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Immigration Service
Te Ratonga Menene

Immigration Research Programme

**Skilled Migrants:
Labour Market Experiences**

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Skilled Migrants:
Labour Market Experiences

New Zealand Immigration Service

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1 EXECUTIVE SUMMARY

1.1 Introduction

This report consists of two research projects that describe and analyse some of the outcomes of the General Skills Category (GSC) policy. Part A is an exploratory research project focusing on the experiences and attitudes of employers who offer applicants a job. This research aimed to identify and discuss outcomes of awarding points for a job offer to a migrant. The research explored characteristics of the employers such as their size, type of business and industry; whether the job offer was taken up; the reasons for selecting the migrant; the migrants' performance in the job and the sorts of barriers they faced.

Part B made use of a GSC proxy and 2001 Census data to document the types of labour market outcomes that could be achieved by GSC applicants. This research examined how factors such as age, region of origin, educational qualifications and English language ability impact on migrant labour market outcomes and assists with determining whether the current points system categories lead towards attracting people likely to participate in the labour market. Recent GSC principal applicants were required to have at least a vocational or university qualification, and be a 'Modest User' of English at the time of the Census in March 2001. For comparative purposes data on non-English speaking migrants and those with no or school only qualifications was included.

1.2 Background

Changes in immigration policies over the years have seen a shift from selection based on a country of origin principle to one based on skill and family connections.

The Skills Category (sometimes called the points system), which operates today, was introduced in 1991 and subsequently modified in October 1995. Under this system (the General Skills Category) applicants can be approved for residence if they achieve a minimum number of points. Applicants must meet the prerequisite English, character and health requirements and achieve a minimum of ten points for qualifications. Applicants can then gain points for other factors, such as, work experience, age, and settlement factors (such as a job offer). Other immigration policies allow for business related immigration, family reunification and the meeting of New Zealand's international obligations.

1.3 Recent trends

In 2001/2002, 59 percent (31,359) of all residence approvals were through the GSC. There were 12,398 approved applications in this period. The three largest source countries of migrants approved through this category were India (24 percent), Great Britain (14 percent) and South Africa (12 percent). Since 2000/2001 this represents a marked increase in approvals from India and a decrease in the proportion from South Africa.

During July 2001 to June 2002, 44 percent of principal applicants claimed points on the basis of having a job offer. A much higher proportion of principal applicants approved onshore claimed points for a job offer (80 percent), compared to 26 percent of principal applicants approved offshore.

1.4 Objectives

1.4.1 PART A: SURVEY OF EMPLOYERS

The objectives of Part A were as follows:

1. To describe in as much detail as possible the occupations of GSC principal applicants with job offers prior to coming to New Zealand, using the New Zealand Standard Classification of Occupations 1999.
2. To describe the intended (i.e. of the job offer) occupations of GSC applicants with New Zealand job offers.
3. To determine the extent to which GSC principal applicants worked in the occupation and for the New Zealand employer stated in their application form.
4. To determine for each principal applicant the length of time they stayed with the employer.
5. To identify GSC principal applicants' occupations and employment in New Zealand by onshore and offshore approval.
6. To identify the type of business and industry of the employer.
7. To collect qualitative information from the employer on the selection and success of the principal applicant in the occupation.

1.4.2 PART B: ANALYSIS OF CENSUS DATA

There were four broad questions that Part B of the research sought to answer:

1. How do migrants with a GSC proxy differ from native-born New Zealanders in their personal and employment related characteristics?
2. How well do they fare in the labour market in the period immediately after their arrival (i.e. in the first 5 years)?
3. To what extent do migrant labour market outcomes – that is their participation, employment and unemployment rates and incomes – converge towards the incomes of like natives in the years immediately following settlement?
4. Can we identify factors associated with relatively good or relatively poor labour market outcomes for migrants with a GSC proxy?

1.5 Methodology

1.5.1 PART A: SURVEY OF EMPLOYERS

This project involved a quantitative analysis of two main datasets. These datasets were 387 respondents to a telephone survey of employers and the Immigration database of 4,674 principal applicants with a job offer who were approved for residence in 2001/2002. An external and independent contractor conducted the employer survey. The contact details of employers were obtained from the files of 1,020 GSC principal applicants with job offers who had been approved for residence between July 2001 and June 2002¹. Data from existing Immigration databases was appended to survey findings to enable further analysis.

At the time of the study, the files from the London immigration branch (which processes applications from Africa, Central and Western Europe and the United Kingdom) were inaccessible as they were in transit to New Zealand. Therefore, the London files were excluded from the population. Yet, many migrants from these regions made it into the survey, mainly as a result of having applied while onshore in New Zealand.

Ninety-three employers had never heard of the migrant ('non-qualifiers') and 387 employers completed the survey, giving a total response of 480 employers or 47 percent. The refusal rate was 13 percent. The average length of the telephone interview with each employer was 15 minutes. Up to six call-backs were made to each contact. Refer to Appendix C on page 147 for the questionnaire.

Selected characteristics of migrants in the survey were compared with the population of migrants with job offers to obtain an indication of how representative of the population the survey findings were. On a number of dimensions, including onshore/offshore status, gender, age, number of people per application, and region of origin, characteristics of the sample were similar to the population parameters. Therefore, we can be confident that the survey findings can be generalised to the population of GSC migrants with a job offer who were approved in the 2001/2002 financial year.

1.5.2 PART B: ANALYSIS OF CENSUS DATA

The methodology for Part B was a quantitative analysis of unit record data from the 2001 Census. The project examined labour force and income data using as variables characteristics that were a proxy for GSC principal applicants.

The population of study comprised New Zealand born and overseas born people between the ages of 25 and 44 years who were usually resident in New Zealand at the time of the Census. The variables that were used as a proxy for GSC principal applicants were: language (those who could speak English or those who could not²), qualifications (university, vocational, or no or school only qualifications), and age (25

¹ Where these files were not available electronically, the information was obtained from the paper application forms of the concerned applicants.

² The Census asks respondents whether they can speak English about a lot of everyday things. This is the only English language proxy available from Census data and while it does not provide a very good measure, it does enable us to do some analysis by English language ability.

to 29 years, 30 to 34 years, 35 to 39 years or 40 to 44 years). Other variables that were included in the analysis were region of origin, duration of residence in New Zealand, labour force participation and income.

A limitation with this approach is that overseas born people included in the analysis may have entered New Zealand through residence categories other than the GSC. The spouses and partners of GSC principal applicants will also be included, as will students and people with temporary work permits who gave a New Zealand address as their usual address when filling out the Census form³. This is unavoidable, as the Census does not identify an individual's residence status.

Findings - Part A: Survey of employers

1.6 Population study: Comparison of migrants with and without job offers

Of all principal applicants approved for residence in 2001/2002, 4,674 claimed points for a job offer and 5,951 did not. Migrants who scored points for a job offer in New Zealand were more likely to have applied for residence onshore than migrants without such points. Migrants with job offers generally entered the country with smaller families than did migrants without job offers. Principal applicants with job offers tended to be younger (under 35 years) than those without job offers. Over half of the principal applicants with job offers were from Europe, South African and North America or ESANA (in particular Great Britain), whereas a high proportion without job offers were from Asian regions (in particular India). People with job offers were more likely than those without to claim points for New Zealand work experience and to get less points for qualifications.

1.7 Employer survey findings: General overview

Of the 480 who responded to the survey, 93 had not heard of the migrant⁴, as a result of which these interviews were terminated. The remaining 387 employers completed the survey. Ninety-two percent of these migrants had arrived to take up the job for which they had obtained points. However, nearly a third or 125 of these had since left that employment.

Thirty-four percent of the migrants had secured work as professionals. A further 22 percent were either administrators and managers, or technicians and associate professionals; 16 percent were sales and service workers and 15 percent were trades workers. Elementary workers formed the smallest group.⁵ The most common industries the migrants were working in were property and business services,

³ Although, because of the age range included in the study (25 to 44 years), the majority of students are likely to be excluded from this analysis.

⁴ As all the migrants referred to in the survey are principal applicants, henceforth they are referred to as 'migrants' rather than 'principal applicants'.

⁵ Because of the relatively small numbers of migrants in all occupational groups except professionals, sales and service and trades workers, where occupational analysis is undertaken, only the named groups will be analysed.

manufacturing, education, and health and community services.⁶ Most of the migrants were living in Auckland (64 percent) and only 14 percent of the migrants were employed in the South Island.

The majority of the migrants had found work in the private sector; usually with long established businesses. They were spread fairly evenly across small, medium and large employers. Well over half the migrants had previously worked for the same employer, especially if they had already been onshore. Just under half of the employers were from Asia, although they were not spread evenly within Asia, with most coming from North Asia.

1.8 Uptake of job offer

Six out of ten migrants were still working in the position for which they had received job offer points. Migrants from ESANA were more likely to still be in the job than migrants from Asia. Males were more likely to still be in the job than females (63 compared to 56 percent).

Of those who had worked in the job but had since left, onshore applicants were likely to have remained in their job for longer than offshore applicants. Migrants from ESANA remained in the job for longer than migrants from any other region. Of the various occupation groupings, professionals held on to their position the longest while trades workers were most likely to have remained in the position for less than five months. The most common reason for leaving the job was getting another job, usually with a different employer.

Three percent of survey respondents (12 migrants) were not going to take up their job offer.

1.9 Occupation

A higher proportion of migrants from ESANA than from all other regions were professionals (49 percent), while fewer were in sales and service (5 percent). Half of the professionals in the survey were from ESANA and nearly 40 percent were from Asia. Trades people also came predominantly from ESANA, while more sales and service workers were from Asia, particularly North Asia, than from ESANA. Far more women than men were professionals, while the opposite was true with trades workers.

Just over half the migrants earned between \$20,001 and \$40,000 per annum (gross). A further 21 percent earned between \$40,001 and \$60,000. One in ten migrants earned less than \$20,000.

⁶ Further analysis of industry will be undertaken only on these four industries because of the relatively small numbers of migrants in other industries.

1.10 Selection of migrant for the job

Of the 387 employers, 299 had tried to find a New Zealand citizen or resident to fill the position before offering it to the migrant. Of these 299, 89 percent or 265 employers had found it difficult to fill the position with a New Zealand citizen or resident. Employers of trades workers found it harder to fill the position with a New Zealand resident than did employers of professionals and sales and service workers. The most common reason was that the employer could not find someone with the required skills.

Having the 'right' attitude was by far the most important attribute of the migrant which made them successful in getting the job, much more so than skills and experience in general. Comparatively more South and South East Asians than ESANA migrants secured the job because they had the 'right' attitude, while work experience overseas had helped more ESANA and North Asian migrants in this respect. The 'right' attitude encompassed qualities such as willingness to learn, showing initiative and enthusiasm and being hardworking.

1.11 Performance of the migrant in the job

Of the migrants who had taken up the job offer, 88 percent of the migrant's employers assessed their performance as either 'very good' or 'good', while only 3 percent considered it to be 'poor' or 'very poor'. Six percent of employers considered the migrant's performance to be 'neither good nor bad'. These findings were consistent across different regions of origin, different occupations and gender.

Of those who had taken up the job offer, only 26 percent were believed to have faced difficulties in the job. The main difficulties related to English language problems, lack of New Zealand work experience and cultural differences. However, very few employers believed that the migrant's performance in the job had been made difficult as a result of the migrant's English language skills. A greater proportion of women than men with difficulties in the job had trouble with cultural differences, but lack of work experience in New Zealand was an issue for more men than women.

1.12 Employers hiring migrants in the future

Of all the 387 employers, 93 percent would willingly employ a migrant again. The most common circumstances for this were if the migrant had the skills required (and no New Zealander was available), and if they were the best person for the job.

1.13 The non-qualifiers

Interviews with 93 employers were terminated when the first question established that the employer had not heard of the migrant concerned⁷. A description of these migrants was obtained from existing Immigration databases. Sixty-five percent of the non-qualifying migrants were onshore applicants and the remainder applied offshore.

The most common occupation grouping for job offers of the non-qualifiers was professionals (20 percent). The job offer occupation of a quarter of these migrants was not available. Compared to the 387 migrants who had taken up the job offer, there were somewhat more non-qualifiers from Asia but fewer from ESANA. However, the two groups were very similar in terms of age, number of people per application and onshore/ offshore application status.

Findings - Part B: Analysis of Census data

1.14 Labour force status

1.14.1 ENGLISH SPEAKING MIGRANTS' LABOUR FORCE STATUS

Labour force participation and employment rates increased with length of time in New Zealand and migrants who had been in New Zealand for 10 years or more had very similar participation rates to the New Zealand born population. Males aged between 30 and 44 years and females aged between 30 and 34 years who had been here for between 5 and 10 years also had labour force participation and employment rates that were similar to the New Zealand born population⁸.

Unemployment was highest for male and female migrants who had been here between 0 and 2 years, particularly those aged 35 years and older. Unemployment rates for male and female migrants who had lived here for more than 5 years were generally similar or slightly higher than the New Zealand born population.

1.14.2 ENGLISH SPEAKING MIGRANTS' LABOUR FORCE STATUS BY REGION OF ORIGIN

Males and females from all regions had similar trends in their labour force status, although females had overall lower labour force participation rates. Migrants from UK/Ireland and South Africa/North America had labour force participation and employment rates that were generally higher than the equivalent New Zealand born population. Labour force participation and employment rates for migrants from the remaining regions increased with length of time in New Zealand. Most reached a level that was similar to the New Zealand born population by the time they had been

⁷ There could be many reasons for an employer claiming not to have heard of the migrant. It may have been difficult to track down the appropriate employer representative; the migrant may have been known at work by a different name; the employer contact details may have been incorrect; the employer may have used this as a means of refusing to participate; the business may have changed ownership; and so on.

⁸ It is important to note that migrants who had been in New Zealand for 10 or more years and were aged between 25 and 29 years would have been quite young when they first came to New Zealand. It is likely that this group differs from other migrants in a number of ways, for example, they may have been through the New Zealand school system.

here for 10 years or more. However, labour force participation rates for migrants from North East Asia and the Pacific remained lower than the New Zealand born population. Females from North East Asia had particularly low labour force participation rates.

Migrants from South Asia and the Pacific Islands here for between 0 and 2 years had the highest unemployment rates. Unemployment for migrants from these regions decreased with length of time in New Zealand but remained at a level that was higher than the New Zealand born population. While unemployment for the New Zealand born population decreased as age increased, unemployment for migrants who had been in New Zealand between 0 and 2 years was higher among the older age groups.

1.14.3 ENGLISH SPEAKING MIGRANTS' LABOUR FORCE STATUS BY QUALIFICATION TYPE

Male migrants with vocational qualifications had higher labour force participation rates than those with university qualifications. For New Zealand born males the opposite was true. Migrants with no or school only qualifications had the lowest labour force participation rates. Female migrants with university and vocational qualifications had labour force participation rates that were similar to each other.

1.14.4 ENGLISH SPEAKING MIGRANTS' LABOUR FORCE STATUS BY QUALIFICATION TYPE AND REGION OF ORIGIN

Of migrants who had been in New Zealand for less than 2 years, migrants from the Pacific had the highest proportion with no or school only qualifications. A relatively high proportion of recent migrants from South Africa/North America, the Pacific and UK/Ireland had vocational qualifications. Recent males and females from South Asia were the most likely to have university qualifications and the least likely to have no or school only qualifications.

Of migrants here between 0 and 2 years with university qualifications, those from the UK/Ireland had the highest overall labour force participation rates and those from North East Asia had the lowest (although this increased with age). Male migrants in New Zealand between 0 and 2 years with vocational qualifications often had labour force participation rates that were higher than those with university qualifications. This was particularly noticeable for migrants from the UK/Ireland. Labour force participation rates for New Zealand born males with vocational qualifications were similar to those with university qualifications.

1.14.5 NON-ENGLISH SPEAKING MIGRANTS' LABOUR FORCE PARTICIPATION RATES

The majority of non-English speaking migrants had no or school only qualifications (87 percent each of males and females). The main source regions of non-English speaking migrants were North East Asia, South East Asia, South Asia and the Pacific.

As could be expected, non-English speaking migrants had lower employment and labour force participation rates than English speaking migrants and the New Zealand born population. Labour force participation and employment rates were generally lowest for migrants who had been here between 0 and 2 years and females had lower labour force participation rates than males. Labour force status and employment status was generally higher for those who had been here longer than 2 years, but did not show the steady increase with length of time that was present for English speaking migrants. Labour force participation rates and employment rates remained much lower than the New Zealand born population for all age groups, even for those who had been here for longer than 10 years.

Unemployment rates for non-English speaking male migrants were higher than the New Zealand born population and did not show the decrease with length of time in New Zealand that was present for English speaking migrants. Unemployment for non-English speaking females was in many cases lower than for males, although this can be accounted for by females having lower labour force participation rates than males.

1.15 Income

The income of migrants was compared with that of the New Zealand born population by gender, age, duration of residence in New Zealand (for migrants), region of origin and qualification. Annual gross income was divided into the following brackets - \$1-20,000; \$20,001-50,000; \$50,001-100,000; \$100,000 and over; and nil or loss of income. The analysis was done only for English-speaking migrants.

1.15.1 DIFFERENCES AMONG MALES BY AGE AND DURATION OF RESIDENCE IN NEW ZEALAND

At all age levels, recent male migrants (duration of residence 0-2 years) were more likely to be earning \$20,000 or less compared to New Zealand born males or the remaining migrant males. With increasing duration of residence in the country, a smaller proportion of men earned \$20,000 or less, while the proportion earning \$20,001-50,000 went up noticeably. The proportion of men with nil/loss of income decreased markedly after 0-2 years in the country, but did not fall much after that.

Younger (25-29 years) migrants were more likely to earn at the lowest income level and at nil/loss of income, while older (30+ years) migrants were better represented at the higher income levels of \$50,001-100,000 and \$100,000+.

1.15.2 DIFFERENCES AMONG FEMALES BY AGE AND DURATION OF RESIDENCE IN NEW ZEALAND

Recent (0-2 years) female migrants were less likely to earn \$20,001-50,000 than other migrant and New Zealand born women, and twice as likely to have nil/loss of income. Women who had been in the country 10+ years were just as likely as New Zealand born women to earn \$20,001-50,000.

Migrant and New Zealand born women, regardless of age and duration of residence, were most likely to earn in the lowest income bracket (\$1-20,000). The only exception to this was women of age 25-29 years (both New Zealand born and migrants here for 10+ years), who were more likely to earn \$20,001-50,000. Women's earning dipped in their 30s. Women aged 30-39 years were less likely than younger women to earn \$20,001-50,000 and more likely than younger women to have nil/loss of income, particularly if they were recent migrants.

1.15.3 DIFFERENCES BETWEEN MALES AND FEMALES BY AGE AND DURATION OF RESIDENCE IN NEW ZEALAND

Between the ages of 25 and 44, a man's income changed much more than a woman's did. The most common income bracket for men was \$20,001-50,000, whereas for women it was \$1-20,000. With increasing age, men's income was more likely than women's income to increase. In contrast, women's income peaked in their late 20s, fell during their 30s and rose again slightly in their early 40s.

Recent migrants stood out, particularly in the case of men. The earning patterns of migrant and New Zealand born men converged after the migrants had been here 10 years, but migrant women earned the same as their New Zealand born counterparts after 2 years, or even within 2 years in the case of low and high income brackets (\$1-20,000 and \$50,001+). Almost 1 in 5 recent migrant women had nil/loss of income, compared to only 1 in 10 recent migrant men.

1.15.4 DIFFERENCES AMONG MALES BY REGION OF ORIGIN AND DURATION OF RESIDENCE

Migrants from English-speaking regions (UK/Ireland, Western and Eastern Europe, South Africa/North America and New Zealand) were more likely to earn at higher income levels (over \$20,000) from the time they arrived in New Zealand than migrants from non-English speaking regions (Asia, Pacific Islands and Other). A greater proportion of migrants from non-English speaking regions had nil/loss of income than those from English-speaking regions.

In general, the income of New Zealand born men was most similar to the income of migrants from UK/Ireland and South Africa/North America, and least similar to the income of migrants from the Pacific Islands and North East Asia. North East Asian males were usually the smallest group earning \$20,001-50,000, but the largest group with nil/loss of income.

1.15.5 DIFFERENCES AMONG FEMALES BY REGION OF ORIGIN AND DURATION OF RESIDENCE

As with men, women from non-English speaking regions (Asia and Pacific Islands) were better represented in the lowest income bracket of \$1-20,000 and in nil/loss of income than women from English speaking regions including New Zealand born. Women from non-English speaking regions were under represented in the higher income brackets (\$20,001+) compared to women from English speaking regions

including New Zealand born. This difference narrowed somewhat after two years of residence in the country.

For all lengths of residence in New Zealand, the income of New Zealand born women was most similar to the income of migrants from UK/Ireland and South Africa/North America, and least similar to the income of migrants from the Pacific Islands. Within the first two years of migrating, women had a high rate of nil/loss of income; this was especially so for women from North East Asia. After two years, this rate fell, but did not fall much more after five years.

1.15.6 DIFFERENCES AMONG MALES BY QUALIFICATION TYPE

Older males with university qualifications were more likely to earn higher incomes than younger males. Yet, overall, there were fewer migrants with university qualifications than New Zealand born in higher income brackets and more migrants than New Zealand born in lower income brackets. More migrants with university qualifications than New Zealand born had nil/loss of income.

Men with vocational qualifications generally earned less than men with university qualifications. Income increased with age but not as much as it did for men with university qualifications. Overall, migrants with vocational qualifications earned less than similar New Zealand born, although the gap was smaller than for men with university qualifications. Men with vocational qualifications were much less likely than men with university qualifications to earn over \$100,000.

For men with no or school only qualifications income also increased with age, but even less so than for men with vocational qualifications, and without a large gap between New Zealand born and migrant men. The proportion of men earning below \$20,000 was higher than for vocational or university qualified men.

1.15.7 DIFFERENCES AMONG FEMALES BY QUALIFICATION TYPE

Women with university qualifications under 30 years earned less than those above 30 years. Beyond the age of 30 years, earning patterns did not change much. There was some difference between New Zealand born and migrant women, with migrant women earning less.

Women with vocational qualifications were more likely to earn in the lower income brackets than the higher income brackets (over \$50,000). There was not much difference between the different age groups. For women with no or school only qualifications the most common income bracket was under \$20,000 and the proportion with nil/loss income was higher than for any other group. The earning patterns of migrant and New Zealand born women with vocational qualifications were very similar to each other, as were those with no or school only qualifications.

1.16 Conclusions

The main purpose of Part A of this research was to identify and discuss outcomes of the job offer component of the points system for obtaining residence.

Based on the employer survey, it appears that most migrants who had been awarded points for a job offer had taken it up and were still working in it five to seventeen months later. The migrants were mostly in skilled and qualified positions in New Zealand and had been recruited because a suitable New Zealander could not be found. There was not a lot of difference between onshore and offshore applicants. Most employers were happy with the performance of the migrants and many had filled a position which they found difficult to fill locally. Nearly all the employers would continue to employ migrants in the future. Being able to score points for a job offer had enabled skilled young migrants to secure residence.

The purpose of Part B of the research was to see how migrants with a GSC proxy fared in the labour market and to see how factors such as age, region of origin, educational qualifications, duration of residence in New Zealand and English language ability impact on migrant labour market outcomes.

English speaking migrants from UK/Ireland and South Africa/North America had very good labour market outcomes and had overall higher labour force participation rates, employment rates and income than the equivalent New Zealand born population. English speaking migrants from Asia and the Pacific did not do so well. Migrants from North East Asia had low labour force participation rates (particularly females) and did not achieve parity with the equivalent New Zealand born population after 10 years. Migrants from South Asia were highly qualified yet, along with migrants from the Pacific, had high unemployment rates. Migrants from North East Asia and the Pacific usually had the lowest incomes.

2 INTRODUCTION AND BACKGROUND

2.1 Introduction

Ensuring skilled migrants can easily transfer their skills and expertise to the New Zealand labour force is important for the well-being of both the migrant and the New Zealand economy and wider society. By gainfully participating in employment, the migrant helps establish roots in the country by using their skills, meeting new people, feeling self worth and drawing an income. New Zealand gains from the skills and knowledge of the migrant, the filling of skills shortages, and having migrants more likely to settle well.

In *Trends in Residence Approvals 2001/02 Volume 2*, it was noted that 59 percent (31,359) of those approved for residence between July 2001 and June 2002 were approved through the General Skills Category (GSC). Of these, 12,398 were principal applicants. The remainder were spouses, partners and the dependent children of the principal applicant. The Category, which is administered using a points system, is designed to select highly skilled migrants who are likely to settle well and make a positive contribution to New Zealand (Table 2.1 on page 16 summarises the current points system). Since 1991, when the points system was first introduced, applicants have been able to score points for a job offer in New Zealand. In total, during 2001/2002, 44 percent (4,674) of GSC principal applicants were awarded points for a New Zealand job offer.

This report consists of two research projects that describe and analyse some of the outcomes of the GSC policy.

Part A is an exploratory research project focusing on employers who have offered migrants a job as part of their residence application. While applicants have been able to score points for a job offer for over a decade, no research has been done on the outcomes of the job offer. Since early 2002, principal applicants' home country occupation and the job offer occupation have been reported in the Residence Trends reports. This research aimed to obtain richer information about the job offer component of GSC applications. The research explored characteristics of the employers such as their size, type of business and industry; whether the job offer was taken up; the reasons for selecting the migrant; the migrants' performance in the job and the sorts of barriers they faced, such as English language problems and lack of work experience in New Zealand.

Part B made use of a GSC proxy and 2001 Census data to document the types of labour market outcomes that could be achieved by GSC applicants. This research examined how factors such as age, region of origin, educational qualifications and English language ability impact on migrant labour market outcomes and assists with determining whether the current points system categories lead towards attracting people likely to participate in the labour market.

Recent GSC principal applicants were required to have at least a vocational or university qualification (see Section 2.4), and be a 'Modest User' of English⁹ at the time of the Census in March 2001. The focus of Part B of this report is on those who proxy GSC principal applicants. However, to put this information in context and to emphasise the difference made by the attributes of GSC applicants, some analysis of non-English speaking migrants and those with no or school only qualifications is included.

2.2 Aims and objectives

As an exploratory study, the aim of this project was to identify and discuss outcomes of the job offer component of the points system. The scope of the study was limited to the perspective of employers. The broad objectives were to describe the principal applicants' occupations; whether or not they had taken up the job they had been awarded points for; and whether there were any differences between onshore and offshore applicants. Further objectives were to describe and analyse issues around the selection of the migrant for the job and their performance in it, and the employer's own attitudes towards hiring migrants in the future.

2.3 Background and introduction to the New Zealand Immigration Programme

People who wish to migrate permanently to New Zealand must apply through one of the three residence streams of the New Zealand Immigration Programme. The streams are Skilled/Business, Family Sponsored and International/Humanitarian. Each stream has a number of categories, which in turn have different criteria.

Immigration policies influence the type and source countries of immigration to New Zealand. Changes in immigration policy over the years have seen a shift from a system based on a country of origin principle to one based on skill and family connections.

Briefly, people from Europe, especially Great Britain and Ireland, have a long history of immigration to New Zealand. This ceased in 1974 after deteriorating economic conditions in New Zealand and a record influx of migrants in the early 1970s led to a review of immigration policy in 1973. From 1974, British migrants were required to obtain entry permits as were other people wishing to immigrate to New Zealand. Since then, there have been a number of changes in immigration policy.

