | 3.5 | 7.2 | 11.4 | 7.9 | 10.3 |
| North-East Asia | 14.6 | 9.6 | 13.2 | 9.1 | 21.9 | 2.6 | 3.7 | 5.9 | 5.6 | 13.9 |
| Southern Asia | 9.2 | 11.9 | 23.2 | 16.2 | 14.9 | 3.3 | 2.7 | 6.2 | 3.9 | 8.4 |
| Other Countries | 12.8 | 13.9 | 32.0 | 10.9 | 9.0 | 1.2 | 9.6 | 3.2 | 2.5 | 4.9 |
| total | 12.4 | 12.4 | 24.3 | 10.5 | 12.5 | 3.1 | 7.0 | 5.8 | 4.5 | 7.5 |
| 5-10 years | | | | | | | | | | |
| UK and Ireland | 19.2 | 15.5 | 25.9 | 10.4 | 8.7 | 3.8 | 9.2 | 3.4 | 1.8 | 2.2 |
| Australia | 19.6 | 14.8 | 19.3 | 12.1 | 9.1 | 5.9 | 7.9 | 5.0 | 3.2 | 3.2 |
| Pacific Islands | 5.7 | 6.0 | 8.9 | 12.0 | 12.8 | 3.3 | 9.6 | 16.5 | 12.0 | 13.2 |
| WEurope & N America | 17.9 | 16.7 | 27.1 | 9.0 | 9.1 | 7.5 | 5.6 | 2.5 | 1.1 | 3.5 |
| Eastern Europe | 9.7 | 16.7 | 29.0 | 11.7 | 9.9 | 1.8 | 7.6 | 5.8 | 4.0 | 3.9 |
| South-East Asia | 8.8 | 10.8 | 15.7 | 13.1 | 15.6 | 3.2 | 7.3 | 12.9 | 6.7 | 5.9 |
| North-East Asia | 20.5 | 11.3 | 14.7 | 9.2 | 17.8 | 3.1 | 5.2 | 7.6 | 4.3 | 6.3 |
| Southern Asia | 14.6 | 11.6 | 30.3 | 11.3 | 11.7 | 2.3 | 2.4 | 6.4 | 2.8 | 6.5 |
| Other Countries | 17.1 | 14.0 | 34.5 | 10.0 | 8.1 | 1.4 | 5.8 | 3.4 | 2.5 | 3.3 |
| total | 16.1 | 13.0 | 22.1 | 10.6 | 11.8 | 3.5 | 6.9 | 6.7 | 4.0 | 5.2 |
| New Zealand | 14.3 | 12.0 | 14.8 | 12.6 | 11.5 | 8.2 | 8.9 | 8.9 | 5.1 | 3.7 |

Migrants from the UK and Ireland, Australia, Western Europe and North America and Eastern Europe tended to be well represented among the Professional occupational groupings (the first three occupational groupings in the table) in both years. Migrants born in these countries were more likely to be in Professional occupations than New Zealand born. Those migrants born in “Other” regions and Southern Asia also appeared to be widely employed in professional occupations. As Table 7 showed, this latter group had the highest percent of migrants with university qualifications in 2001. As we shall see below, however, when qualifications are taken into account migrants from Southern Asia were not as well represented among professional occupations as we might expect.

Table 18: Percentage of migrants (25-54) by region who have lived in NZ for less than 10 years and NZ born with university qualifications and percentage of those employed in professional occupations.

| | 1996 | | 2001 | |
|------------------------------|-------------|-------------|-------------|-------------|
| | uni qual | % prof occ | uni qual | % prof occ |
| 0-5 years | | | | |
| UK and Ireland | 33.3 | 86.7 | 39.8 | 86.3 |
| Australia | 27.7 | 85.6 | 33.9 | 84.5 |
| Pacific Islands | 7.7 | 76.5 | 7.9 | 70.4 |
| W Europe & N America | 43.0 | 78.4 | 46.6 | 81.0 |
| Eastern Europe | 37.2 | 72.0 | 40.0 | 64.5 |
| South-East Asia | 36.2 | 52.2 | 39.3 | 51.5 |
| North-East Asia | 35.0 | 53.0 | 32.3 | 56.8 |
| Southern Asia | 63.5 | 62.2 | 57.2 | 57.1 |
| Other Countries | 48.2 | 80.7 | 35.3 | 81.2 |
| total migrants (0-5) | 36.5 | 73.7 | 36.1 | 72.8 |
| 5-10 years | | | | |
| UK and Ireland | 22.9 | 86.6 | 32.3 | 86.3 |
| Australia | 19.6 | 84.2 | 24.3 | 85.1 |
| Pacific Islands | 6.0 | 77.8 | 8.1 | 76.3 |
| W Europe & N America | 29.6 | 79.8 | 43.4 | 78.7 |
| Eastern Europe | 28.0 | 76.9 | 50.6 | 72.8 |
| South-East Asia | 30.4 | 63.8 | 37.2 | 60.6 |
| North-East Asia | 19.2 | 70.6 | 32.6 | 65.0 |
| Southern Asia | 35.9 | 70.2 | 54.6 | 73.1 |
| Other Countries | 39.7 | 85.1 | 49.1 | 83.9 |
| total migrants (5-10) | 21.4 | 76.7 | 35.2 | 76.1 |
| New Zealand | 10.9 | 83.5 | 13.4 | 83.6 |

Table 17 showed the occupation of recent prime working aged migrants irrespective of qualifications. Table 18 looks at the percentage of recent prime working aged migrants and migrants who had lived here five to ten years in 1996 and 2001 with university qualifications and compares that with the percentage that were employed in professional occupations. Although only 13 percent of the prime working aged New Zealand born population declaring an occupation had university qualifications more than 83 percent of those individuals were employed in professional occupations in 2001. In contrast, despite 57.2 percent of recent migrants from Southern Asia having university qualifications in 2001, only 57 percent were employed across professional occupations. In 1996, 63 percent of recent Southern Asian migrants had university qualifications and 63 percent of those were employed in professional occupations. In 2001, 54.6 percent of Southern Asian migrants who had lived here for five to ten years had university qualifications and 73.1 percent were employed in professional occupations.

On the other hand, 86.3 percent and 84.5 percent of recent migrants from the UK and Ireland and Australia with university qualifications (32.5 and 26.2 percent respectively) in 2001 were employed across professional occupations. This suggests that migrants from English speaking countries may find it easier to find employment in line with their qualifications than migrants from non-English speaking countries. However, it is interesting to observe that although only 7.9 percent of recent prime aged Pacific Island migrants had university qualifications, over 70 percent of those migrants were represented in the professional occupational groupings.

Income of Migrants

Another way of assessing the performance of migrants is to compare their relative earnings with those of natives. Studies in the United States have found, for example, that migrants earn lower wages than natives when they first arrive but that there is considerable earnings catch up in subsequent years. More recently, a key finding from United States research has been the relative decline in both the earnings and relative skills of migrants compared to natives. This has been attributed to changes in the origin of migrants rather than a decline in the quality of migrants from a particular region.

Income in the census is measured as nominal pre- tax, total personal annual income. It includes income from work, income from other sources, and income from government transfer payments. The Census captures income data in bands rather than in exact dollars. Taking the midpoint of each band generates a “continuous” income measure. Table 19 below, shows the average income of migrants by age group by broad regional grouping and year of arrival, relative to the income of New Zealand born in the same age bands.

Table 19: Average Income of migrants by age and year of arrival in 2001 as a percentage of the average income of New Zealand born in each age group

| Age Group | 1996-2000 | | | 1991-95 | | | 1986-90 | | |
|-------------|-----------|------|-------|---------|------|-------|---------|------|-------|
| | PI | Asia | Other | PI | Asia | Other | PI | Asia | Other |
| 21-25 Years | 56.3 | 38.4 | 91.3 | 77.3 | 47.2 | 92.6 | 81.4 | 74.0 | 94.4 |
| 26-30 Years | 54.6 | 51.9 | 113.1 | 68.0 | 67.1 | 103.3 | 77.5 | 91.7 | 113.0 |
| 31-35 Years | 54.2 | 56.1 | 114.1 | 63.1 | 71.9 | 117.5 | 63.1 | 75.1 | 108.4 |
| 36-40 Years | 52.7 | 55.5 | 111.6 | 58.6 | 67.6 | 121.7 | 65.8 | 85.7 | 119.5 |
| 41-45 Years | 49.0 | 50.7 | 105.1 | 57.2 | 60.0 | 120.5 | 67.9 | 82.0 | 118.0 |
| 46-50 Years | 42.7 | 45.4 | 103.9 | 54.5 | 50.3 | 113.8 | 64.9 | 71.4 | 119.9 |
| 51-55 Years | 29.5 | 42.1 | 101.5 | 42.6 | 51.6 | 113.4 | 63.9 | 68.0 | 125.6 |
| 56-60 Years | 27.8 | 31.1 | 93.2 | 39.2 | 48.2 | 108.7 | 62.3 | 69.1 | 120.8 |

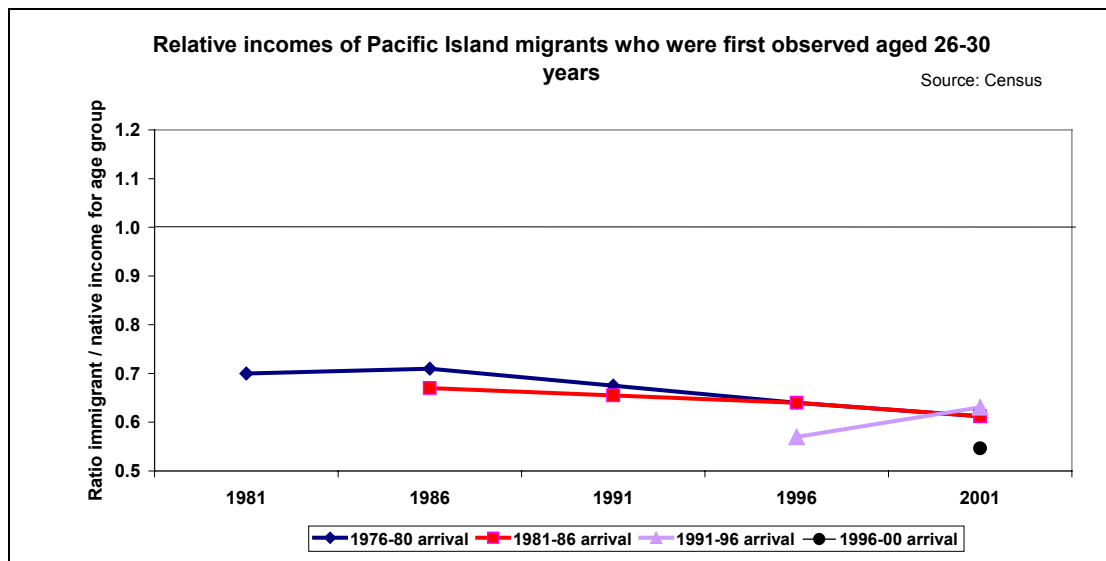
The average income of migrants was lower relative to New Zealand born, the more recently they have arrived in New Zealand. Incomes were particularly low for recent migrants from Asia and the Pacific. Pacific Island migrants who arrived in the last five years and who were aged over 40 had average incomes of less than half their native counterparts in the same age bands. Incomes were higher for those migrants who had lived in New Zealand for more than ten years. Those migrants from the Pacific Islands who arrived between 1986 and 1990 aged over 40 had incomes close to two thirds of natives. But as the graphs below show, these migrants started with higher entry levels of income.

The income figures for recent arrivals from Asia between 1996 and 2000 were similar, with no age band having more than 56 percent of the average native income in the same age bracket. After 15 years in New Zealand incomes appeared to be converging towards the New Zealand average, with migrants in the 26-30 year old age bracket, for example, having 91.7 percent of the average native income in this bracket. However, these migrants would have been of school age when they arrived, are likely to speak English more fluently and be better integrated into New Zealand society. For Asian migrants aged 51-55 in 2001 who arrived between 1986 and 1990 incomes were just over two thirds of the income of natives in the same age band, a contrast with migrants in this age group who came from “Other” regions.

Migrants from “Other” regions had similar and, in many cases, better average incomes than New Zealand born. In almost every age bracket for recent arrivals (1996-2000), average incomes for this group were higher than New Zealand born and, in the 31-35 age group, 14 percent higher. For those migrants aged 51-55 in 2001 who arrived between 1986 and 1990, incomes were 25 percent higher than those of New Zealand born, the same age. These migrants would have been aged between 35 and 40 when they arrived, and probably at the peak of their earning capability.

In the graphs below we look at what has happened to the relative income of a particular migrant cohort over the past 20 years. The graphs show the percentage of income migrants aged between 26 and 30 on arrival from the Pacific, Asia and other countries, earned relative to New Zealand born, and how each cohort of migrants has fared over time.¹¹

Graph 3: Relative Income of Pacific Island migrants



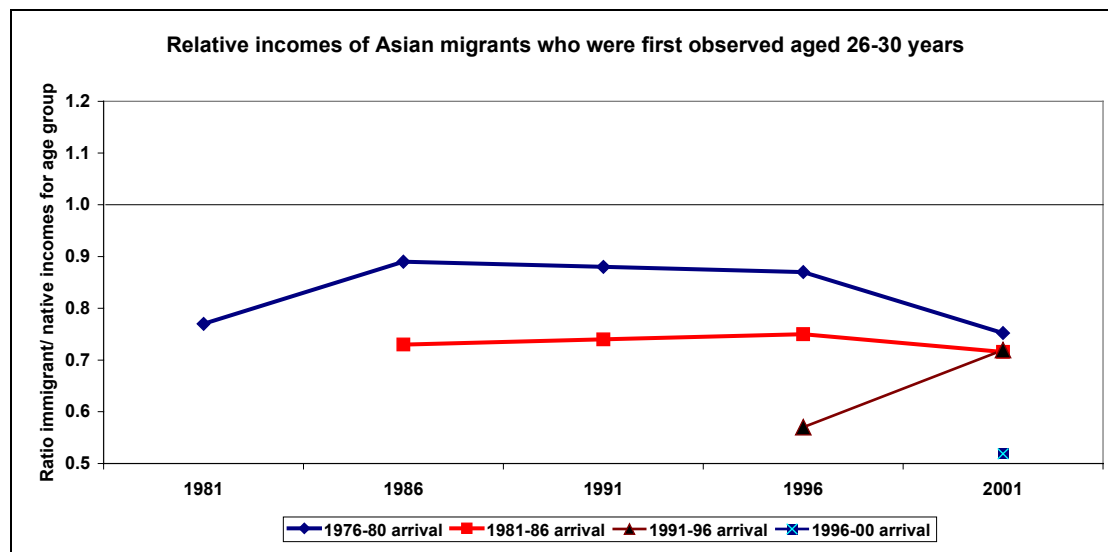
Graphs 3 and 4 show that the relative income of the 26-30 year old cohort of Pacific Island and Asian migrants had declined over the past 20 years to March 2001. Migrants of this age arriving between 1996 and 2000 had just over 50 percent of the income of New Zealand born. This compares with over 70 percent for migrants in this age group who arrived in New Zealand between 1976 and 1980. This suggests that successive cohorts of migrants who have arrived from the Pacific and Asia entered with skills or other characteristics that put them at a relatively worse position of disadvantage.

¹¹ The series of graphs tracks improvements in the relative incomes of migrants tracks the incomes of migrants who were aged 26-30 years in the first census they were observed after arrival (implying they arrived in their early to late 20's). The age range 26-30 is taken because this age group is more likely to be working than studying.

The biggest downward shift in the relative starting positions can be seen between 1986 and 1996, a time when significant changes were occurring in the characteristics and mix of migrant inflows. The relative position of Pacific Island and Asian migrants who entered between 1991 and 1996 had improved but was still well below the income of New Zealand born in 2001.

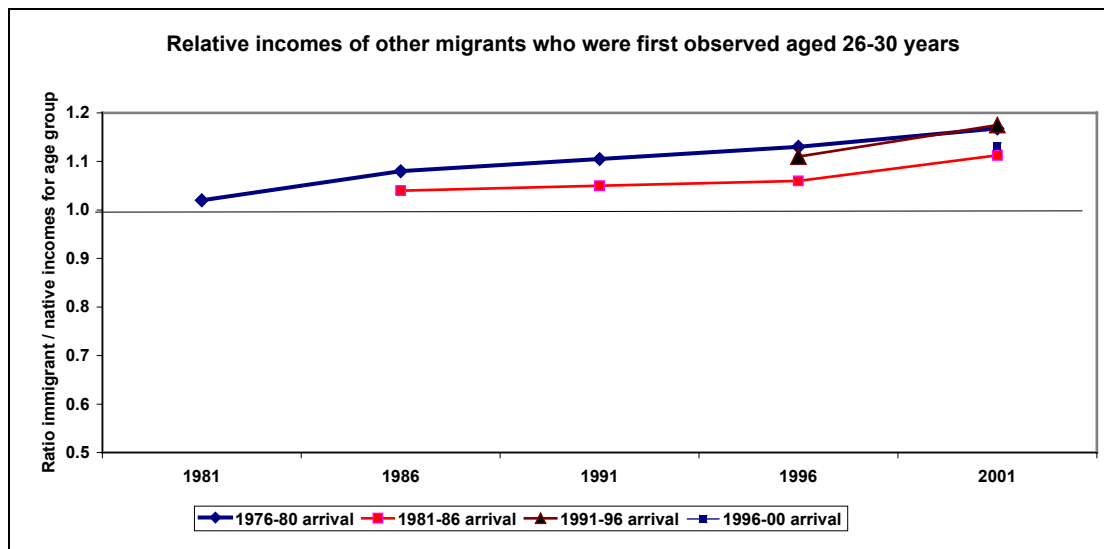
It appears that the incomes of migrants from the Pacific Islands and Asia do not converge with those of natives. After 20 years in New Zealand, Pacific Island migrants had lower relative incomes than they had on arrival. The same was true of Asian migrants although the decline was less marked. While a lack of qualifications could explain the difference in the income of Pacific Island born, this is unlikely to explain the difference in Asian incomes.

Graph 4: Relative Income of Asian Migrants



Migrants from regions other than Asia and the Pacific, on the other hand, had improved their relative incomes in this period and had higher incomes on average than those of New Zealand born in every year, as Graph 5 shows. The starting position of each cohort in this group has improved each year over the past 20 years and was only slightly below the level of those who entered between 1976 and 1980.