In the early 1980s the main method of regulating immigration was the occupational priority list, which allowed for the entry and residence of people who had skills that were in short supply in New Zealand. There was a major review of immigration policy in 1986, which led to a change from selecting migrants from traditional source countries, to selection based on personal qualities, employment history, qualifications and potential to contribute to New Zealand.

⁹ The International English Language Testing System (IELTS) is used to assess ability in English. The band scores range from 1 (Non User) to 9 (Expert User) of English. From late 1995 to mid 2001, General Skills applicants from non English-speaking backgrounds were required to score a minimum of 5.0 across all four bands (listening, reading, writing and speaking). A level of 5.0 on the IELTS test is defined as a 'Modest User' of English.

In 1991, there was a shift towards a skills stream based on human capability, and the introduction of the points system. Under this system, which still operates today, applicants can be approved for residence if they achieve a minimum number of points. Applicants must meet the prerequisite English, character and health requirements and achieve a minimum of ten points for qualifications. Applicants can then gain points for other factors, such as, work experience, a job offer in New Zealand, age and settlement factors. The General Skills policy was introduced in October 1995. This modified the previous points system to place more emphasis on the transferability of human capability to New Zealand. Other policies allow for business related immigration, family reunification and the meeting of New Zealand's international obligation.

2.4 General Skills Category Policy

The General Skills points system was designed to select highly skilled migrants who were likely to settle well and make a positive contribution to New Zealand. Under the Category, applicants can be approved for residence if they achieve a minimum number of points (see Table 2.1 below). As a means of regulating demand for residence, the 'passmark' is adjusted up or down – which can make it easier or harder to meet the requirements. Demand has currently been high for residence through this category and so the 'passmark' has floated upwards over the year from 24 points in July 2001 to 25 in June 2002, 28 in August 2002 and subsequently to 30 points in October 2002.

Principal applicants can score points for a number of factors such as their qualifications, work experience and age. The points system was developed to help ensure migrants had the skills, experience and 'employability' factors that would assist them to settle into New Zealand and to make a contribution. Applicants must score at least 10 points for qualifications and at least 1 point for work experience unless they are exempt from this requirement.

In March 2000, a system allowing 'approval in principle' was introduced. Principal applicants through the General Skills Category who are within five points of the passmark, who have not been awarded points for an offer of employment and who meet the necessary health, character and English language requirements, may apply for an open work visa or permit. A work permit enables such applicants to come to New Zealand for up to 6 months to search for a job with the aim of gaining a job offer and sufficient points for residence. The residence application is deferred for a period of up to nine months and then further assessed if an acceptable offer of employment is provided to the NZIS within the deferral period.

Table 2.1 General Skills Points Profile 2001/2002

Category	Points	
Qualifications	10, 11 or 12 points depending on an assessment of the qualification. As an indication, 10 points is generally equivalent to a first degree or a trade qualification, and 12 points to a PhD.	
Qualification completed in NZ	2 points	
Work Experience	Generally must score at least one point	
	Work Experience (years)	Points
	2 years	- 1
	4 years	- 2
	6 years	- 3
	8 years	- 4
	10 years	- 5
	12 years	- 6
	14 years	- 7
	16 years	- 8
	18 years	- 9
	20 years	- 10
Relevant Offer of Employment	Points scored if the applicant has genuine offer of relevant employment. The offer must be assessed as relevant to the qualification or work experience for which they had obtained points.	
	25 points or under passmark	- 5 points
	26 point passmark	- 6 points
	27 point passmark	- 7 points
	28 points or above passmark	- 8 points
Age		Points
	18 - 24 years	- 8
	25 - 29 years	- 10
	30 - 34 years	- 8
	35 - 39 years	- 6
	40 - 44 years	- 4
	45 - 49 years	- 2
	50 - 55 years	- 0
Settlement Factors – maximum of 7 points can be scored	Non-relevant offer of employment	2 points
	Settlement funds (NZ\$)	Points
	NZ\$100,000	- 1
	NZ\$200,000	- 2
	NZ work experience	Points
	1 year	- 1
2 years	- 2	
	Spouse or partner's qualifications	1 or 2 points depending on level the qualification is assessed at.
	Family sponsorship	3 points

2.5 Report Structure

This report first describes recent trends among migrants coming to New Zealand through the GSC in Chapter 3 before going on to discuss the methodology in Chapter 4. The findings from Part A are presented in Chapters 5 through to 12 (in Chapter 5, migrants with job offers are compared to those without such offers and in Chapters 6 to 12 the employer survey results are analysed). Part B, the analysis of Census data, is split into labour force status in Chapter 13 and income in Chapter 14. Chapter 15 draws the findings together and provides a summary and conclusion.

3 RECENT TRENDS IN THE GENERAL SKILLS CATEGORY

3.1 GSC Approvals with Job Offers

During July 2001 to June 2002, 44 percent of principal applicants claimed points on the basis of having a job offer. Almost all the offers were either for relevant jobs, or the application was submitted prior to the policy change that implemented differential points for relevant and non-relevant job offers¹⁰. As could be expected, there was a big difference in the number of people claiming points for job offers depending on whether they applied on or offshore.

Table 3.1 below shows that 80 percent of principal applicants approved onshore claimed points for a job offer, compared to 26 percent of principal applicants approved offshore.

Table 3.1 People awarded points for job offer by location of approval, for those applications approved and completed in 2001/2002 *Year total =10,625*

Location of approval	With a job offer		Without a job offer		Total number
	Number	Percent	Number	Percent	
Onshore	2,808	20	690	20	3,498
Offshore	5,261	74	1,866	26	7,127

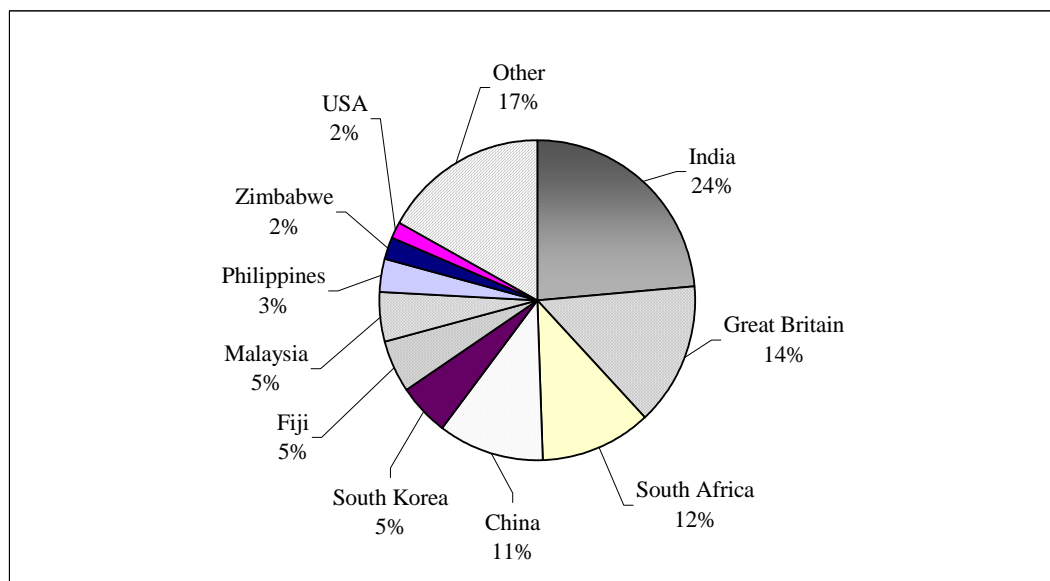
Of the total number of applicants (4,674) who scored points for a job offer, 2,808 or 60 percent were onshore, while the remaining 40 percent were offshore.

3.2 General Skills Category Approvals

In 2001/2002, 59 percent (31,359) of all residence approvals were through the General Skills Category. There were 12,398 approved applications in this period. The top ten nationalities of migrants approved through this category are illustrated below in Figure 3.1. The three largest source countries were India (24 percent), Great Britain (14 percent) and South Africa (12 percent). The source countries are the same as those for 2000/2001, although there has been a marked increase in approvals from India and a decrease in the proportion from South Africa. In 2000/2001 India was 18 percent, while Great Britain and South Africa were 15 percent respectively.

¹⁰ One recent policy change, introduced in February 2002, for the General Skills Category, was the introduction of differential points for relevant and non-relevant job offers. Applicants were required to get a job offer relevant to their qualifications and /or work experience to be awarded the maximum number of points. Applicants with non-relevant job offers could be awarded two points.

Figure 3.1 General Skills Category approvals by top ten nationalities in 2001/2002 Year total = 31,359



3.3 Number of People per Application

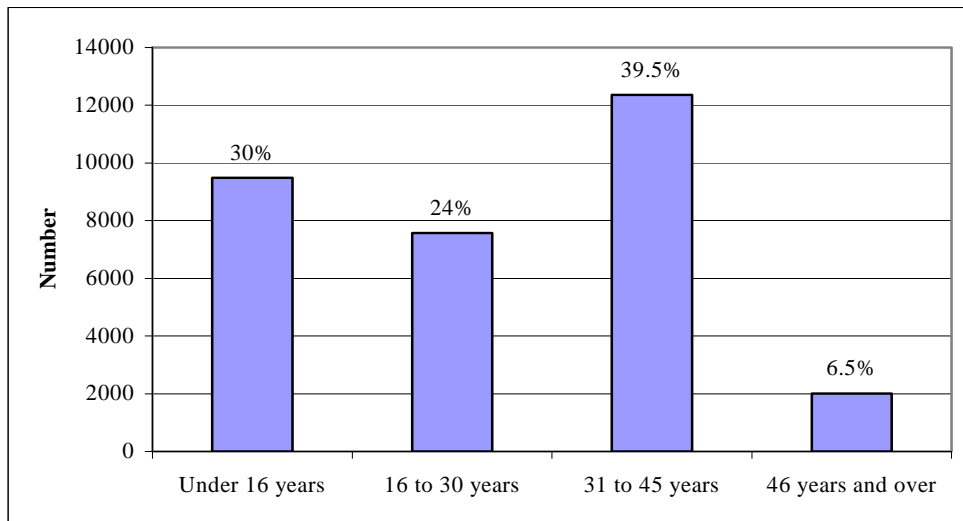
There was an average of 2.5 people listed on each General Skills Category application. The smallest application size was one person and the largest application size was 11 people.

3.4 Age and Gender of Approvals

Figure 3.2 and Figure 3.3, below, show the age ranges and gender of those approved for residence through the General Skills Category in 2001/2002. Thirty-nine percent of approvals were between the ages of 31 and 45 years, 30 percent were under 16 years and 24 percent were between 16 and 30 years. Six percent of approvals were over the age of 45.

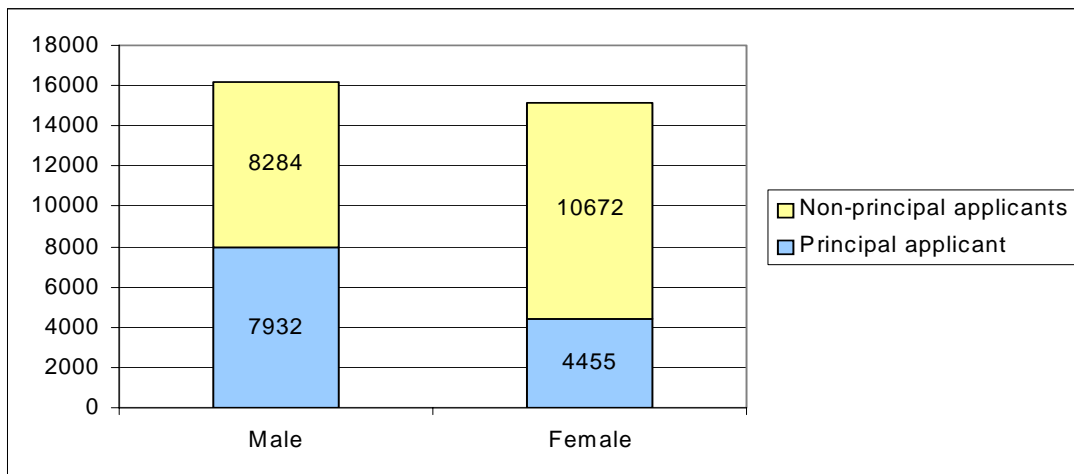
The small proportion of General Skills migrants over the age of 45 is a reflection of the points system which does not allow principal applicants to be older than 55 years at the time the application is made. Maximum points for age are awarded to those principal applicants aged between 25 and 29 years with points for age decreasing after this. Zero points are awarded to those aged between 50 and 55 years.

Figure 3.2 Age ranges of General Skills approvals in 2001/2002 Year total = 31,359



There was a slightly higher proportion of males approved through the General Skills Category (52 percent) than females (48 percent).¹¹ Of the principal applicants approved through the General Skills Category, 64 percent were male and 36 percent were female. Of the non-principal applicants, 56 percent were female and 44 percent were male.

Figure 3.3 Gender of General Skills approvals in 2001/2002 Year total = 31,359



¹¹ The gender of 16 people or 0.05 percent approved under the General Skills Category in 2001/2002 was recorded as 'unknown'.

3.5 Approval in Principle

Between July 2001 and June 2002, 2,724 principal applicants were granted approval in principle and issued with an open work permit to search for a job in New Zealand.¹² The largest source countries were India (38 percent), South Africa (12 percent), and Great Britain (11 percent) as illustrated in Figure 3.4 below. There has been a dramatic increase in the proportion of people from India compared with the 2000/2001 year, when they were 10 percent of the total.

Figure 3.4 Nationalities of those issued with open work permits to job search in New Zealand July 2001 to June 2002 = 2,724

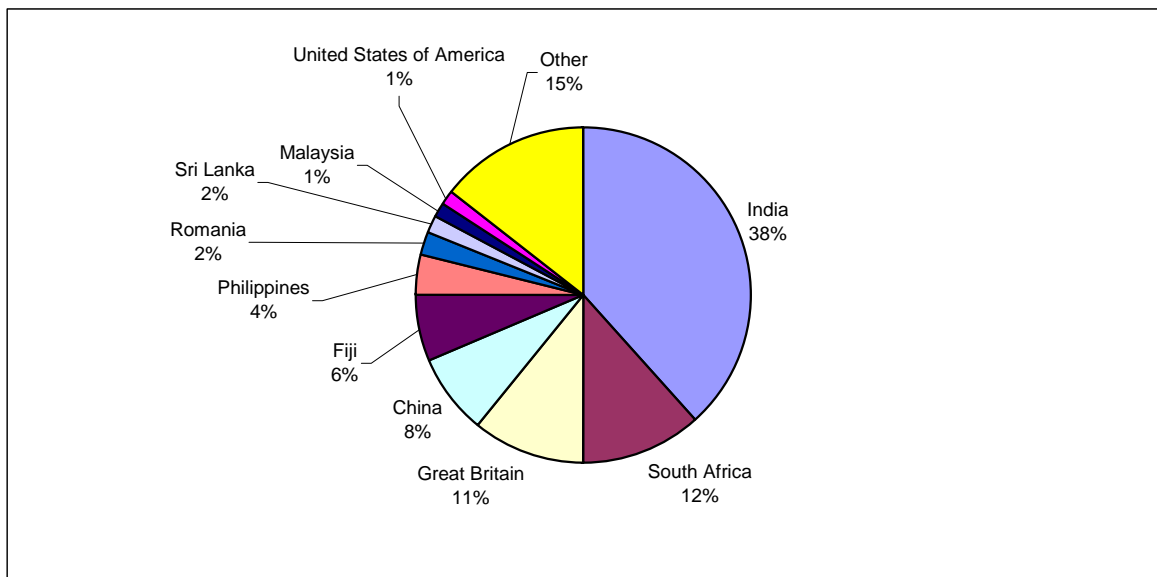
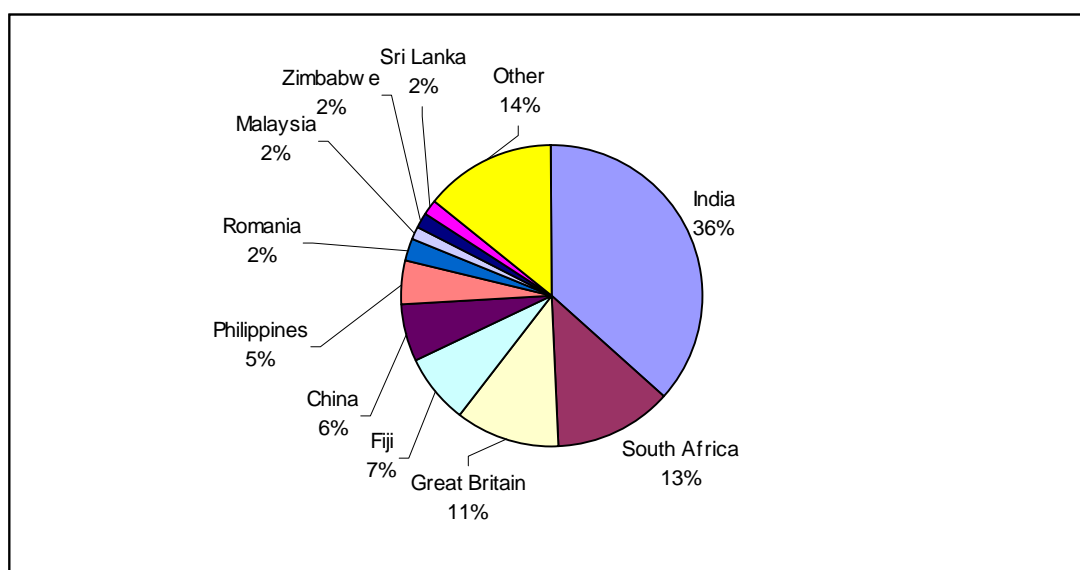


Figure 3.5 below shows the nationalities of those whom, to date, have gone on to become residents. Of the 2,724 principal applicants, 1,984 (73 percent) had become residents through the General Skills Category by the end of September 2002. The largest source country was India (36 percent), followed by South Africa (13 percent) and Great Britain (11 percent).

¹² During the previous financial year, 852 applicants were granted approval in principle.

Figure 3.5 Nationalities of those approved for residence through the General Skills Category who had been issued an open work permit between 1 July 2001 and 30 June 2002 1 July 2001 to 30 September 2002 total = 1,984



3.6 General Skills Points Awarded

This section provides information on the spread of 'points' awarded to General Skills principal applicants in 2001/2002.

A breakdown of the points awarded to successful applications in 2001/2002 can be seen below in Table 3.2. Note that this information was only available for the 10,625 applications that were both decided and finalised as of late-July 2002 when this data was extracted. (See Table 2.1 for a description of the points categories).

The average number of points scored in the 2001/2002 year was 25.36. Averages for the individual point components are seen in the final column of Table 3.2, below. It should be noted that applicants are likely to only score the number of points required to meet the passmark requirement and therefore a proportion of the approved applicants could have scored additional points if it had been necessary.

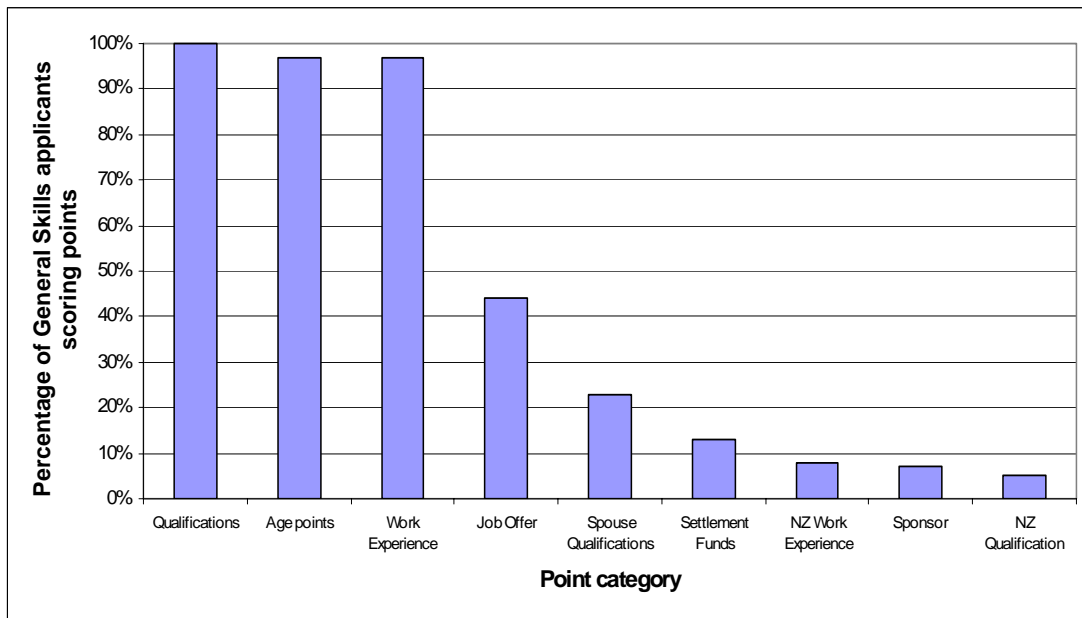
There was wide variation in the level of reliance on the different point types by successful applicants. This ranged from 100 percent of principal applicants obtaining points for qualifications, down to only 5 percent of principal applicants obtaining points for having a New Zealand qualification. Aside from qualification, points for age and work experience were claimed by almost all principal applicants. Comparatively few claimed points for New Zealand work experience, settlement funds or for having a family member sponsor them.

Table 3.2 Breakdown of General Skills points awarded for those applications approved and completed in 2001/2002 Year total =10,625

Category	Points breakdown										Overall % getting some points	Average points	
Qualifications	10 points			11 points			12 points				100%	10.35	
	8379 (79%)			744 (7%)			1502 (14%)						
Age points	0 points		2 points		4 points		6 points		8 points		10 points	97%	7.03
	280 (3%)		732 (7%)		1496 (14%)		1947 (18%)		3068 (29%)		3102 (29%)		
Work Experience	0 pts	1 pt	2 pts	3 pts	4 pts	5 pts	6 pts	7 pts	8 pts	9 pts	10 pts	97%	4.88
	343 (3%)	1482 (14%)	1224 (12%)	1131 (11%)	1189 (11%)	929 (9%)	1003 (9%)	689 (6%)	749 (7%)	528 (5%)	1358 (13%)		
Spouse Qualifications	0 points			1 point			2 points				23%	0.28	
	8160 (77%)			1951 (18%)			514 (5%)						
Settlement Funds	0 points			1 point			2 points				13%	0.19	
	9281 (87%)			698 (7%)			646 (6%)						
NZ Work Experience	0 points			1 point			2 points				8%	0.10	
	9826 (92%)			488 (5%)			311 (3%)						
Sponsor	0 points					3 points					7%	0.21	
	9872 (93%)					753 (7%)							
Job Offer	0 points			2 points			5 points				44%	2.20	
	5951 (56%)			9 (0%)			4665 (44%)						
NZ Qualification	0 points					2 points					5%	0.11	
	10056 (95%)					569 (5%)							

Figure 3.6, below, is a graphical representation of the proportion of applicants scoring points in each category.

Figure 3.6 Proportion awarded points in each category of General Skills, for those applications approved and completed in 2001/2002 Year total =10,625



4 METHODOLOGY

4.1 Introduction

This chapter begins with an outline of the objectives and research methods for Parts A - a survey of employers and Part B - analysis of 2001 Census data, followed by their limitations and associated ethical considerations. The survey sample for Part A is also compared to the population.

4.2 Objectives

4.2.1 PART A: SURVEY OF EMPLOYERS

The objectives of Part A were as follows:

1. To describe in as much detail as possible the occupations of GSC principal applicants with job offers prior to coming to New Zealand, using the New Zealand Standard Classification of Occupations 1999.
2. To describe the intended (i.e. of the job offer) occupations of GSC applicants with New Zealand job offers.
3. To determine the extent to which GSC principal applicants worked in the occupation and for the New Zealand employer stated in their application form.
4. To determine for each principal applicant the length of time they stayed with the employer.
5. To identify GSC principal applicants' occupations and employment in New Zealand by onshore and offshore approval.
6. To identify the type of business and industry of the employer.
7. To collect qualitative information from the employer on the selection and success of the principal applicant in the occupation.

The employer survey had the following detailed objectives:

1. To identify whether or not the applicant actually took up the job.
2. If they did, to identify how long they stayed in it.
3. If they had left the position, to identify why (eg did they move to another position with the same employer, or move city, country, or get another job, etc).
4. To identify the occupation taken up with this employer.
5. To identify the number of hours per week the employee works/worked in the position.
6. To identify the salary range the employee started at.
7. To identify how the applicant came to the attention of the employer.
8. To describe why this applicant was successful in getting the job, ie what were the particular characteristics of the applicant?

9. To describe the applicant's performance in the job.
10. To identify any barriers the applicant may have faced in carrying out their job compared to someone born and brought up in NZ.
11. To describe the attitude of the employer towards employing migrants in future.
12. To identify whether the employer would employ an applicant for residence in future.
13. To describe details of the employer such as industry/business type, location, number of years in business, number of employees, ethnicity and nationality of employer.

4.2.2 PART B: ANALYSIS OF CENSUS DATA

There were four broad questions that Part B of the research sought to answer:

1. How do migrants with a GSC proxy differ from native-born New Zealanders in their personal and employment related characteristics?
2. How well do they fare in the labour market in the period immediately after their arrival (i.e. in the first 5 years)?
3. To what extent do migrant labour market outcomes – that is their participation, employment and unemployment rates and incomes – converge towards the incomes of like natives in the years immediately following settlement?
4. Can we identify factors associated with relatively good or relatively poor labour market outcomes for migrants with a GSC proxy?

4.3 Research Methods

4.3.1 PART A: SURVEY OF EMPLOYERS

The two main datasets analysed, both quantitatively, were:

- The 387 respondents of the employer survey.
- The immigration database consisting of 4,674 GSC principal applicants with a job offer who were finally approved for residence in 2001/2002. This analysis was completed using existing Immigration data. The survey sample was compared to this population to determine how representative of the population the sample was.

4.3.2 SURVEY METHOD

The main method was a telephone survey of the employers of migrants. Because of research timeframes and the exploratory nature of this study, only the employer's perspective was sought in the survey. Employer contact details were obtained from the files of GSC applicants with job offers. Where these files were not available electronically, the information was obtained from the paper application forms of the concerned applicants. Data from existing Immigration databases was appended to survey findings to enable further analysis.

An external and independent contractor conducted the telephone survey. The contractor sent pre-notification letters to employers prior to making telephone contact. Following concerns from a small number of respondents about the Privacy Act, the pre-notification letter was amended to contain details about the Act with an assurance that the survey was not in breach of it. Refer to Appendix B on page 145 for copies of the letters. After a pilot survey, minor changes were made to the interview questionnaire. One problem which became apparent during the pilot survey was the difficulty of finding the appropriate employer representative in a large workplace such as a hospital or university. In these circumstances, the researchers attempted to find the appropriate department or contact person.

For the survey, a stratified random sample of 1,020 migrants was drawn up from the population which consisted of GSC principal applicants with points for a job offer, who had been approved for residence between July 2001 and June 2002. As indicated in the previous chapter, 60 percent of these approvals were made while the applicant was onshore, while 40 percent of applicants were offshore. Hence, the sample was stratified by onshore/offshore application status. The onshore and offshore populations were evenly distributed in terms of time (annual quarters), but not immigration branch, so the sample was further stratified by immigration branch.

Of the offshore branches, many approvals were made in the London immigration branch (which processes applications from Africa, Central and Western Europe and the United Kingdom). At the time of the study, the London files were inaccessible as they were in transit back to New Zealand, and only a small fraction was accessible electronically. For these reasons, the London files were excluded altogether from the population. Yet, many migrants from these regions made it into the survey, mainly as a result of having applied while onshore in New Zealand.

As noted in the beginning of this section, employer contact information and other demographic data of the sample were, in most instances, obtained from an electronic Immigration database. Where the data was not available electronically, paper files were scrutinised for the same details. Offshore branches used their own staff to undertake the file study, while onshore, two temporary employees were recruited to do the same task. Branches were given a randomly selected list of paper files for this purpose, however, many files could not be located in the timeframe, so the resulting branch sample was not always random. Yet, the achieved sample was remarkably representative of the population.

The average length of the telephone interview with each employer was 15 minutes. Up to six call-backs were made to each contact. Call-backs were made on a different day and at a different time. The response categories in the questionnaire were not read out unless specifically stated (refer Appendix C on page 147 for the questionnaire).

Telephone interview statistics are presented in the table below.

Table 4.1 Telephone interview statistics

Result	Number
Answered by machine/engaged/unable to contact person	149
Call refused	133
No such number or wrong number	80
Unavailable during survey period	70
Already contacted about another migrant employee	54
Language or other communication barrier	24
Moved	14
Call back cancelled (outside survey period)	9
No answer	7
Non-qualifier (never heard of migrant)	93
Completed interviews	387
Total	1,020

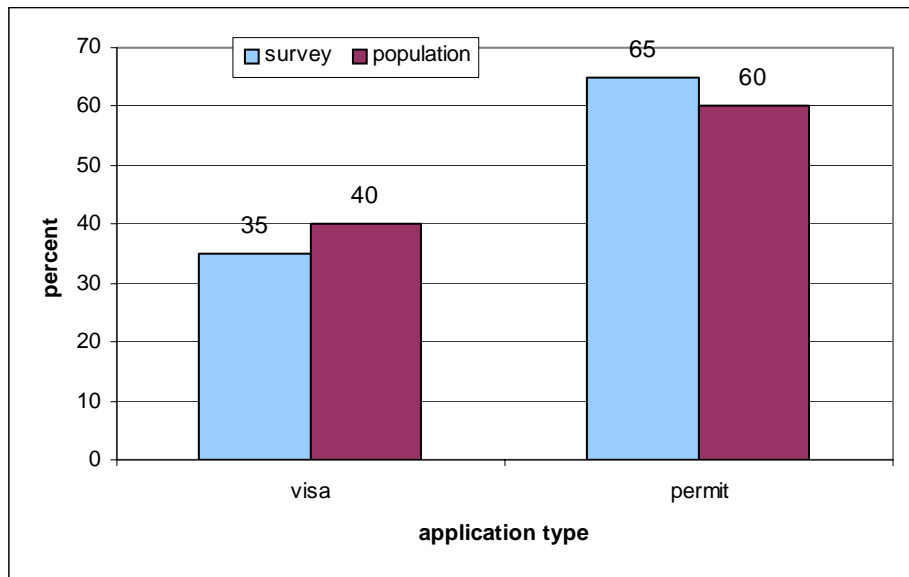
As detailed in the above table, 93 employers had never heard of the migrant ('non-qualifiers') and 387 employers completed the survey, giving a total response of 480 employers or 47 percent. The refusal rate was 13 percent.

4.3.3 PART A: POPULATION STUDY

The researchers found themselves in the unusual and rather fortunate position of having access to population parameters. In this section, selected characteristics of migrants in the survey are compared with the population of migrants with job offers. The purpose of this analysis was to obtain an indication of how representative of the population the survey findings were. The following charts suggest that, on a number of dimensions, characteristics of the sample are similar to the population parameters.

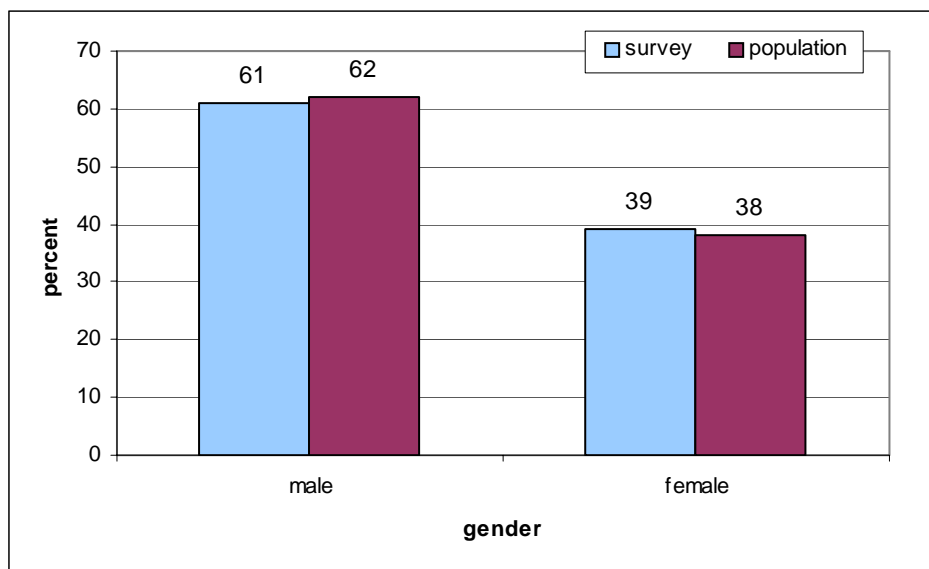
The main variable used to stratify the sample was where the application was decided - onshore or offshore. It can be seen in Figure 4.1 (below) that the distribution of visas (people applying offshore) and permits (people applying onshore) in the sample corresponded with that of the population. In the sample, 35 percent of applications were for a visa and 65 percent for a permit, the corresponding population proportions were 40 percent and 60 percent.

Figure 4.1 Principal applicants with points for a job offer by application type, 2001/2002



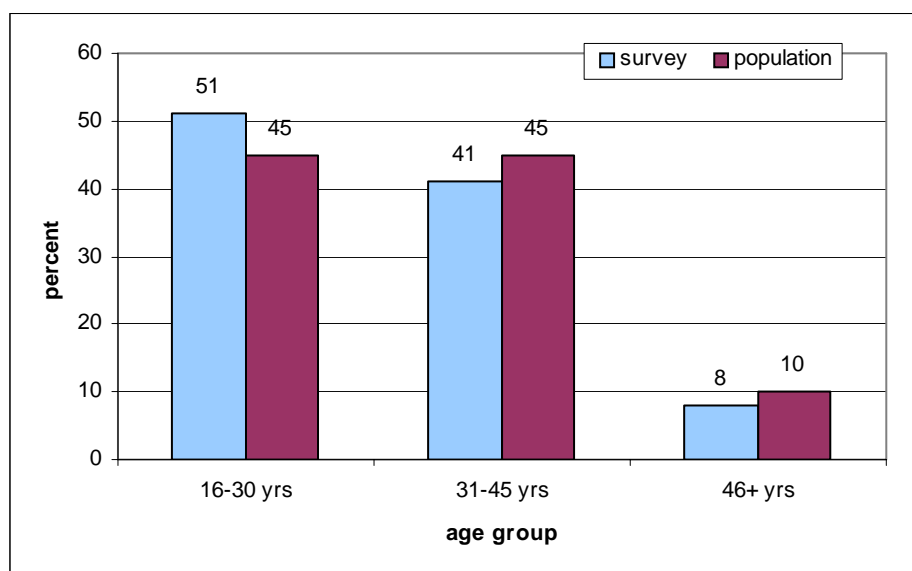
The gender distribution of applicants in the sample closely matched that of the population. As displayed in Figure 4.2, 62 percent of applicants in the population were male and 38 percent female. In the sample, 61 percent were male and 39 percent female.

Figure 4.2 Principal applicants with points for a job offer by gender, 2001/2002



The age groups of migrants in the survey were similar to those in the population, with the greatest divergence in the 16 to 30 year age range.

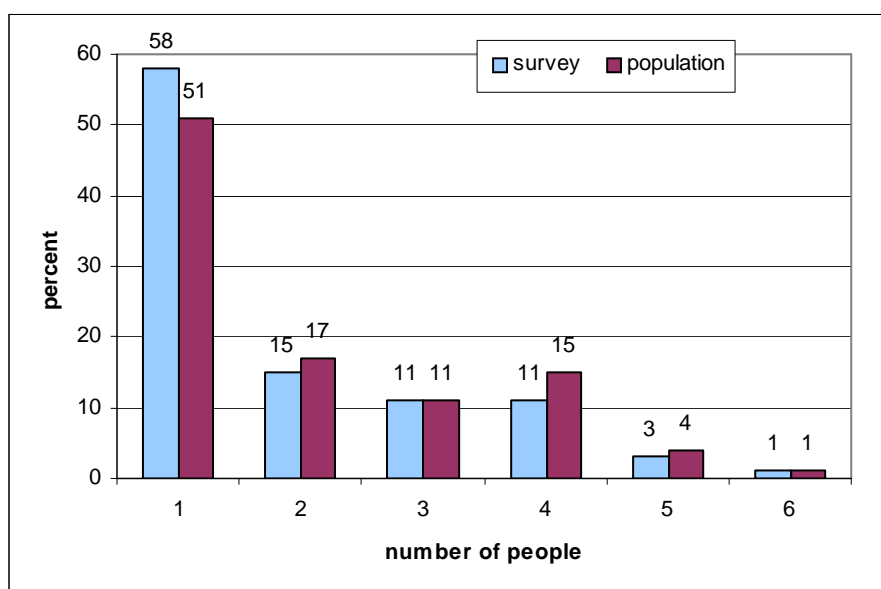
Figure 4.3 Principal applicants with points for a job offer by age, 2001/2002*



* The age group of 1 applicant was not known.

The number of people per application also approximated that of the population. The greatest variation was in the proportion of sole applicants, which accounted for 58 percent of the migrants in the survey compared with 51 percent in the population.

Figure 4.4 Principal applicants with points for a job offer by number of people in their application, 2001/2002

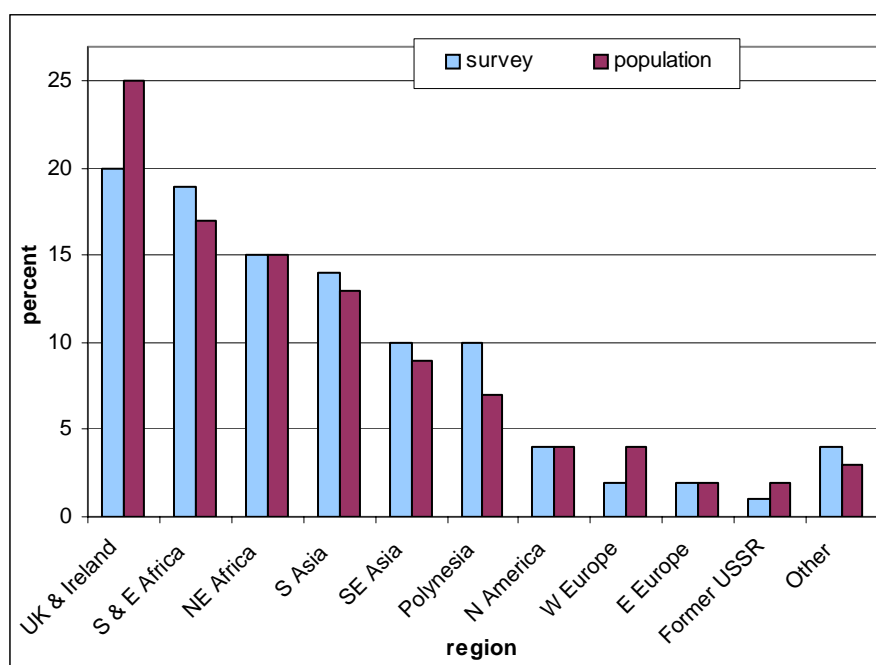


The proportion of migrants from each of the regions in the survey was generally within 2 to 3 percentage points of those in the population¹³. The exception was the

¹³ It is important to note that the regional classifications used in Parts A and B of this research were different. A full list of countries included in Part A can be found in Appendix D on page 151 and the regional groupings for Part B are in Appendix F on page 183.

United Kingdom and Ireland where there was a difference of 5 percentage points between the survey respondents and the population (due to the problem discussed earlier of locating files from the London immigration branch).

Figure 4.5 Principal applicants with points for job offers by region of origin, 2001/2002



Because the survey sample closely matches the population in characteristics such as onshore/offshore application status, gender, age, number of people in the application, and region of origin, we can be confident that the survey findings can be generalised to the population of GSC migrants with a job offer who were approved in the 2001/2002 financial year (see also the sampling error in Section 4.4.1).

4.3.4 PART B: ANALYSIS OF CENSUS DATA

The methodology used was a quantitative analysis of unit record data from the most recent Census of Population and Dwellings, conducted on 6 March 2001 (hereafter referred to as the 2001 Census). The project examined labour force and income data using as variables characteristics that were a proxy for GSC principal applicants.

The population of study comprised:

- working aged adults (aged 25 to 44 years) who were born in New Zealand, and
- working aged adults who were born overseas and who were usually resident in New Zealand at the time of the Census.

The following three variables are the General Skills' proxies that were used for the analysis:

Language

A proxy for English language was used from the Census data to identify two migrant groups:

- English speaking migrants: those who can speak English about a lot of every day things.
- Non-English speaking migrants: those who cannot speak English about a lot of every day things.¹⁴

Qualification

- University qualifications
- Vocational qualifications
- No or school only qualifications.

Age

- 25-29 years
- 30-34 years
- 35-39 years
- 40-44 years

Other variables include:

Region (or country) of birth

(See Appendix F on page 183 for a full listing)

- NZ (the NZ born population as a comparison)
- United Kingdom and Ireland
- Pacific Nations (excluding Cook Islanders and citizens of Niue and Tokelau who are not approved for residence through immigration policies)
- South Africa and North America
- Western and Eastern Europe
- South East Asia
- North East Asia
- Southern Asia
- Other Countries

Length of time in NZ¹⁵

- 0 to 2 years
- 2 to 5 years
- 5 to 10 years
- 10 or more years

¹⁴ This is the only English language proxy available from Census data and while it does not provide a very good measure, it does enable us to do some analysis by English language ability.

¹⁵ This grouping includes migrants who have resided in New Zealand for up to, but not including, the highest year. For example, the 0-2 year grouping includes migrants who have been in New Zealand for up to but not including 2 years. This may differ from groupings used in other reports.

Labour force variables

- Employment rate (those employed full and part time in the week ended 4 March 2001);
- Unemployment rate (those without paid work in the week ended 4 March 2001);
- Labour force participation rate (those classified as 'employed' and 'unemployed'); and
- Not in the labour force (the total labour force participation rate subtracted from 100).

Income

Annual gross income is divided into the following brackets:

- \$1-20,000;
- \$20,001-50,000;
- \$50,001-100,000;
- \$100,000 and over; and
- Nil or loss of income.

4.4 Limitations

4.4.1 PART A: EMPLOYER SURVEY

While there were a few problems encountered when drawing up the stratified random sample, as already discussed, the actual achieved sample of 387 employers who responded to the survey was very similar to the migrant population of interest. Hence, with some exceptions, we can be confident that the findings can be generalised to the population of migrants with a job offer as a whole and their employers. The exceptions relate to the exclusion of files from the London NZIS branch. Because of this exclusion, it is possible that some bias was introduced into the ESANA results. For example, the characteristics of migrants approved offshore in London may have varied from those approved onshore.

When the findings from a random sample are generalised to the population, they are reported with a 'sampling error'. This is to take into account the variability attributable to different random samples drawn from a population. The true population figure is likely to lie within a range defined by the survey statistic plus and minus its sampling error. The sampling error is based on the proportion of the sample found to have a certain characteristic.

Table 4.2 below provides sampling errors for various proportions of the employers' survey. The overall sample was stratified, and the samples were randomly selected within strata. The number selected in each stratum was proportional to stratum size. However, some branch samples were not completely randomly selected. It is difficult to estimate the impact of these, even though the achieved sample was very similar to the overall population. Hence, the sampling errors below should be used as an indication.

The following examples demonstrate how to interpret the table. In the survey (refer to Table 6.4 on page 47 for this example), 64 percent of migrants were found to live in Auckland. Generalising this statistic to the population would require taking into account the sampling error: in 95 out of 100 random samples (i.e. with 95% confidence), this result would lie within the range of 59-69 percent (64 percent +/- 5 percent) and 59-69 percent of the population would live in Auckland. The percentage living in the remaining locations is less than 10, hence the sampling error is only +/- 3 percent. With 95 percent confidence, 4-10 percent (7 percent +/- 3 percent) of the population would live in Christchurch.

Table 4.2 Sampling error for the employers' survey (95 percent confidence)

Survey percent with a characteristic	10/90	20/80	30/70	40/60	50
Sampling error (percent)	3	4	5	5	5

These examples indicate that when two results differ by a small percent, emphasising the difference may not be valid, as when generalising to the population, there may not actually be much difference between them.

Interviews with employers who claimed not to have heard of the migrant ('non-qualifiers') were terminated without any further questioning. In the absence of any other information, it is difficult to interpret such instances.

As an exploratory study, the research has thrown up issues for further investigation. This project sought just the employer's perspective. The employers had offered migrants a job. Other studies could complement this one by seeking the migrant's perspective on job hunting, sharing their skills and experiences with New Zealanders and the challenges of understanding New Zealand workplace culture. A longitudinal study could follow a cohort of migrants who remained in the job and another cohort who left their job within a specified amount of time to compare their settlement experiences. Another project which would benefit from the migrant's perspective is that of further exploring the 'non-qualifiers' (migrants who had not been heard of by the employer contacted) and their participation in the workforce. Studying employers who would not offer migrants a job and the reasons for this would further broaden our understanding of migrants and employment.

4.4.2 PART B: ANALYSIS OF CENSUS DATA

The overseas born population of the study is broader than those approved to become residents through the GSC. It includes people approved for residence through Family Reunion policies and also the spouses and partners of the GSC principal applicant. Overseas students and people with temporary work permits who gave a New Zealand address as their usual address when filling out the Census form would also be included¹⁶. This is unavoidable, as the Census does not identify an individual's residence status.

¹⁶ Although because of the age range included in the study (25 to 44 years), the majority of students are likely to be excluded from this analysis.

The only variable available from the Census on English language ability is a question that asks respondents whether they can have a conversation about a lot of everyday things in English. This is not a perfect measure as it is self-assessed and not likely to correspond to the International English Language Testing System (IELTS) score level. However, it does enable some analysis to be carried out based on English language ability.

4.5 Ethical Considerations

This research was conducted in line with the Association of Social Science Researchers' Code of Ethics. Specific points include:

4.5.1 PRELIMINARY WORK

In accordance with the code of ethics, a survey of relevant literature revealed a lack of available information in this area.

4.5.2 CONFIDENTIALITY

All information obtained from GSC application files was treated in the strictest confidence, and no individual cases are detailed in this report. Temporary employees were required to sign confidentiality agreements. The survey was voluntary and was conducted in accordance with the Code of Practice of the Market Research Society of New Zealand (MRSNZ) and the Privacy Act of 1993.

4.5.3 INFORMED CONSENT

Verbal informed consent was obtained from survey respondents. Respondents were given a contact within the Department of Labour, in case of any concerns they had about their participation.

PART A: EMPLOYER SURVEY FINDINGS

5 POPULATION STUDY: COMPARISON OF MIGRANTS WITH AND WITHOUT JOB OFFERS

5.1 Introduction

The immigration and demographic characteristics of all principal applicants approved in 2001/2002 (July 2001 to June 2002, the financial year) through the GSC and who had points for a job offer are described in this section. To provide a context, selected characteristics of GSC principal applicants not claiming points for a job offer are also outlined. The data were, for the most part, derived from a “frozen” copy of the 2001/2002 Immigration database. It should be noted that information was for the 10,625 applications that were both decided and finalised as of late July 2002, when the data were extracted. Information not stored in that database was extracted from other dynamic databases resulting in slight discrepancies in some figures.¹⁷

5.2 Number and Type of Application

As Table 5.1 shows, in 2001/2002, 4,674 principal applicants claimed points for a job offer and 5,951 did not. Once an applicant has been approved for residence through the GSC they can be issued with a residence permit if onshore or a visa if they are offshore. Of those applicants with points for a job offer, 60 percent were issued with permits and 40 percent with visas. In contrast, 88 percent of principal applicants without job offers were issued with visas and 12 percent with permits.

Table 5.1 Principal applicants with points for a job offer and principal applicants without points for a job offer by application type, 2001/2002 *n=4,674 with job offer, 5,951 without job offer*

Type of application	With a job offer		Without a job offer	
	Number	Percent	Number	Percent
Permit (onshore)	2,808	60	690	12
Visa (offshore)	1,866	40	5,261	88
Total	4,674	100	5,951	100

5.3 Gender

Sixty-two percent of applicants with job offer points were male and 38 percent female. The proportion of principal applicants without job offers had a similar gender distribution - 65 percent were male and 35 percent female.

¹⁷ For example, the sampling frame used for the survey of employers.

Table 5.2 Principal applicants with points for a job offer and principal applicants without points for a job offer by gender, 2001/2002 *n=4,674 with job offer, 5,951 without job offer*

Gender	With a job offer		Without a job offer	
	Number	Percent	Number	Percent
Females	1,755	38	2,079	35
Males	2,917	62	3,869	65
Total	4,674	100	5,951	100

5.4 Age

Principal applicants with job offers tended to be in younger age groupings than those without. Sixty-two percent of principal applicants with job offers were aged under 35 years compared to 44 percent of those without. Conversely, 56 percent of principal applicants without job offers were aged 35 years or more, while 38 percent of those with job offers were in this age group.

Table 5.3 Principal applicants with points for a job offer and principal applicants without points for a job offer by age group, 2001/2002 *n=4,680 with job offer, 5,951 without job offer*

Age group	With a job offer		Without a job offer	
	Number	Percent	Number	Percent
18-24 years	263	6	6	0
25-29 years	1,410	30	1,209	20
30-34 years	1,208	26	1,627	27
35-39 years	752	16	1,362	23
40-44 years	482	10	1,100	19
45 years & over	559	12	647	11
Total	4,674	100	5,951	100

5.5 The Number of People per Application

Over 50 percent of job offer applications included a principal applicant only, while 18 percent included one secondary applicant and one fifth had four or more people. The application size of principal applicants without job offers tended to be larger - 80 percent included at least one secondary applicant and almost one third included four or more secondary applicants.

Table 5.4 Principal applicants with points for a job offer and principal applicants without points for a job offer by number of applicants, 2001/2002 *n=4,674 with job offer, 5,951 without job offer*

Number of people per application	With a job offer		Without a job offer	
	Number	Percent	Number	Percent
1	2,401	51	1,210	20
2	814	18	1,194	20
3	515	11	1,621	27
4	698	15	1,503	25
5	195	4	340	6
6 or more	51	1	83	1
Total	4,674	100	5,951	100

5.6 Region of Origin

Table 5.5 shows that over half (52 percent) of the GSC principal applicants with job offers came from the ESANA (Europe, South Africa and North America)¹⁸ region. Collectively, Asia accounted for 40 percent of the total. There was quite a different pattern in the source regions of principal applicants without job offers. Seventy-eight percent were from Asian regions and only 16 percent from ESANA.

The final column of Table 5.5 shows the proportion of migrants from each region who had a job offer. The proportion of migrants coming in with a job offer was more than three times greater from ESANA (72 percent) than from Asia (29 percent).

Table 5.5 Principal applicants with points for a job offer and principal applicants without points for a job offer by region of origin, 2001/2002 *n=4,674 with job offer, 5,951 without job offer*

Region	With a job offer (proportion of total migrants)		Without a job offer (proportion of total migrants)		With a job offer (proportion of each region)	
	Number	Percent	Number	Percent	Number	Percent
ESANA	2,431	52	967	16	3,398	72
North Asia	695	15	1,485	25	2,180	32
South Asia	596	13	2,121	36	2,717	22
South East Asia	556	12	1,019	17	1,575	35
Sub total (Asia)	1,847	40	4,625	78	6,472	29
Pacific	320	7	261	4	581	55
Other	76	2	98	2	174	44
Total	4,674	100	5,951	100	10,625	

¹⁸ These are the principal English-speaking regions of the world.

5.7 The Nationalities

More applicants with points for a job offer came from Great Britain (24 percent) than any other country in 2001/2002. The other major sources of job offer applications were South Africa (14 percent), India (11 percent), China (7 percent) and Fiji (6 percent). India (33 percent) was the single largest source of GSC principal applicants without a job offer, followed by China (17 percent), Great Britain (11 percent), South Africa (7 percent) and South Korea (4 percent).

Table 5.6 Principal applicants with points for a job offer and principal applicants without points for a job offer by top five source countries, 2001/2002 *n=4,674 with job offer, 5,951 without job offer*

Country	With a job offer		Country	Without a job offer	
	Number	Percent		Number	Percent
Great Britain	1,114	24	India	1,975	33
South Africa	634	14	China	1,001	17
India	519	11	Great Britain	632	11
China	306	7	South Africa	388	7
Fiji	292	6	South Korea	301	4
Other	1,809	39	Other	1,654	28
Total	4,674	100	Total	5,951	100

5.8 Points Awarded to GSC Principal Applicants

Table 5.7 (page 44) provides information about the other non-job offer points that principal applicants scored. The points categories are represented by a collection of rows and each is discussed below. The information does not cover the entire population of GSC principal applicants (12,398) but only the 10,625 applications decided *and* approved in 2001/2002.

5.8.1 AGE

It was noted earlier that GSC principal applicants with a job offer tended to be younger than those without points for a job offer. This is reflected in the greater points the former group were awarded for age. For example, 65 percent of job offer applicants claimed 8 or 10 points for age, compared to 52 percent of applicants without a job offer.

5.8.2 QUALIFICATIONS

As required by the GSC policy, all applicants scored at least 10 points for qualifications.¹⁹ A considerably greater proportion of applicants without a job offer had higher qualifications and scored 11 or 12 points (28 percent) than did those with a job offer (12 percent).

¹⁹ It is required by the policy that applicants score at least 10 points, which is generally for a first university degree or trade certificate. Generally, applicants are required to score 1 point for work experience, which equates to two years work experience. On occasions, these requirements can be waived. For example, Information Technology (IT) specialists who hold a letter of support issued by the Information Technology Association of New Zealand (ITANZ) confirming that their skills are in short supply in New Zealand may be awarded 10 points for qualifications (without an NZQA assessment) if they also meet some other criteria.

5.8.3 WORK EXPERIENCE

Applicants without a job offer also tended to score more points for work experience than their counterparts in this other mandatory points category. Over half (55 percent) of the applicants without a job offer were awarded between 6 and 10 points, while only 21 percent of those with a job offer claimed points in the same range.

5.8.4 SPOUSE QUALIFICATIONS

Thirty-five percent of principal applicants without a job offer claimed points for their spouses' qualification compared to 8 percent of applicants with a job offer.