Graph 5: Relative Income of “Other” migrants



Comparing average income by age bracket, however, does not allow us to compare characteristics other than age. Educational qualifications and employment status, for example, are likely to explain differences in average incomes. In Table 20, we compare recent prime working aged migrants by region of birth who had university qualifications, declared themselves proficient in English and were fully employed at the time of the 1996 and 2001 censuses.

Table 20: Median relative income of migrants aged 25-54, with university qualifications and English, employed full time by region of origin and duration of residence, as a percentage of income of New Zealand born (aged 25-54), 1996 & 2001.

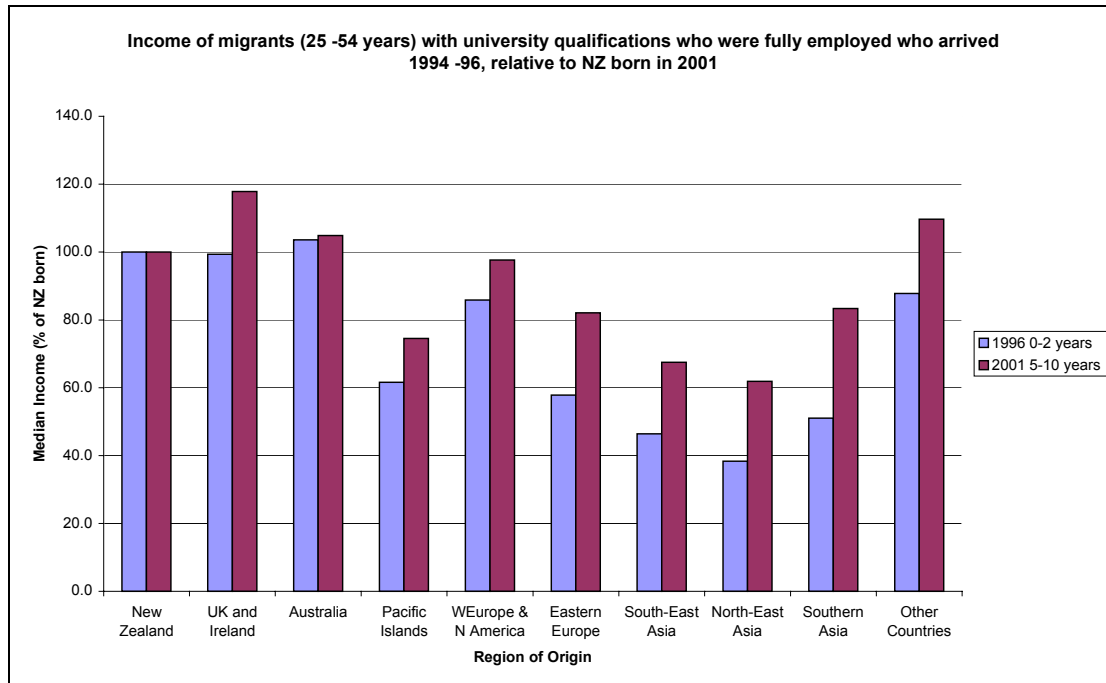
| Birthplace | 1996 | | | | | |
|---------------------|-----------|-------------|-------------|------------|-------------|-------------|
| | 0-2 years | | | 5-10 years | | |
| | no | med inc(\$) | %NZ med inc | no | med inc(\$) | %NZ med inc |
| New Zealand | 85,983 | 45,641 | 100.0 | 85,983 | 45,641 | 100.0 |
| UK and Ireland | 1,821 | 45,333 | 99.3 | 1,467 | 53,789 | 117.9 |
| Australia | 555 | 47,280 | 103.6 | 285 | 48,019 | 105.2 |
| Pacific Islands | 57 | 28,125 | 61.6 | 486 | 38,104 | 83.5 |
| WEurope & N Americ: | 1,188 | 39,187 | 85.9 | 843 | 43,661 | 95.7 |
| Eastern Europe | 102 | 26,390 | 57.8 | 72 | 43,159 | 94.6 |
| South-East Asia | 375 | 21,185 | 46.4 | 1,341 | 36,585 | 80.2 |
| North-East Asia | 729 | 17,501 | 38.3 | 588 | 31,329 | 68.6 |
| Southern Asia | 537 | 23,292 | 51.0 | 681 | 41,076 | 90.0 |
| Other Countries | 966 | 40,078 | 87.8 | 609 | 48,208 | 105.6 |
| 2001 | | | | | | |
| New Zealand | 110,574 | 51,795 | 100.0 | 110,574 | 51,795 | 100.0 |
| UK and Ireland | 2,070 | 47,257 | 91.2 | 2,169 | 61,039 | 117.8 |
| Australia | 555 | 55,403 | 107.0 | 420 | 54,302 | 104.8 |
| Pacific Islands | 165 | 29,474 | 56.9 | 246 | 38,611 | 74.5 |
| WEurope & N Americ: | 891 | 46,142 | 89.1 | 1,140 | 50,564 | 97.6 |
| Eastern Europe | 198 | 29,400 | 56.8 | 825 | 42,501 | 82.1 |
| South-East Asia | 555 | 26,618 | 51.4 | 912 | 34,959 | 67.5 |
| North-East Asia | 408 | 21,924 | 42.3 | 1,773 | 32,050 | 61.9 |
| Southern Asia | 990 | 23,812 | 46.0 | 1,050 | 43,171 | 83.3 |
| Other Countries | 1,002 | 41,838 | 80.8 | 1,602 | 56,812 | 109.7 |

The results show the median incomes of migrants with similar characteristics varied considerably depending on their region of birth. Even though they were fully employed, proficient in English with university qualifications, very recent migrants (0-2 years) from North East and Southern Asia had median incomes less than 50 percent of New Zealand born with the same characteristics in 2001. For migrants who had lived here for five to ten years the gap was still almost 40 percent for North East Asians but only 16.7 percent for migrants from Southern Asia. The median income of migrants from the Pacific Islands who had lived here for less than two years was 56.9 percent of the average New Zealand born income and almost 75 percent for migrants who had lived here between five and 10 years in 2001. This was a decline however, relative to the group who had lived here for five to ten years in 1996 who had incomes of almost 84 percent of New Zealand born natives.

In contrast, the median income of migrants from the UK and Ireland and Australia was similar to New Zealand born from the time of arrival and above the average for New Zealand born if they had been living here between five and 10 years in both 1996 and 2001. Overall, median incomes for recent arrivals with university qualifications in 2001 had not shown a significant improvement since 1996, nor had they improved for those migrants who had been here for five to ten years relative to migrants of that duration in 1996. It appears, and the graphs above confirm, that new migrants are starting from a lower base income than previous new arrivals.

Incomes had improved for migrants with university qualifications who had lived here for less than two years in 1996 (see Appendix 10 for a comparison of migrants with school only qualifications). Those migrants who were still here in 2001 had lived here for 5-10 years. Incomes for these migrants from all regions had increased between 1996 and 2001 as Graph 6 shows. This mirrors the increase in employment rates over this time for all migrants aged 25-54 who arrived between 1991 and 1996.

Graph 6:



The above differences in incomes suggest that migrants from the UK and Ireland and Australia are more likely to secure employment in areas commensurate with their qualifications and ability from the time they arrive in New Zealand. As Table 18 showed, migrants with university qualifications and English language skills from non-English speaking countries were less likely to be employed in professional occupations. This may explain why median incomes for this group were much lower than their New Zealand born counterparts and migrants from countries where English is more commonly spoken. Without undertaking regression analysis, however, it is not possible to say with any certainty what factors are responsible for lower median incomes among different groups of migrants.

Employment Status and Study Attendance of 15-24 year old migrants

The following section looks at the labour force status and study attendance among migrants aged 15-24. Migrants aged 15-24 had increased their share of the total population in this age group from 12.7 percent in 1996 to 17.3 percent in 2001. Table 21 shows the overall employment status of migrants aged 15-24 based on their years of residence in New Zealand. It shows that migrants aged 15-24 who had lived in New Zealand for more than 10 years at the time of the 1996 and 2001 censuses had similar labour market outcomes to New Zealand born aged 15-24. This is not unexpected since these migrants would have been aged between 0 and five when they arrived in New Zealand.

On the other hand, recent migrants aged 15 to 19 had employment rates of 29 percent in 2001, less than half the rate for New Zealand born in this age group. More than 60 percent were not in the labour force.

Table 21: Labour Force status of migrants aged 15-24 by duration of residence and New Zealand born, 1996 and 2001

| Migrants aged 15-24 | 1996 | | | | | | 2001 | | | | | |
|---------------------|---------|---------|-----------|------|-------|------|---------|---------|-----------|------|-------|------|
| | F/t emp | P/t Emp | empt rate | LFPR | Unemp | Nolf | F/t emp | P/t Emp | empt rate | LFPR | Unemp | Nolf |
| 0-5 years | 15.8 | 10.4 | 26.2 | 33.6 | 7.4 | 66.4 | 16.7 | 12.3 | 29.0 | 38.9 | 9.9 | 61.1 |
| 5-10 years | 24.2 | 20.4 | 44.7 | 55.8 | 11.1 | 44.2 | 18.3 | 19.4 | 37.7 | 48.7 | 11.0 | 51.3 |
| 10+ years | 39.0 | 23.4 | 62.4 | 72.9 | 10.5 | 27.1 | 32.3 | 22.8 | 55.2 | 67.0 | 11.8 | 33.0 |
| New Zealand born | 40.9 | 21.0 | 61.9 | 72.7 | 10.7 | 27.3 | 37.3 | 21.8 | 59.0 | 70.6 | 11.5 | 29.4 |

Table 22: Labour force status of migrants aged 15-24 by region of birth and duration of residence, and New Zealand born, 1996 and 2001

| | 1996 | | | | | | 2001 | | | | | |
|---------------------|---------|---------|-----------|------|-------|------|---------|---------|-----------|------|-------|------|
| | F/t emp | P/t emp | empt rate | LFPR | Unemp | Nolf | F/t emp | P/t emp | empt rate | LFPR | Unemp | Nolf |
| 0-5 years | | | | | | | | | | | | |
| UK and Ireland | 46.0 | 18.2 | 64.2 | 72.4 | 8.3 | 27.6 | 43.0 | 20.3 | 63.3 | 72.7 | 9.3 | 27.3 |
| Australia | 44.4 | 18.2 | 62.6 | 71.1 | 8.6 | 28.9 | 38.9 | 18.7 | 57.5 | 69.4 | 11.9 | 30.6 |
| Pacific Islands | 24.0 | 11.1 | 35.2 | 48.6 | 13.4 | 51.4 | 25.1 | 13.0 | 38.1 | 51.8 | 13.7 | 48.2 |
| WEurope & N America | 21.4 | 13.9 | 35.3 | 41.9 | 6.6 | 58.1 | 23.6 | 13.0 | 36.6 | 46.3 | 9.7 | 53.8 |
| Eastern Europe | 16.8 | 17.9 | 34.7 | 51.6 | 16.8 | 48.4 | 20.0 | 21.3 | 41.3 | 56.0 | 14.7 | 44.0 |
| South-East Asia | 7.7 | 6.7 | 14.5 | 20.7 | 6.3 | 79.3 | 14.5 | 11.2 | 25.7 | 35.3 | 9.6 | 64.7 |
| North-East Asia | 6.7 | 6.2 | 12.9 | 16.9 | 4.0 | 83.1 | 6.2 | 4.6 | 10.8 | 17.2 | 6.4 | 82.8 |
| Southern Asia | 18.5 | 15.2 | 33.7 | 44.9 | 11.2 | 55.1 | 18.9 | 22.9 | 41.9 | 54.4 | 12.5 | 45.6 |
| Other Countries | 14.7 | 20.0 | 34.7 | 46.6 | 11.8 | 53.4 | 16.6 | 22.2 | 38.8 | 51.4 | 12.7 | 48.6 |
| Total Migrants | 15.8 | 10.4 | 26.2 | 33.6 | 7.4 | 66.4 | 16.7 | 12.3 | 29.0 | 38.9 | 9.9 | 61.1 |
| 5-10 years | | | | | | | | | | | | |
| UK and Ireland | | | | | | | 28.5 | 31.1 | 59.6 | 70.9 | 11.3 | 29.1 |
| Australia | 32.1 | 28.5 | 60.5 | 70.0 | 9.5 | 30.0 | 28.1 | 27.1 | 55.2 | 68.0 | 12.8 | 32.0 |
| Pacific Islands | 30.1 | 26.9 | 57.0 | 67.4 | 10.4 | 32.6 | 32.3 | 15.3 | 47.6 | 62.6 | 14.9 | 37.4 |
| WEurope & N America | 31.3 | 18.0 | 49.3 | 62.4 | 13.1 | 37.6 | 20.7 | 28.6 | 49.3 | 58.2 | 8.9 | 41.8 |
| Eastern Europe | 27.1 | 25.9 | 53.0 | 65.7 | 12.7 | 34.3 | 21.7 | 29.5 | 51.2 | 62.7 | 11.5 | 37.3 |
| South-East Asia | 19.0 | 28.6 | 47.6 | 57.1 | 9.5 | 42.9 | 21.7 | 18.0 | 39.8 | 51.6 | 11.8 | 48.4 |
| North-East Asia | 19.3 | 20.1 | 39.4 | 52.2 | 12.8 | 47.8 | 7.1 | 11.8 | 18.8 | 27.7 | 8.9 | 72.3 |
| Southern Asia | 8.1 | 13.3 | 21.4 | 29.0 | 7.6 | 71.0 | 21.1 | 27.0 | 48.1 | 58.9 | 10.7 | 41.1 |
| Other Countries | 28.4 | 21.3 | 49.6 | 58.2 | 8.5 | 41.8 | 20.1 | 29.8 | 49.9 | 61.7 | 11.7 | 38.3 |
| Total Migrants | 24.2 | 20.4 | 44.7 | 55.8 | 11.1 | 44.2 | 18.3 | 19.4 | 37.7 | 48.7 | 11.0 | 51.3 |
| 10+ years | | | | | | | | | | | | |
| UK and Ireland | 45.1 | 24.3 | 69.5 | 78.0 | 8.6 | 22.0 | 38.1 | 25.6 | 63.7 | 73.2 | 9.5 | 26.8 |
| Australia | 40.7 | 23.4 | 64.1 | 74.6 | 10.5 | 25.4 | 35.7 | 24.1 | 59.8 | 71.9 | 12.1 | 28.1 |
| Pacific Islands | 35.5 | 15.2 | 50.6 | 66.6 | 15.9 | 33.4 | 31.8 | 17.2 | 49.0 | 64.7 | 15.7 | 35.3 |
| WEurope & N America | 35.4 | 30.2 | 65.6 | 73.9 | 8.3 | 26.1 | 35.4 | 26.8 | 62.2 | 71.7 | 9.4 | 28.3 |
| Eastern Europe | 22.2 | 33.3 | 55.6 | 70.4 | 14.8 | 29.6 | 30.0 | 30.0 | 60.0 | 74.0 | 14.0 | 26.0 |
| South-East Asia | 31.3 | 25.5 | 56.8 | 66.8 | 10.0 | 33.2 | 29.4 | 23.3 | 52.7 | 64.0 | 11.3 | 36.0 |
| North-East Asia | 19.9 | 27.7 | 47.6 | 54.8 | 7.2 | 45.2 | 16.4 | 19.5 | 36.0 | 45.9 | 9.9 | 54.1 |
| Southern Asia | 30.3 | 24.2 | 54.5 | 66.7 | 12.1 | 33.3 | 22.8 | 26.9 | 49.7 | 59.3 | 9.6 | 40.7 |
| Other Countries | 38.3 | 26.8 | 65.2 | 74.4 | 9.3 | 25.6 | 27.2 | 28.9 | 56.1 | 66.0 | 9.9 | 34.0 |
| Total Migrants | 39.0 | 23.4 | 62.4 | 72.9 | 10.5 | 27.1 | 32.3 | 22.8 | 55.2 | 67.0 | 11.8 | 33.0 |
| New Zealand | 40.9 | 21.0 | 61.9 | 72.7 | 10.7 | 27.3 | 37.3 | 21.8 | 59.0 | 70.6 | 11.5 | 29.4 |

Table 22 shows the difference in employment outcomes depending on where migrants came from. As the Table shows employment rates in 2001 were lowest for recent migrants from North East Asia (10.6 percent), South East Asia (25.6 percent) and the Pacific Islands (38.3 percent). More than 80 percent of North East Asians were not in the labour force. On the other hand, the employment rates of recent migrants from the UK and Ireland and Australia in 2001 were similar to those of New Zealand born.

Table 23: Number and Percentage of migrants (0-5,5-10,10+ years) and NZ born aged 15-24 who were studying full time

| Birthplace | 1996 | | | | | |
|-----------------------|---------------|-------------|--------------|-------------|--------------|-------------|
| | 0-5 yrs | | 5-10 yrs | | 10+ years | |
| | no | % | no | % | no | % |
| UK and Ireland | 549 | 30.7 | 876 | 51.0 | 2514 | 36.3 |
| Australia | 498 | 30.8 | 456 | 49.1 | 1725 | 36.1 |
| Pacific Islands | 1437 | 31.6 | 1773 | 32.0 | 1026 | 24.1 |
| WEurope & N America | 1083 | 49.2 | 441 | 53.8 | 1281 | 47.1 |
| Eastern Europe | 195 | 58.9 | 45 | 61.9 | 45 | 46.9 |
| South-East Asia | 3744 | 70.3 | 1242 | 57.8 | 792 | 47.6 |
| North-East Asia | 7971 | 73.6 | 2217 | 77.1 | 300 | 62.9 |
| Southern Asia | 579 | 49.7 | 237 | 48.9 | 108 | 58.1 |
| Other Countries | 1296 | 56.1 | 489 | 58.9 | 447 | 46.7 |
| Total Migrants | 17352 | 58.1 | 7776 | 50.9 | 8238 | 41.3 |
| New Zealand | 183678 | 32.3 | | | | |
| | | | 2001 | | | |
| UK and Ireland | 696 | 30.3 | 747 | 42.6 | 2076 | 39.6 |
| Australia | 540 | 29.1 | 597 | 39.6 | 2157 | 37.2 |
| Pacific Islands | 1809 | 20.6 | 711 | 18.7 | 1767 | 26.1 |
| WEurope & N America | 948 | 38.4 | 387 | 50.7 | 1116 | 42.4 |
| Eastern Europe | 468 | 40.0 | 381 | 46.1 | 48 | 32.7 |
| South-East Asia | 1875 | 35.6 | 1098 | 36.3 | 1161 | 39.4 |
| North-East Asia | 7377 | 44.1 | 4638 | 50.6 | 1059 | 51.2 |
| Southern Asia | 1059 | 37.8 | 474 | 48.5 | 240 | 51.0 |
| Other Countries | 2577 | 42.2 | 1257 | 47.1 | 645 | 45.3 |
| Total Migrants | 17349 | 37.0 | 10290 | 42.6 | 10269 | 37.3 |
| New Zealand | 160317 | 29.8 | | | | |

One of the explanations for low employment rates among certain migrant groups aged 15-24 may be that significant numbers were engaged in study and therefore not available to work. Table 23 shows the number of 15 –24 year old migrants who were studying full time, broken down into residence of 0-5 years, 5- 10 years and more than 10 years. (Appendix 11 details the number of 15-24 year olds who were not in the labour force and the percentage of those who were studying). Between 1996 and 2001 the number of migrants aged between 15 and 24 who were studying full time had increased by around 4500 (from 33,366 in 1996 to 37,908 in 2001). There was an overall increase of almost 19,000 migrants aged 15-24 between 1996 and 2001 and a 42,000 decrease in New Zealand born in this age group. Almost three- quarters of the increase in this age group has come from North East Asia (9,129) and “Other” regions (4,728). In spite of this increase in migrant numbers, around the same number of recent (0-5 years) migrants were studying in 2001 as in 1996 (17,352 in 1996 cf. 17,349 in 2001).

The percentage of recent migrants aged 15-24 who were studying full time had declined from 58.1 percent in 1996 to 37 percent in 2001. The percentage of those migrants who had lived here

for five to ten and more than ten years and were engaged in full time study had also declined. The number of migrants who were studying and had lived here between five and 10 years in this age group had increased from 7776 in 1996 to 10,290 in 2001.

In 1996 almost 78 percent of recent North East Asians were studying, which could explain the relatively high rates of outmigration for this age group. In 2001, 44 percent of recent North East Asians aged 15-24 were studying although over 82 percent of this cohort were not in the labour force (Table 20). There appears to be a number of recent North East Asian migrants' aged 15-24 who were neither in the labour market nor engaged in full time study in 2001. The reasons for this are not clear but may reflect a data problem with identifying all those who were students. The 2001 census was taken in early March and there may have been a number of students who had not begun their study when the census was taken.

The number of North East Asians who had lived here for 5 to 10 years engaged in study had doubled since 1996 (from 2217 to 4638) accounting for 66.9 percent of these migrants. It appears that many North East Asian migrants who were aged 15-19 in 1996 were still studying in 2001. Only 27 percent were participating in the labour market. (Table 22)

The number of Pacific Island born migrants studying had also decreased since 1996. While 36 percent of recent migrants aged 15-24 in 1996 were studying, 29.5 percent of recent arrivals in this age group were studying in 2001. For Pacific Island migrants who had lived here for five to ten years, 36.6 percent were studying in 1996 compared with 28.1 percent in 2001. Among those Pacific Island migrants who had lived here for more than ten years, the percentage was 26.2 percent, the lowest percentage of any migrant group who had lived here for more than ten years.

The percentage of recent migrants aged 15-24 from South East Asia, Southern Asia, Eastern Europe and "Other" regions who were studying in 2001 had also decreased since 1996. In the case of these latter countries, however, there had been an increase in labour market participation.

Migrants in the 15–24 year old age group who had lived here for more than ten years are likely to be far better integrated into New Zealand than more recent migrants because they will have been through the New Zealand schooling system. It is interesting to note that all migrant groups had higher rates of participation in study than New Zealand born except, as noted, those born in the Pacific Islands. This could indicate that migrants place more importance on tertiary education than their native counterparts.

Employment among the 55-64 year old age group

Employment rates for recent migrants aged 55-64 years were very low. In 2001 the employment rate for recent migrants in this age group was less than one third of the rate for New Zealand born. Seventy two percent were not participating in the labour market.

This is to be expected since the majority of migrants entering New Zealand in this age group are likely to have entered through the family sponsored category rather than the general skills category, and will probably not be looking for work.

While unemployment rates for this group were higher than unemployment rates for longer-term migrants and New Zealand born in this age group they were lower than unemployment rates for the 25-54 year old migrant age group and the 15–24 year old age group. As the years of duration increased, so employment rates increased and approximated New Zealand born employment rates.

Table 24: Labour force status of migrants aged 55-64 by duration of residence and NZ born 1996 and 2001

| | F/t emp | P/t emp | Unemp | Nolf | 1996 total | Emp rate | LFPR | Unemp | Nolf |
|-----------------|---------|---------|-------|-------|-------------|----------|------|-------|------|
| Migrants | | | | | | | | | |
| 0-5 years | 822 | 276 | 258 | 2658 | 4014 | 27.4 | 33.8 | 6.4 | 66.2 |
| 5-10 years | 672 | 258 | 141 | 1626 | 2697 | 34.5 | 39.7 | 5.2 | 60.3 |
| 10+ years | 24480 | 7443 | 1686 | 27066 | 60675 | 52.6 | 55.4 | 2.8 | 44.6 |
| NZ born | 83250 | 28860 | 4440 | 94479 | 211029 | 53.1 | 55.2 | 2.1 | 44.8 |
| | | | | | 2001 | | | | |
| Migrants | | | | | | | | | |
| 0-5 years | 1263 | 435 | 540 | 5754 | 7992 | 21.2 | 28.0 | 6.8 | 72.0 |
| 5-10 years | 1041 | 360 | 228 | 2244 | 3873 | 36.2 | 42.1 | 5.9 | 57.9 |
| 10+ years | 31308 | 9522 | 1962 | 23754 | 66546 | 61.4 | 64.3 | 2.9 | 35.7 |
| NZ born | 117222 | 37479 | 5505 | 80769 | 240975 | 64.2 | 66.5 | 2.3 | 33.5 |

Again this is to be expected, since these migrants will have entered New Zealand when they were much younger. The number of recent migrants in the 55 –64 year age group who had lived in New Zealand had almost doubled since 1996 (from 4014 to 7992 in 2001) and accounts for almost 10 percent of the growth in this age group in New Zealand.

As also noted, it was the 55-64 year old age group that had the highest percentage of migrants who do not speak English well. Appendix 4 shows that 84 percent (1341) of females from North East Asia in this age group who had arrived in the five years prior to 2001 did not speak English well and almost 70 percent (849) males did not speak English well. Forty one percent (2596) of all migrants in this age group who had lived here for less than five years in 2001 came from North East Asia.

Concluding Comments

The above analysis of 1996 and 2001 data shows there had been an improvement in the employment outcomes of recent migrants (0-5 years) since 1996. There had also been an improvement in the employment outcomes of those migrants who arrived between 1991 and 1996. However, the employment rates of recent migrants in 2001 were still significantly lower than the employment rates of recent migrants in the 1980s (50.4 percent cf. 64 percent 1986 and 65 percent 1981). This suggests that it may take longer for migrants who arrived in the 1990's to catch up with natives in terms of their labour force participation. Almost 30 percent of recent prime working- aged migrants were not in the labour force in 2001 compared with 15.3 percent of New Zealand born prime working aged. The analysis also shows that while qualifications and the ability to speak English improved the employment rates of migrants, migrants from non-English speaking regions had lower employment rates than migrants from non-English speaking regions even after ten years, regardless of their qualification level. Migrants from the Pacific and North East Asia had the poorest employment outcomes, although recent Pacific Island migrants who had university qualifications were more likely to be employed than North East Asian migrants with university qualifications, particularly male migrants. There were, however, relatively few migrants from the Pacific with university qualifications.

On the other hand, migrants from the UK and Ireland had employment rates similar to those of New Zealand born, regardless of their qualifications. This is in spite of the fact that a similar proportion of recent migrants from the UK and North East Asia had university qualifications (38.3 percent UK cf. 37 percent North East Asia) in 2001.

Lower employment rates for migrants from the Pacific and Asia mirrored lower median incomes for these migrants. Migrants with university qualifications who spoke English from Asia and the Pacific had lower median incomes than migrants from other regions with similar qualifications, even after five to ten years. This suggests that these migrants may not be gaining employment at levels that are commensurate with their qualifications.

APPENDIX 1

Migrants who did not specify country of birth, educational qualification or labour force status in 2001 by age

| Age | no |
|-------|-------|
| 15-24 | 14340 |
| 25-54 | 50997 |
| 55-64 | 10548 |

APPENDIX 2A

15-19 year olds who have lived in New Zealand for less than five years by region of origin as a percentage of total migrants from each region.

| 0-5 years | 1996 | 2001 |
|---------------------|------|------|
| Birthplace | | |
| UK and Ireland | 4.9 | 5.0 |
| Australia | 9.7 | 11.8 |
| Pacific Islands | 20.2 | 16.4 |
| WEurope & N America | 9.1 | 8.1 |
| Eastern Europe | 9.7 | 10.2 |
| South-East Asia | 23.5 | 16.1 |
| North-East Asia | 22.4 | 23.0 |
| Southern Asia | 8.5 | 10.2 |
| Other Countries | 13.4 | 15.6 |

APPENDIX 2 B: OUTMIGRATION RATES OF NEW ZEALAND BORN BY AGE BETWEEN 1996 AND 2001

| NZ born | | 2001 | | |
|---------|--------|-------|--------|--------------|
| Age | no | Age | no | outmigration |
| 15-19 | 215328 | 20-24 | 186276 | 13.5 |
| 20-24 | 221829 | 25-29 | 191937 | 13.5 |
| 25-29 | 214839 | 30-34 | 208785 | 2.8 |
| 30-34 | 223410 | 35-39 | 218520 | 2.2 |
| 35-39 | 217341 | 40-44 | 212157 | 2.4 |
| 40-44 | 191880 | 45-49 | 186393 | 2.9 |
| 45-49 | 177228 | 50-54 | 172140 | 2.9 |
| 50-54 | 136677 | 55-59 | 131730 | 3.6 |

APPENDIX 3A: MIGRANT POPULATION BY AGE, REGION OF BIRTH AND DURATION OF RESIDENCE, 1996 & 2001

| | 1996 | | | | 2001 | | | |
|--------------------------------|--------|---------|--------|---------|--------|---------|--------|---------|
| | 15-24 | 25-54 | 55-64 | Total | 15-24 | 25-54 | 55-64 | Total |
| 0-5 years | | | | | | | | |
| UK and Ireland | 1626 | 12468 | 636 | 14730 | 1800 | 14835 | 963 | 17598 |
| Australia | 1446 | 4614 | 132 | 6192 | 1413 | 4332 | 198 | 5943 |
| Pacific Islands | 3984 | 4188 | 669 | 8841 | 6123 | 10614 | 1236 | 17973 |
| WEurope & N America | 2055 | 8640 | 429 | 11124 | 1920 | 6876 | 456 | 9252 |
| Eastern Europe | 285 | 1422 | 87 | 1794 | 900 | 3063 | 363 | 4326 |
| South-East Asia | 5118 | 5001 | 318 | 10437 | 3921 | 7605 | 447 | 11973 |
| North-East Asia | 10251 | 19083 | 1230 | 30564 | 13629 | 18927 | 2823 | 35379 |
| Southern Asia | 1083 | 4521 | 291 | 5895 | 2328 | 7974 | 690 | 10992 |
| Other Countries | 2058 | 7014 | 237 | 9309 | 4929 | 14535 | 873 | 20337 |
| Total Migrants (0-5) | 27906 | 66951 | 4029 | 98886 | 36963 | 88761 | 8049 | 133773 |
| 5-10 years | | | | | | | | |
| UK and Ireland | 1581 | 8823 | 495 | 10899 | 1410 | 9192 | 609 | 11211 |
| Australia | 846 | 2244 | 54 | 3144 | 1152 | 2466 | 129 | 3747 |
| Pacific Islands | 4842 | 15090 | 942 | 20874 | 2532 | 5571 | 540 | 8643 |
| WEurope & N America | 756 | 4500 | 198 | 5454 | 639 | 4068 | 267 | 4974 |
| Eastern Europe | 57 | 363 | 24 | 444 | 651 | 2319 | 144 | 3114 |
| South-East Asia | 1992 | 7362 | 336 | 9690 | 2181 | 4398 | 318 | 6897 |
| North-East Asia | 2745 | 6483 | 432 | 9660 | 6942 | 13146 | 1284 | 21372 |
| Southern Asia | 420 | 3093 | 141 | 3654 | 810 | 3084 | 255 | 4149 |
| Other Countries | 741 | 2487 | 81 | 3309 | 2121 | 5316 | 309 | 7746 |
| Total Migrants (5-10) | 13980 | 50445 | 2703 | 67128 | 18438 | 49560 | 3855 | 71853 |
| 10+ years | | | | | | | | |
| UK and Ireland | 6915 | 82662 | 36408 | 125985 | 5211 | 72879 | 38571 | 116661 |
| Australia | 4785 | 13758 | 3660 | 22203 | 5811 | 14424 | 4407 | 24642 |
| Pacific Islands | 4260 | 34284 | 5928 | 44472 | 6726 | 46089 | 8739 | 61554 |
| WEurope & N America | 2745 | 18423 | 8136 | 29304 | 2607 | 17802 | 6738 | 27147 |
| Eastern Europe | 84 | 747 | 1047 | 1878 | 156 | 1674 | 1527 | 3357 |
| South-East Asia | 1674 | 6465 | 876 | 9015 | 2943 | 12846 | 1473 | 17262 |
| North-East Asia | 495 | 3288 | 1353 | 5136 | 2049 | 8415 | 1653 | 12117 |
| Southern Asia | 192 | 3417 | 1242 | 4851 | 474 | 5196 | 1617 | 7287 |
| Other Countries | 945 | 5334 | 1047 | 7326 | 1422 | 7197 | 1530 | 10149 |
| Total Migrants (10+) | 22095 | 168378 | 59697 | 250170 | 27399 | 186522 | 66255 | 280176 |
| New Zealand | 437163 | 1161363 | 211029 | 1809555 | 395007 | 1189911 | 240975 | 1825893 |

APPENDIX 3B: PERCENTAGE OF MIGRANTS BY AGE, DURATION OF RESIDENCE AND REGION OF ORIGIN, AND NEW ZEALAND BORN, 1996 AND 2001

| | 1996 | | | 2001 | | |
|------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | 15-24 | 25-54 | 55-64 | 15-24 | 25-54 | 55-64 |
| 0-5 years | | | | | | |
| UK and Ireland | 11.0 | 84.6 | 4.3 | 10.2 | 84.3 | 5.5 |
| Australia | 23.4 | 74.5 | 2.1 | 23.8 | 72.9 | 3.3 |
| Pacific Islands | 45.1 | 47.4 | 7.6 | 34.1 | 59.1 | 6.9 |
| WEurope & N America | 18.5 | 77.7 | 3.9 | 20.8 | 74.3 | 4.9 |
| Eastern Europe | 15.9 | 79.3 | 4.8 | 20.8 | 70.8 | 8.4 |
| South-East Asia | 49.0 | 47.9 | 3.0 | 32.7 | 63.5 | 3.7 |
| North-East Asia | 33.5 | 62.4 | 4.0 | 38.5 | 53.5 | 8.0 |
| Southern Asia | 18.4 | 76.7 | 4.9 | 21.2 | 72.5 | 6.3 |
| Other Countries | 22.1 | 75.3 | 2.5 | 24.2 | 71.5 | 4.3 |
| Total Migrants (0-5) | 28.2 | 67.7 | 4.1 | 27.6 | 66.4 | 6.0 |
| 5-10 years | | | | | | |
| UK and Ireland | 14.5 | 81.0 | 4.5 | 12.6 | 82.0 | 5.4 |
| Australia | 26.9 | 71.4 | 1.7 | 30.7 | 65.8 | 3.4 |
| Pacific Islands | 23.2 | 72.3 | 4.5 | 29.3 | 64.5 | 6.2 |
| WEurope & N America | 13.9 | 82.5 | 3.6 | 12.8 | 81.8 | 5.4 |
| Eastern Europe | 12.8 | 81.8 | 5.4 | 20.9 | 74.5 | 4.6 |
| South-East Asia | 20.6 | 76.0 | 3.5 | 31.6 | 63.8 | 4.6 |
| North-East Asia | 28.4 | 67.1 | 4.5 | 32.5 | 61.5 | 6.0 |
| Southern Asia | 11.5 | 84.6 | 3.9 | 19.5 | 74.3 | 6.1 |
| Other Countries | 22.4 | 75.2 | 2.4 | 27.4 | 68.6 | 4.0 |
| Total Migrants (5-10) | 20.8 | 75.1 | 4.0 | 25.7 | 69.0 | 5.4 |
| 10+ years | | | | | | |
| UK and Ireland | 5.5 | 65.6 | 28.9 | 4.5 | 62.5 | 33.1 |
| Australia | 21.6 | 62.0 | 16.5 | 23.6 | 58.5 | 17.9 |
| Pacific Islands | 9.6 | 77.1 | 13.3 | 10.9 | 74.9 | 14.2 |
| WEurope & N America | 9.4 | 62.9 | 27.8 | 9.6 | 65.6 | 24.8 |
| Eastern Europe | 4.5 | 39.8 | 55.8 | 4.6 | 49.9 | 45.5 |
| South-East Asia | 18.6 | 71.7 | 9.7 | 17.0 | 74.4 | 8.5 |
| North-East Asia | 9.6 | 64.0 | 26.3 | 16.9 | 69.4 | 13.6 |
| Southern Asia | 4.0 | 70.4 | 25.6 | 6.5 | 71.3 | 22.2 |
| Other Countries | 12.9 | 72.8 | 14.3 | 14.0 | 70.9 | 15.1 |
| Total Migrants (10+) | 8.8 | 67.3 | 23.9 | 9.8 | 66.6 | 23.6 |
| New Zealand | 24.2 | 64.2 | 11.7 | 21.6 | 65.2 | 13.2 |