5.8.5 SETTLEMENT FUNDS

Points for settlement funds were awarded to 21 percent of applicants without a job offer and 2 percent of those with a job offer. Of the 21 percent without a job offer, about half claimed points for NZ\$100,000 and half for NZ\$200,000.

5.8.6 NEW ZEALAND WORK EXPERIENCE

Very few applicants without a job offer had points for New Zealand work experience, while 16 percent of applicants with a job offer scored points in this category.

5.8.7 SPONSOR

GSC applicants can receive up to three points for the sponsorship of their residence application by a close family member resident in New Zealand.²⁰ Eleven percent of applicants without a job offer were sponsored, as were 2 percent of those with a job offer.

5.8.8 NEW ZEALAND QUALIFICATION

Seven percent of the applicants with a job offer had a New Zealand qualification, while 4 percent of those without a job offer scored points for this category.

From the above, it is clear that a job offer was a source of points for principal applicants who fell short of the passmark based on points scored for their age, qualifications (of self and spouse), work experience, settlement funds or sponsorship.

²⁰ Sponsors need to meet certain obligations, such as undertaking to support financially the sponsored applicant for a period of two years.

Table 5.7 Principal applicants with points for a job offer and principal applicants without points for a job offer by other points claimed, 2001/2002 *n*=4,674 with job offer, 5,951 without job offer

Points Category	Points breakdown										Overall % getting some points	Average points		
	0 points		2 points		4 points		6 points		8 points				10 points	
Age points	0 points		2 points		4 points		6 points		8 points		10 points		96%	7.31
Job offer	189 (4%)	303 (6%)	444 (9%)	690 (15%)	1516 (32%)	1532 (33%)								
No job offer	91 (2%)	429 (7%)	1052 (18%)	1257 (21%)	1552 (26%)	1570 (26%)							98%	6.83
Qualifications	10 points			11 points			12 points				100%	10.18		
Job offer	4124 (88%)			242 (5%)			308 (7)							
No job offer	4255 (71%)			502 (8%)			1194 (20%)				100%	10.47		
Work Experience	0 pts	1 pt	2 pts	3 pts	4 pts	5 pts	6 pts	7 pts	8 pts	9 pts	10 pts	94%	3.45	
Job offer	285 (6%)	1309 (28%)	811 (17%)	521 (11%)	366 (8%)	320 (7%)	255 (5%)	195 (4%)	162 (3%)	101 (2%)	349 (7%)			
No job offer	58 (1%)	173 (3%)	413 (7%)	610 (10%)	823 (14%)	609 (10%)	748 (13%)	494 (8%)	587 (10%)	427 (7%)	1009 (17%)	99%	6	
Spouse Qualifications	0 points			1 point			2 points			8%	0.09			
Job offer	4299 (92%)			326 (7%)			49 (1%)							
No job offer	3861 (65%)			1625 (27%)			465 (8%)			35%	0.43			
Settlement Funds	0 points			1 point			2 points			2%	0.04			
Job offer	4559 (98%)			467 (1%)			69 (1%)							
No job offer	4722 (79%)			652 (11%)			577 (10%)			21%	0.3			
NZ Work Experience	0 points			1 point			2 points			16%	0.22			
Job offer	3928 (84%)			467 (10%)			279 (6%)							
No job offer	5898 (99%)			21 (0.4%)			32 (0.5%)			1%	0.01			
Sponsor	0 points				3 points				2%	0.07				
Job offer	4560 (98%)				114 (2%)									
No job offer	5312 (89%)				639 (11%)				11%	0.32				
NZ Qualification	0 points				2 points				7%	0.14				
Job offer	4336 (93%)				338 (7%)									
No job offer	5720 (96%)				231 (4%)				4%	0.08				

5.9 Summary

GSC migrants who were approved in 2001/2002 differed in several ways depending on whether or not they had scored points for a job offer. Those who had such points tended to be younger with a smaller family; comparatively less qualified and less experienced professionally; with fewer having settlement funds or a sponsor. Migrants with job offers were more likely to claim points for New Zealand work experience. A higher proportion of migrants with a job offer came from ESANA regions, and fewer came from Asia.

6 EMPLOYER SURVEY FINDINGS: GENERAL OVERVIEW

6.1 Introduction

Of the 1,020 employers who were sent pre-notification letters and then contacted, 480 employers responded to the survey – a healthy 47 percent response rate. Another 133 declined to take part. Of the 480, 93 had not heard of the migrant²¹, as a result of which these interviews were terminated. The remaining 387 employers completed the survey.

Chapters 6 to 12 report findings from the 480 survey respondents. Chapter 6 contains a general overview of the results from the 387 employers who completed the survey, including characteristics of the migrants and of the employers. Chapters 7 to 11 contain a more detailed analysis of the results. Chapter 12 provides some analysis of the 93 ‘non-qualifiers’.

6.2 General Overview of Survey Results

Sixty-four percent of the 387 migrants had applied for a residence permit (in other words, were onshore) while 35 percent had applied for a residence visa (were offshore). There was not much difference in the results between these two groups, except where indicated.

Three hundred and fifty-eight applicants (92 percent) had arrived to take up the job for which they had obtained points. However, nearly a third or 125 of these had since left that employment. Seven percent either had not yet arrived or were no longer going to take up the job offer. Table 6.1 gives a detailed breakdown of the numbers in each category. Each of the groups in this table has been labelled with a letter for easier reference in the rest of this report.

Table 6.1 Arrival status and take up of job offer $n=387$

Group	Take up of job offer	Percent	Number
A	Yes, still working here	60	233
B	Yes, but has since left	32	125
	Sub total (yes)	92	358
C	No, was supposed to but is not going to arrive	3	12
D	No, but is due to arrive	4	17
	Sub total (no)	7	29
	Total	100 ²²	387

Thirty-four percent of the migrants had secured work as professionals (see Table 6.2). A further 22 percent were either administrators and managers, or technicians and associate professionals; 16 percent were sales and service workers and 15 percent were trades workers. Elementary workers formed the smallest group.²³ For

²¹ As all the migrants referred to in the survey are principal applicants, henceforth they are referred to as ‘migrants’ rather than ‘principal applicants’.

²² Some totals do not add up to 100 because of rounding.

²³ Because of the relatively small numbers of migrants in all occupational groups except professionals, sales and service and trades workers, where occupational analysis is undertaken, only the named groups will be analysed.

comparison, Table 6.2 also shows the occupational grouping of New Zealand's 'usually resident population' aged 15 and over, as recorded in the Census in March 2001. The usually resident population includes both, overseas and New Zealand born. The occupational groupings of both the total overseas born and New Zealand born populations were very similar, except that there were one-and-a-half times as many overseas born as New Zealand born working in professional occupations.

Table 6.2 show that the overall occupational spread of the survey migrants with job offers and the usually resident population was not too dissimilar. The three occupations which attracted approximately equal proportions of both these groups were service and sales; legislators, administrators and managers; and technicians and associate professionals. There were more than twice as many migrants proportionately as usually resident people working as professionals and almost twice as many trades workers. In contrast, there were proportionately less than half as many clerks among the migrants as among the usually resident population.

Table 6.2 Occupational grouping of the migrants and of the usually resident population of March 2001 *n=387 survey migrants; 1,727,268 usually resident population*

Occupational grouping (New Zealand Standard Classification of Occupations 1999)	Survey migrants		Usually resident population	
	Percent	Number	Percent	Number
Professionals	34	131	14	239,616
Service and sales workers	16	61	14	242,496
Trades workers	15	57	8	145,284
Legislators, administrators and managers	12	46	13	216,372
Technicians and associate professionals	10	38	11	190,689
Clerks	5	18	13	216,471
Plant and machinery operators and assemblers	4	14	8	144,018
Agriculture and fishery workers	3	11	8	137,499
Elementary occupations	2	7	6	100,647
No response/ Don't know	1	4	5	94,197*
Total	100	387	100	1,727,268 ⁺

* This includes responses which were unidentifiable and outside the scope.

⁺ This total disagrees with a sum of the individual numbers. This is because in the case of Census data, both individual numbers and totals are rounded to base three to protect the privacy of respondents.

Ninety-four percent of all the migrants worked 30 or more hours a week. The most common industries the migrants were working in were property and business services, manufacturing, education, and health and community services.²⁴ Generally, though, there was a wide spread of industries with little apparent grouping (see Table 6.3). Again there is a comparison with 2001 Census data. There was very little difference between the total New Zealand born and overseas born populations in terms of the industries they worked in, hence both are grouped together as the usually resident population of March 2001. There were proportionately more survey migrants than the usually resident population working in property and business service; education; health and community services; and accommodation, cafes and restaurants, but proportionately fewer migrants in retail trade. Manufacturing attracted similar proportions of both the survey migrants and the usually resident population.

²⁴ Further analysis of industry will be undertaken only on these four industries because of the relatively small numbers of migrants in other industries.

Table 6.3 Industries where the migrants and the usually resident population of March 2001 worked *n=387 survey migrants; 1,727,271 usually resident population*

Industry (Australia New Zealand Standard Industrial Classification 1996)	Survey migrants		Usually resident population	
	Percent	Number	Percent	Number
Property and Business Services	14	54	11	194,583
Manufacturing	13	50	13	223,794
Education	11	41	7	126,537
Health & Community Services	11	42	8	140,568
Accommodation, Cafés and Restaurants	9	34	5	80,361
Retail Trade	8	31	12	208,317
Cultural and Recreational Services	8	30	2	41,277
Transport & Storage	7	26	4	66,486
Agriculture, Forestry and Fishing	5	18	8	142,752
Wholesale Trade	4	16	6	99,435
Electricity, Gas and Water Supply	3	11	0	5,976
Personal and Other Services	3	10	4	64,311
Construction	2	7	6	103,911
Communication Services	2	8	1	23,148
Finance & Insurance	1	4	3	51,924
Government Administration and Defence	1	2	3	59,640
Mining	1	2	0	3,348
No response	0	1	5	90,864*
Total	100	387	100	1,727,271 ⁺

* This includes responses which were unidentifiable and outside the scope.

⁺ This total disagrees with a sum of the individual numbers. This is because in the case of Census data, both individual numbers and totals are rounded to base three to protect the privacy of respondents.

Auckland was home to most of the migrants (64 percent), followed by Wellington and Christchurch with 7 percent each. Only 14 percent of the migrants were employed in the South Island; and only 15 percent outside of the five main centres (see Table 6.4).

Table 6.4 Location of the migrant's job *n=387*

Location	Percent	Number
Auckland	64	249
Christchurch	7	28
Wellington	7	27
Hamilton	5	20
Dunedin	1	5
Other North Island	9	33
Other South Island	6	24
Roaming	0	1
Total	100	387

6.3 Migrant (Employee) Characteristics

The data in this sub-section have been taken from existing Immigration databases, and are not survey findings. As noted in the Methodology, all files from the London immigration branch were excluded from the survey. However, many applicants from the London catchment made it into the survey by applying for residence while onshore in New Zealand.

ESANA (Europe, South Africa and North America) contributed the highest number of migrants to the survey while Pacific migrants were the fewest (see Table 6.5). However, all the Asian migrants together made up nearly one half of the survey respondents.²⁵

Table 6.5 Regional origin of the migrants *n*=387

Region	Percent	Number
ESANA	36	139
North Asia	20	76
South Asia	15	59
South East Asia	14	56
Sub total (Asia)	49	191
Pacific	10	39
Other	4	16
No response	1	2
Total	100	387

Half of all the onshore applicants came from ESANA, and nearly a quarter from North Asia (see Table 6.6). In contrast, half the offshore applicants came from South and South East Asia, and only 11 percent came from ESANA.

Table 6.6 Regional origin of the onshore and offshore applicants (in percentages) *n*=387

Region	Onshore %	Offshore %
ESANA	50	11
North Asia	23	15
South Asia	8	28
South East Asia	10	22
Pacific	4	21
Other	5	3
No response	0	0
Total	100	100

Almost six out of ten migrants were the sole person in their application, although one in four had three to six people in their application (see Table 6.7).

²⁵ Regional analysis will not be undertaken on Pacific and Other regions because of the small numbers of migrants.

Table 6.7 Number of people per application $n=387$

Number of people per application	Percent	Number
1	59	226
2	15	57
3	11	43
4	11	43
5	3	13
6	1	2
No response	0	3
Total	100	387

Thirty-nine percent of the migrants were women, which compares with 36 percent of all GSC principal applicants and 38 percent of GSC principal applicants with a job offer in the 2001/2002 year. Half of the migrants were aged under 30 years. Only 8 percent were aged over 45 years (see Table 6.8).

Table 6.8 Age groups of migrants $n=387$

Age group	Percent	Number
16 to 30	51	197
31 to 45	41	158
46 and over	8	30
No response	1	2
Total	100	387

6.4 Employer Characteristics

The vast majority of the employers were from the private sector, with only 18 percent from the public sector (see Table 6.9).

Table 6.9 Sector of the employer $n=387$

Sector	Percent	Number
Private	82	316
Public	18	70
No response	0	1
Total	100	387

Fifty-five percent of employers were based at just one site, while 45 percent were spread across more than one site. Based on the number of employees at the site where the migrant was employed, there was a roughly even spread of small, medium and large employers (see Table 6.10).

Table 6.10 Size of employer (at the site where the migrant was employed) $n=387$

Number of employees	Percent	Number
1 – 9	36	138
10 – 49	31	121
50 or more	31	121
Don't know/No response	2	7
Total	100	387

Two-fifths of the employers (again, at the site where the migrant was employed) had up to 20 percent of employees who were migrants, while 11 percent of employers had more than four-fifths of all employees who were migrants (see Table 6.11).

Table 6.11 Percentage of employees who are migrants (at the site where the migrant was employed) $n=387$

Percent of employees who are migrants	Percent	Number
None	8	32
1-20	39	151
21-40	14	54
41-60	12	47
61-80	5	21
81-100	11	42
Don't know/No response	10	40
Total	100	387

It was mostly small sites which had a high proportion of employees who were migrants (see Table 6.12). Of the 42 sites where more than four-fifths of employees were migrants, 32 (or 76 percent) had between one and nine employees, while only 3 (7 percent) such sites had fifty or more employees.

Table 6.12 Percentage of employees who are migrants compared with number of employees (at the site where the migrant was employed) $n=387$

Number of employees	Percent of employees who are migrants						
	None $n=32$	1-20 $n=151$	21-40 $n=54$	41-60 $n=47$	61-80 $n=21$	81-100 $n=42$	Don't know $n=40$
1 – 9	69	24	30	40	43	76	10
10 - 49	28	39	33	34	24	17	18
50 or more	3	36	37	23	33	7	60
Don't know/ No response	0	0	0	2	0	0	10
Total	100	100	100	100	100	100	100

Nearly half the businesses were well established at the site, having been there for ten years or more. About a third had been at the site for less than 5 years (see Table 6.13).

Table 6.13 Number of years the business had been operating (at the site where the migrant was employed) $n=387$

Business at this site	Percent	Number
Less than 12 months	3	12
1-2 years	12	47
3-5 years	17	65
5-10 years	21	81
10 years or more	47	181
No response	0	1
Total	100	387

Private sector employers with fewer than twenty-five employees were believed to have greater control over recruitment issues and were asked whether or not they themselves were an immigrant to New Zealand. Just over half of them were immigrants (see Table 6.14).

Table 6.14 Employers who were immigrants (private sector, <25 employees) $n=194$

Employer immigrant	Percent	Number
Yes	57	111
No	43	83
Total	100	194

Just under half of these migrant employers were from Asia, although they were not spread evenly within Asia, with most coming from North Asia (see Table 6.15). Twenty-eight percent of the migrant employers were from ESANA, while very few came from Australia or 'Other' countries.

Table 6.15 Regional origin of immigrant employers (private sector, <25 employees) $n=111$

Region	Percent	Number
ESANA	28	31
North Asia	33	37
South Asia	5	6
South East Asia	7	8
Sub total (Asia)	45	51
Pacific	22	24
Australia	2	2
Other	3	3
Total	100	111

6.5 Summary

Migrants covered in the survey were more likely to have been onshore than offshore when applying for residence. Most migrants had already arrived and taken up the job offer, although some had since left the job. The most common occupation of the migrants was as professionals, and the most common industries they had got jobs in were Property and Business as well as Manufacturing. Auckland was home to well over half the migrants. Half the migrants came from Asia.

7 UPTAKE OF JOB OFFER

7.1 Introduction

In this chapter, the migrant's arrival and uptake of the job offer are analysed; where relevant, the migrant's leaving of the job and the migrant's prior experience with the employer are also covered. The results in this chapter are discussed by arrival status and uptake of the job by the migrant, as grouped in Table 6.1 on page 45.

7.2 Group A – Still Working in the Position

Six out of ten of all the migrants were still working in the position for which they had received job offer points. Proportionately more migrants from ESANA than from Asia were still working in the job – 65 percent of all the migrants from ESANA compared to 53-55 percent from Asia (see Table 7.1).

Table 7.1 Uptake of job by region of origin (percentage of migrants) $n=387$

Region	Still in the job (Group A)	Since left (Group B)	Other*	Total	Number
ESANA	65	32	2	100	139
South East Asia	55	36	9	100	59
North Asia	54	28	18	100	76
South Asia	53	44	3	100	59

* Other consists of migrants who had not yet arrived (Groups C and D).

A smaller proportion of females than males were still in the job – 56 compared to 63 percent. High proportions of migrants who were professionals (66 percent), trades (58 percent) and sales and service (51 percent) workers were still in the job. The following table gives the proportions of migrants still in the job from like occupations grouped together.

Table 7.2 Uptake of job by occupation (percentage of migrants) $n=387$

Occupation	Still in the job (Group A)	Since left (Group B)	Other*	Total	Number ⁺
Professionals; Legislators, administrators and managers; Technicians and associate professionals	65	24	11	100	215
Trades; Service and sales; Clerks	55	38	7	100	136
Plant and machinery operators and assemblers; Agriculture and fishery workers; Elementary occupations	48	49	3	100	32

* Other consists of migrants who had not yet arrived (Groups C and D).

+ The occupation of a further 4 migrants was not known.

7.3 Group B – Had Worked in the Position and Since Left

The 125 migrants who had left their job offer employment had remained in it for varying lengths of time. Just under a quarter had remained for over a year, while nearly four in ten had held the position for less than half a year (see Table 7.3).

Table 7.3 Length of time in job (Group B) $n=125$

Length of time in job	Percent
Less than 1 month	7
1-5 months	32
6-12 months	32
More than 12 months	23
Don't know	6
Total	100

As illustrated in Figure 7.1, onshore applicants from Group B remained in their job longer than did offshore applicants. Fifty-six percent of offshore applicants, who had left their job, left within the first 5 months in the job, while only 9 percent remained over 12 months at the time of the survey.

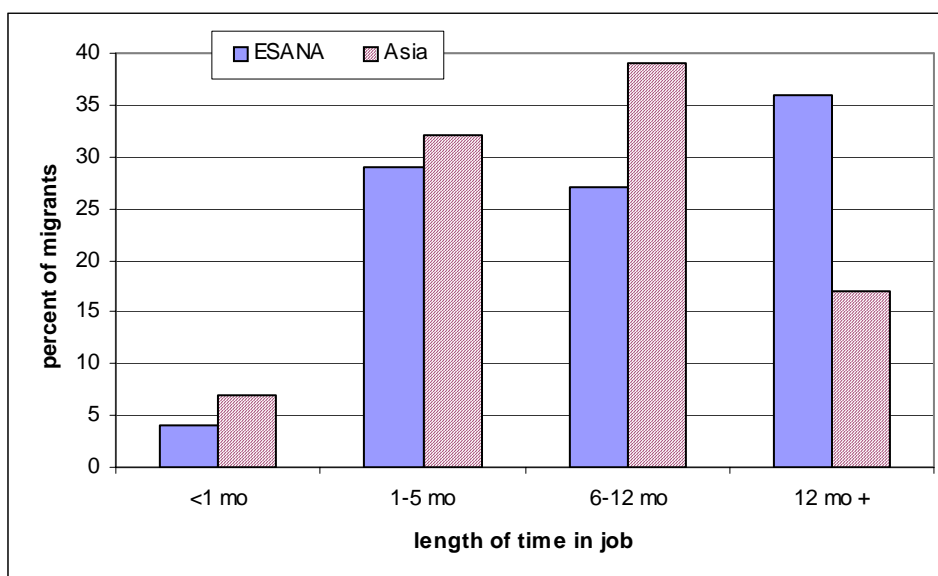
Figure 7.1 Comparison of length of time in job by onshore-offshore status $n=125^*$



* The length of time was not known for a further 6 percent of onshore applicants and 4 percent of offshore applicants.

Migrants from ESANA remained in the job for longer than migrants from any other region. Thirty-six percent remained for more than twelve months and only 4 percent stayed less than one month. In contrast, more migrants from Asia stayed for less than twelve months than stayed for more than twelve months (see Figure 7.2).

Figure 7.2 Comparison of length of time in job by region of origin *n*= 45 ESANA, 67 Asia²⁶ (Table 16.1)²⁷

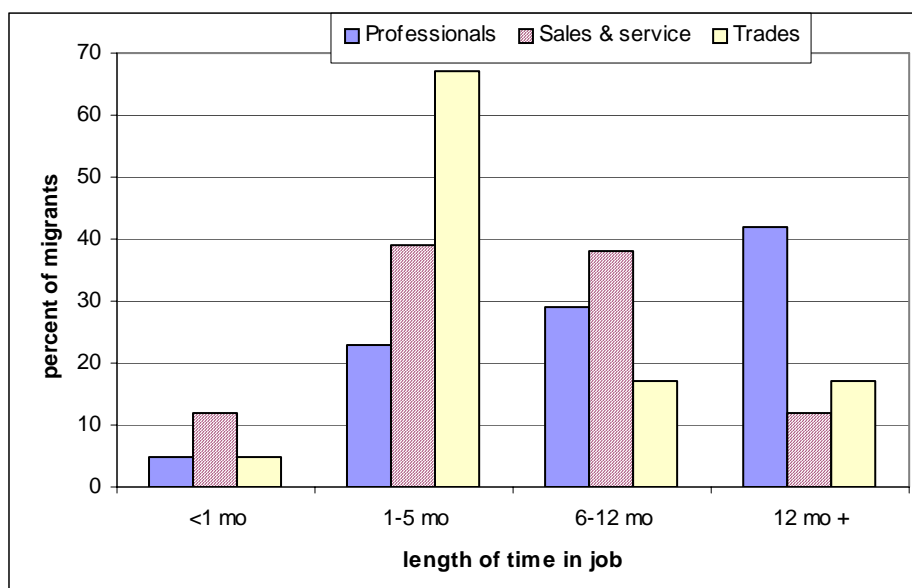


Of all those in Group B, professionals held on to their position the longest. Professionals (42 percent) were more likely to remain in the job for over twelve months, while proportionately fewer sales and service and trades workers remained for over twelve months (see Figure 7.3). Of those remaining one to five months, professionals were the smallest group, with just 23 percent, while trades workers were the most numerous (48 percent).

²⁶ Where the numbers of North Asian, South Asian and South East Asian migrants were too small to allow data analysis with confidence, these numbers have been grouped together as 'Asia'.

²⁷ Where all the data has not been included in a figure, a table with the complete data has been included in Appendix A, and a reference to it is given with the figure.

Figure 7.3 Comparison of length of time in job by occupation *n*=38 professionals, 26 sales and service, 21 trades (Table 16.2)



Reasons for leaving the job, as detailed in Table 7.4, ranged from getting another job, whether with the same employer or a different one (a total of 41 percent) to moving out of the country (3 percent). Ten percent of the 125 people had gone back to the source (home) country (this move may not have been permanent). Overall, there were no differences between onshore and offshore migrants.

Table 7.4 Reasons for leaving the job (Group B) *n*=125

Reason for leaving job	% Onshore applicants	% Offshore applicants	% Total
Got another job with another employer	38	40	39
Got another job with the same employer	1	2	2
Gone back to source country	10	9	10
Employee/job not suitable	9	9	9
Contract ended/redundancy	8	6	7
Took up study	6	4	6
Moved city	5	4	5
Family, childcare, personal or health issues	3	6	4
Started own business	5	2	4
Moved country	5	0	3
Don't know	9	13	10
Other	0	4	2
Total	78	47	125

A few employers were clearly not happy that migrants had used them as a stepping stone to residence and had then found another job:

Had a lot of migrants applying for the jobs you advertise, they are very qualified for the job and then they leave after getting their citizenships.

[Employer of] Nurse from ESANA

7.4 Group C – Not Going to Arrive

Three percent of survey respondents (12 migrants) were not going to take up their job offer. Reasons for this included the following:

- the applicant got another job (n=3)
- problems getting hold of the applicant (n=3)
- time taken to approve residence application not suitable for the business (n=3)
- migrant returned to source country for personal reasons (n=1)

Most of these migrants came from North Asia, while the fewest came from ESANA.

7.5 Group D – Yet to Arrive

Of the 17 migrants yet to arrive, 10 were from North Asia.

7.6 Prior Experience with Same Employer

The results in this section pertain collectively to Groups A-D (i.e. all 387 migrants).

Sixty-one percent of all the 387 migrants had previously worked for the same employer. As can be expected, a greater proportion of onshore applicants (64 percent) than offshore applicants (55 percent) had done so. As many as 22 percent of employers did not know whether or not the applicant had worked there prior to obtaining residence.

Of those migrants who had worked for the same employer previously, proportionately more from North Asia (71 percent) than the other regions had done so (see Table 7.5).

Table 7.5 Percentage of migrants from each region with previous work experience for same employer *n=358*

Region of origin	Yes	No	Don't know	Total	Number*
North Asia	71	13	16	100	62
ESANA	60	15	22	100	136
South Asia	60	16	25	100	57
South East Asia	57	16	27	100	51
Pacific	50	35	15	100	34
Other	75	6	19	100	16

* There was 'no response' for another 2 migrants.

At least half (53 percent) of the professionals had worked for the same employer prior to obtaining residence, while over two-thirds of sales and service employees (70 percent) and trades workers (67 percent) had done so.

7.7 Summary

Migrants from ESANA were more likely than Asian migrants to still be in the job for which they were awarded points. Of those who had taken up the job, but then left it, nearly 40 percent had remained less than six months. The most common reason for leaving was moving to another job, usually with a different employer. More than half of all the migrants had worked for the same employer prior to obtaining residence. The proportion of migrants who were not going to take up the job offer is too small to draw any conclusions from.

8 OCCUPATION

8.1 Introduction

This chapter describes the home country and job offer occupation of the migrants, and analyses the latter by gender, region of origin and income.

8.2 Home country occupation and job offer occupation

The data in this sub-section have been taken from existing Immigration databases, and are not survey findings.

Experience shows that migrants are likely to settle quickly, remain permanently and make a greater contribution to New Zealand's economic and social well-being if they are able to apply their particular skills in satisfying employment. A preliminary analysis of home country occupation and job offer occupation is presented here as a basis to evaluate the impact of migrants on the New Zealand labour market.

From 1 October 2001, migrants' previous main home country occupation and, where a job offer scored points, the job offer occupation, began to be collected on application forms and entered into the Immigration database. Data was available for less than half of the total number of approved applicants. This was due to several factors, including that many principal applicants were approved on the pre-October 2001 application form and therefore did not record their 'main' occupation. Also, only some principal applicants required points for a job offer.

The home country occupations of the principal applicants in the GSC from 1 October 2001 to 30 June 2002 are tabulated in Table 8.1. This information was accessible for 3,446 principal applicants. Of these, nearly half or 1,673 were classified as professionals, followed by technicians and associate professionals (16 percent) and legislators, administrators and managers (13 percent).

Table 8.1 Occupation in home country for principal applicants in General Skills Category, October 2001 to June 2002 $n=3,446^*$

Occupation in home country	Percent	Number
Legislators, administrators, managers	13	445
Professionals	49	1,673
Technicians and associate professionals	16	543
Clerks	8	276
Service and sales workers	6	209
Agriculture and fishery workers	1	49
Trades workers	7	231
Plant and machine operators and assemblers	0.5	16
Elementary occupations	0.1	4
Total	100	3,446

*423 were classified as response unidentifiable/outside scope.

To provide a slightly more detailed view of the occupations of GSC principal applicants, the top 20 out of 99 occupational groups are provided in Table 8.2 below.

While no one occupational group exceeded 13 percent of the total, the top 20 groups accounted for 74 percent of the GSC principal applicants, where a main occupation was recorded.

Table 8.2 The top 20 home country occupations of principal applicants in General Skills Category, October 2001 to June 2002 *n*=3,446*

Occupational group	Percent	Number
Business professionals	13	460
Specialised managers	7	227
Nursing and midwifery professionals	5	177
Health professionals (except Nursing)	5	168
Computing professionals	5	168
Architects, engineers & related professionals	4	152
General managers	4	152
Physical science and engineering technicians	4	146
Secondary teaching professionals	4	130
Tertiary teaching professionals	3	104
Numerical clerks	3	94
Salespersons and demonstrators	3	92
Secretaries and Keyboard Operating Clerks	2	80
Finance and sales associate professionals	2	79
Computer equipment controllers	2	72
Administrative associate professionals	2	63
Machinery mechanics and fitters	2	62
Other teaching professionals	2	57
Primary and early childhood teaching professionals	1	49
Cashiers, tellers and related clerks	1	46
Top 20 sub-total	74	2,578
Other	29	868
Total	100	3,446

*423 were classified as response unidentifiable/outside scope.

Table 8.3 illustrates the New Zealand job offer occupation for the principal applicants in the GSC. The occupation of the job offer was recorded for 3,078 principal applicants. The largest classification of occupations was professionals (38 percent) followed by service and sales workers (15 percent) and technicians and associate professionals (14 percent).

Table 8.3 Occupation of job offer in New Zealand for principal applicants in General Skills Category, October 2001 to June 2002 $n=3,078^*$

Job offer in New Zealand	Percent	Number
Legislators, administrators, managers	7	207
Professionals	38	1,157
Technicians and associate professionals	14	443
Clerks	10	308
Service and sales workers	15	455
Agriculture and fishery workers	2	67
Trades workers	11	353
Plant and machine operators and assemblers	2	61
Elementary occupations	1	27
Total	100	3,078

*217 were classified as response unidentifiable/outside scope.

Table 8.4 below provides a cross tabulation of the principal applicant's home country occupation by the New Zealand job offer. One thousand, four hundred and eighteen principal applicants had both a home occupation and a job offer recorded. Of the 756 applicants whose occupation in their home country was classified as professional, 86 percent (647) had a professional classification job offer in New Zealand.

Overall, there appears to be a match between the occupational classification in the home country and the occupational classification of the job offer in New Zealand, with 81 percent having a job offer in the same classification as their home occupation.

More work will need to be undertaken to assess the correspondence between 'actual' occupations, rather than just classifications. However, this initial analysis shows people with job offers are tending to enter a similar occupational classification to the one they worked in their home country.

Table 8.4 Occupation in home country by job offer in New Zealand for General Skills principal applicants, October 2001 to June 2002 $n=1,418$

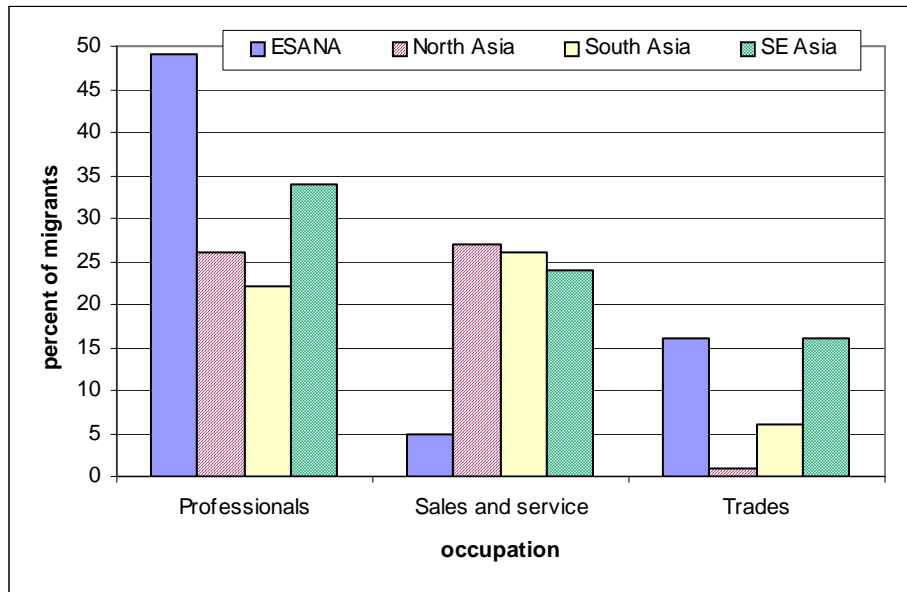
<i>Occupation in home country</i>	<i>Job offer occupation</i>									
	Legislators, Administrators, Managers	Professionals	Technicians and associate professionals	Clerks	Service and sales workers	Agriculture and fishery workers	Trades workers	Plant and machine operators and assemblers	Elementary occupations	Total
Legislators, Administrators, Managers	57	12	2	2	8		1		1	83
Professionals	7	647	62	6	24		6	3	1	756
Technicians and associate professionals	5	35	171	3	11	2	5	1	1	234
Clerks		6	2	45	5	1		1		60
Service and sales workers	2	10		6	85		5			108
Agriculture and fishery workers		2		1	2	28				33
Trades workers	2	2	6		7	2	112	4		135
Plant and machine operators and assemblers			1		1			3	1	6
Elementary occupations								1	2	3
Total	73	714	244	63	143	33	129	13	6	1,418

8.3 Region of origin

The results in the remainder of this chapter are based on survey findings.

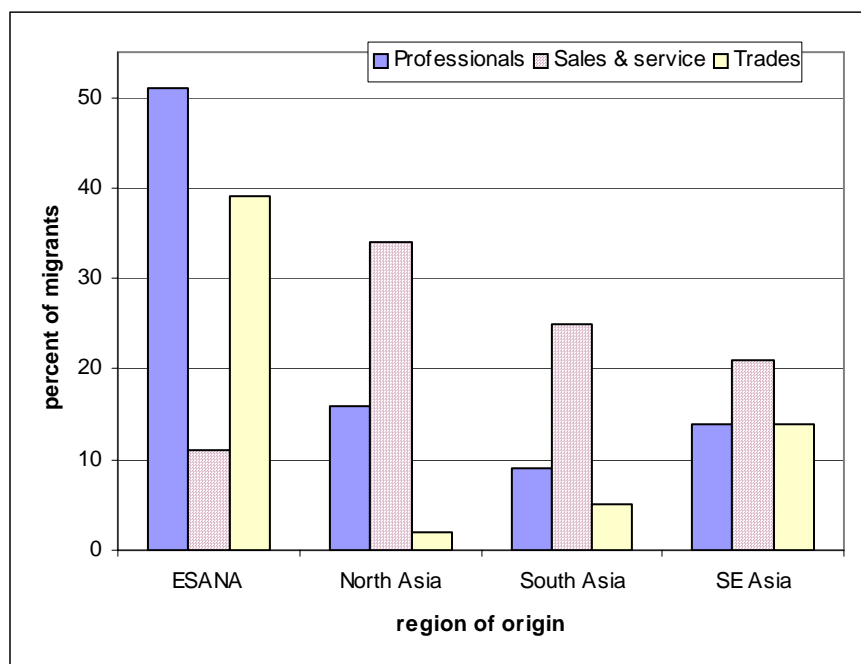
A higher proportion of migrants from ESANA than from all other regions were professionals (49 percent), while fewer were in sales and service occupations (5 percent). Proportionately more Asians than ESANA migrants were in sales and service occupations. The proportion of migrants from ESANA and South East Asia in trades was the same, and more than that from North and South Asia (see Figure 8.1).

Figure 8.1 Comparison of occupation by region of origin $n=139$ ESANA, 76 North Asia, 59 South Asia, 56 South East Asia (Table 16.3)



While nearly half of the migrants from ESANA were professionals (as can be seen in Figure 8.1), half of the professionals in the survey were from ESANA and nearly 40 percent were from Asia. Trades people also came predominantly from ESANA, while more sales and service workers were originally from Asia, particularly North Asia, than from ESANA.

Figure 8.2 Comparison of region of origin by occupation $n=131$ professionals, 61 sales and service, 57 trades (Table 16.15)



Because of the high proportion of professionals who were from ESANA and the ESANA migrants who were professionals (see Figure 8.2), the following results need to be interpreted with caution, as it is difficult to separate the effects of region and occupation.

8.4 Income

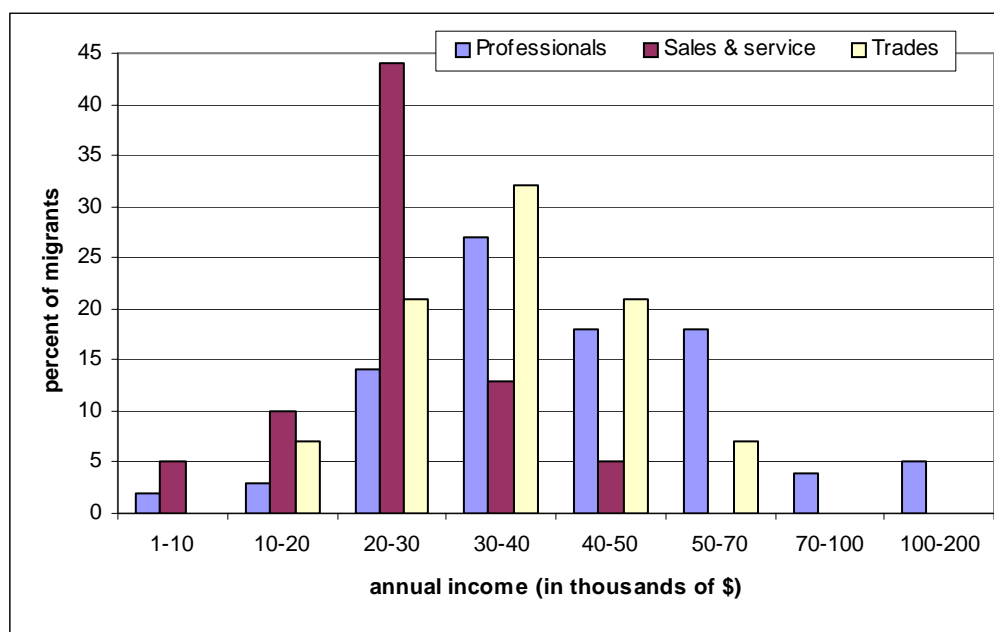
Just over half the migrants earned between \$20,001 and \$40,000 per annum (gross). A further 21 percent earned between \$40,001 and \$60,000. One in ten migrants earned less than \$20,000 (see Table 8.5).

Table 8.5 Income of migrants (gross annual) $n=387$

Annual income (gross)	Percent	Number
\$1,000-10,000	3	10
\$10,001-20,000	7	29
\$20,001-30,000	28	107
\$30,001-40,000	24	91
\$40,001-50,000	12	47
\$50,001-70,000	9	36
\$70,001-100,000	3	10
\$100,001-200,000	2	8
Don't know	11	43
Refused	2	6
Total	100	387

As can be expected, there were more professionals than sales and service and trades workers in higher income brackets (see Figure 8.3).

Figure 8.3 Comparison of occupation by income *n=131 professionals, 61 sales and service, 57 trades* (Table 16.4)



8.5 Gender

Far more women than men were professionals, while the opposite was true with trades workers. Forty-five percent of all the women who came in were professionals, while only 2 percent were in trades (see Table 8.6).

Table 8.6 Comparison of occupation by gender *n=387*

Occupation	% Female	% Male	Number*
Professionals	45	26	34
Sales & service	18	15	17
Trades	2	23	14
Legislators & administrators	13	11	12
Technicians & associate professionals	14	7	10
Clerks	8	2	5
Agriculture & fishery	2	3	3
Plant & machinery	3	3	3
Elementary workers	0	3	3
Don't know	0	1	1
Total	151	234	385

* The gender of another 2 migrants was unknown.

8.6 Summary

Preliminary analysis of data suggests that a migrant's occupational classification prior to migration matched their job offer occupational classification. However, no definite conclusions can be drawn until further research is done in this area.

Professionals covered in the survey were more likely to come from ESANA regions than other regions, while sales and service workers were more likely to come from Asia. Professionals were more likely to be women, while trades people were more likely to be men.

9 SELECTION OF MIGRANT FOR THE JOB

9.1 Introduction

In this chapter, circumstances surrounding the migrant's selection are analysed, including whether the employer experienced difficulty filling the position and the employer's methods of recruitment.

9.2 Employers' attempts to fill the position locally

Of all the 387 employers, 77 percent or 299 had tried to find a New Zealand citizen or resident to fill the position before offering it to the migrant. Of these 299, 89 percent or 265 employers had found it difficult to fill the position with a New Zealander. Even where applicants had previous work experience with the employer, most employers (81 percent) had tried to fill the position with a New Zealander. Only 17 percent of employers had not done so.

Comments from employers included:

Thankful that they [migrants] are available sometimes otherwise we would be 'in the poo' without them.

[Employer of] Veterinarian from ESANA

We are dependent on the immigrants coming through for our clients and us as a business. They have the skills that we need and can not find in New Zealand.

[Employer (recruitment consultant) of] Professional from ESANA

It's interesting to be able to do this survey, as there seems to be a shortage of skilled New Zealanders. A shortage of industry based training. They should bring back more apprenticeship training schemes.

[Employer of] Associate professional from North Asia

It seems as if there is a lot of skilled IT people that do not have the spoken English language, and I have noticed that we hardly get any New Zealand people applying for these positions at all.

[Employer of] Professional from South East Asia

Employers of trades workers (98 percent) found it harder to fill the position with a New Zealander than did employers of professionals (88 percent) and sales and service workers (87 percent). The main reasons for difficulty finding New Zealanders to employ are in the following table. An employer may have had more than one reason, hence the total is greater than 100 percent.

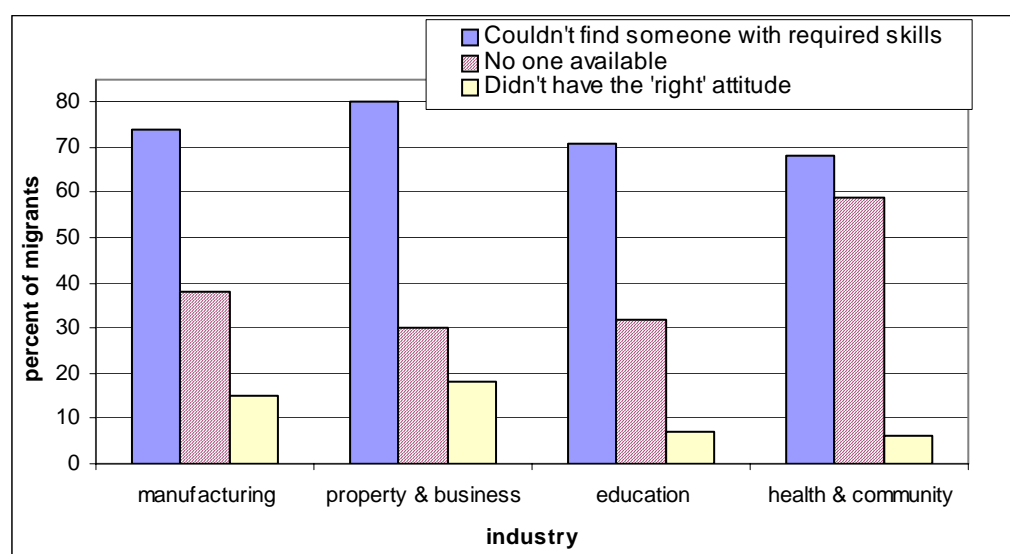
Table 9.1 Reasons for difficulty with finding employees $n=265$

Reason	Percent	Number
Couldn't find someone with required skills	69	184
No one available	36	95
Didn't have the 'right' attitude	14	36
Other	7	19
Don't know	0	1

In terms of occupation, more employers of trades workers (53 percent) reported that 'no one was available' than did employers of professionals (39 percent) and sales and service workers (29 percent).

In terms of industry, more employers in Health and Community Services (59 percent) reported that 'no one was available' than in other industries. Eighteen percent of employers in Property and Business Services had trouble finding someone with the 'right' attitude, compared to only 7 percent in Education and 6 percent in Health and Community Services (see Figure 9.1).

Figure 9.1 Comparison of reasons for difficulty finding employees by industry $n=34$ manufacturing, 40 property & business, 28 education, 34 health & community (Table 16.5)*



*Total may exceed 100 percent because of multiple response.

9.3 Methods of recruitment

While employers may have used several methods to recruit the migrant employee, the most common methods are detailed in the table below.

Table 9.2 Methods of recruitment $n=387^*$

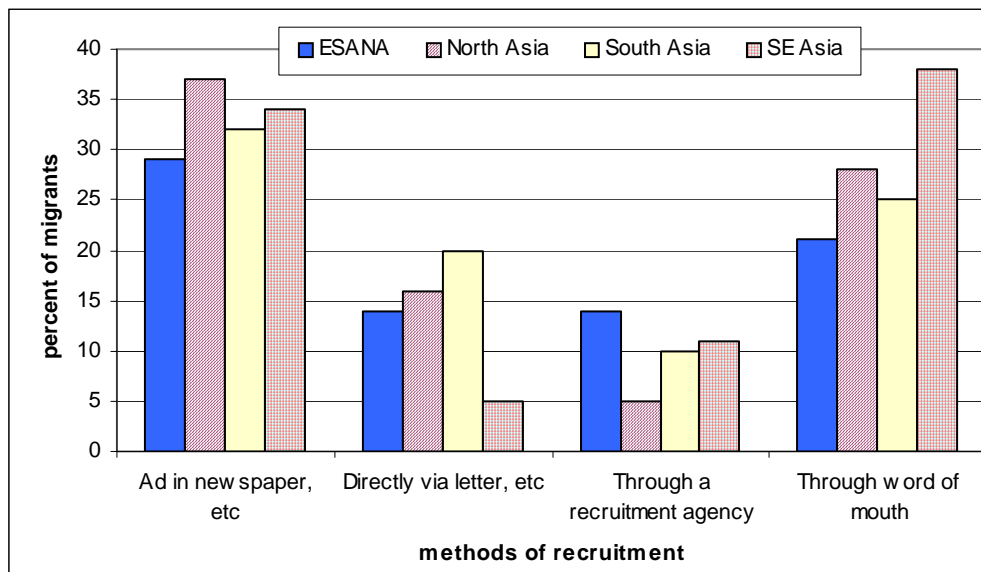
Method	Percent	Number
Applicant replied to ad in the newspaper, internet, notice board, etc	33	126
Through a friend/word of mouth	26	100
Applicant contacted the employer directly via letter, phone, etc	16	60
Through a recruitment or employment agency	10	40
Applicant replied to ad in an industry/trade journal	3	13
Applicant was head hunted	3	13
Applicant was already working here on a work permit	2	8
Applicant has worked here in the past	2	8
Applicant was transferred to NZ by employer	2	8
Applicant is a family member	1	5
Other	7	27
Don't know	5	20

*Total may exceed 100 percent because of multiple response.

While 61 percent of the migrants had previously worked for the same employer (see section 7.6 on page 57), only 2 percent of employers brought it up in response to this question.

Compared to the rest of the regional groups, employers had recruited more South East Asians through informal means such as a friend or word of mouth (38 percent), and fewer through direct contact (5 percent). A higher proportion of migrants from ESANA (14 percent) than from other regions had been found by, or applied to, recruitment agencies (see Figure 9.2).

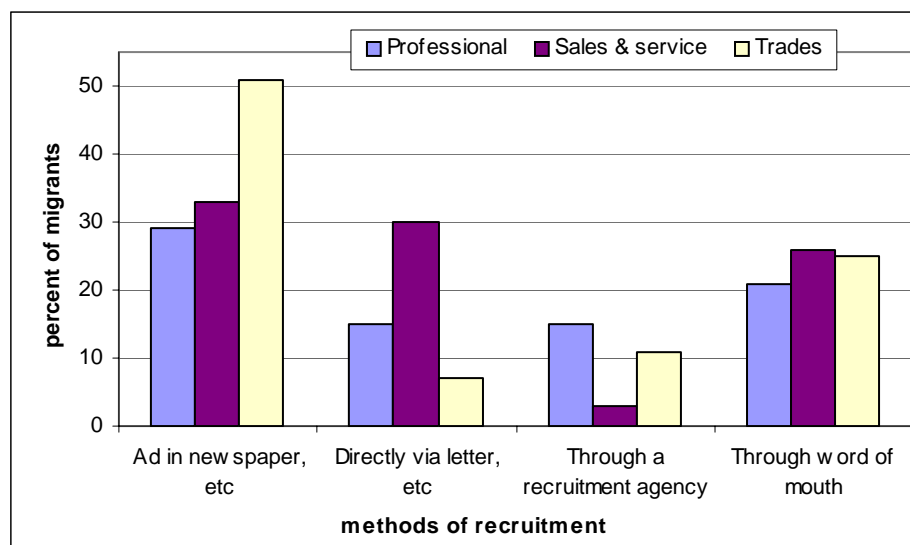
Figure 9.2 Comparison of methods of recruitment by region of origin *n*=139 ESANA, 76 North Asia, 59 South Asia, 56 South East Asia (Table 16.6)*



*Total may exceed 100 percent because of multiple response.

A higher proportion of trades workers than professionals or sales and service workers had replied to an ad in a newspaper, the Internet or a notice board (see Figure 9.3). A relatively high proportion of sales and service workers had contacted the employer directly, while few trades workers had done so. Professionals tended to have been found by a recruitment agency, especially compared with sales and service workers.

Figure 9.3 Comparison of methods of recruitment by occupation *n*=131 professionals, 61 sales and service, 57 trades workers (Table 16.16)*



*Total may exceed 100 percent because of multiple response.

9.4 Attributes of the migrants which made them successful in getting the job

Having the ‘right’ attitude was by far the most important attribute of the migrant which made them successful in getting the job, much more so than skills and experience in general (see Table 9.3). Skills and experience not available in New Zealand and overseas work experience were the next important attributes.

Table 9.3 Main attributes of the migrant that made them successful in getting the job
n=387*

Attribute of migrant	Percent	Number
Having the ‘right’ attitude	49	188
Skills and experience not available in NZ	35	137
Work experience overseas	34	131
Qualifications and training recognised in NZ	28	109
Skills and experience (in general)	13	50
English language ability	9	35
Other language (non English) skills	7	26
Applicant was already in NZ	5	21
Work experience in NZ	5	18
Willing to work for less (money)	3	13
Education or training obtained in NZ	3	12
Good referees/contacts	2	8
Flexibility	2	8
Familiarity with other cultures	1	4
Good work ethic	1	3
Other	1	4
Don't know	2	6

*Total may exceed 100 percent because of multiple response.

As illustrated in the following typical quotes from employers about the main attributes of the migrant which made them successful in getting the job, the ‘right’ attitude encompassed, among others, qualities such as willingness to learn, showing initiative and enthusiasm and being hardworking.

He showed initiative, the job in mind was good for his build, his attendance was good due to previous employment with us, he completed a course and we take graduates from this course, the fact that he completed it and also got through the selection process.

[Employer of] General labourer from South Asia

Because he understands the Japanese language and culture and also because of his personal attributes. He works hard.

[Employer of] Service and sales worker from North Asia

He was older so we thought he would be mature, we thought someone of 40 would not disappear, he was polite and he appeared very enthusiastic.

[Employer of] Dairy farm worker from ESANA

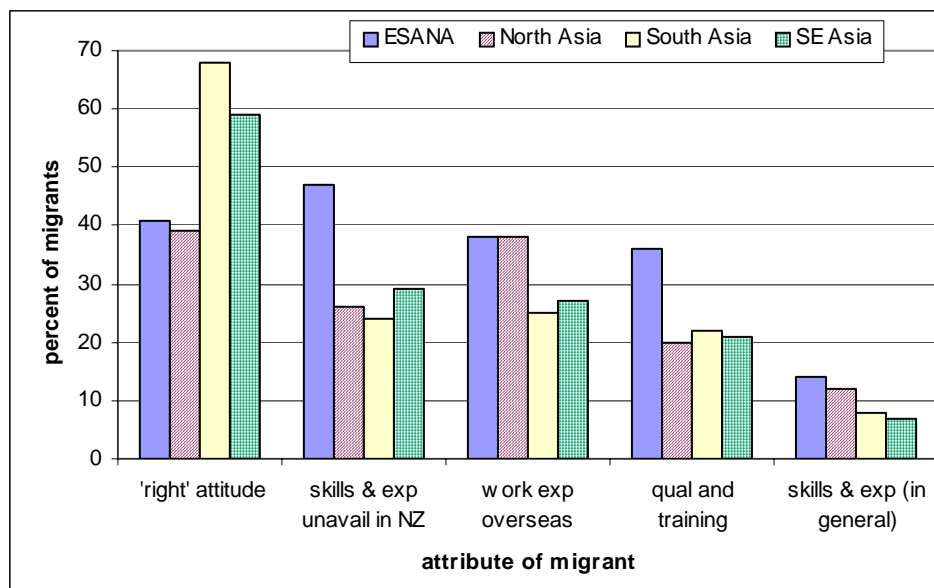
Having an accounting background, willing to learn the system we were in, prepared to work long hours at short notice and able to perform other duties apart from what is on the job description.

[Employer of] Accounts officer from the Pacific

A higher proportion of migrants from ESANA (47 percent) than from the various Asian regions (24-29 percent) were successful in getting the job by virtue of having skills and experience not available in New Zealand (see Figure 9.4).

Having their qualifications and training recognised in New Zealand had helped a higher proportion of migrants from ESANA (36 percent) than from Asia (20-22 percent). In contrast, proportionately more migrants from South Asia (68 percent) and South East Asia (59 percent) were believed to have the 'right' attitude than from ESANA (41 percent) and North Asia (39 percent). But proportionately fewer from South Asia (25 percent) and South East Asia (27 percent) than from ESANA and North Asia (38 percent respectively) were successful in securing the job because of their overseas work experience (see Figure 9.4).