**APPENDIX 4: ENGLISH LANGUAGE PROFICIENCY OF MIGRANTS AGED
15-24,25-54 AND 55-64 BY GENDER, REGION OF ORIGIN AND DURATION
OF RESIDENCE 1996 AND 2001**

| 15-24 years | 1996 | | | | 2001 | | | |
|------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | male | | female | | male | | female | |
| 0-5 years | English | no English | English | no English | English | no English | English | no English |
| Pacific Islands | 79.6 | 20.4 | 77.5 | 22.5 | 89.0 | 11.0 | 85.5 | 14.5 |
| WEurope & N America | 94.1 | 5.9 | 93.2 | 6.8 | 98.8 | 1.2 | 87.9 | 12.1 |
| Eastern Europe | 92.7 | 7.3 | 90.4 | 9.6 | 94.8 | 5.2 | 90.7 | 9.3 |
| South-East Asia | 84.2 | 15.8 | 82.9 | 17.1 | 89.8 | 10.2 | 81.6 | 18.4 |
| North-East Asia | 70.4 | 29.6 | 68.5 | 31.5 | 84.2 | 15.8 | 74.9 | 25.1 |
| Southern Asia | 89.5 | 10.5 | 77.1 | 22.9 | 90.9 | 9.1 | 82.0 | 18.0 |
| Other Countries | 86.3 | 13.7 | 82.3 | 17.7 | 94.1 | 5.9 | 90.7 | 9.3 |
| Total Migrants(0-5) | 81.0 | 19.0 | 79.1 | 20.9 | 89.8 | 10.2 | 83.0 | 17.0 |
| 5-10 years | | | | | | | | |
| Pacific Islands | 89.8 | 10.2 | 88.9 | 11.1 | 94.7 | 5.3 | 92.2 | 7.8 |
| WEurope & N America | 98.5 | 1.5 | 98.3 | 1.7 | 99.1 | 0.9 | 100.0 | 0.0 |
| Eastern Europe | 100.0 | 0.0 | 100.0 | 0.0 | 99.1 | 0.9 | 99.0 | 1.0 |
| South-East Asia | 92.7 | 7.3 | 93.1 | 6.9 | 97.2 | 2.8 | 95.6 | 4.4 |
| North-East Asia | 85.5 | 14.5 | 85.1 | 14.9 | 92.7 | 7.3 | 93.5 | 6.5 |
| Southern Asia | 94.3 | 5.7 | 91.4 | 8.6 | 98.6 | 1.4 | 94.6 | 5.4 |
| Other Countries | 96.8 | 3.2 | 96.6 | 3.4 | 97.2 | 2.8 | 97.7 | 2.3 |
| Total Migrants(5-10) | 92.1 | 7.9 | 91.5 | 8.5 | 95.7 | 4.3 | 95.2 | 4.8 |
| 25-54 years | | | | | | | | |
| 0-5 years | | | | | | | | |
| Pacific Islands | 80.5 | 19.5 | 77.7 | 22.3 | 83.2 | 16.8 | 84.7 | 15.3 |
| WEurope & N America | 97.1 | 2.9 | 96.6 | 3.4 | 99.4 | 0.6 | 99.3 | 0.7 |
| Eastern Europe | 85.3 | 14.7 | 83.3 | 16.7 | 93.2 | 6.8 | 90.7 | 9.3 |
| South-East Asia | 81.5 | 18.5 | 82.5 | 17.5 | 85.7 | 14.3 | 86.6 | 13.4 |
| North-East Asia | 65.9 | 34.1 | 58.8 | 41.2 | 74.5 | 25.5 | 72.1 | 27.9 |
| Southern Asia | 92.8 | 7.2 | 84.2 | 15.8 | 91.6 | 8.4 | 86.5 | 13.5 |
| Other Countries | 91.3 | 8.7 | 89.7 | 10.3 | 94.7 | 5.3 | 92.7 | 7.3 |
| Total Migrants(0-5) | 81.7 | 18.3 | 76.0 | 24.0 | 87.2 | 12.8 | 84.8 | 15.2 |
| 5-10 years | | | | | | | | |
| Pacific Islands | 81.6 | 18.4 | 80.0 | 20.0 | 84.7 | 15.3 | 87.4 | 12.6 |
| WEurope & N America | 99.3 | 0.7 | 98.4 | 1.6 | 99.8 | 0.2 | 99.5 | 0.5 |
| Eastern Europe | 96.4 | 3.6 | 90.9 | 9.1 | 98.1 | 1.9 | 97.3 | 2.7 |
| South-East Asia | 87.1 | 12.9 | 88.7 | 11.3 | 88.2 | 11.8 | 89.0 | 11.0 |
| North-East Asia | 66.1 | 33.9 | 67.2 | 32.8 | 79.4 | 20.6 | 75.3 | 24.7 |
| Southern Asia | 88.5 | 11.5 | 88.1 | 11.9 | 95.1 | 4.9 | 89.9 | 10.1 |
| Other Countries | 95.0 | 5.0 | 95.0 | 5.0 | 97.0 | 3.0 | 94.6 | 5.4 |
| Total Migrants(5-10) | 83.8 | 16.2 | 83.3 | 16.7 | 88.8 | 11.2 | 86.1 | 13.9 |
| 55-64 years | | | | | | | | |
| 0-5 years | | | | | | | | |
| Pacific Islands | 53.2 | 46.8 | 33.3 | 66.7 | 59.9 | 40.1 | 44.1 | 55.9 |
| WEurope & N America | 90.2 | 9.8 | 70.2 | 29.8 | 90.2 | 9.8 | 95.5 | 4.5 |
| Eastern Europe | 70.0 | 30.0 | 43.8 | 56.3 | 51.2 | 48.8 | 42.1 | 57.9 |
| South-East Asia | 68.4 | 31.6 | 47.7 | 52.3 | 68.9 | 31.1 | 50.0 | 50.0 |
| North-East Asia | 39.6 | 60.4 | 15.0 | 85.0 | 25.1 | 74.9 | 10.3 | 89.7 |
| Southern Asia | 63.6 | 36.4 | 36.5 | 63.5 | 64.4 | 35.6 | 42.3 | 57.7 |
| Other Countries | 84.2 | 15.8 | 71.4 | 28.6 | 88.6 | 11.4 | 77.3 | 22.7 |
| Total Migrants(0-5) | 58.5 | 41.5 | 35.4 | 64.6 | 52.7 | 47.3 | 36.9 | 63.1 |
| 5-10 years | | | | | | | | |
| Pacific Islands | 60.4 | 39.6 | 47.5 | 52.5 | 70.0 | 30.0 | 55.0 | 45.0 |
| WEurope & N America | 97.2 | 2.8 | 93.1 | 6.9 | 96.2 | 3.8 | 100.0 | 0.0 |
| Eastern Europe | 80.0 | 20.0 | 100.0 | 0.0 | 82.8 | 17.2 | 72.7 | 27.3 |
| South-East Asia | 73.1 | 26.9 | 56.7 | 43.3 | 78.6 | 21.4 | 68.9 | 31.1 |
| North-East Asia | 48.2 | 51.8 | 34.4 | 65.6 | 61.2 | 38.8 | 33.0 | 67.0 |
| Southern Asia | 80.0 | 20.0 | 58.3 | 41.7 | 84.8 | 15.2 | 47.5 | 52.5 |
| Other Countries | 78.6 | 21.4 | 78.6 | 21.4 | 96.0 | 4.0 | 76.5 | 23.5 |
| Total Migrants(5-10) | 65.6 | 34.4 | 52.5 | 47.5 | 73.7 | 26.3 | 54.5 | 45.5 |

APPENDIX 5A LABOUR FORCE STATUS FOR FEMALE MIGRANTS BY AGE AND DURATION OF RESIDENCE 1996 AND 2001

| females | | | | | | | | | |
|--------------------|----------|------|-------|------|------------------|----------|------|-------|------|
| 1996 | | | | | 2001 | | | | |
| <u>0-5 years</u> | emp rate | lfpr | unemp | nolf | <u>5-10 yrs</u> | emp rate | lfpr | unemp | nolf |
| age 1996 | | | | | age 2001 | | | | |
| 15-19 | 17.1 | 23.6 | 6.5 | 76.4 | 20-24 | 44.8 | 55.6 | 10.7 | 44.4 |
| 20-24 | 36.7 | 45.4 | 8.7 | 54.6 | 25-29 | 62.3 | 68.8 | 6.5 | 31.2 |
| 25-29 | 53.1 | 63.0 | 9.9 | 37.0 | 30-34 | 63.1 | 67.9 | 4.8 | 32.1 |
| 30-34 | 46.7 | 57.6 | 10.9 | 42.4 | 35-39 | 63.0 | 67.8 | 4.9 | 32.2 |
| 35-39 | 42.7 | 54.0 | 11.3 | 46.0 | 40-44 | 63.8 | 69.3 | 5.5 | 30.7 |
| 40-44 | 40.9 | 51.6 | 10.7 | 48.4 | 45-49 | 57.0 | 62.9 | 5.9 | 37.1 |
| 45-49 | 38.4 | 48.1 | 9.7 | 51.9 | 50-54 | 48.7 | 52.9 | 4.1 | 47.1 |
| 50-54 | 31.9 | 40.9 | 9.0 | 59.1 | 55-59 | 33.5 | 39.0 | 5.5 | 61.0 |
| <u>5-10 years</u> | emp rate | lfpr | unemp | nolf | <u>10-15 yrs</u> | emp rate | lfpr | unemp | nolf |
| 15-19 | 37.1 | 48.7 | 11.6 | 51.3 | 20-24 | 61.0 | 71.6 | 10.6 | 28.4 |
| 20-24 | 52.1 | 63.4 | 11.4 | 36.6 | 25-29 | 64.0 | 72.2 | 8.2 | 27.8 |
| 25-29 | 56.1 | 64.3 | 8.2 | 35.7 | 30-34 | 60.0 | 67.2 | 7.3 | 32.8 |
| 30-34 | 59.9 | 66.1 | 6.1 | 33.9 | 35-39 | 67.0 | 72.0 | 5.0 | 28.0 |
| 35-39 | 64.3 | 69.2 | 4.9 | 30.8 | 40-44 | 72.5 | 76.8 | 4.3 | 23.2 |
| 40-44 | 67.1 | 72.1 | 5.0 | 27.9 | 45-49 | 70.7 | 74.9 | 4.2 | 25.1 |
| 45-49 | 61.7 | 67.3 | 5.6 | 32.7 | 50-54 | 61.8 | 66.7 | 4.9 | 33.3 |
| 50-54 | 51.0 | 56.1 | 5.1 | 43.9 | 55-59 | 47.3 | 50.8 | 3.5 | 49.2 |
| <u>10-15 years</u> | emp rate | lfpr | unemp | nolf | <u>15-20 yrs</u> | emp rate | lfpr | unemp | nolf |
| 15-19 | 46.6 | 58.8 | 12.2 | 41.2 | 20-24 | 65.2 | 75.0 | 9.8 | 25.0 |
| 20-24 | 67.2 | 77.4 | 10.2 | 22.6 | 25-29 | 69.3 | 74.6 | 5.3 | 25.4 |
| 25-29 | 62.4 | 70.4 | 8.0 | 29.6 | 30-34 | 64.3 | 70.5 | 6.2 | 29.5 |
| 30-34 | 58.9 | 66.3 | 7.4 | 33.7 | 35-39 | 67.0 | 72.9 | 5.9 | 27.1 |
| 35-39 | 64.5 | 70.2 | 5.7 | 29.8 | 40-44 | 73.4 | 78.6 | 5.2 | 21.4 |
| 40-44 | 70.0 | 74.5 | 4.5 | 25.5 | 45-49 | 75.6 | 80.4 | 4.9 | 19.6 |
| 45-49 | 73.4 | 77.2 | 3.8 | 22.8 | 50-54 | 72.1 | 75.5 | 3.4 | 24.5 |
| 50-54 | 64.2 | 68.4 | 4.1 | 31.6 | 55-59 | 60.9 | 63.8 | 3.0 | 36.2 |
| NZ females | | | | | | | | | |
| age 1996 | emp rate | lfpr | unemp | nolf | age 2001 | emp rate | lfpr | unemp | nolf |
| 15-19 | 50.2 | 63.4 | 13.2 | 36.6 | 20-24 | 65.8 | 75.3 | 9.6 | 24.7 |
| 20-24 | 67.4 | 76.5 | 9.1 | 23.5 | 25-29 | 68.3 | 74.7 | 6.5 | 25.3 |
| 25-29 | 66.0 | 72.3 | 6.3 | 27.7 | 30-34 | 66.8 | 72.0 | 5.2 | 28.0 |
| 30-34 | 63.5 | 68.7 | 5.2 | 31.3 | 35-39 | 71.1 | 75.9 | 4.8 | 24.1 |
| 35-39 | 69.7 | 74.2 | 4.5 | 25.8 | 40-44 | 78.1 | 82.0 | 4.0 | 18.0 |
| 40-44 | 77.1 | 80.9 | 3.8 | 19.1 | 45-49 | 81.3 | 84.6 | 3.2 | 15.4 |
| 45-49 | 77.9 | 81.2 | 3.3 | 18.8 | 50-54 | 77.8 | 80.4 | 2.7 | 19.6 |
| 50-54 | 71.0 | 73.7 | 2.7 | 26.3 | 55-59 | 65.7 | 67.9 | 2.2 | 32.1 |

**APPENDIX 5B: LABOUR FORCE STATUS OF MALE MIGRANTS BY AGE
AND DURATION OF RESIDENCE 1996 AND 2001**

| Males | | | | | | | | | |
|--------------------|-----------------|-------------|--------------|-------------|--------------------|-----------------|-------------|--------------|-------------|
| 0-5 years | | | | | 5-10 years | | | | |
| age 1996 | emp rate | lfpr | unemp | nolf | age 2001 | emp rate | lfpr | unemp | nolf |
| 15-19 | 17.5 | 23.9 | 6.4 | 76.1 | 20-24 | 44.0 | 55.4 | 11.4 | 44.6 |
| 20-24 | 38.6 | 47.0 | 8.4 | 53.0 | 25-29 | 71.9 | 80.0 | 8.0 | 20.0 |
| 25-29 | 65.0 | 76.0 | 10.9 | 24.0 | 30-34 | 83.3 | 88.8 | 5.5 | 11.2 |
| 30-34 | 66.9 | 80.6 | 13.7 | 19.4 | 35-39 | 85.2 | 90.2 | 5.0 | 9.8 |
| 35-39 | 68.4 | 81.6 | 13.2 | 18.4 | 40-44 | 84.2 | 89.7 | 5.6 | 10.3 |
| 40-44 | 64.7 | 78.5 | 13.8 | 21.5 | 45-49 | 78.9 | 85.5 | 6.6 | 14.5 |
| 45-49 | 61.0 | 74.0 | 13.1 | 26.0 | 50-54 | 70.8 | 77.2 | 6.4 | 22.8 |
| 50-54 | 54.8 | 67.4 | 12.5 | 32.6 | 55-59 | 55.6 | 63.6 | 8.0 | 36.4 |
| 5-10 years | | | | | 10-15 years | | | | |
| 15-19 | 36.6 | 46.6 | 10.0 | 53.4 | 20-24 | 62.5 | 74.1 | 11.7 | 25.9 |
| 20-24 | 56.5 | 68.0 | 11.5 | 32.0 | 25-29 | 79.6 | 87.3 | 7.7 | 12.7 |
| 25-29 | 75.1 | 84.6 | 9.4 | 15.4 | 30-34 | 80.3 | 88.3 | 8.0 | 11.7 |
| 30-34 | 81.1 | 87.9 | 6.8 | 12.1 | 35-39 | 84.5 | 89.7 | 5.2 | 10.3 |
| 35-39 | 82.8 | 89.2 | 6.4 | 10.8 | 40-44 | 84.9 | 90.0 | 5.0 | 10.0 |
| 40-44 | 82.1 | 88.5 | 6.4 | 11.5 | 45-49 | 84.3 | 88.6 | 4.3 | 11.4 |
| 45-49 | 79.5 | 85.9 | 6.4 | 14.1 | 50-54 | 78.5 | 84.0 | 5.5 | 16.0 |
| 50-54 | 74.7 | 80.6 | 5.9 | 19.4 | 55-59 | 69.4 | 75.1 | 5.6 | 24.9 |
| 10-15 years | | | | | 15-20 years | | | | |
| 15-19 | 44.7 | 56.4 | 11.7 | 43.6 | 20-24 | 69.4 | 79.4 | 10.0 | 20.6 |
| 20-24 | 71.6 | 81.3 | 9.6 | 18.7 | 25-29 | 81.1 | 89.4 | 8.3 | 10.6 |
| 25-29 | 80.1 | 88.6 | 8.5 | 11.4 | 30-34 | 84.0 | 89.8 | 5.8 | 10.2 |
| 30-34 | 81.8 | 88.3 | 6.5 | 11.7 | 35-39 | 82.3 | 88.8 | 6.5 | 11.2 |
| 35-39 | 83.3 | 89.2 | 5.9 | 10.8 | 40-44 | 85.0 | 89.9 | 4.9 | 10.1 |
| 40-44 | 85.6 | 91.1 | 5.5 | 8.9 | 45-49 | 86.7 | 90.7 | 4.0 | 9.3 |
| 45-49 | 86.2 | 90.8 | 4.6 | 9.2 | 50-54 | 84.4 | 88.5 | 4.1 | 11.5 |
| 50-54 | 82.3 | 87.9 | 5.7 | 12.1 | 55-59 | 76.9 | 81.8 | 4.9 | 18.2 |
| NZ Males | | | | | | | | | |
| age 1996 | emp rate | lfpr | unemp | nolf | age 2001 | emp rate | lfpr | unemp | nolf |
| 15-19 | 53.2 | 64.5 | 11.3 | 35.5 | 20-24 | 74.8 | 84.8 | 10.0 | 15.2 |
| 20-24 | 76.3 | 85.8 | 9.5 | 14.2 | 25-29 | 82.9 | 89.6 | 6.8 | 10.4 |
| 25-29 | 83.6 | 90.3 | 6.7 | 9.7 | 30-34 | 85.5 | 90.7 | 5.2 | 9.3 |
| 30-34 | 85.6 | 90.9 | 5.3 | 9.1 | 35-39 | 86.7 | 91.0 | 4.3 | 9.0 |
| 35-39 | 86.6 | 91.1 | 4.5 | 8.9 | 40-44 | 87.7 | 91.4 | 3.7 | 8.6 |
| 40-44 | 87.7 | 91.6 | 3.9 | 8.4 | 45-49 | 88.1 | 91.3 | 3.2 | 8.7 |
| 45-49 | 87.9 | 91.4 | 3.5 | 8.6 | 50-54 | 86.8 | 89.9 | 3.0 | 10.1 |
| 50-54 | 85.3 | 88.7 | 3.4 | 11.3 | 55-59 | 81.1 | 84.0 | 3.0 | 16.0 |