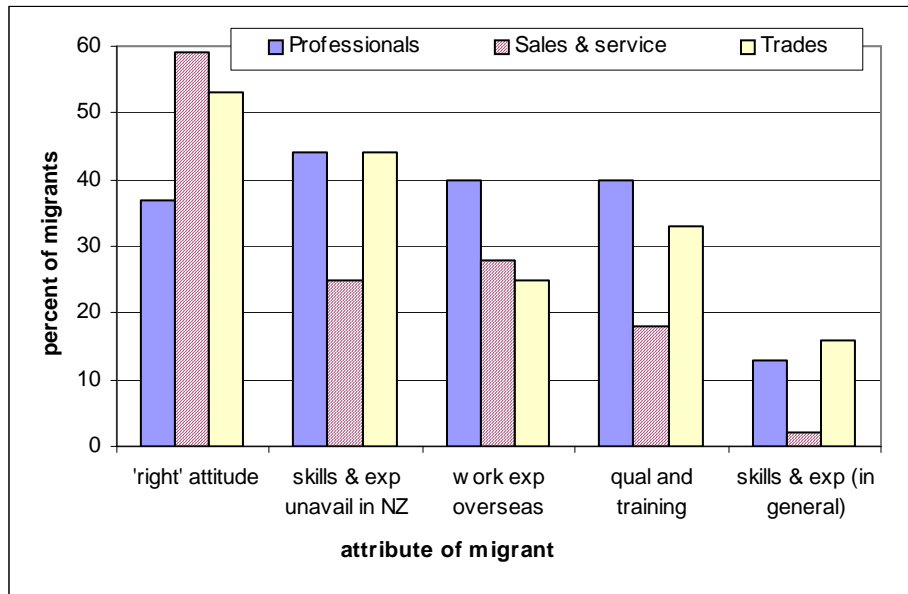
Figure 9.4 Comparison of successful attributes of migrant by region of origin *n*=139
ESANA, 76 North Asia, 59 South Asia, 56 South East Asia (Table 16.7)*



*Total may exceed 100 percent because of multiple response.

Attributes like having skills and experience not available in New Zealand, qualifications and training recognised in New Zealand, and skills and experience in general helped a higher proportion of professionals and trades workers than sales and service workers secure the job (see Figure 9.5). Proportionately more professionals (40 percent) got the job because of their work experience overseas than did sales and service workers (28 percent) or trades workers (25 percent). In contrast, fewer employers mentioned professionals (37 percent) having the 'right' attitude than did employers of sales and service workers (59 percent) and trades workers (53 percent).

Figure 9.5 Comparison of successful attributes of migrant by occupation *n=131*
 professionals, 61 sales and service, 57 trades workers (Table 16.17)*



*Total may exceed 100 percent because of multiple response.

9.5 Summary

Before hiring a migrant, most employers had tried to fill the position with a New Zealander, but had had trouble finding someone locally with the required skills. Employers had most commonly used formal methods to recruit migrant employees. Having the 'right' attitude – willing to learn, showing initiative and enthusiasm, being hardworking – had helped many migrants secure the job.

10 PERFORMANCE OF THE MIGRANT IN THE JOB

10.1 Introduction

The results in this chapter relate to all migrants who had taken up the job offer – Groups A and B (n=358). The migrant’s work performance is analysed, with an attempt to understand the reasons for their performance.

Eighty-eight percent of the migrant’s employers assessed their performance as either ‘very good’ or ‘good’, while only 3 percent (n=12) considered it to be ‘poor’ or ‘very poor’ (see Table 10.1). Six percent of employers sat on the fence, considering the migrant’s performance to be ‘neither good nor bad’. These findings were consistent across different regions of origin, different occupations and gender.

Table 10.1 Performance of migrant in the job *n*=358

Performance	Percent	Number
very good/ good	88	316
Neither good nor poor	6	22
poor/ very poor	3	12
Don't know	2	8
Total	100	358

10.2 Good performance

Reasons for the good/very good performance were as follows:

Table 10.2 Reasons for good/very good performance *n*=358*

Reason for good/very good performance	Percent	Number
The applicant had the 'right' attitude/ was willing to learn	64	203
The applicant performed at a level higher than expected	27	85
The applicant was able to share their experience and skills	17	55
The applicant had skills and experience not available in NZ	17	55
Skills and experience (in general)	12	38
The applicant had transferable skills	10	32
The applicant performed at a superior level compared to others	8	24
The applicant performed well	8	24
The applicant had no problems with cultural differences	6	18
The applicant had no English language problems	5	16
The applicant had prior work experience in NZ	1	4
Other language (non English) skills	1	2
Other	7	22
Don't know	1	3

*Total may exceed 100 percent because of multiple response.

Having the 'right' attitude included attributes such as willingness to learn, getting on with the job, being reliable, having the right attitude towards working, and so on. Some quotes from employers about the reasons for the migrant's good/ very good performance were as follows:

It took a little while for him to get up with the others and now he is, he has been consistent. Communicating with people, the speed at which he does it and his energy and it comes back to the migrant factor, to get a job they work their best.

[Employer of] Administrator from South Asia

When we have a presentation to the clients they are happy, he can explain the design they want. He can communicate to clients in Japan and clients in NZ.

[Employer of] Web designer from North Asia

He required a limited 'run in' time, time to get used to the job because of his overseas experience.

[Employer of] Mechanic from ESANA

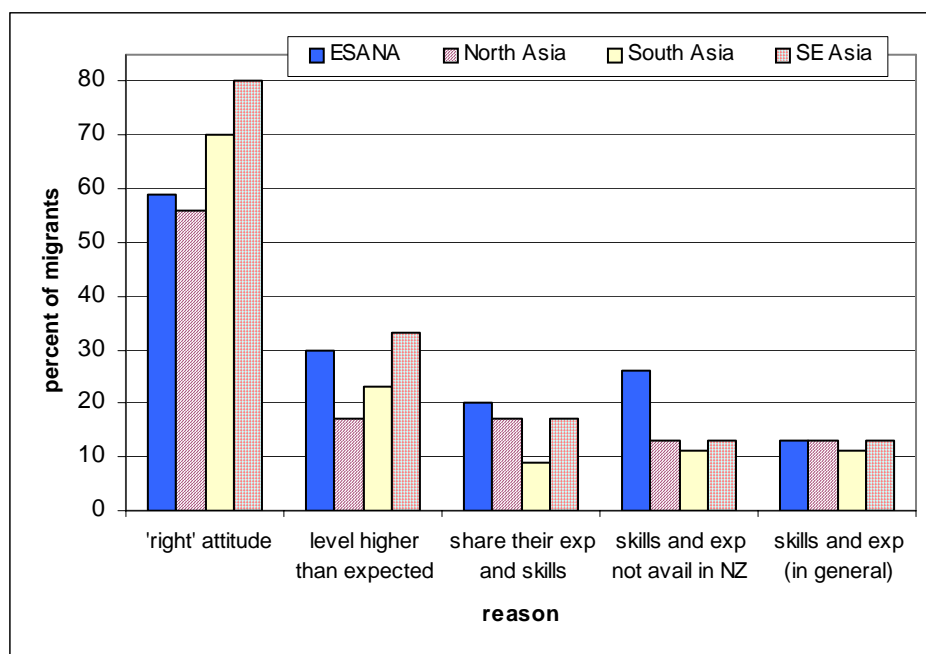
Very good sales person, she took us into a market that we could not get into without someone that could speak those languages.

[Employer of] Sales assistant from South East Asia

Twenty-two percent of onshore applicants were said by their employer to ‘have skills and experience not available in New Zealand’, while only 9 percent of offshore applicants did.

Sharing their experience and skills was mentioned by a smaller proportion of employers of migrants from South Asia (9 percent) than from ESANA (20 percent) or North and South East Asia (17 percent each) (see Figure 10.1). Proportionately more migrants from ESANA (26 percent) than from Asia (11-13 percent) had skills and experience not available in New Zealand. In contrast, proportionately more migrants from South and South East Asia (70 and 80 percent respectively) had the ‘right’ attitude than did migrants from ESANA (59 percent) and North Asia (56 percent).

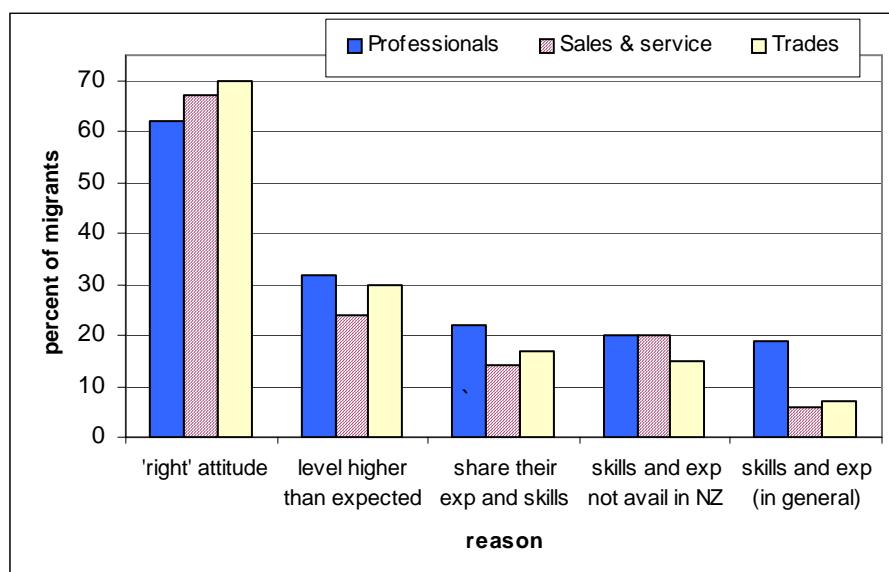
Figure 10.1 Comparison of reasons for good/ very good performance by region of origin *n*=122 ESANA, 54 North Asia, 47 South Asia, 46 South East Asia (Table 16.8)*



*Total may exceed 100 percent because of multiple response.

The employers of professionals thought that a higher proportion were able to share their skills and experience (22 percent) than did employers of service and sales (14 percent) workers (see Figure 10.2). This may have more to do with the ‘types’ of skills that professionals and sales and service workers have than any real differences in willingness to share. Proportionately more professionals (19 percent) were also believed to have done well because of their skills and experience in general than sales and service workers (6 percent) and trades workers (7 percent). In contrast, slightly more trades workers (70 percent) than professionals (62 percent) had done well as a result of having the right attitude.

Figure 10.2 Comparison of reasons for good/ very good performance by occupation
*n=107 professionals, 49 sales and service, 46 trades workers (Table 16.18)**



*Total may exceed 100 percent because of multiple response.

10.3 Poor performance

The main reasons for poor or very poor performance were as follows:

Table 10.3 Reasons for poor/very poor performance *n=12*

Reason for poor/very poor performance	Number
Didn't have the right attitude	4
Lack of experience of NZ workplace culture	2
English language problems	1
Previous training was not relevant to NZ work	1
Other	4
Total	12

10.4 Difficulties faced in the job

Of those who had taken up the job offer, only 26 percent or 93 migrants were believed to have faced difficulties in the job. The difficulties included the following:

Table 10.4 Difficulties faced in the job *n*=93

Difficulty	Percent	Number
English language problems	31	29
Lack of work experience in NZ	25	23
Cultural differences	20	19
Lack of experience of NZ workplace culture	16	15
Previous training was not relevant to NZ work	12	11
Occupational mismatch	12	11
Non-transferrable skills	6	6
Relationship difficulties	4	4
Not doing job well	3	3
Difficulties with customers/clients	2	2
Other	5	5
Don't know	4	4

Some examples of difficulties were:

Some of the customers are a handle full and have unreasonable expectations and she has to handle them.

[Employer of] Accountant from the Pacific

We have a lot of staff; she had difficulties with local patients, she was a bit shy at first.

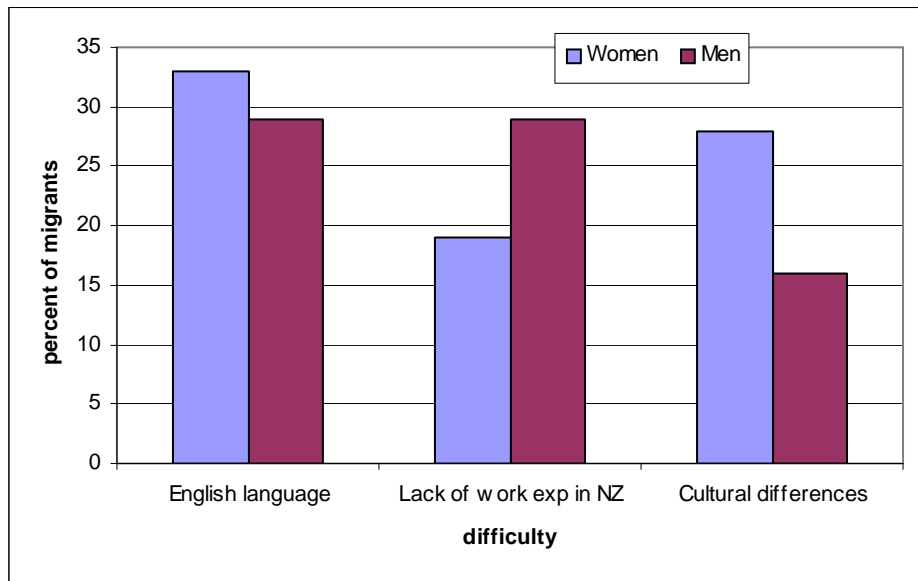
[Employer of] Manager from North Asia

The critical thing in taking a teacher from overseas is their English, if they have come from certain countries where students sit quietly and listen all day they will find our schools much more difficult to cope with.

[Employer of] Teacher from ESANA

A greater proportion of women than men with difficulties in the job had trouble with cultural differences, but lack of work experience in New Zealand was an issue for more men than for women (see Figure 10.3).

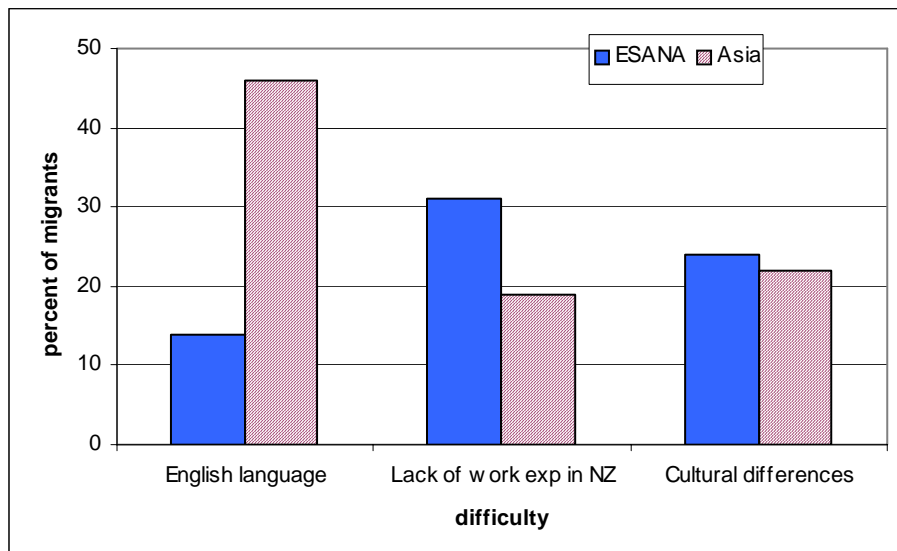
Figure 10.3 Comparison of difficulty by gender *n=36 female, 56 male* (Table 16.9)*



*Total may exceed 100 percent because of multiple response.

A higher proportion of migrants with job related difficulties from ESANA (31 percent) than from Asia (19 percent) had difficulties at work because of a lack of work experience in New Zealand, although the numbers for this analysis were small (see Figure 10.4).

Figure 10.4 Comparison of difficulty by region of origin *n=29 ESANA, 48 Asia* (Table 16.10)*



*Total may exceed 100 percent because of multiple response.

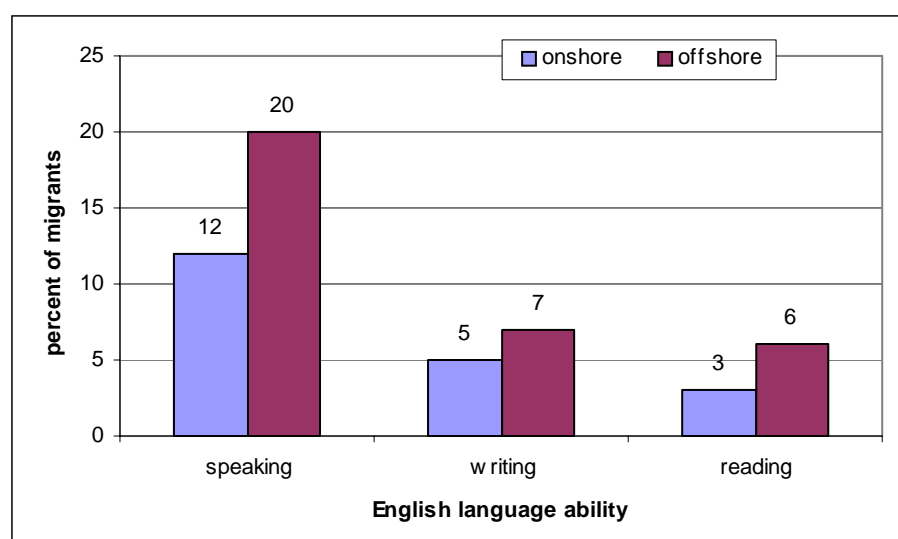
Very few employers believed that the migrant's performance in the job had been made difficult as a result of the migrant's English language skills. Oral English language ability caused more difficulties than reading and writing ability did (see Table 10.5).

Table 10.5 Percentage of migrants with difficulties in the English language $n=358$

English language ability	Yes	No	Don't know	Not applicable	Total
Speaking	15	82	1	2	100
Writing	6	89	1	4	100
Reading	4	90	3	3	100

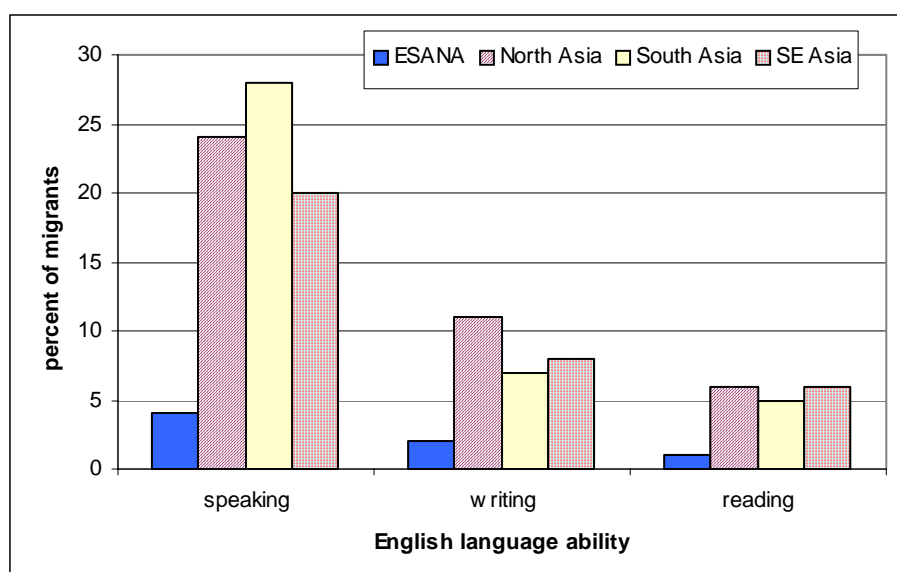
More offshore than onshore applicants had problems with speaking and reading English (see Figure 10.5).

Figure 10.5 Comparison of difficulties in English language by onshore-offshore status $n=233$ onshore, 122 offshore (Table 16.11)



Of all the 358 migrants who had taken up the job, many more Asians than ESANA migrants had trouble with English. The difference was especially apparent in spoken English. Only 4 percent (5 migrants) of migrants from ESANA had trouble with spoken English, compared to 28 percent (16 migrants) from South Asia, 24 percent (15 migrants) from North Asia and 20 percent (10 migrants) from South East Asia (see Figure 10.6).

Figure 10.6 Comparison of difficulties in English language by region of origin $n=136$
 ESANA, 62 North Asia, 57 South Asia, 51 South East Asia (Table 16.12, Table 16.13, Table 16.14)



Eleven percent (or 39 of 358) of migrants were believed to have had problems fitting into the workplace culture. The problems are detailed in the following table:

Table 10.6 Problems with fitting into the workplace culture $n=39^*$

Problem	Percent	Number
Not understanding NZ culture in general	33	13
Slang/colloquial language	26	10
Relationship issues with colleagues	23	9
Time/punctuality	10	4
Cultural differences from other colleagues	8	3
Gender issues	5	2
Religious issues	5	2
Other	10	4

*Total may exceed 100 percent because of multiple response.

Was the performance of migrants with English language or workplace culture problems any worse than those without such problems? Because the number of migrants with such problems was so small, an analysis could not be done with confidence.

10.5 Summary

The majority of the employers considered that the performance of the migrant they had hired was good or very good. Only a small fraction rated the performance as poor or very poor. Employers believed that the main reason for a migrant's good performance was having the 'right' attitude. A quarter of the migrants were believed to have faced difficulties at work in New Zealand.

11 EMPLOYERS HIRING MIGRANTS IN THE FUTURE

11.1 Introduction

This is the final chapter analysing survey results of the employers who had hired migrants. The material in this chapter is focused on the future – the circumstances surrounding employers hiring migrants again.

Of all the 387 employers, 93 percent would willingly employ a migrant again (see Table 11.1).

Table 11.1 Employers willing to employ migrants again $n=387$

Response	Percent	Number
Yes	93	359
No	4	16
Don't know	3	11
No response	0	1
Total	100	387

11.2 Circumstances in which migrant would be employed

Of the 359 employers who would take on a migrant again, the most common circumstances for this were if the migrant had the skills required (and no New Zealander was available), and if they were the best person for the job (see Table 11.2).

Table 11.2 Circumstances in which employers would hire migrants in future $n=359^*$

Circumstances (If the applicant had or was ...)	Percent	Number
the required skills and no NZer was available	58	209
best person for the job	53	191
the right attitude	10	37
good English language ability	9	31
from a particular country	5	17
the right qualifications	4	13
Training and experience from overseas	2	6
Allowed to work here/ had a work permit	2	7
Already in NZ	1	5
off-shore	1	2
If I had personally met the applicant	1	4
been educated or trained in NZ	1	3
Prepared to work for less than a NZer	1	3
Reliable	1	2
If the nature of the job required it	1	4
Other	1	6

*Total may exceed 100 percent because of multiple response.

Where the employer was willing to take on migrants in future if the applicant had the required skills and no New Zealander was available (first scenario in above table):

- a higher proportion were employers of onshore (64 percent) than offshore (48 percent) applicants.
- a higher proportion were employers of ESANA migrants (68 percent) than of Asian migrants (44-54 percent).
- a higher proportion were employers of professionals (64 percent) and trades workers (65 percent) than of sales and service workers (53 percent).
- a higher proportion of employers were in Health and Community Services (71 percent) than in Education (60 percent), Property and Business Services (59 percent) and Manufacturing (58 percent).

The following employer quotes illustrate why they were willing to hire migrants:

Based on the two migrants that we have got, they are willing to learn and willing to go and work hard. We are very happy with them.

[Employer of] Technician from ESANA

If they have overseas experience that they can bring to me, and they work hard, we are looking for the right attitude.

[Employer of] Manager from North East Asia

They come in on time, go on time, and all they want basically is to work. It's easy for us to train people with no experience, and we find it's harder for immigrants to find another job so it's harder for them to leave to another job.

[Employer of] Lecturer from South Asia

They have a hard-working attitude as they have to survive, so any kind of job they will try their best.

[Employer of] Service worker from South East Asia

Had the right work ethic. You can tell talking to someone if they have a bit of go and drive as you can train them up.

[Employer of] Trades worker from South East Asia

A desire to help people get started. Migrants have a positive attitude and are willing to be more flexible.

[Employer of] Service worker from South East Asia

They bring a little bit of spark into the country, they talk about what it is like in their countries, how they cook their food, etc.

[Employer of] Plant and machine operator from ESANA

Many employers wanted to employ the best person for the job, regardless of whether or not they were an immigrant:

I have no problem whether migrant or not, as long as they have the skills or job experience.

[Employer of] Elementary worker from South Asia

Employing a migrant in the future was not related to whether or not the employer was also a migrant (see Table 11.3).

Table 11.3 Comparison of employers who would employ migrants again by employers who were migrants (percentages) $n=194$

Are you an immigrant yourself to New Zealand?	Would you employ a migrant again?				
	Yes	No	Don't know	Total percent	Number
Yes	90	5	5	100	111
No	94	2	4	100	83
Total percent	92	4	4	100	194
Number	178	8	8		

11.3 Summary

Most employers would hire migrants in future if the migrant had the desired skills and if no New Zealander could be found for the job. This was not related to whether or not the employer was a migrant.

12 THE NON-QUALIFIERS

Interviews with 93 employers were terminated when the first question established that the employer had not heard of the migrant concerned. A description of these migrants was obtained from existing Immigration databases, and is detailed in this chapter.

A word of caution is necessary here. While it is tempting to jump to the conclusion that the non-qualifiers had made up a job offer on their application form, this is not necessarily the case. There can be many reasons for an employer claiming not to have heard of the migrant. It may have been difficult to track down the appropriate employer representative, especially in a large workplace where not all employees are universally known; the migrant may have been known at work by a different name; the employer contact details may have been incorrect; the employer may have used this as a means of refusing to participate; the business may have changed ownership; and so on.

Sixty-five percent (n=60) of the non-qualifying migrants were onshore applicants, with the remaining 35 percent applying for residence offshore.

Nearly a fifth of these migrants had been offered work as professionals, nearly a quarter as clerks, service and sales workers, and a tenth each as trades workers and legislators, administrators and managers (see Table 12.1). The job offer occupation of a quarter of these migrants was not available.

Table 12.1 Job offer occupation of the non-qualifiers n=93

Job offer occupation (New Zealand Standard Classification of Occupations 1999)	Percent	Number
Professionals	20	19
Clerks	13	12
Service and sales workers	11	10
Trades workers	10	9
Legislators, administrators and managers	10	9
Technicians and associate professionals	4	4
Elementary occupations	4	4
Plant and machinery operators and assemblers	1	1
Agriculture and fishery workers	1	1
Don't know	25	24
Total	100	93

Just over a quarter of these migrants were from ESANA, while over half were from Asia, predominantly from North Asia (see Table 12.2).

Table 12.2 Regional origin of the non-qualifiers $n=93$

Region	Percent	Number
ESANA	28	26
North Asia	26	24
South Asia	15	14
South East Asia	17	16
Sub total (Asia)	58	54
Pacific	14	13
Other	0	0
Total	100	93

Over half these migrants applied for residence without any other family members, while nearly a fifth were bringing in one other family member (see Table 12.3). Only 26 percent were bringing in a family of 3 or more.

Table 12.3 Number of people per application of the non-qualifiers $n=93$

Number of people per application	Percent	Number
1	57	53
2	17	16
3	9	8
4	12	11
5	5	5
Total	100	93

Over two-thirds (69 percent) of the non-qualifying migrants were men, and the remaining 31 percent were women. Just over half these migrants were adults aged under thirty, while only 4 percent were over 45 years (see Table 12.4).

Table 12.4 Age groups of the non-qualifying migrants $n=93$

Age group	Percent	Number
16 to 30	51	47
31 to 45	44	41
46 and over	4	4
Not known	1	1
Total	100	93

Compared to the 387 migrants analysed in the preceding chapters, there were somewhat more non-qualifiers from Asia and fewer from ESANA.²⁸ However, the two groups were very similar in terms of age, number of people per application and onshore/ offshore application status. Generally, therefore, these non-qualifying migrants had characteristics that are not very different from those of the job offer population.