**APPENDIX 6A: LABOUR FORCE STATUS OF NORTH EAST ASIAN FEMALE
AND MALE MIGRANTS BY AGE AND DURATION OF RESIDENCE 1996 AND
2001**

| age 1996 | | | | | age 2001 | | | | |
|-------------------|----------|------|-------|------|--------------------|----------|------|-------|------|
| <u>0-5 years</u> | emp rate | LFPR | unemp | nolf | <u>5-10 years</u> | emp rate | LFPR | unemp | nolf |
| 15-19 | 8.3 | 11.1 | 2.8 | 88.9 | 20-24 | 25.4 | 35.2 | 9.8 | 64.8 |
| 20-24 | 24.2 | 30.3 | 6.1 | 69.7 | 25-29 | 58.3 | 63.9 | 5.6 | 36.1 |
| 25-29 | 35.9 | 46.6 | 10.7 | 53.4 | 30-34 | 53.8 | 60.7 | 6.9 | 39.3 |
| 30-34 | 31.3 | 43.1 | 11.7 | 56.9 | 35-39 | 51.9 | 58.0 | 6.1 | 42.0 |
| 35-39 | 26.6 | 35.8 | 9.3 | 64.2 | 40-44 | 45.4 | 51.1 | 5.8 | 48.9 |
| 40-44 | 23.2 | 30.1 | 6.9 | 69.9 | 45-49 | 37.5 | 42.8 | 5.3 | 57.2 |
| 45-49 | 24.2 | 29.5 | 5.3 | 70.5 | 50-54 | 31.7 | 35.3 | 3.6 | 64.7 |
| 50-54 | 17.1 | 24.0 | 7.0 | 76.0 | 55-59 | 17.6 | 24.5 | 6.9 | 75.5 |
| <u>5-10 years</u> | | | | | <u>10-15 years</u> | | | | |
| 15-19 | 16.1 | 23.0 | 7.0 | 77.0 | 20-24 | 48.9 | 58.9 | 9.9 | 41.1 |
| 20-24 | 29.8 | 41.0 | 11.2 | 59.0 | 25-29 | 64.6 | 71.7 | 7.1 | 28.3 |
| 25-29 | 61.8 | 65.3 | 3.5 | 34.7 | 30-34 | 63.5 | 65.9 | 2.4 | 34.1 |
| 30-34 | 56.8 | 62.5 | 5.8 | 37.5 | 35-39 | 64.5 | 68.6 | 4.1 | 31.4 |
| 35-39 | 55.1 | 60.4 | 5.3 | 39.6 | 40-44 | 61.3 | 67.2 | 5.9 | 32.8 |
| 40-44 | 52.9 | 58.3 | 5.4 | 41.7 | 45-49 | 53.2 | 56.7 | 3.5 | 43.3 |
| 45-49 | 43.3 | 48.1 | 4.8 | 51.9 | 50-54 | 48.4 | 52.8 | 4.4 | 47.2 |
| 50-54 | 36.5 | 40.5 | 4.1 | 59.5 | 55-59 | 29.1 | 30.9 | 1.8 | 69.1 |
| males | | | | | | | | | |
| age 1996 | | | | | age 2001 | | | | |
| <u>0-5 years</u> | emp rate | LFPR | unemp | nolf | <u>5-10 years</u> | emp rate | LFPR | unemp | nolf |
| 15-19 | 7.4 | 10.9 | 3.5 | 89.1 | 20-24 | 21.6 | 32.1 | 10.5 | 67.9 |
| 20-24 | 21.6 | 26.8 | 5.2 | 73.2 | 25-29 | 56.1 | 66.5 | 10.4 | 33.5 |
| 25-29 | 40.2 | 53.1 | 12.8 | 46.9 | 30-34 | 71.1 | 78.6 | 7.5 | 21.4 |
| 30-34 | 45.8 | 65.2 | 19.4 | 34.8 | 35-39 | 76.4 | 84.3 | 7.9 | 15.7 |
| 35-39 | 47.9 | 63.0 | 15.1 | 37.0 | 40-44 | 72.2 | 80.2 | 8.0 | 19.8 |
| 40-44 | 45.8 | 57.3 | 11.5 | 42.7 | 45-49 | 61.2 | 69.1 | 7.9 | 30.9 |
| 45-49 | 39.8 | 50.2 | 10.4 | 49.8 | 50-54 | 51.3 | 57.5 | 6.2 | 42.5 |
| 50-54 | 36.9 | 46.0 | 9.1 | 54.0 | 55-59 | 36.6 | 45.1 | 8.5 | 54.9 |
| <u>5-10 years</u> | | | | | <u>10-15 years</u> | | | | |
| 15-19 | 14.1 | 18.8 | 4.7 | 81.2 | 20-24 | 34.4 | 46.0 | 11.7 | 54.0 |
| 20-24 | 27.6 | 36.0 | 8.4 | 64.0 | 25-29 | 68.5 | 77.8 | 9.3 | 22.2 |
| 25-29 | 67.6 | 76.2 | 8.6 | 23.8 | 30-34 | 82.1 | 89.3 | 7.1 | 10.7 |
| 30-34 | 75.3 | 82.8 | 7.4 | 17.2 | 35-39 | 86.7 | 90.1 | 3.3 | 9.9 |
| 35-39 | 76.2 | 84.0 | 7.8 | 16.0 | 40-44 | 79.8 | 85.0 | 5.2 | 15.0 |
| 40-44 | 71.7 | 78.5 | 6.8 | 21.5 | 45-49 | 75.7 | 80.4 | 4.7 | 19.6 |
| 45-49 | 70.1 | 76.1 | 6.1 | 23.9 | 50-54 | 66.5 | 71.6 | 5.2 | 28.4 |
| 50-54 | 60.2 | 63.4 | 3.2 | 36.6 | 55-59 | 50.0 | 52.9 | 2.9 | 47.1 |

APPENDIX 6B: LABOUR FORCE STATUS OF PACIFIC ISLAND FEMALE AND MALE MIGRANTS BY AGE AND DURATION OF RESIDENCE

| Pacific Is | | females | | | | | | | |
|---------------------|----------|---------|-------|------|-------------------|----------|------|-------|------|
| | | 1996 | | | | 2001 | | | |
| age 1996 | emp rate | LFPR | unemp | nolf | age 2001 | emp rate | LFPR | unemp | nolf |
| 0-5 years | | | | | 5-10 yrs | | | | |
| 15-19 | 20.0 | 33.2 | 13.2 | 66.8 | 20-24 | 56.9 | 71.6 | 14.7 | 28.4 |
| 20-24 | 42.7 | 57.0 | 14.3 | 43.0 | 25-29 | 61.2 | 71.5 | 10.3 | 28.5 |
| 25-29 | 42.4 | 54.7 | 12.2 | 45.3 | 30-34 | 59.0 | 68.1 | 9.1 | 31.9 |
| 30-34 | 35.7 | 47.6 | 11.9 | 52.4 | 35-39 | 65.2 | 73.1 | 7.9 | 26.9 |
| 35-39 | 36.1 | 48.7 | 12.6 | 51.3 | 40-44 | 67.6 | 74.6 | 7.0 | 25.4 |
| 40-44 | 43.7 | 53.5 | 9.9 | 46.5 | 45-49 | 68.2 | 74.7 | 6.5 | 25.3 |
| 45-49 | 35.8 | 44.8 | 9.0 | 55.2 | 50-54 | 62.2 | 67.3 | 5.1 | 32.7 |
| 50-54 | 22.9 | 31.4 | 8.6 | 68.6 | 55-59 | 48.9 | 52.9 | 4.0 | 47.1 |
| 5-10 years | | | | | 10-15 yrs | | | | |
| 15-19 | 36.5 | 50.7 | 14.2 | 49.3 | 20-24 | 56.7 | 70.9 | 14.2 | 29.1 |
| 20-24 | 53.6 | 66.4 | 12.8 | 33.6 | 25-29 | 56.6 | 67.5 | 10.9 | 32.5 |
| 25-29 | 48.3 | 59.0 | 10.7 | 41.0 | 30-34 | 53.6 | 63.9 | 10.3 | 36.1 |
| 30-34 | 47.6 | 57.9 | 10.3 | 42.1 | 35-39 | 57.8 | 65.7 | 7.8 | 34.3 |
| 35-39 | 57.8 | 66.1 | 8.3 | 33.9 | 40-44 | 65.8 | 71.6 | 5.8 | 28.4 |
| 40-44 | 60.5 | 67.2 | 6.7 | 32.8 | 45-49 | 63.8 | 70.4 | 6.7 | 29.6 |
| 45-49 | 52.5 | 60.6 | 8.1 | 39.4 | 50-54 | 49.4 | 56.5 | 7.1 | 43.5 |
| 50-54 | 37.9 | 45.7 | 7.8 | 54.3 | 55-59 | 38.0 | 42.0 | 4.0 | 58.0 |
| 10 -15 years | | | | | 15-20yrs | | | | |
| 15-19 | 34.8 | 51.9 | 17.1 | 48.1 | 20-24 | 51.7 | 67.5 | 15.9 | 32.5 |
| 20-24 | 54.9 | 69.7 | 14.8 | 30.3 | 25-29 | 56.3 | 65.9 | 9.5 | 34.1 |
| 25-29 | 55.5 | 66.8 | 11.3 | 33.2 | 30-34 | 57.8 | 67.2 | 9.4 | 32.8 |
| 30-34 | 52.3 | 62.4 | 10.2 | 37.6 | 35-39 | 61.1 | 68.5 | 7.4 | 31.5 |
| 35-39 | 52.9 | 62.4 | 9.5 | 37.6 | 40-44 | 62.8 | 72.0 | 9.2 | 28.0 |
| 40-44 | 50.4 | 58.0 | 7.6 | 42.0 | 45-49 | 61.2 | 68.1 | 6.9 | 31.9 |
| 45-49 | 48.7 | 56.4 | 7.7 | 43.6 | 50-54 | 48.4 | 56.5 | 8.1 | 43.5 |
| 50-54 | 36.7 | 42.9 | 6.1 | 57.1 | 55-59 | 39.5 | 44.7 | 5.3 | 55.3 |
| | | | | | males | | | | |
| 0-5 years | | | | | 5-10 years | | | | |
| 15-19 | 25.6 | 37.0 | 11.5 | 63.0 | 20-24 | 73.1 | 85.6 | 12.5 | 14.4 |
| 20-24 | 49.5 | 63.1 | 13.6 | 36.9 | 25-29 | 74.4 | 86.5 | 12.0 | 13.5 |
| 25-29 | 60.3 | 72.0 | 11.7 | 28.0 | 30-34 | 80.3 | 88.9 | 8.6 | 11.1 |
| 30-34 | 56.1 | 69.7 | 13.5 | 30.3 | 35-39 | 81.4 | 88.5 | 7.1 | 11.5 |
| 35-39 | 65.3 | 78.6 | 13.3 | 21.4 | 40-44 | 81.1 | 88.0 | 6.9 | 12.0 |
| 40-44 | 62.7 | 77.3 | 14.7 | 22.7 | 45-49 | 77.2 | 84.6 | 7.5 | 15.4 |
| 45-49 | 60.4 | 70.8 | 10.4 | 29.2 | 50-54 | 70.3 | 77.9 | 7.6 | 22.1 |
| 50-54 | 35.9 | 51.3 | 15.4 | 48.7 | 55-59 | 58.9 | 65.7 | 6.8 | 34.3 |
| 5-10 years | | | | | 10-15 yrs | | | | |
| 15-19 | 40.7 | 52.8 | 12.1 | 47.2 | 20-24 | 67.6 | 81.6 | 14.0 | 18.4 |
| 20-24 | 67.7 | 81.2 | 13.5 | 18.8 | 25-29 | 80.9 | 88.2 | 7.3 | 11.8 |
| 25-29 | 73.2 | 84.1 | 11.0 | 15.9 | 30-34 | 76.9 | 86.9 | 9.9 | 13.1 |
| 30-34 | 73.2 | 83.0 | 9.8 | 17.0 | 35-39 | 77.7 | 85.6 | 7.9 | 14.4 |
| 35-39 | 72.6 | 81.9 | 9.3 | 18.1 | 40-44 | 77.2 | 84.7 | 7.4 | 15.3 |
| 40-44 | 72.8 | 83.8 | 10.9 | 16.2 | 45-49 | 75.8 | 82.0 | 6.1 | 18.0 |
| 45-49 | 71.8 | 80.8 | 9.0 | 19.2 | 50-54 | 69.7 | 78.7 | 9.0 | 21.3 |
| 50-54 | 60.8 | 72.0 | 11.2 | 28.0 | 55-59 | 58.8 | 67.5 | 8.8 | 32.5 |
| 10-15 years | | | | | 15-20 yrs | | | | |
| 15-19 | 30.8 | 47.1 | 16.3 | 52.9 | 20-24 | 63.7 | 79.3 | 15.6 | 20.7 |
| 20-24 | 66.7 | 79.7 | 13.0 | 20.3 | 25-29 | 70.4 | 82.4 | 12.0 | 17.6 |
| 25-29 | 75.2 | 85.7 | 10.5 | 14.3 | 30-34 | 79.2 | 86.9 | 7.7 | 13.1 |
| 30-34 | 77.3 | 85.9 | 8.6 | 14.1 | 35-39 | 77.9 | 86.9 | 9.0 | 13.1 |
| 35-39 | 71.8 | 81.5 | 9.7 | 18.5 | 40-44 | 73.6 | 82.3 | 8.7 | 17.7 |
| 40-44 | 67.4 | 80.6 | 13.2 | 19.4 | 45-49 | 73.0 | 82.5 | 9.5 | 17.5 |
| 45-49 | 61.4 | 72.9 | 11.4 | 27.1 | 50-54 | 63.5 | 73.0 | 9.5 | 27.0 |
| 50-54 | 47.6 | 59.5 | 11.9 | 40.5 | 55-59 | 41.9 | 51.2 | 9.3 | 48.8 |

APPENDIX 6C: LABOUR FORCE STATUS OF FEMALE AND MALE UK AND IRELAND MIGRANTS BY AGE AND DURATION OF RESIDENCE

| UK & Ireland | | Females | | | | 2001 | | | | | |
|--------------------|------|----------|------|-------|----------|--------------------|------|----------|------|-------|------|
| | | 1996 | | | | | | | | | |
| <u>0-5 years</u> | | emp rate | lfpr | unemp | nolf | <u>5-10 yrs</u> | | emp rate | lfpr | unemp | nolf |
| age 1996 | | | | | age 2001 | | | | | | |
| 15-19 | 46.4 | 58.0 | 11.6 | 42.0 | 20-24 | 75.0 | 81.9 | 6.9 | 18.1 | | |
| 20-24 | 75.4 | 80.6 | 5.1 | 19.4 | 25-29 | 77.8 | 80.8 | 3.0 | 19.2 | | |
| 25-29 | 77.5 | 81.8 | 4.3 | 18.2 | 30-34 | 74.5 | 76.4 | 1.8 | 23.6 | | |
| 30-34 | 68.7 | 74.0 | 5.3 | 26.0 | 35-39 | 73.7 | 76.8 | 3.1 | 23.2 | | |
| 35-39 | 64.8 | 71.2 | 6.4 | 28.8 | 40-44 | 79.2 | 82.3 | 3.1 | 17.7 | | |
| 40-44 | 68.9 | 74.7 | 5.8 | 25.3 | 45-49 | 81.9 | 83.6 | 1.7 | 16.4 | | |
| 45-49 | 71.3 | 75.7 | 4.4 | 24.3 | 50-54 | 72.1 | 74.8 | 2.7 | 25.2 | | |
| 50-54 | 52.9 | 57.4 | 4.4 | 42.6 | 55-59 | 58.0 | 58.0 | 0.0 | 42.0 | | |
| <u>5-10 years</u> | | | | | | <u>10-15 years</u> | | | | | |
| 15-19 | 54.6 | 66.3 | 11.7 | 33.7 | 20-24 | 72.9 | 79.1 | 6.2 | 20.9 | | |
| 20-24 | 73.3 | 78.9 | 5.6 | 21.1 | 25-29 | 75.4 | 81.5 | 6.2 | 18.5 | | |
| 25-29 | 72.8 | 76.5 | 3.7 | 23.5 | 30-34 | 73.7 | 76.7 | 3.0 | 23.3 | | |
| 30-34 | 73.1 | 75.6 | 2.5 | 24.4 | 35-39 | 77.0 | 79.6 | 2.5 | 20.4 | | |
| 35-39 | 72.9 | 75.7 | 2.8 | 24.3 | 40-44 | 82.6 | 85.0 | 2.4 | 15.0 | | |
| 40-44 | 80.9 | 83.6 | 2.7 | 16.4 | 45-49 | 84.5 | 86.6 | 2.2 | 13.4 | | |
| 45-49 | 80.7 | 83.7 | 3.0 | 16.3 | 50-54 | 79.0 | 82.5 | 3.5 | 17.5 | | |
| 50-54 | 71.8 | 74.1 | 2.4 | 25.9 | 55-59 | 69.0 | 71.8 | 2.8 | 28.2 | | |
| <u>10-15 years</u> | | | | | | <u>15-20 years</u> | | | | | |
| 15-19 | 54.3 | 65.4 | 11.1 | 34.6 | 20-24 | 70.3 | 78.5 | 8.2 | 21.5 | | |
| 20-24 | 75.3 | 83.5 | 8.2 | 16.5 | 25-29 | 75.8 | 81.7 | 5.8 | 18.3 | | |
| 25-29 | 72.9 | 75.0 | 2.1 | 25.0 | 30-34 | 73.9 | 76.1 | 2.2 | 23.9 | | |
| 30-34 | 72.4 | 74.8 | 2.4 | 25.2 | 35-39 | 80.6 | 83.7 | 3.1 | 16.3 | | |
| 35-39 | 76.6 | 79.6 | 3.0 | 20.4 | 40-44 | 82.3 | 84.8 | 2.5 | 15.2 | | |
| 40-44 | 78.0 | 82.1 | 4.1 | 17.9 | 45-49 | 83.6 | 86.1 | 2.5 | 13.9 | | |
| 45-49 | 83.5 | 86.4 | 2.9 | 13.6 | 50-54 | 80.9 | 83.1 | 2.2 | 16.9 | | |
| 50-54 | 74.6 | 77.2 | 2.6 | 22.8 | 55-59 | 71.2 | 73.1 | 1.9 | 26.9 | | |
| Males | | | | | | | | | | | |
| <u>0-5 years</u> | | emp rate | lfpr | unemp | nolf | <u>5-10 years</u> | | emp rate | lfpr | unemp | nolf |
| 15-19 | 53.1 | 63.1 | 10.0 | 36.9 | 20-24 | 73.8 | 83.8 | 10.0 | 16.3 | | |
| 20-24 | 77.6 | 84.0 | 6.4 | 16.0 | 25-29 | 88.1 | 92.5 | 4.5 | 7.5 | | |
| 25-29 | 88.7 | 94.0 | 5.3 | 6.0 | 30-34 | 93.6 | 95.0 | 1.3 | 5.0 | | |
| 30-34 | 91.1 | 95.5 | 4.3 | 4.5 | 35-39 | 93.6 | 95.8 | 2.2 | 4.2 | | |
| 35-39 | 90.7 | 94.7 | 4.0 | 5.3 | 40-44 | 93.9 | 96.0 | 2.0 | 4.0 | | |
| 40-44 | 90.3 | 95.3 | 5.0 | 4.7 | 45-49 | 93.1 | 96.1 | 3.0 | 3.9 | | |
| 45-49 | 86.6 | 91.9 | 5.3 | 8.1 | 50-54 | 91.3 | 94.4 | 3.1 | 5.6 | | |
| 50-54 | 82.2 | 88.1 | 5.9 | 11.9 | 55-59 | 81.2 | 84.1 | 2.9 | 15.9 | | |
| <u>5-10 years</u> | | | | | | <u>10-15 years</u> | | | | | |
| 15-19 | 48.2 | 58.4 | 10.2 | 41.6 | 20-24 | 75.5 | 83.9 | 8.4 | 16.1 | | |
| 20-24 | 77.6 | 86.0 | 8.4 | 14.0 | 25-29 | 86.1 | 92.4 | 6.3 | 7.6 | | |
| 25-29 | 88.1 | 92.7 | 4.6 | 7.3 | 30-34 | 91.7 | 92.7 | 1.0 | 7.3 | | |
| 30-34 | 94.1 | 96.2 | 2.1 | 3.8 | 35-39 | 93.0 | 95.3 | 2.3 | 4.7 | | |
| 35-39 | 93.9 | 96.4 | 2.5 | 3.6 | 40-44 | 92.3 | 95.2 | 2.9 | 4.8 | | |
| 40-44 | 92.5 | 95.6 | 3.1 | 4.4 | 45-49 | 91.9 | 94.4 | 2.5 | 5.6 | | |
| 45-49 | 90.6 | 93.7 | 3.1 | 6.3 | 50-54 | 89.0 | 91.6 | 2.6 | 8.4 | | |
| 50-54 | 91.4 | 94.5 | 3.1 | 5.5 | 55-59 | 84.3 | 88.7 | 4.3 | 11.3 | | |
| <u>10-15 years</u> | | | | | | <u>15-20 years</u> | | | | | |
| 15-19 | 54.2 | 64.9 | 10.8 | 35.1 | 20-24 | 73.6 | 81.1 | 7.5 | 18.9 | | |
| 20-24 | 77.8 | 83.8 | 6.0 | 16.2 | 25-29 | 86.5 | 92.9 | 6.3 | 7.1 | | |
| 25-29 | 84.9 | 90.6 | 5.7 | 9.4 | 30-34 | 89.3 | 92.9 | 3.6 | 7.1 | | |
| 30-34 | 90.6 | 93.8 | 3.1 | 6.3 | 35-39 | 86.3 | 92.5 | 6.3 | 7.5 | | |
| 35-39 | 93.7 | 95.8 | 2.1 | 4.2 | 40-44 | 94.8 | 96.2 | 1.4 | 3.8 | | |
| 40-44 | 93.4 | 96.2 | 2.8 | 3.8 | 45-49 | 92.2 | 95.0 | 2.7 | 5.0 | | |
| 45-49 | 93.8 | 96.9 | 3.1 | 3.1 | 50-54 | 91.5 | 94.2 | 2.7 | 5.8 | | |
| 50-54 | 91.2 | 95.0 | 3.9 | 5.0 | 55-59 | 85.5 | 89.7 | 4.2 | 10.3 | | |

APPENDIX 6D: LABOUR FORCE STATUS OF NEW ZEALAND BORN BY AGE 1996 AND 2001

| NZ females | | | | | | | | | |
|------------|----------|------|-------|------|----------|----------|------|-------|------|
| age 1996 | emp rate | lfpr | unemp | nolf | age 2001 | emp rate | lfpr | unemp | nolf |
| 15-19 | 50.2 | 63.4 | 13.2 | 36.6 | 20-24 | 65.8 | 75.3 | 9.6 | 24.7 |
| 20-24 | 67.4 | 76.5 | 9.1 | 23.5 | 25-29 | 68.3 | 74.7 | 6.5 | 25.3 |
| 25-29 | 66.0 | 72.3 | 6.3 | 27.7 | 30-34 | 66.8 | 72.0 | 5.2 | 28.0 |
| 30-34 | 63.5 | 68.7 | 5.2 | 31.3 | 35-39 | 71.1 | 75.9 | 4.8 | 24.1 |
| 35-39 | 69.7 | 74.2 | 4.5 | 25.8 | 40-44 | 78.1 | 82.0 | 4.0 | 18.0 |
| 40-44 | 77.1 | 80.9 | 3.8 | 19.1 | 45-49 | 81.3 | 84.6 | 3.2 | 15.4 |
| 45-49 | 77.9 | 81.2 | 3.3 | 18.8 | 50-54 | 77.8 | 80.4 | 2.7 | 19.6 |
| 50-54 | 71.0 | 73.7 | 2.7 | 26.3 | 55-59 | 65.7 | 67.9 | 2.2 | 32.1 |

| NZ males | | | | | | | | | |
|----------|----------|------|-------|------|----------|----------|------|-------|------|
| age 1996 | emp rate | lfpr | unemp | nolf | age 2001 | emp rate | lfpr | unemp | nolf |
| 15-19 | 53.2 | 64.5 | 11.3 | 35.5 | 20-24 | 74.8 | 84.8 | 10.0 | 15.2 |
| 20-24 | 76.3 | 85.8 | 9.5 | 14.2 | 25-29 | 82.9 | 89.6 | 6.8 | 10.4 |
| 25-29 | 83.6 | 90.3 | 6.7 | 9.7 | 30-34 | 85.5 | 90.7 | 5.2 | 9.3 |
| 30-34 | 85.6 | 90.9 | 5.3 | 9.1 | 35-39 | 86.7 | 91.0 | 4.3 | 9.0 |
| 35-39 | 86.6 | 91.1 | 4.5 | 8.9 | 40-44 | 87.7 | 91.4 | 3.7 | 8.6 |
| 40-44 | 87.7 | 91.6 | 3.9 | 8.4 | 45-49 | 88.1 | 91.3 | 3.2 | 8.7 |
| 45-49 | 87.9 | 91.4 | 3.5 | 8.6 | 50-54 | 86.8 | 89.9 | 3.0 | 10.1 |
| 50-54 | 85.3 | 88.7 | 3.4 | 11.3 | 55-59 | 81.1 | 84.0 | 3.0 | 16.0 |

**APPENDIX 7: LABOUR FORCE STATUS OF PRIME WORKING AGED
MIGRANTS (25-54) BY DURATION OF RESIDENCE AND REGION OF
ORIGIN, AND NEW ZEALAND BORN, 1996 AND 2001**

| | 1996 | | | | | | 2001 | | | | | |
|-----------------------|---------------|---------------|---------------|--------------|---------------|----------------|---------------|---------------|---------------|--------------|---------------|----------------|
| | full time | part time | employed | unemp | NoLF | total | full time | part time | employed | unemp | NoLF | total |
| 0-5 Years | | | | | | | | | | | | |
| UK and Ireland | 8688 | 1320 | 10008 | 618 | 1848 | 12474 | 10587 | 1512 | 12099 | 579 | 2157 | 14835 |
| Australia | 2982 | 555 | 3537 | 225 | 852 | 4614 | 2961 | 459 | 3420 | 186 | 726 | 4332 |
| Pacific Islands | 1587 | 402 | 1989 | 504 | 1689 | 4182 | 5016 | 1104 | 6120 | 1188 | 3192 | 10500 |
| WEurope & N America | 4632 | 981 | 5613 | 990 | 2040 | 8643 | 4062 | 843 | 4905 | 324 | 1647 | 6876 |
| Eastern Europe | 576 | 159 | 735 | 354 | 330 | 1419 | 1509 | 387 | 1896 | 372 | 795 | 3063 |
| South-East Asia | 1785 | 480 | 2265 | 528 | 2220 | 5013 | 3633 | 810 | 4443 | 603 | 2559 | 7605 |
| North-East Asia | 4998 | 1671 | 6669 | 2142 | 10275 | 19086 | 5688 | 1773 | 7461 | 1713 | 9753 | 18927 |
| Southern Asia | 1428 | 411 | 1839 | 1332 | 1356 | 4527 | 3927 | 882 | 4809 | 1140 | 2025 | 7974 |
| Other Countries | 3198 | 702 | 3900 | 1128 | 1992 | 7020 | 8151 | 1614 | 9765 | 1326 | 3444 | 14535 |
| Total Migrants | 29874 | 6681 | 36555 | 7821 | 22602 | 66978 | 45534 | 9384 | 54918 | 7431 | 26298 | 88647 |
| percentage | | | | | | | | | | | | |
| | full time | part time | empt rate | LFPR | U/E Rate | NoLF | full time | part time | empt rate | LFPR | U/E Rate | NoLF |
| UK and Ireland | 69.6 | 10.6 | 80.2 | 85.2 | 5.0 | 14.8 | 71.4 | 10.2 | 81.6 | 85.5 | 3.9 | 14.5 |
| Australia | 64.6 | 12.0 | 76.7 | 81.5 | 4.9 | 18.5 | 68.4 | 10.6 | 78.9 | 83.2 | 4.3 | 16.8 |
| Pacific Islands | 37.9 | 9.6 | 47.6 | 59.6 | 12.1 | 40.4 | 47.8 | 10.5 | 58.3 | 69.6 | 11.3 | 30.4 |
| WEurope & N America | 53.6 | 11.4 | 64.9 | 76.4 | 11.5 | 23.6 | 59.1 | 12.3 | 71.3 | 76.0 | 4.7 | 24.0 |
| Eastern Europe | 40.6 | 11.2 | 51.8 | 76.7 | 24.9 | 23.3 | 49.3 | 12.6 | 61.9 | 74.0 | 12.1 | 26.0 |
| South-East Asia | 35.6 | 9.6 | 45.2 | 55.7 | 10.5 | 44.3 | 47.8 | 10.7 | 58.4 | 66.4 | 7.9 | 33.6 |
| North-East Asia | 26.2 | 8.8 | 34.9 | 46.2 | 11.2 | 53.8 | 30.1 | 9.4 | 39.4 | 48.5 | 9.1 | 51.5 |
| Southern Asia | 31.5 | 9.1 | 40.6 | 70.0 | 29.4 | 30.0 | 49.2 | 11.1 | 60.3 | 74.6 | 14.3 | 25.4 |
| Other Countries | 45.6 | 10.0 | 55.6 | 71.6 | 16.1 | 28.4 | 56.1 | 11.1 | 67.2 | 76.3 | 9.1 | 23.7 |
| Total Migrants | 44.6 | 10.0 | 54.6 | 66.3 | 11.7 | 33.7 | 51.4 | 10.6 | 62.0 | 70.3 | 8.4 | 29.7 |
| 5-10 years | | | | | | | | | | | | |
| | full time | part time | employed | unemp | NoLF | total | full time | part time | employed | unemp | NoLF | total |
| UK and Ireland | 6108 | 1326 | 7434 | 249 | 1158 | 8841 | 6423 | 1365 | 7788 | 228 | 1176 | 9192 |
| Australia | 1383 | 372 | 1755 | 72 | 408 | 2235 | 1611 | 366 | 2061 | 84 | 405 | 2466 |
| Pacific Islands | 7791 | 1401 | 9192 | 1482 | 4419 | 15093 | 2985 | 612 | 3597 | 468 | 1506 | 5571 |
| WEurope & N America | 2826 | 741 | 3567 | 183 | 759 | 4509 | 2574 | 669 | 3243 | 126 | 699 | 4068 |
| Eastern Europe | 222 | 39 | 261 | 30 | 66 | 357 | 1596 | 249 | 1845 | 171 | 303 | 2319 |
| South-East Asia | 4332 | 792 | 5124 | 450 | 1794 | 7368 | 2316 | 522 | 2838 | 249 | 1311 | 4398 |
| North-East Asia | 3207 | 768 | 3975 | 381 | 2115 | 6471 | 5532 | 1557 | 7089 | 855 | 5202 | 13146 |
| Southern Asia | 1884 | 324 | 2208 | 237 | 642 | 3087 | 1875 | 369 | 2244 | 228 | 612 | 3084 |
| Other Countries | 1512 | 375 | 1887 | 156 | 447 | 2490 | 3177 | 732 | 3909 | 372 | 1035 | 5316 |
| Total Migrants | 29265 | 6138 | 35403 | 3240 | 11808 | 50451 | 28089 | 6441 | 34614 | 2781 | 12249 | 49560 |
| New Zealand | 734478 | 172437 | 906915 | 53112 | 201336 | 1161363 | 772686 | 176466 | 949152 | 52755 | 188004 | 1189911 |
| | full time | part time | empt rate | LFPR | U/E Rate | NoLF | full time | part time | empt rate | LFPR | U/E Rate | NoLF |
| UK and Ireland | 69.1 | 15.0 | 84.1 | 86.9 | 2.8 | 13.1 | 69.9 | 14.8 | 84.7 | 87.2 | 2.5 | 12.8 |
| Australia | 61.9 | 16.6 | 78.5 | 81.7 | 3.2 | 18.3 | 65.3 | 14.8 | 83.6 | 87.0 | 3.4 | 16.4 |
| Pacific Islands | 51.6 | 9.3 | 60.9 | 70.7 | 9.8 | 29.3 | 53.6 | 11.0 | 64.6 | 73.0 | 8.4 | 27.0 |
| WEurope & N America | 62.7 | 16.4 | 79.1 | 83.2 | 4.1 | 16.8 | 63.3 | 16.4 | 79.7 | 82.8 | 3.1 | 17.2 |
| Eastern Europe | 62.2 | 10.9 | 73.1 | 81.5 | 8.4 | 18.5 | 68.8 | 10.7 | 79.6 | 86.9 | 7.4 | 13.1 |
| South-East Asia | 58.8 | 10.7 | 69.5 | 75.7 | 6.1 | 24.3 | 52.7 | 11.9 | 64.5 | 70.2 | 5.7 | 29.8 |
| North-East Asia | 49.6 | 11.9 | 61.4 | 67.3 | 5.9 | 32.7 | 42.1 | 11.8 | 53.9 | 60.4 | 6.5 | 39.6 |
| Southern Asia | 61.0 | 10.5 | 71.5 | 79.2 | 7.7 | 20.8 | 60.8 | 12.0 | 72.8 | 80.2 | 7.4 | 19.8 |
| Other Countries | 60.7 | 15.1 | 75.8 | 82.0 | 6.3 | 18.0 | 59.8 | 13.8 | 73.5 | 80.5 | 7.0 | 19.5 |
| Total Migrants | 58.0 | 12.2 | 70.2 | 76.6 | 6.4 | 23.4 | 56.7 | 13.0 | 69.8 | 75.5 | 5.6 | 24.7 |
| New Zealand | 63.2 | 14.8 | 78.1 | 82.7 | 4.6 | 17.3 | 64.9 | 14.8 | 79.8 | 84.2 | 4.4 | 15.8 |