²⁸ Because the occupation of 25 percent of the non-qualifiers was not known, no comparison was done of it.

**PART B: ANALYSIS OF 2001
CENSUS DATA**

13 LABOUR FORCE STATUS

13.1 Introduction

This part of the report examines the labour force status and income of people who are similar on some characteristics to those approved through the General Skills Category (GSC). Assuming that those captured by the Census are somewhat similar to people approved through the GSC, then it enables us to report the types of outcomes that could be expected, by region of origin. A limitation of such an approach is that people included in the analysis may have entered New Zealand through a variety of residence categories, or with a temporary work permit, rather than through the GSC.

This section presents labour force outcomes for migrants with vocational or university qualifications, and no or school only qualifications when compared with the equivalent New Zealand born population. Separate analysis is included for males and females and for the English speaking and non-English speaking migrant population. Firstly an overview of the data for the New Zealand born and overseas born population is provided. Following this, some aspects of the data are examined in more detail. See Methodology section on page 25 for more detail of the data used.

13.2 Definitions

13.2.1 EMPLOYMENT RATE

The proportion of people aged between 25 and 44 years who were employed full time or part time during the week that ended 4 March 2001.

13.2.2 UNEMPLOYMENT RATE

The proportion of people aged between 25 and 44 years who, during the week ended 4 March 2001, were without a paid job but where looking for work.

13.2.3 LABOUR FORCE PARTICIPATION RATE (LFPR)

The percentage of the population who, during the week ended 4 March 2001 were classified as 'employed' or 'unemployed' (i.e. the total of the above two categories).

13.2.4 NOT IN THE LABOUR FORCE

Includes people who were not participating in the labour force (for reasons such as study, retirement or childcare). This figure is not included in the tables and figures in this section but can be calculated by subtracting the total labour force participation rate from 100.

13.3 Overview

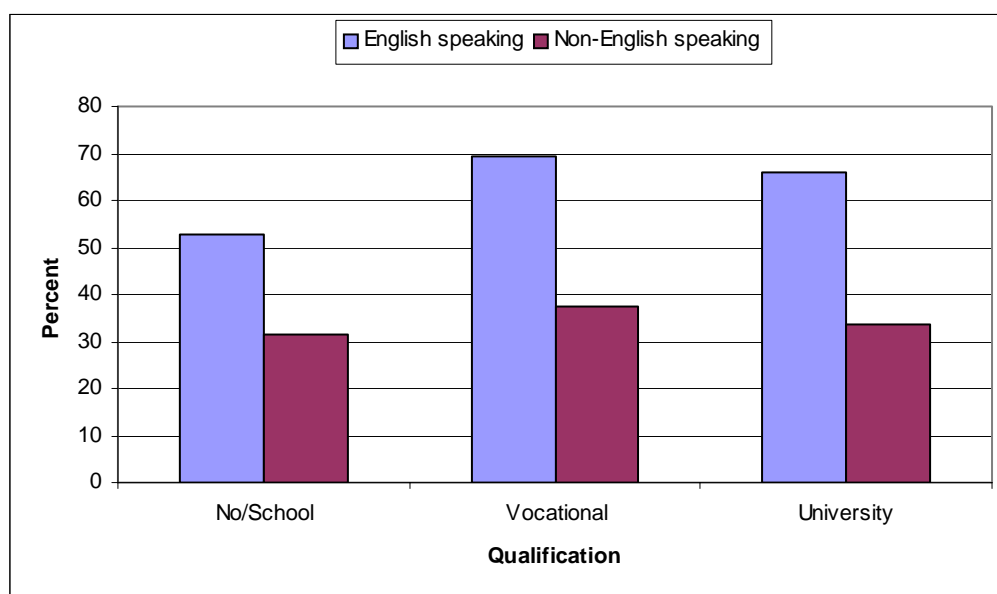
Table 13.1 (below) shows the qualification levels for English speaking and non-English speaking migrants and for the New Zealand born population. For non-English speaking male and female migrants, a high proportion (87 percent each) had no or school only qualifications. For English speaking migrants, 48.4 percent of males and 50.9 percent of females had no or school only qualifications. A higher proportion of both male and female English speaking migrants had university qualifications than the New Zealand born population (29.7 percent for migrant males and 28.5 percent for females).

Table 13.1 Qualification level for overseas born and New Zealand born populations aged between 25 and 44 years

	None	School	Vocational	University	Total #
Males					
English speaking migrants	9.5	38.9	22.0	29.7	85,605
Non English speaking migrants	31.4	55.6	4.7	8.2	5,058
NZ born	24.0	35.5	27.1	13.4	370,578
Females					
English speaking migrants	8.3	42.6	20.6	28.5	99,795
Non English speaking migrants	27.9	58.9	6.1	7.0	6,915
NZ born	20.0	42.6	23.8	13.7	408,114

Figure 13.1 shows the employment rates for English and non-English speaking migrants who had been in New Zealand between 0 and 2 years by qualification type. Non-English speaking migrants had employment rates that were lower than English speaking migrants regardless of qualification type (ranging from 31.7 percent with no/school qualifications to 37.5 percent with vocational qualifications). English speaking migrants with vocational and university qualifications had higher employment rates than those with no/school only qualifications. The main focus of the remainder of this section is English speaking migrants, as this group is more likely to proxy GSC applicants. More data on non-English speaking migrants can be found in Section 13.10.

Figure 13.1 Employment rates for migrants in New Zealand between 0 and 2 years by language and qualification type



13.4 English Speaking Migrants' Labour Force Status

The following three tables provide an overall summary of the data on labour force status for the English speaking overseas born and New Zealand born populations between the ages of 25 and 44 years by length of time in New Zealand and region of origin.

Both male and female migrants who had lived here for less than 5 years generally had lower labour force participation rates than migrants who had lived here for more than 5 years and the New Zealand born population across all age groups (Table 13.2). Labour force participation rates increased with length of time in New Zealand and migrants who had been in New Zealand for 10 years or more had very similar participation rates to the New Zealand born population. Males aged between 30 and 44 years and females aged between 30 and 34 years who had been here for between 5 and 10 years also had labour force participation rates that were similar to the New Zealand born population²⁹. For females, labour force participation rates were slightly lower for those aged between 30 and 39 years than females in the other age groups. This dip in women's labour force participation is likely to be due to women being out of the labour force to raise children.

Employment rates for migrants showed a similar trend to labour force participation, generally increasing with length of time in New Zealand. Migrants who had lived here for more than 10 years had rates similar to the New Zealand born population. Again, males aged between 30 and 44 years who had lived here for between 5 and 10 years had similar employment rates to the New Zealand born population.

²⁹ It is important to note that migrants who had been in New Zealand for 10 or more years and were aged between 25 and 29 years would have been quite young when they first came to New Zealand. It is likely that this group differs from other migrants in a number of ways, for example, they may have gone through the New Zealand school system.

Unemployment was highest for male and female migrants who had been here between 0 and 2 years, particularly those aged 35 years and older. For male migrants here between 0 and 2 years, unemployment ranged from 7.9 percent of 25 to 29 year olds to 11.5 percent of 40 to 44 year olds and for females from 7.9 percent of 25 to 29 year olds to 11.4 percent of 40 to 44 year olds. Unemployment generally decreased with length of time in New Zealand.

Unemployment rates for male and female migrants who had lived here for more than 5 years were generally similar or slightly higher than the New Zealand born population. An exception was that the unemployment rate for New Zealand born women was slightly higher than the rate for female migrants aged between 35 and 39 years who had been here for 10 or more years (3.8 compared to 4.7 percent).

Table 13.2 Labour force status by age group and duration of residence in New Zealand, English speaking overseas born and New Zealand born.

	Emp Rate	Unemp Rate	LFPR	Total number
Males				
Age 25-29				
0-2 years	66.0	7.9	74.0	3,666
2-5 years	78.3	7.7	86.0	3,084
5-10 years	73.9	6.7	80.6	2,379
10+ years	82.7	7.1	89.8	7,362
NZ born	83.2	6.7	89.9	91,026
Age 30-34				
0-2 years	75.0	9.5	84.4	3,837
2-5 years	81.0	6.5	87.4	4,779
5-10 years	85.8	4.9	90.7	3,489
10+ years	85.5	6.0	91.5	10,749
NZ born	85.8	5.2	91.0	98,325
Age 35-39				
0-2 years	72.9	11.2	84.1	3,168
2-5 years	81.5	7.4	88.8	5,001
5-10 years	86.8	5.1	91.8	4,893
10+ years	86.9	4.8	91.6	14,784
NZ born	87.0	4.3	91.3	103,929
Age 40-44				
0-2 years	71.5	11.5	83.0	2,454
2-5 years	82.0	7.0	89.0	3,669
5-10 years	86.0	5.1	91.0	4,020
10+ years	87.2	4.4	91.7	16,074
NZ born	88.0	3.7	91.7	102,072
Females				
Age 25-29				
0-2 years	55.8	7.9	63.7	4,902
2-5 years	64.5	6.4	70.9	4,173
5-10 years	64.1	7.2	71.3	3,219
10+ years	70.7	6.4	77.1	7,308
NZ born	68.5	6.4	74.9	98,718
Age 30-34				
0-2 years	50.5	9.1	59.6	4,431
2-5 years	61.6	6.0	67.6	5,979
5-10 years	65.5	5.0	70.5	5,139
10+ years	66.4	5.8	72.2	12,474
NZ born	67.0	5.2	72.2	108,021
Age 35-39				
0-2 years	47.6	10.3	57.9	3,540
2-5 years	62.2	6.1	68.3	5,496
5-10 years	65.8	4.5	70.3	5,772
10+ years	71.3	3.8	75.1	15,705
NZ born	71.3	4.7	76.1	112,224
Age 40-44				
0-2 years	48.3	11.4	59.7	2,337
2-5 years	63.9	6.6	70.5	4,020
5-10 years	67.1	5.3	72.4	4,557
10+ years	75.8	4.3	80.1	17,952
NZ born	78.3	3.9	82.2	108,090

13.5 Labour force status by region of origin

Table 13.3 below shows labour force status for males by length of time in New Zealand and region of origin. Male migrants from UK/Ireland and South Africa/North America had higher labour force participation rates for all lengths of time here than New Zealand born males. Participation was particularly high for migrants from these regions who had been in New Zealand between 2 and 5 years (96.5 percent of those from UK/Ireland and 96.7 percent of those from South Africa/North America). With some exceptions, labour force participation rates generally increased with length of time in New Zealand.

Of all males, those from UK/Ireland and South Africa/North America who had lived here between 2 and 5 years had the highest employment rates (94.0 and 94.1 percent respectively). The overall employment rates for male migrants from these regions were higher than for New Zealand born males. The employment rates for migrants from Western and Eastern Europe, North East Asia, South Asia and 'Other' regions increased with length of time in New Zealand to a level that was similar to New Zealand born males. Two exceptions were male migrants from the Pacific and North East Asia who had lived in New Zealand for more than 10 years and who had employment rates that were lower than New Zealand born males (80.6 and 83.4 respectively, compared to 86.1 for New Zealand born).

Males from South Asia and the Pacific Islands here for between 0 and 2 years had the highest unemployment rates (15.6 and 15.3 percent respectively). Unemployment for males from these regions decreased with length of time in New Zealand but remained at a level that was higher than the New Zealand born population. Unemployment levels were generally lower for those that had been in New Zealand longer. Males from UK/Ireland and South Africa/North America who had lived here for more than 2 years had low unemployment compared to New Zealand born males.

Table 13.3 Labour force status of English speaking males aged 25 to 44 years by region of origin and duration of residence in New Zealand

	Emp Rate	Unemp Rate	LFPR	Total number
UK & Ireland				
0 - 2 years	86.6	5.3	91.9	2,850
2 - 5 years	94.0	2.5	96.5	3,300
5 - 10 years	93.2	2.2	95.4	3,492
10+ years	89.5	3.9	93.5	18,438
Total	90.2	3.7	93.9	28,080
W&E Europe				
0 - 2 years	69.1	9.8	78.9	981
2 - 5 years	83.1	6.6	89.7	1,137
5 - 10 years	89.6	3.7	93.3	1,467
10+ years	89.5	3.7	93.3	2,892
Total	85.3	5.1	90.5	6,477
S Africa & N America				
0 - 2 years	85.0	7.1	92.1	1,863
2 - 5 years	94.1	2.6	96.7	2,085
5 - 10 years	93.4	1.7	95.1	1,038
10+ years	90.4	2.3	92.7	2,127
Total	90.5	3.5	94.1	7,113
N E Asia				
0 - 2 years	38.9	11.5	50.3	1,722
2 - 5 years	59.5	12.5	72.0	2,709
5 - 10 years	72.9	8.3	81.2	2,733
10+ years	83.4	5.1	88.6	1,812
Total	64.4	9.6	74.0	8,976
S E Asia				
0 - 2 years	66.4	9.1	75.5	822
2 - 5 years	81.6	6.2	87.8	1,107
5 - 10 years	80.1	5.4	85.4	1,008
10+ years	87.2	4.5	91.8	3,315
Total	82.3	5.6	87.9	6,252
S Asia				
0 - 2 years	72.0	15.6	87.6	1,479
2 - 5 years	80.5	9.2	89.7	1,434
5 - 10 years	84.3	5.9	90.1	972
10+ years	85.6	5.6	91.2	1,605
Total	80.4	9.3	89.7	5,490
Pacific Is				
0 - 2 years	64.6	15.3	79.9	1,236
2 - 5 years	78.6	7.8	86.5	2,037
5 - 10 years	81.1	6.5	87.6	1,668
10+ years	80.6	7.7	88.2	10,113
Total	79.1	8.2	87.2	15,054
Other				
0 - 2 years	73.6	9.3	82.9	2,022
2 - 5 years	77.9	9.0	86.9	2,364
5 - 10 years	81.6	7.8	89.4	2,157
10+ years	86.2	5.3	91.5	5,670
Total	81.7	7.1	88.8	12,213
NZ Born				
	86.1	4.9	91.0	395,352

As Table 13.4 illustrates, females had similar trends in their labour force participation to males but had overall lower labour force participation rates. Female migrants from UK/Ireland and South Africa/North America had the highest overall labour force participation rates and employment rates, particularly for those who had lived in New Zealand for between 2 and 5 years (labour force participation rates were 80.4 percent and 83.1 percent respectively, and employment rates 78.8 percent and 80.4 percent respectively). Labour force participation rates and employment rates for female migrants from all the remaining regions increased with length of time in New Zealand. Females from North East Asia had the lowest employment rates. Employment rates for North East Asian females increased with length of time in New Zealand, but remained lower than the New Zealand born population and migrants from other regions who had lived here for more than 10 years. Females from the Pacific who had lived here for more than 10 years also had low labour force participation rates compared to the New Zealand born population.

Females from South Asia and the Pacific in New Zealand for between 0 and 2 years had the highest unemployment rates (19 percent and 12.3 percent respectively) although this decreased with length of time in New Zealand. Females from UK/Ireland had lower unemployment rates across all duration groupings than the New Zealand born population. Those from South Africa/North America here for more than 2 years also had low unemployment compared to the New Zealand born population.

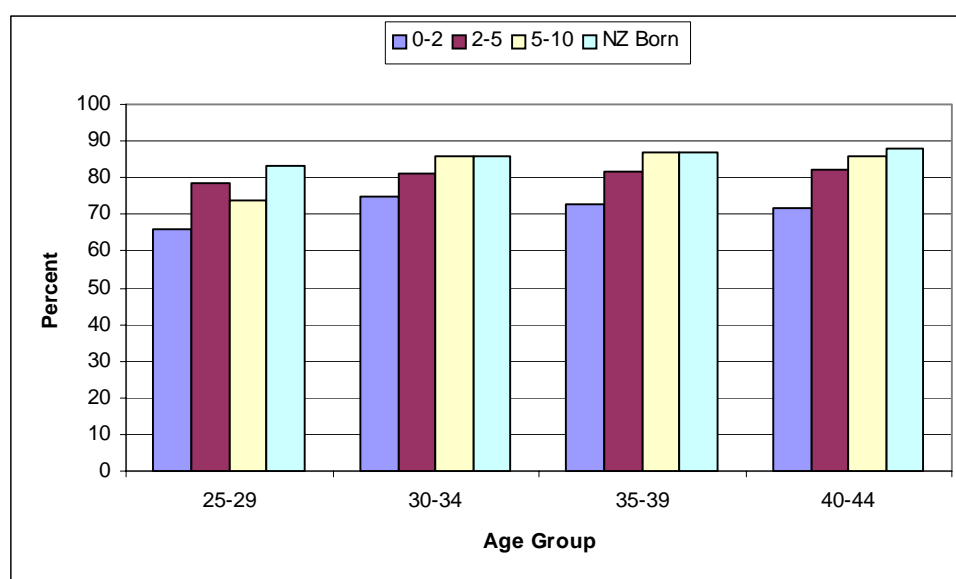
Table 13.4 Labour force status of English speaking females aged 25 to 44 years by region of origin and duration of residence in New Zealand

	Emp rate	Unemp rate	LFPR	Total number
UK & Ireland				
0 - 2 years	71.8	4.9	76.7	2,949
2 - 5 years	78.8	1.6	80.4	3,441
5 - 10 years	75.3	3.1	78.4	3,651
10+ years	76.4	3.2	79.6	19,242
Total	76.1	3.2	79.2	29,283
W&E Europe				
0 - 2 years	50.9	9.8	60.7	1,167
2 - 5 years	67.4	6.9	74.3	1,437
5 - 10 years	73.2	5.2	78.5	1,782
10+ years	75.3	3.4	78.7	3,006
Total	69.4	5.5	75.0	7,392
S Africa & N America				
0 - 2 years	61.8	8.8	70.6	2,091
2 - 5 years	80.4	2.7	83.1	2,628
5 - 10 years	76.6	1.9	78.5	1,602
10+ years	74.2	3.5	77.7	2,592
Total	73.5	4.2	77.8	8,913
N E Asia				
0 - 2 years	28.7	7.1	35.8	2,616
2 - 5 years	42.9	8.0	50.9	4,155
5 - 10 years	54.3	6.6	61.0	4,074
10+ years	67.6	4.1	71.6	2,148
Total	47.7	6.7	54.4	12,993
S E Asia				
0 - 2 years	46.3	9.5	55.8	1,419
2 - 5 years	61.8	5.4	67.1	1,899
5 - 10 years	64.6	5.8	70.5	2,061
10+ years	72.3	4.8	77.1	4,641
Total	65.0	5.8	70.8	10,020
S Asia				
0 - 2 years	45.6	19.0	64.6	1,407
2 - 5 years	60.0	11.3	71.3	1,464
5 - 10 years	67.5	6.0	73.5	1,098
10+ years	75.0	4.5	79.5	1,272
Total	61.4	10.6	72.0	5,241
Pacific Is				
0 - 2 years	46.5	12.3	58.8	1,239
2 - 5 years	56.6	10.1	66.7	2,079
5 - 10 years	59.1	7.9	67.0	2,061
10+ years	63.2	8.0	71.2	11,895
Total	60.7	8.6	69.3	17,274
Other				
0 - 2 years	50.4	10.1	60.5	2,250
2 - 5 years	62.2	7.0	69.2	2,412
5 - 10 years	64.2	5.5	69.7	2,256
10+ years	73.7	3.5	77.2	6,621
Total	66.2	5.5	71.7	13,539
NZ Born				
	71.3	5.0	76.4	427,053

13.6 Labour Force Status by Duration of Residence in New Zealand

Figure 13.2 and Figure 13.3 provide a graphical representation of the employment rate data from Table 13.2. Employment rates increased with length of time in New Zealand and male migrants aged between 30 and 44 had very similar labour force participation rates to the New Zealand born population in these age groups, especially after 5 to 10 years in New Zealand. There was not a great deal of variation with age, although those aged between 25 and 29 years had lower employment rates than older migrants.

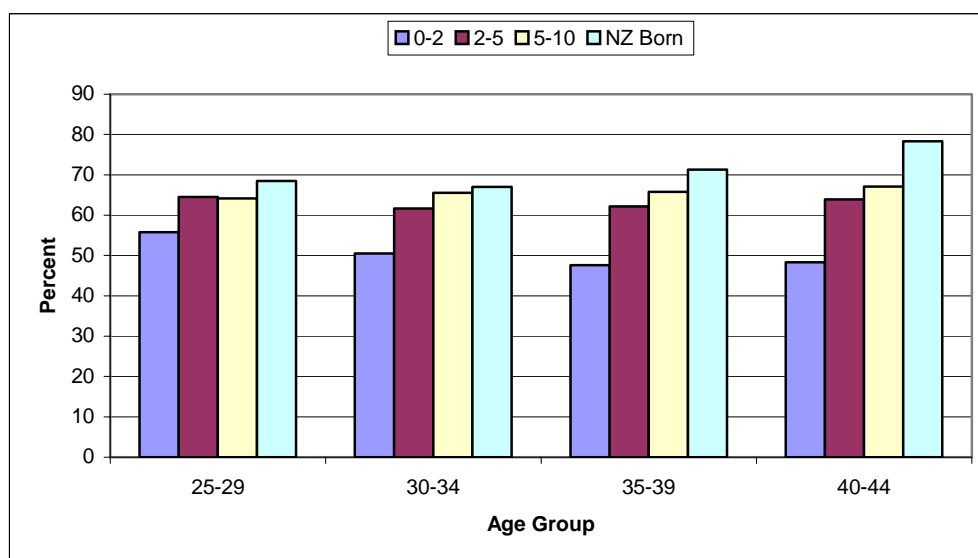
Figure 13.2 Male employment rate: English speaking overseas born and NZ born by duration of residence in NZ and age group $n= 340,359$ NZ born; $35,184$ overseas born



Refer to Table 13.2 for numbers.

Female labour force participation also increased with duration of residence in New Zealand (Figure 13.3), although the gap between the New Zealand born and migrant population was bigger for females than males (particularly for those who had been here for between 5 and 10 years). For females who had lived here between 0 and 2 years, those aged between 25 and 29 years had slightly higher employment rates than older migrants.

Figure 13.3 Female employment rate: English speaking overseas born and NZ born by duration of residence in NZ and age group *n*= 304,641 NZ born; 32,433 overseas born

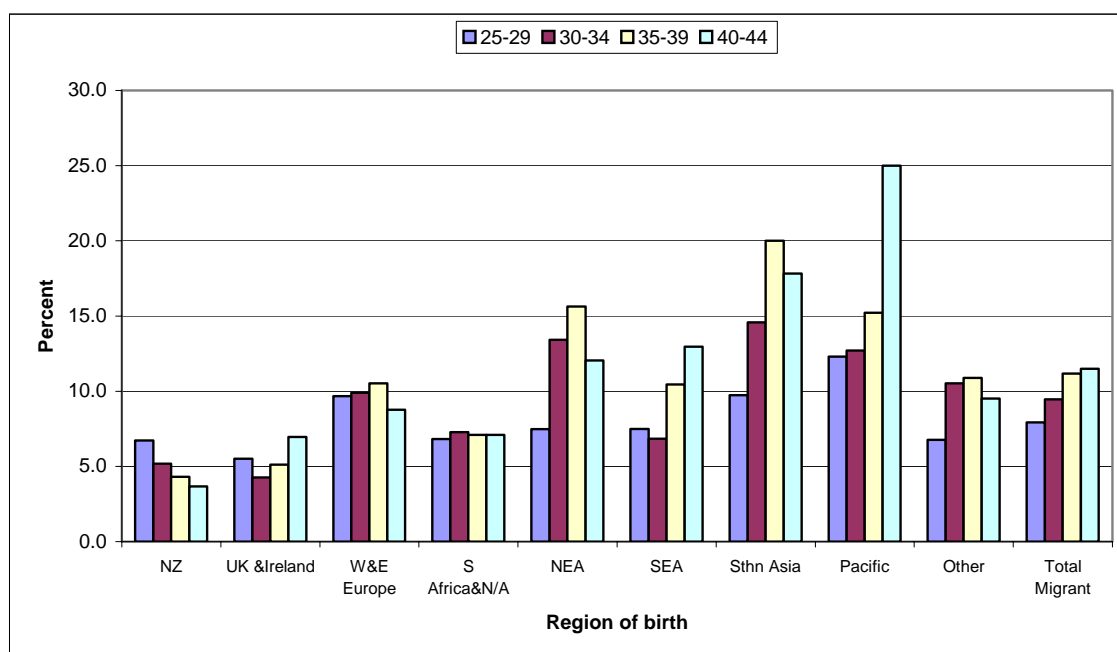


Refer to Table 13.2 for numbers.

13.6.1 LABOUR FORCE STATUS BY REGION OF ORIGIN

Figure 13.4 shows overall unemployment rates for males who had been in New Zealand for between 0 and 2 years and includes the New Zealand born figures for comparison. While unemployment for males from New Zealand decreased as age increased, unemployment for the total migrant population was higher among the older age groups. Male migrants from all regions (except those from UK/Ireland aged between 25 and 34) had unemployment rates that were higher than New Zealand born males, with those from South Asia and the Pacific having the highest rates. Males from the Pacific aged between 40 and 44 years had a particularly high rate of unemployment (25 percent). Unemployment rates among male migrants were lowest for those from UK/Ireland, South Africa/North America and Western and Eastern Europe.

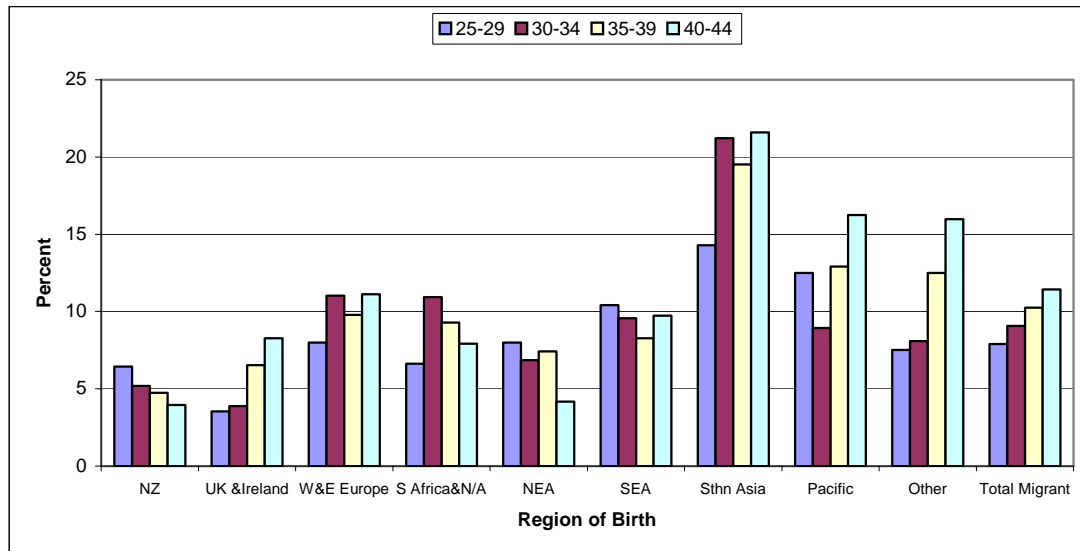
Figure 13.4 Male unemployment rates for English speaking migrants in NZ 0-2 years by age group *n=17,226 NZ born; 1,188 overseas born*



Refer to Table 20.2 in Appendix E for numbers.