APPENDIX 8: LABOUR FORCE STATUS OF FEMALE AND MALE PRIME WORKING AGED MIGRANTS BY REGION OF ORIGIN AND DURATION OF RESIDENCE AND PRIME WORKING AGED NZ BORN, 1996 AND 2001

| Females 25-54 | | 1996 | | | | 2001 | | | | |
|------------------------|-------------|-------------|--------------|-------------|---------------|-------------|-------------|--------------|-------------|---------------|
| 0-5 yrs | emp | lfpr | unemp | nolf | total | emp | lfpr | unemp | nolf | total |
| UK and Ireland | 70.3 | 75.4 | 5.2 | 24.6 | 6021 | 74.2 | 77.9 | 3.7 | 22.1 | 7362 |
| Australia | 65.5 | 70.9 | 5.4 | 29.1 | 2409 | 69.6 | 73.6 | 4.0 | 26.4 | 2340 |
| Pacific Islands | 37.6 | 48.9 | 11.4 | 51.1 | 2220 | 46.7 | 57.4 | 10.8 | 42.6 | 5355 |
| WEurope & N America | 55.5 | 66.4 | 11.0 | 33.6 | 4512 | 63.4 | 68.2 | 4.8 | 31.8 | 3789 |
| Eastern Europe | 44.4 | 67.8 | 23.4 | 32.2 | 717 | 53.7 | 65.8 | 12.1 | 34.2 | 1683 |
| South-East Asia | 40.0 | 49.9 | 9.9 | 50.1 | 3186 | 51.7 | 59.3 | 7.7 | 40.7 | 4656 |
| North-East Asia | 28.2 | 37.3 | 9.1 | 62.7 | 10854 | 32.8 | 40.6 | 7.8 | 59.4 | 11286 |
| Southern Asia | 30.2 | 57.2 | 27.0 | 42.8 | 2097 | 48.1 | 63.0 | 14.9 | 37.0 | 3834 |
| Other Countries | 45.8 | 60.7 | 15.0 | 39.3 | 3309 | 58.1 | 66.9 | 8.8 | 33.1 | 7260 |
| Total | 45.1 | 55.7 | 10.5 | 44.3 | 35325 | 52.7 | 60.6 | 7.9 | 39.4 | 47565 |
| 5-10 yrs | | | | | | | | | | |
| UK and Ireland | 75.2 | 78.0 | 2.8 | 22.0 | 4299 | 76.0 | 78.6 | 2.6 | 21.4 | 4506 |
| Australia | 70.3 | 72.7 | 2.4 | 27.3 | 1233 | 71.6 | 74.7 | 3.1 | 25.3 | 1350 |
| Pacific Islands | 50.7 | 60.2 | 9.5 | 39.8 | 7941 | 55.1 | 63.5 | 8.4 | 36.5 | 2973 |
| WEurope & N America | 70.6 | 74.5 | 3.9 | 25.5 | 2376 | 71.3 | 74.9 | 3.6 | 25.1 | 2256 |
| Eastern Europe | 61.9 | 71.4 | 9.5 | 28.6 | 189 | 74.1 | 81.0 | 6.9 | 19.0 | 1215 |
| South-East Asia | 62.6 | 68.1 | 5.5 | 31.9 | 4545 | 59.9 | 65.0 | 5.1 | 35.0 | 2922 |
| North-East Asia | 52.5 | 57.6 | 5.0 | 42.4 | 3450 | 45.8 | 51.5 | 5.7 | 48.5 | 7824 |
| Southern Asia | 63.5 | 70.1 | 6.6 | 29.9 | 1143 | 63.4 | 71.0 | 7.6 | 29.0 | 1614 |
| Other Countries | 67.7 | 72.1 | 4.4 | 27.9 | 1152 | 65.7 | 71.9 | 6.2 | 28.1 | 2622 |
| Total | 61.1 | 67.0 | 6.0 | 33.0 | 26328 | 60.9 | 66.2 | 5.3 | 33.8 | 27282 |
| 10+ years | | | | | | | | | | |
| UK and Ireland | 76.5 | 79.6 | 3.1 | 20.4 | 40818 | 79.0 | 81.8 | 2.9 | 18.2 | 36408 |
| Australia | 74.1 | 77.6 | 3.4 | 22.4 | 7728 | 76.4 | 80.1 | 3.7 | 19.9 | 8055 |
| Pacific Islands | 56.9 | 64.9 | 8.0 | 35.1 | 18111 | 61.6 | 69.3 | 7.8 | 30.7 | 24207 |
| WEurope & N America | 74.1 | 77.1 | 3.0 | 22.9 | 8919 | 77.1 | 80.2 | 3.2 | 19.8 | 9039 |
| Eastern Europe | 72.8 | 77.6 | 4.8 | 22.4 | 375 | 71.0 | 77.5 | 6.5 | 22.5 | 786 |
| South-East Asia | 68.7 | 73.6 | 4.8 | 26.4 | 3732 | 70.5 | 75.5 | 4.9 | 24.5 | 7473 |
| North-East Asia | 70.1 | 72.3 | 2.2 | 27.7 | 1776 | 62.7 | 66.4 | 3.7 | 33.6 | 4515 |
| Southern Asia | 72.3 | 75.9 | 3.6 | 24.1 | 1605 | 73.8 | 77.6 | 3.8 | 22.4 | 2223 |
| Other Countries | 74.9 | 78.8 | 3.9 | 21.2 | 2748 | 76.0 | 79.3 | 3.3 | 20.7 | 3660 |
| Total | 71.3 | 75.5 | 4.3 | 24.5 | 85812 | 72.5 | 76.9 | 4.5 | 23.1 | 96366 |
| NZ Born | 70.4 | 74.9 | 4.5 | 25.1 | 592977 | 73.6 | 78.1 | 4.5 | 21.9 | 613233 |
| Males 25-54 yrs | | | | | | | | | | |
| 0-5 years | emp | lfpr | unemp | nolf | total | emp | lfpr | unemp | nolf | total |
| UK and Ireland | 89.5 | 94.3 | 4.7 | 5.7 | 6453 | 88.8 | 92.9 | 4.1 | 7.1 | 7479 |
| Australia | 88.8 | 93.2 | 4.4 | 6.8 | 2205 | 90.1 | 94.6 | 4.5 | 5.4 | 2001 |
| Pacific Islands | 58.9 | 71.7 | 12.8 | 28.3 | 1962 | 68.9 | 80.3 | 11.4 | 19.7 | 5271 |
| WEurope & N America | 75.3 | 87.3 | 12.0 | 12.7 | 4131 | 81.2 | 85.9 | 4.7 | 14.1 | 3081 |
| Eastern Europe | 59.4 | 85.9 | 26.5 | 14.1 | 702 | 72.5 | 84.1 | 11.5 | 15.9 | 1377 |
| South-East Asia | 54.2 | 65.8 | 11.7 | 34.2 | 1827 | 68.8 | 77.2 | 8.4 | 22.8 | 2946 |
| North-East Asia | 43.8 | 57.9 | 14.1 | 42.1 | 8232 | 49.0 | 60.2 | 11.2 | 39.8 | 7686 |
| Southern Asia | 49.6 | 81.1 | 31.5 | 18.9 | 2430 | 72.0 | 85.7 | 13.7 | 14.3 | 4119 |
| Other Countries | 64.3 | 81.3 | 17.1 | 18.7 | 3711 | 76.2 | 85.8 | 9.6 | 14.2 | 7311 |
| Total | 65.1 | 78.1 | 13.0 | 21.9 | 31653 | 72.5 | 81.4 | 8.9 | 18.6 | 41271 |
| 5-10 years | | | | | | | | | | |
| UK and Ireland | 92.5 | 95.3 | 2.8 | 4.7 | 4542 | 93.1 | 95.4 | 2.2 | 4.6 | 4680 |
| Australia | 88.6 | 92.8 | 4.2 | 7.2 | 1002 | 90.4 | 94.1 | 3.7 | 5.9 | 1122 |
| Pacific Islands | 72.3 | 82.4 | 10.2 | 17.6 | 7152 | 75.9 | 84.1 | 8.2 | 15.9 | 2592 |
| WEurope & N America | 88.6 | 92.8 | 4.2 | 7.2 | 2133 | 90.0 | 92.5 | 2.5 | 7.5 | 1797 |
| Eastern Europe | 85.7 | 92.9 | 7.1 | 7.1 | 168 | 87.3 | 94.2 | 6.9 | 5.8 | 1083 |
| South-East Asia | 80.8 | 87.8 | 7.0 | 12.2 | 2823 | 74.4 | 81.5 | 7.1 | 18.5 | 1488 |
| North-East Asia | 71.6 | 78.5 | 6.9 | 21.5 | 3021 | 66.0 | 73.8 | 7.8 | 26.2 | 5343 |
| Southern Asia | 76.2 | 84.6 | 8.3 | 15.4 | 1944 | 82.2 | 89.9 | 7.7 | 10.1 | 1479 |
| Other Countries | 82.7 | 90.6 | 7.8 | 9.4 | 1338 | 80.9 | 88.7 | 7.8 | 11.3 | 2703 |
| Total | 80.1 | 87.0 | 6.9 | 13.0 | 24123 | 80.5 | 86.4 | 5.9 | 13.6 | 22287 |
| 10+ years | | | | | | | | | | |
| UK and Ireland | 89.6 | 93.2 | 3.7 | 6.8 | 41850 | 89.7 | 93.1 | 3.4 | 6.9 | 36228 |
| Australia | 86.5 | 90.9 | 4.5 | 9.1 | 6030 | 86.2 | 90.8 | 4.5 | 9.2 | 6327 |
| Pacific Islands | 72.8 | 82.1 | 9.4 | 17.9 | 16155 | 76.7 | 84.8 | 8.1 | 15.2 | 21522 |
| WEurope & N America | 88.1 | 91.7 | 3.6 | 8.3 | 9513 | 88.7 | 91.7 | 3.1 | 8.3 | 8679 |
| Eastern Europe | 81.6 | 88.0 | 6.4 | 12.0 | 375 | 84.7 | 90.8 | 6.1 | 9.2 | 882 |
| South-East Asia | 83.2 | 89.5 | 6.3 | 10.5 | 2754 | 84.4 | 89.3 | 5.0 | 10.7 | 5238 |
| North-East Asia | 84.9 | 89.4 | 4.6 | 10.6 | 1506 | 79.9 | 85.1 | 5.2 | 14.9 | 3849 |
| Southern Asia | 86.3 | 91.0 | 4.6 | 9.0 | 1824 | 84.9 | 90.1 | 5.2 | 9.9 | 2940 |
| Other Countries | 88.5 | 93.6 | 5.0 | 6.4 | 2562 | 87.6 | 92.3 | 4.6 | 7.7 | 3492 |
| Total | 85.4 | 90.5 | 5.0 | 9.5 | 82569 | 85.2 | 90.1 | 4.9 | 9.9 | 89157 |
| NZ Born | 86.1 | 90.8 | 4.7 | 9.2 | 568401 | 86.3 | 90.7 | 4.4 | 9.3 | 576690 |

**APPENDIX 9A LABOUR FORCE STATUS OF RECENT FEMALE PRIME WORKING AGED
MIGRANTS BY LANGUAGE, QUALIFICATION AND REGION OF ORIGIN, 2001**

| Pacific Islands | Females (25-54) | | | | | 2001 | | | | |
|-------------------|-----------------|-------------|-------------|-------------|-------------|----------------|-------------|-------------|-------------|-------------|
| | eng prof | | | | | not proficient | | | | |
| 0-5 years | emp rate | lfpr | unemp | nolf | total (no) | emp rate | lfpr | unemp | nolf | total (no) |
| none | 34.0 | 45.6 | 11.6 | 54.4 | 645 | 20.0 | 31.8 | 11.8 | 68.2 | 255 |
| school | 48.0 | 59.0 | 11.1 | 41.0 | 2007 | 37.0 | 46.7 | 9.8 | 53.3 | 276 |
| vocational | 65.9 | 75.7 | 9.8 | 24.3 | 828 | 66.7 | 66.7 | 0.0 | 33.3 | 36 |
| university | 66.4 | 78.8 | 12.4 | 21.2 | 339 | 100.0 | 100.0 | 0.0 | 0.0 | 3 |
| not stated | 42.1 | 52.2 | 10.1 | 47.8 | 477 | 27.9 | 41.2 | 13.2 | 58.8 | 204 |
| total | 50.1 | 61.0 | 10.9 | 39.0 | 4296 | 30.6 | 41.5 | 10.9 | 58.5 | 774 |
| 5-10 years | | | | | | | | | | |
| none | 42.2 | 53.1 | 10.9 | 46.9 | 441 | 25.0 | 32.5 | 7.5 | 67.5 | 120 |
| school | 59.0 | 66.7 | 7.8 | 33.3 | 1236 | 48.9 | 55.3 | 6.4 | 44.7 | 141 |
| vocational | 68.1 | 79.3 | 11.1 | 20.7 | 405 | 60.0 | 60.0 | 0.0 | 40.0 | 15 |
| university | 80.0 | 82.0 | 2.0 | 18.0 | 150 | 100.0 | 100.0 | 0.0 | 0.0 | 3 |
| not stated | 50.5 | 57.9 | 7.5 | 42.1 | 321 | 36.7 | 46.7 | 10.0 | 53.3 | 90 |
| total | 57.7 | 66.2 | 8.5 | 33.8 | 2553 | 39.0 | 46.3 | 7.3 | 53.7 | 369 |
| NE Asia | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 33.8 | 39.4 | 5.6 | 60.6 | 213 | 31.5 | 37.1 | 5.6 | 62.9 | 372 |
| school | 31.4 | 37.4 | 6.0 | 62.6 | 3705 | 23.5 | 30.0 | 6.4 | 70.0 | 1911 |
| vocational | 37.2 | 47.2 | 10.0 | 52.8 | 1017 | 27.9 | 41.0 | 13.1 | 59.0 | 183 |
| university | 41.1 | 50.5 | 9.4 | 49.5 | 2520 | 24.5 | 35.3 | 10.8 | 64.7 | 306 |
| not stated | 37.2 | 46.2 | 9.0 | 53.8 | 234 | 27.3 | 34.8 | 7.6 | 65.2 | 198 |
| total | 35.6 | 43.3 | 7.7 | 56.7 | 7689 | 25.2 | 32.4 | 7.3 | 67.6 | 2970 |
| 5-10 years | | | | | | | | | | |
| none | 42.7 | 46.7 | 4.0 | 53.3 | 225 | 36.7 | 41.3 | 4.6 | 58.7 | 327 |
| school | 43.7 | 48.8 | 5.1 | 51.2 | 2994 | 35.5 | 40.1 | 4.6 | 59.9 | 1233 |
| vocational | 51.6 | 59.0 | 7.4 | 41.0 | 768 | 31.0 | 41.4 | 10.3 | 58.6 | 87 |
| university | 58.4 | 65.6 | 7.2 | 34.4 | 1659 | 38.8 | 44.9 | 6.1 | 55.1 | 147 |
| not stated | 48.4 | 50.0 | 1.6 | 50.0 | 192 | 33.3 | 42.9 | 9.5 | 57.1 | 126 |
| total | 49.0 | 54.9 | 5.9 | 45.1 | 5838 | 35.6 | 40.9 | 5.3 | 59.1 | 1920 |
| SE Asia | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 43.3 | 51.7 | 8.3 | 48.3 | 360 | 26.1 | 35.2 | 9.1 | 64.8 | 264 |
| school | 51.1 | 58.6 | 7.5 | 41.4 | 1392 | 41.0 | 49.2 | 8.2 | 50.8 | 183 |
| vocational | 51.2 | 59.7 | 8.5 | 40.3 | 387 | 100.0 | 100.0 | 0.0 | 0.0 | 3 |
| university | 63.3 | 70.8 | 7.5 | 29.2 | 1512 | 57.1 | 57.1 | 0.0 | 42.9 | 21 |
| not stated | 54.1 | 58.1 | 4.1 | 41.9 | 222 | 31.0 | 38.1 | 7.1 | 61.9 | 126 |
| total | 55.3 | 62.8 | 7.5 | 37.2 | 3873 | 33.2 | 41.2 | 8.0 | 58.8 | 597 |
| 5-10 years | | | | | | | | | | |
| none | 51.3 | 56.4 | 5.1 | 43.6 | 351 | 28.6 | 31.7 | 3.2 | 68.3 | 189 |
| school | 59.1 | 63.6 | 4.5 | 36.4 | 939 | 39.1 | 47.8 | 8.7 | 52.2 | 69 |
| vocational | 65.5 | 72.4 | 6.9 | 27.6 | 261 | 0.0 | 0.0 | 0.0 | 0.0 | 0 |
| university | 74.7 | 79.5 | 4.8 | 20.5 | 819 | 66.7 | 66.7 | 0.0 | 33.3 | 9 |
| not stated | 55.7 | 62.9 | 7.1 | 37.1 | 210 | 29.4 | 35.3 | 5.9 | 64.7 | 51 |
| total | 63.4 | 68.5 | 5.1 | 31.5 | 2580 | 32.1 | 36.8 | 4.7 | 63.2 | 318 |
| Sthn Asia | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 44.4 | 61.1 | 16.7 | 38.9 | 54 | 19.0 | 23.8 | 4.8 | 76.2 | 126 |
| school | 42.9 | 56.8 | 13.9 | 43.2 | 777 | 26.0 | 39.7 | 13.7 | 60.3 | 219 |
| vocational | 55.4 | 71.9 | 16.5 | 28.1 | 363 | 25.0 | 50.0 | 25.0 | 50.0 | 12 |
| university | 55.6 | 71.7 | 16.1 | 28.3 | 1953 | 27.8 | 38.9 | 11.1 | 61.1 | 54 |
| not stated | 44.1 | 61.8 | 17.6 | 38.2 | 102 | 28.1 | 37.5 | 9.4 | 62.5 | 96 |
| total | 52.0 | 67.7 | 15.7 | 32.3 | 3249 | 24.9 | 35.5 | 10.7 | 64.5 | 507 |
| 5-10 years | | | | | | | | | | |
| none | 44.4 | 50.0 | 5.6 | 50.0 | 54 | 29.4 | 41.2 | 11.8 | 58.8 | 51 |
| school | 60.1 | 66.9 | 6.7 | 33.1 | 489 | 55.0 | 60.0 | 5.0 | 40.0 | 60 |
| vocational | 72.5 | 84.3 | 11.8 | 15.7 | 153 | 50.0 | 50.0 | 0.0 | 50.0 | 6 |
| university | 71.5 | 78.7 | 7.2 | 21.3 | 663 | 60.0 | 80.0 | 20.0 | 20.0 | 15 |
| not stated | 50.0 | 57.7 | 7.7 | 42.3 | 78 | 50.0 | 60.0 | 10.0 | 40.0 | 30 |
| total | 65.6 | 73.1 | 7.5 | 26.9 | 1437 | 46.3 | 55.6 | 9.3 | 44.4 | 162 |

| | | | | | | | | | | |
|-------------------------|-------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| "Other" | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 22.7 | 31.8 | 9.1 | 68.2 | 132 | 5.3 | 10.5 | 5.3 | 89.5 | 171 |
| school | 53.0 | 61.6 | 8.6 | 38.4 | 2508 | 17.2 | 32.8 | 15.5 | 67.2 | 174 |
| vocational | 72.6 | 79.9 | 7.3 | 20.1 | 1641 | 33.3 | 33.3 | 0.0 | 66.7 | 27 |
| university | 68.1 | 77.3 | 9.2 | 22.7 | 2145 | 36.4 | 54.5 | 18.2 | 45.5 | 33 |
| not stated | 45.7 | 57.1 | 11.4 | 42.9 | 210 | 18.4 | 28.9 | 10.5 | 71.1 | 114 |
| total | 61.9 | 70.5 | 8.6 | 29.5 | 6636 | 15.6 | 26.0 | 10.4 | 74.0 | 519 |
| 5-10 years | | | | | | | | | | |
| none | 28.0 | 40.0 | 12.0 | 60.0 | 75 | 14.3 | 21.4 | 7.1 | 78.6 | 42 |
| school | 60.5 | 66.4 | 5.9 | 33.6 | 759 | 35.3 | 41.2 | 5.9 | 58.8 | 51 |
| vocational | 72.9 | 80.2 | 7.3 | 19.8 | 531 | 33.3 | 33.3 | 0.0 | 66.7 | 9 |
| university | 75.3 | 80.0 | 4.7 | 20.0 | 1020 | 66.7 | 66.7 | 0.0 | 33.3 | 9 |
| not stated | 52.0 | 68.0 | 16.0 | 32.0 | 75 | 10.0 | 20.0 | 10.0 | 80.0 | 30 |
| total | 68.0 | 74.3 | 6.2 | 25.7 | 2460 | 25.5 | 31.9 | 6.4 | 68.1 | 141 |
| UK & Ireland | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 57.7 | 67.3 | 9.6 | 32.7 | 156 | | | | | |
| school | 66.3 | 69.9 | 3.7 | 30.1 | 2286 | | | | | |
| vocational | 77.2 | 80.0 | 2.8 | 20.0 | 1935 | | | | | |
| university | 81.3 | 84.9 | 3.5 | 15.1 | 2793 | | | | | |
| not stated | 61.3 | 71.0 | 9.7 | 29.0 | 93 | | | | | |
| total | 74.7 | 78.3 | 3.6 | 21.7 | 7263 | | | | | |
| 5-10 years | | | | | | | | | | |
| none | 73.8 | 77.0 | 3.3 | 23.0 | 183 | | | | | |
| school | 72.9 | 76.1 | 3.3 | 23.9 | 1746 | | | | | |
| vocational | 77.3 | 79.1 | 1.8 | 20.9 | 1176 | | | | | |
| university | 80.8 | 82.8 | 2.1 | 17.2 | 1311 | | | | | |
| not stated | 58.3 | 66.7 | 8.3 | 33.3 | 72 | | | | | |
| total | 76.1 | 78.7 | 2.6 | 21.3 | 4488 | | | | | |

**APPENDIX 9B: LABOUR FORCE STATUS (PERCENTAGE) OF PRIME WORKING AGED
MALES BY LANGUAGE, QUALIFICATION AND REGION OF ORIGIN, 2001**

| | Males (25-54) | | | | | 2001 | | | | |
|------------------------|-----------------|-------------|--------------|-------------|-------------------|-----------------|-------------|--------------|-------------|-------------------|
| | english | | | | | no english | | | | |
| Pacific Islands | | | | | | | | | | |
| 0-5 years | emp rate | lfpr | unemp | nolf | total (no) | emp rate | lfpr | unemp | nolf | total (no) |
| none | 62.6 | 76.1 | 13.5 | 23.9 | 690 | 55.1 | 67.4 | 12.4 | 32.6 | 267 |
| school | 74.8 | 84.7 | 10.0 | 15.3 | 1806 | 64.2 | 72.5 | 8.3 | 27.5 | 327 |
| vocational | 76.0 | 85.6 | 9.6 | 14.4 | 813 | 54.5 | 72.7 | 18.2 | 27.3 | 33 |
| university | 69.0 | 82.9 | 14.0 | 17.1 | 387 | 0.0 | 0.0 | 0.0 | 0.0 | 0 |
| not stated | 67.5 | 79.6 | 12.1 | 20.4 | 471 | 52.1 | 66.2 | 14.1 | 33.8 | 213 |
| total | 71.6 | 82.7 | 11.1 | 17.3 | 4167 | 57.9 | 69.3 | 11.4 | 30.7 | 840 |
| 5-10 years | | | | | | | | | | |
| none | 73.1 | 83.8 | 10.8 | 16.2 | 390 | 56.8 | 68.2 | 11.4 | 31.8 | 132 |
| school | 80.3 | 88.5 | 8.2 | 11.5 | 1020 | 64.7 | 74.5 | 9.8 | 25.5 | 153 |
| vocational | 81.7 | 86.2 | 4.6 | 13.8 | 327 | 80.0 | 80.0 | 0.0 | 20.0 | 15 |
| university | 88.1 | 93.2 | 5.1 | 6.8 | 177 | 100.0 | 100.0 | 0.0 | 0.0 | 3 |
| not stated | 68.9 | 77.0 | 8.1 | 23.0 | 222 | 67.9 | 75.0 | 7.1 | 25.0 | 84 |
| total | 78.7 | 86.5 | 7.9 | 13.5 | 2136 | 63.6 | 72.9 | 9.3 | 27.1 | 387 |
| NE Asia | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 44.7 | 52.6 | 7.9 | 47.4 | 114 | 51.4 | 58.3 | 6.9 | 41.7 | 216 |
| school | 49.1 | 57.9 | 8.7 | 42.1 | 2235 | 46.9 | 57.3 | 10.4 | 42.7 | 1152 |
| vocational | 47.1 | 58.8 | 11.8 | 41.2 | 561 | 38.5 | 51.3 | 12.8 | 48.7 | 117 |
| university | 50.6 | 64.2 | 13.6 | 35.8 | 2331 | 41.3 | 57.5 | 16.3 | 42.5 | 240 |
| not stated | 52.9 | 68.6 | 15.7 | 31.4 | 153 | 47.6 | 57.1 | 9.5 | 42.9 | 126 |
| total | 49.6 | 60.9 | 11.3 | 39.1 | 5394 | 46.2 | 57.1 | 10.9 | 42.9 | 1851 |
| 5-10 years | | | | | | | | | | |
| none | 60.5 | 65.8 | 5.3 | 34.2 | 114 | 61.7 | 66.0 | 4.3 | 34.0 | 141 |
| school | 64.0 | 71.9 | 7.9 | 28.1 | 1899 | 60.3 | 67.0 | 6.7 | 33.0 | 672 |
| vocational | 65.9 | 76.1 | 10.1 | 23.9 | 414 | 60.0 | 70.0 | 10.0 | 30.0 | 60 |
| university | 72.0 | 80.0 | 7.9 | 20.0 | 1662 | 59.2 | 71.4 | 12.2 | 28.6 | 147 |
| not stated | 70.3 | 75.7 | 5.4 | 24.3 | 111 | 66.7 | 70.8 | 4.2 | 29.2 | 72 |
| total | 67.4 | 75.4 | 8.0 | 24.6 | 4200 | 60.7 | 67.9 | 7.1 | 32.1 | 1092 |
| SE Asia | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 55.3 | 68.1 | 12.8 | 31.9 | 141 | 43.1 | 53.4 | 10.3 | 46.6 | 174 |
| school | 73.7 | 80.4 | 6.7 | 19.6 | 810 | 57.5 | 67.5 | 10.0 | 32.5 | 120 |
| vocational | 72.5 | 80.2 | 7.7 | 19.8 | 273 | 100.0 | 100.0 | 0.0 | 0.0 | 6 |
| university | 75.1 | 83.9 | 8.8 | 16.1 | 1026 | 50.0 | 50.0 | 0.0 | 50.0 | 12 |
| not stated | 66.7 | 75.6 | 8.9 | 24.4 | 135 | 44.8 | 55.2 | 10.3 | 44.8 | 87 |
| total | 72.7 | 80.9 | 8.2 | 19.1 | 2385 | 48.9 | 58.6 | 9.8 | 41.4 | 399 |
| 5-10 years | | | | | | | | | | |
| none | 63.6 | 68.2 | 4.5 | 31.8 | 132 | 48.3 | 62.1 | 13.8 | 37.9 | 87 |
| school | 73.2 | 81.2 | 8.0 | 18.8 | 414 | 58.8 | 64.7 | 5.9 | 35.3 | 51 |
| vocational | 76.9 | 87.2 | 10.3 | 12.8 | 117 | 0.0 | 0.0 | 0.0 | 0.0 | 0 |
| university | 85.9 | 91.5 | 5.6 | 8.5 | 531 | 100.0 | 100.0 | 0.0 | 0.0 | 3 |
| not stated | 66.7 | 73.3 | 6.7 | 26.7 | 90 | 60.0 | 60.0 | 0.0 | 40.0 | 30 |
| total | 77.3 | 84.1 | 6.8 | 15.9 | 1284 | 54.4 | 63.2 | 8.8 | 36.8 | 171 |
| Sthn Asia | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 54.2 | 70.8 | 16.7 | 29.2 | 72 | 56.5 | 65.2 | 8.7 | 34.8 | 69 |
| school | 72.6 | 84.2 | 11.6 | 15.8 | 777 | 54.2 | 64.6 | 10.4 | 35.4 | 144 |
| vocational | 78.6 | 92.5 | 13.8 | 7.5 | 477 | 50.0 | 100.0 | 50.0 | 0.0 | 6 |
| university | 74.0 | 89.3 | 15.2 | 10.7 | 2205 | 46.2 | 61.5 | 15.4 | 38.5 | 39 |
| not stated | 75.5 | 81.6 | 6.1 | 18.4 | 147 | 59.3 | 66.7 | 7.4 | 33.3 | 81 |
| total | 74.0 | 87.9 | 13.9 | 12.1 | 3678 | 54.9 | 65.5 | 10.6 | 34.5 | 339 |
| 5-10 years | | | | | | | | | | |
| none | 72.7 | 81.8 | 9.1 | 18.2 | 33 | 80.0 | 80.0 | 0.0 | 20.0 | 15 |
| school | 83.0 | 89.4 | 6.4 | 10.6 | 282 | 70.0 | 70.0 | 0.0 | 30.0 | 30 |
| vocational | 87.2 | 91.5 | 4.3 | 8.5 | 141 | 0.0 | 0.0 | 0.0 | 0.0 | 0 |
| university | 83.2 | 92.4 | 9.3 | 7.6 | 873 | 60.0 | 80.0 | 20.0 | 20.0 | 15 |
| not stated | 78.3 | 82.6 | 4.3 | 17.4 | 69 | 50.0 | 50.0 | 0.0 | 50.0 | 12 |
| total | 83.0 | 91.0 | 7.9 | 9.0 | 1398 | 66.7 | 70.8 | 4.2 | 29.2 | 72 |

| "Other" | | | | | | | | | | |
|-------------------------|-------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|------------|
| 0-5 years | | | | | | | | | | |
| none | 45.8 | 62.7 | 16.9 | 37.3 | 177 | 16.1 | 38.7 | 22.6 | 61.3 | 93 |
| school | 73.7 | 83.7 | 10.0 | 16.3 | 1953 | 24.5 | 50.9 | 26.4 | 49.1 | 159 |
| vocational | 88.1 | 94.0 | 5.9 | 6.0 | 2040 | 50.0 | 62.5 | 12.5 | 37.5 | 24 |
| university | 81.1 | 90.4 | 9.3 | 9.6 | 2412 | 50.0 | 75.0 | 25.0 | 25.0 | 24 |
| not stated | 57.7 | 71.8 | 14.1 | 28.2 | 234 | 33.3 | 48.1 | 14.8 | 51.9 | 81 |
| total | 79.4 | 88.2 | 8.8 | 11.8 | 6816 | 27.6 | 49.6 | 22.0 | 50.4 | 381 |
| 5-10 years | | | | | | | | | | |
| none | 50.0 | 69.4 | 19.4 | 30.6 | 108 | 33.3 | 50.0 | 16.7 | 50.0 | 18 |
| school | 76.4 | 86.4 | 10.0 | 13.6 | 660 | 50.0 | 75.0 | 25.0 | 25.0 | 36 |
| vocational | 85.5 | 91.4 | 5.9 | 8.6 | 456 | 50.0 | 50.0 | 0.0 | 50.0 | 6 |
| university | 88.3 | 93.5 | 5.1 | 6.5 | 1284 | 33.3 | 33.3 | 0.0 | 66.7 | 9 |
| not stated | 60.6 | 75.8 | 15.2 | 24.2 | 99 | 50.0 | 50.0 | 0.0 | 50.0 | 12 |
| total | 82.2 | 89.6 | 7.5 | 10.4 | 2607 | 44.4 | 59.3 | 14.8 | 40.7 | 81 |
| UK & Ireland | | | | | | | | | | |
| 0-5 years | | | | | | | | | | |
| none | 76.1 | 88.1 | 11.9 | 11.9 | 201 | | | | | |
| school | 87.1 | 91.0 | 3.9 | 9.0 | 2295 | | | | | |
| vocational | 90.9 | 94.9 | 4.0 | 5.1 | 1944 | | | | | |
| university | 91.1 | 94.5 | 3.4 | 5.5 | 2793 | | | | | |
| not stated | 77.8 | 84.4 | 6.7 | 15.6 | 135 | | | | | |
| total | 89.1 | 93.2 | 4.0 | 6.8 | 7368 | | | | | |
| 5-10 years | | | | | | | | | | |
| none | 86.4 | 90.9 | 4.5 | 9.1 | 198 | | | | | |
| school | 91.8 | 94.6 | 2.9 | 5.4 | 1569 | | | | | |
| vocational | 93.9 | 96.0 | 2.1 | 4.0 | 1287 | | | | | |
| university | 95.2 | 96.8 | 1.6 | 3.2 | 1515 | | | | | |
| not stated | 90.3 | 90.3 | 0.0 | 9.7 | 93 | | | | | |
| total | 93.2 | 95.5 | 2.3 | 4.5 | 4662 | | | | | |

APPENDIX 10: INCOME OF PRIME WORKING AGED MIGRANTS WITH SCHOOL AND UNIVERSITY QUALIFICATIONS BY REGION OF ORIGIN WHO HAD LIVED IN NEW ZEALAND FOR LESS THAN TWO YEARS IN 1996 AND FIVE TO TEN YEARS IN 2001

| | school qualifications | | university qualifications | |
|---------------------------------|-----------------------|------------|---------------------------|------------|
| | 1996 | 2001 | 1996 | 2001 |
| | 0-2 years | 5-10 years | 0-2 years | 5-10 years |
| New Zealand | 100.0 | 100.0 | 100.0 | 100.0 |
| UK and Ireland | 92.6 | 110.5 | 99.3 | 117.8 |
| Australia | 102.5 | 99.7 | 103.6 | 104.8 |
| Pacific Islands | 49.6 | 69.8 | 61.6 | 74.5 |
| W Europe & N America | 90.4 | 96.9 | 85.9 | 97.6 |
| Eastern Europe | 74.6 | 90.7 | 57.8 | 82.1 |
| South-East Asia | 55.2 | 71.6 | 46.4 | 67.5 |
| North-East Asia | 54.1 | 63.3 | 38.3 | 61.9 |
| Southern Asia | 57.1 | 75.7 | 51.0 | 83.3 |
| Other Countries | 82.4 | 97.3 | 87.8 | 109.7 |

APPENDIX 11: NUMBER OF MIGRANTS AGED 15 –24 BY REGION OF ORIGIN AND DURATION OF RESIDENCE, AND NZ BORN WHO WERE NOT IN THE LABOUR FORCE, AND THE PERCENTAGE OF THOSE WHO WERE STUDYING FULL TIME IN 1996 AND 2001

| | 1996 | | | 2001 | | |
|-----------------------------|---------------|---------------|-------------|---------------|---------------|-------------|
| | no nolf | no studying | %studying | no nolf | no studying | %studying |
| New Zealand | 119,529 | 62,292 | 52.1 | 116,190 | 52,740 | 45.4 |
| 0-5 years | | | | | | |
| UK and Ireland | 450 | 261 | 58.0 | 492 | 255 | 51.8 |
| Australia | 414 | 228 | 55.1 | 432 | 207 | 47.9 |
| Pacific Islands | 2,052 | 936 | 45.6 | 2,949 | 807 | 27.4 |
| WEurope & N America | 1,191 | 765 | 64.2 | 1,032 | 552 | 53.5 |
| Eastern Europe | 138 | 99 | 71.7 | 396 | 183 | 46.2 |
| South-East Asia | 4,059 | 3,195 | 78.7 | 2,538 | 1,104 | 43.5 |
| North-East Asia | 8,523 | 6,933 | 81.3 | 11,286 | 5,520 | 48.9 |
| Southern Asia | 588 | 348 | 59.2 | 1,062 | 432 | 40.7 |
| Other Countries | 1,098 | 714 | 65.0 | 2,394 | 1,128 | 47.1 |
| Total Migrants(0-5) | 18,513 | 13,479 | 72.8 | 22,581 | 10,188 | 45.1 |
| 5-10 years | | | | | | |
| UK and Ireland | 474 | 345 | 72.8 | 411 | 246 | 59.9 |
| Australia | 273 | 183 | 67.0 | 369 | 189 | 51.2 |
| Pacific Islands | 1,821 | 783 | 43.0 | 948 | 261 | 27.5 |
| WEurope & N America | 258 | 195 | 75.6 | 267 | 162 | 60.7 |
| Eastern Europe | 27 | 21 | 77.8 | 243 | 135 | 55.6 |
| South-East Asia | 951 | 699 | 73.5 | 1,056 | 516 | 48.9 |
| North-East Asia | 1,950 | 1,683 | 86.3 | 5,019 | 2,763 | 55.1 |
| Southern Asia | 177 | 111 | 62.7 | 333 | 210 | 63.1 |
| Other Countries | 246 | 192 | 78.0 | 813 | 468 | 57.6 |
| Total Migrants(5-10) | 6,177 | 4,212 | 68.2 | 9,459 | 4,950 | 52.3 |
| 10+ years | | | | | | |
| UK and Ireland | 1,518 | 1,017 | 67.0 | 1,401 | 900 | 64.2 |
| Australia | 1,218 | 717 | 58.9 | 1,629 | 918 | 56.4 |
| Pacific Islands | 1,422 | 528 | 37.1 | 2,382 | 846 | 35.5 |
| WEurope & N America | 714 | 519 | 72.7 | 738 | 495 | 67.1 |
| Eastern Europe | 24 | 24 | 100.0 | 39 | 15 | 38.5 |
| South-East Asia | 558 | 381 | 68.3 | 1,065 | 591 | 55.5 |
| North-East Asia | 225 | 168 | 74.7 | 1,116 | 684 | 61.3 |
| Southern Asia | 66 | 48 | 72.7 | 204 | 123 | 60.3 |
| Other Countries | 240 | 180 | 75.0 | 477 | 300 | 62.9 |
| Total Migrants(10+) | 5,985 | 3,582 | 59.8 | 9,051 | 4,872 | 53.8 |

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