Unemployment for female migrants who had lived here for between 0 and 2 years is displayed in Figure 13.5 (below). Females from South Asia had the highest rates (ranging from 14.3 percent of 25-29 year olds to 21.6 percent of 40-44 year olds), followed by those from the Pacific (ranging from 8.9 percent of 30-34 year olds to 16.3 percent of 40-44 year olds). This was the case despite females from South Asia who had lived here between 0 and 2 years having the highest proportion with university qualifications and the lowest proportion with no or school only qualifications. Female migrants from the UK/Ireland and North East Asia had unemployment rates that were lower than the total migrant population. It is worth noting that, a high proportion of females from North East Asia who had lived here for between 0 and 2 years were not participating in the labour force (64.2 percent, see Table 13.4) and this could account for their low unemployment rate.

Figure 13.5 Female unemployment rate for English speaking migrants in NZ 0-2 years by age group *n=19,617 NZ born; 1,353 overseas born*

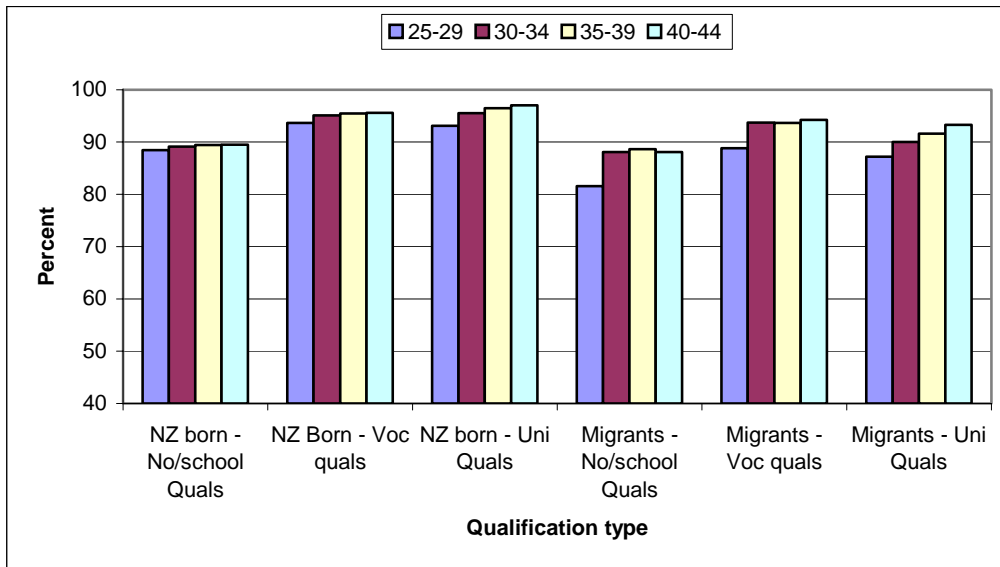


Refer to Table 20.2 in Appendix E for numbers.

13.7 Labour Force Status by Qualification Type

Figure 13.6 shows labour force participation rates for males by qualification type and age group for the overseas and New Zealand born populations. New Zealand born males with university qualifications had the highest labour force participation rates, followed by New Zealand born with vocational qualifications. For migrants, those with vocational qualifications had higher labour force participation rates than those with university qualifications. Migrants with no or school only qualifications had the lowest labour force participation rates.

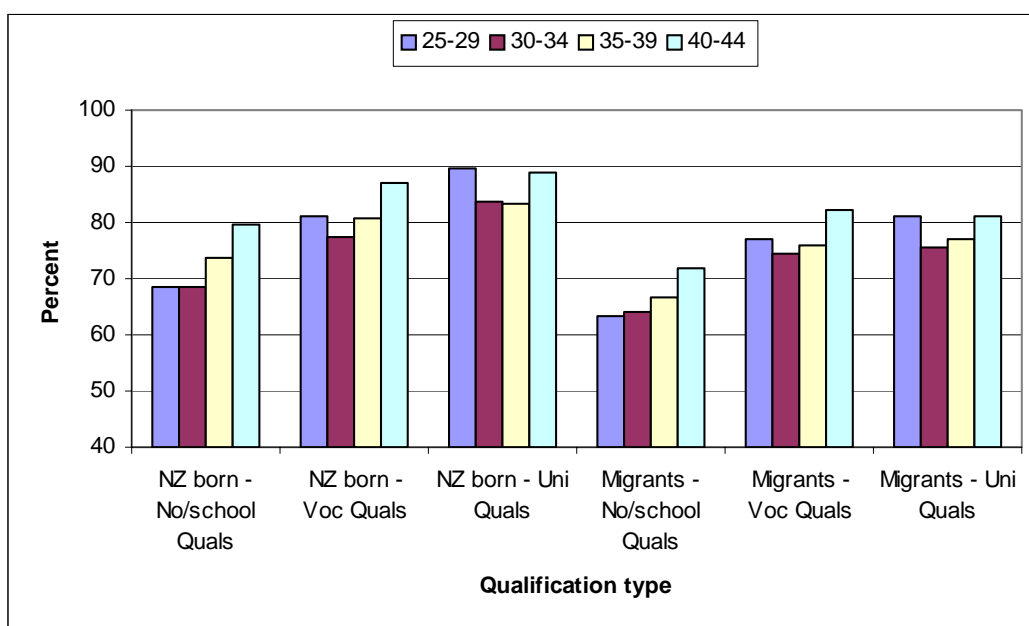
Figure 13.6 Male labour force participation rate: English speaking overseas born and NZ born by age group and qualification *n= 359,853; NZ born; 83,154 overseas born*



Refer to Table 20.1 in Appendix E for numbers.

Figure 13.7 (below) shows that females had overall lower labour force participation rates than males. New Zealand born females with university qualifications had the highest labour force participation rates, followed by New Zealand born females with vocational qualifications. Migrants with university qualifications aged between 25 and 39 years had similar labour force participation rates to the New Zealand born population with vocational qualifications. Female migrants with university and vocational qualifications aged between 30 and 44 years had labour force participation rates that were similar.

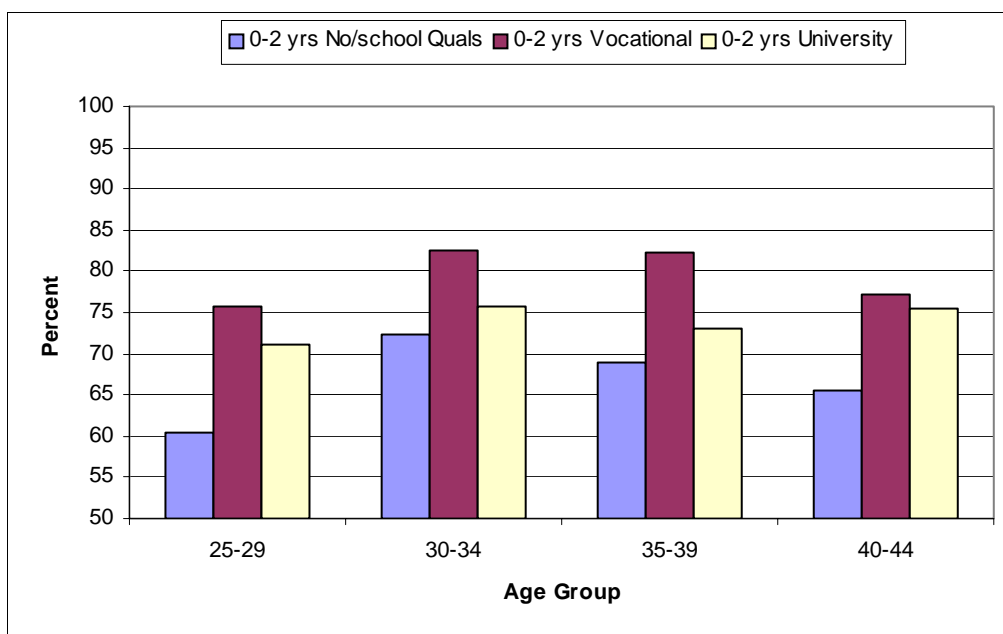
Figure 13.7 Female labour force participation rate: English speaking overseas born and NZ born by age group and qualification *n=326,190 NZ born; 76,884 overseas born*



Refer to Table 20.1 in Appendix E for numbers.

Figure 13.8 shows employment rates for males born overseas who had been in New Zealand for between 0 and 2 years by qualification type. Those with vocational qualifications had the highest employment rates across all age groups.

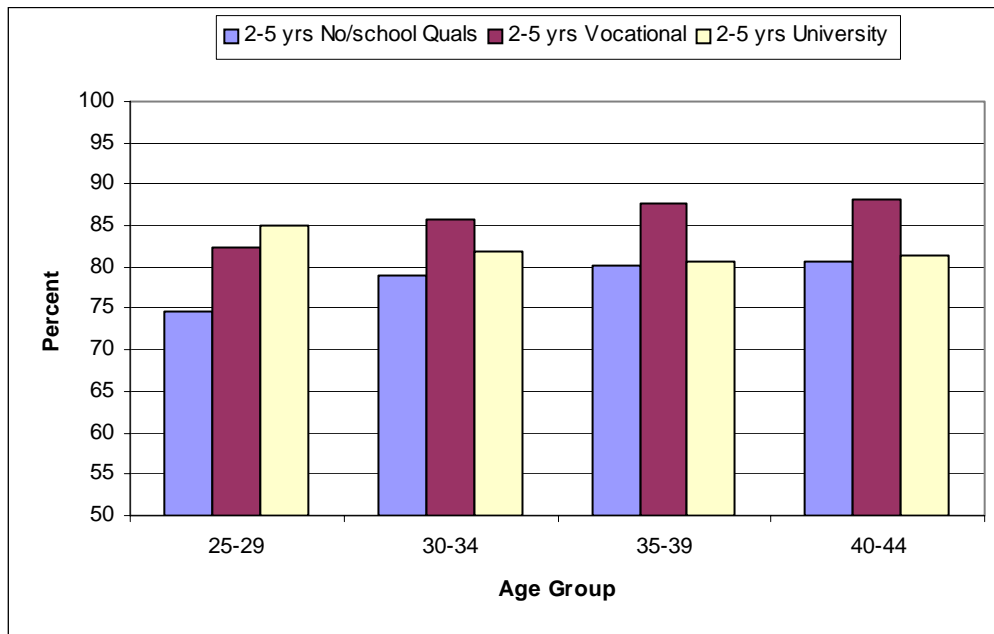
Figure 13.8 Male employment rates by qualification type for English speaking migrants in NZ 0-2 years $n=9,015$



Refer to Table 20.3 to Table 20.5 in Appendix E for numbers.

For male migrants who had been here between 2 and 5 years, those with vocational qualifications (except 25 to 29 year olds) also had the highest employment rates (Figure 13.9 below). Interestingly, those with university qualifications who had been in New Zealand for between 2 and 5 years aged between 35 and 44 years had similar employment rates to those with no or school only qualifications.

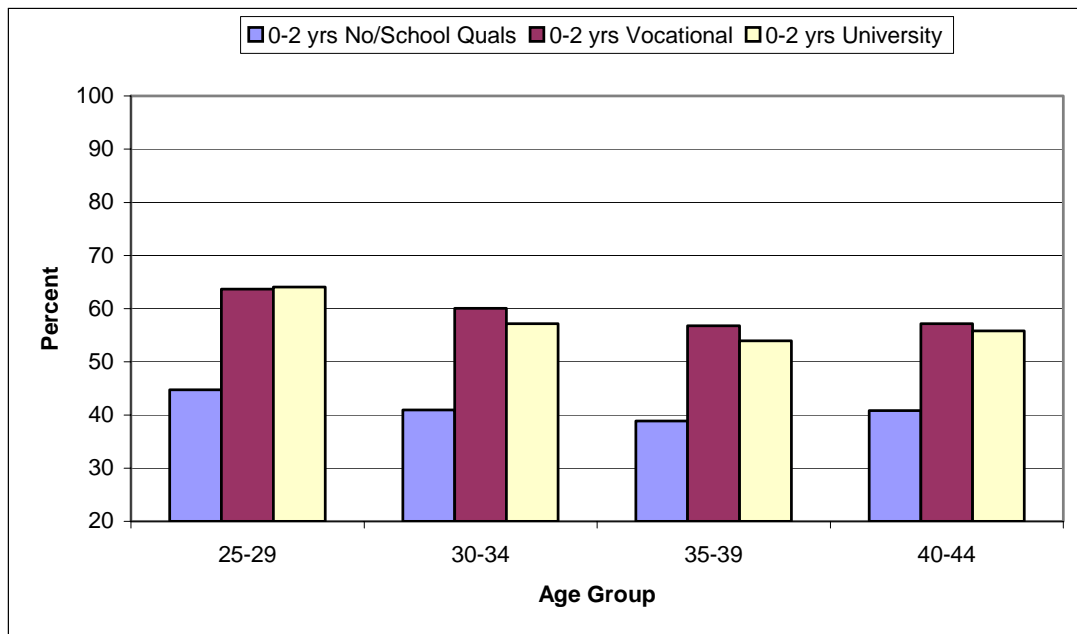
Figure 13.9 Male employment rate by qualification types for English speaking migrants in NZ 2-5 years $n=12,675$



Refer to Table 20.3 to Table 20.5 in Appendix E for numbers.

Figure 13.10 shows employment rates for female migrants who had been in New Zealand for between 0 and 2 years. Employment rates were substantially lower than the employment rates for males who had been in New Zealand for less than 2 years, particularly for female migrants with no or school only qualifications. Female migrants with vocational and university qualifications had similar employment rates to each other, although those with vocational qualifications aged between 30 and 44 years had slightly higher employment rates.

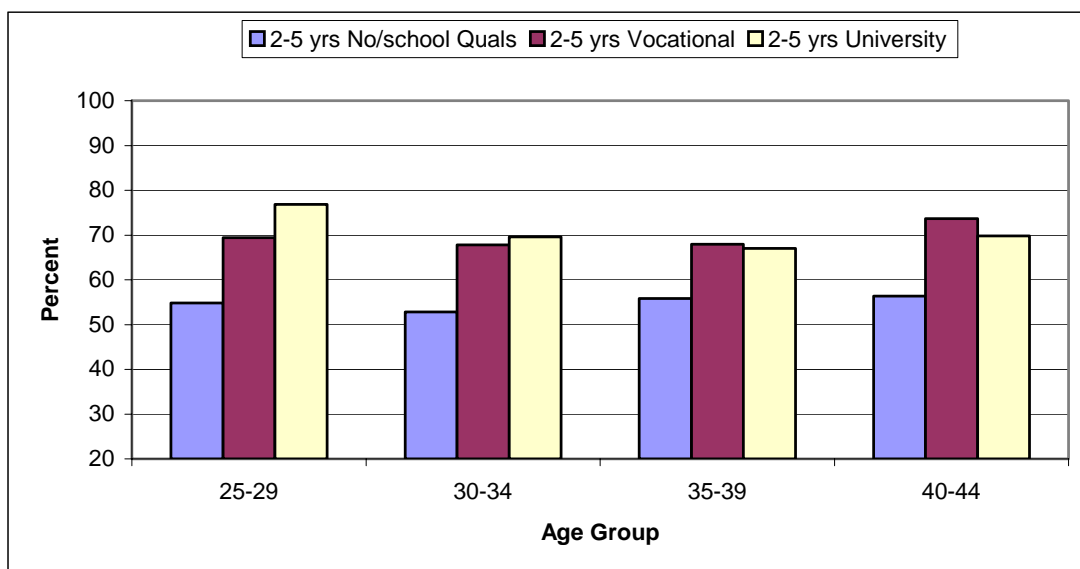
Figure 13.10 Female employment rate by qualification type for English speaking migrants in NZ 0-2 years $n=7,572$.



Refer to Table 20.3 to Table 20.5 in Appendix E for numbers.

Females who had lived here for between 2 and 5 years had higher employment rates for all qualification types than those here between 0 and 2 years (Figure 13.11). Females aged between 25 and 34 years with university qualifications had slightly higher employment rates than those with vocational qualifications and for those aged between 35 and 44 the reverse was true.

Figure 13.11 Female employment rate by qualification type for English speaking migrants in NZ 2-5 years $n=11,916$



Refer to Table 20.3 to Table 20.5 in Appendix E for numbers.

13.8 Labour Force Status by Region of Origin and Qualification Type for Recent Migrants

13.8.1 QUALIFICATION TYPE BY REGION OF ORIGIN

This section focuses on the region of origin of migrants.

Table 13.5 shows the proportion of migrants here for between 0 and 2 years who had no, school, vocational and university qualifications as their highest qualification type by region of origin. For males, migrants from the Pacific had the highest proportion with no or school only qualifications (58.4 percent). The proportion with no or school only qualifications from other areas ranged from 24.2 percent of migrants from South Asia to 51 percent from North East Asia. The proportion of males with vocational qualifications ranged from 10.3 percent of male migrants from North East Asia to 30.7 percent of males from South Africa/North America. A relatively high proportion of males from the Pacific and UK/Ireland also had vocational qualifications (25.2 and 24.1 percent respectively). Males from South Asia had the highest proportion with university qualifications (62.6 percent) and males from the Pacific had the lowest proportion (16.4 percent).

For females who had lived here between 0 and 2 years, 59.1 percent from the Pacific had no or school only qualifications and this ranged to 24.7 percent from South Asia. The proportion of females with vocational qualifications ranged from 9.8 percent from South Asia to 26.3 percent from UK/Ireland and 27.7 percent from the Pacific. Females from South Asia had the highest proportion with university qualifications (65.4 percent) and females from the Pacific had the lowest (13.2 percent).

Table 13.5 Qualification type for migrants (0-2 years) and the New Zealand born population aged between 25 and 44 years by region of origin

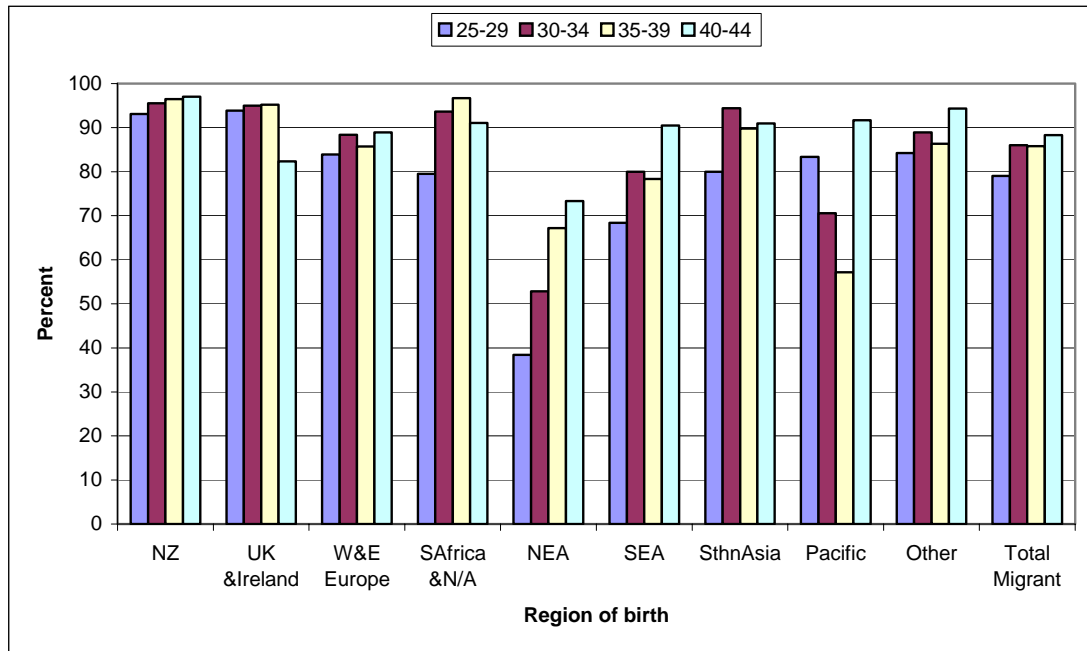
	Males					Females				
	None %	Sch %	Voc %	Uni %	Total #	None %	Sch %	Voc %	Uni %	Total #
UK & Ireland	2.2	30.6	24.1	43.1	2,808	1.6	28.0	26.3	44.1	2,913
W&E Europe	1.9	44.1	15.9	38.1	945	2.1	46.6	16.3	35.0	1,140
S Af & N Amer	0.8	33.0	30.7	35.6	1,839	0.7	38.3	23.1	37.9	2,052
NE Asia	4.0	47.0	10.3	38.7	1,653	2.9	52.2	12.4	32.5	2,517
SE Asia	5.9	30.0	12.3	51.8	759	8.0	37.3	10.7	44.0	1,350
S Asia	1.5	22.7	13.2	62.6	1,428	1.3	23.4	9.8	65.4	1,371
Pacific	11.5	46.9	25.2	16.4	1,119	10.0	49.1	27.7	13.2	1,137
Other	3.1	40.4	21.5	35.0	1,938	3.1	40.8	21.2	35.0	2,163
NZ Born	24.0	35.5	27.1	13.4	370,578	20.0	42.6	23.8	13.7	408,114

See Table 20.3 to Table 20.5 in Appendix E for qualification types for all migrants.

Figure 13.12 shows labour force participation rates for males with university qualifications who had been in New Zealand between 0 and 2 years. Of migrants, males from UK/Ireland had the highest overall labour force participation rates, particularly those aged between 25 and 39 years whose participation rates were very similar to the New Zealand born population. Male migrants from South Africa/North America had the next highest labour force participation rates (particularly those aged between 35 and 39 years). Males from North East Asia with university qualifications

had the lowest labour force participation rates, although this increased with age (ranging from 39 percent of 25-29 year olds to 73 percent of 40-44 year olds).

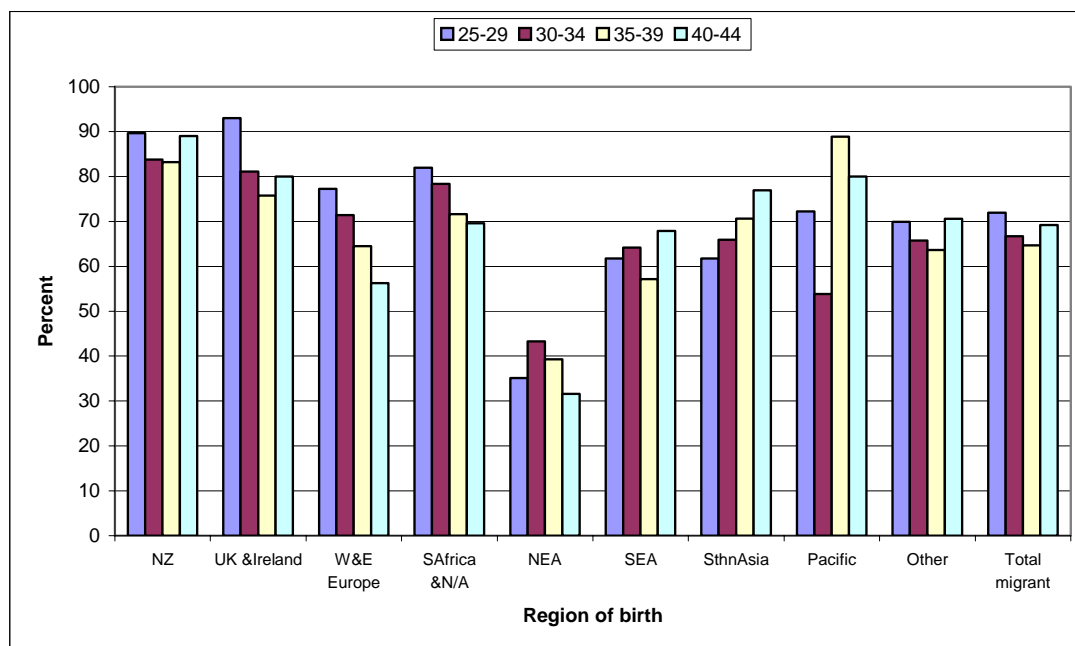
Figure 13.12 Male labour force participation rate of English speaking migrants in NZ 0-2 years with university qualifications by age group *Total participating in labour force=47,490 NZ born; 4,239 overseas born*



Refer to Table 20.3 in Appendix E for numbers.

Labour force participation rates for females here between 0 and 2 years with university qualifications are shown in Figure 13.13. As with males, females with university qualifications from UK/Ireland had the highest labour force participation rates (ranging from 75.8 percent of 35 to 39 year olds to 93 percent of 25 to 29 year olds) and females from North East Asia had the lowest participation rates (ranging from 31.6 percent of 39 to 44 year olds to 43.3 percent of 29 to 34 year olds). Females from UK/Ireland aged between 25 and 29 years had labour force participation rates that were higher than New Zealand born females.

Figure 13.13 Female labour force participation rates for English speaking migrants in NZ 0-2 years with university qualifications by age group *Total participating in labour force=48,372 NZ born; 3,885 overseas born*

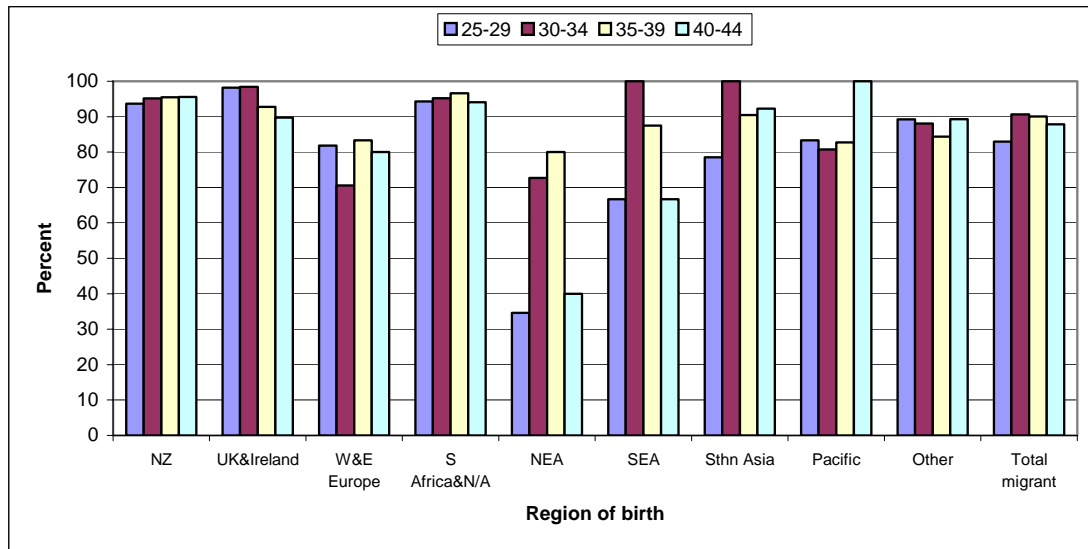


Refer to Table 20.3 in Appendix E for numbers.

Figure 13.14 shows the labour force participation rates for male migrants here between 0 and 2 years with vocational qualifications. In many cases migrants with vocational qualifications had higher labour force participation rates than those with university qualifications³⁰. Higher labour force participation for those with vocational qualifications was particularly noticeable for migrants from UK/Ireland. Labour force participation rates for New Zealand born males with vocational qualifications were similar to those with university qualifications.

³⁰ Although a smaller number of migrants here 0-2 years had vocational qualifications than had university qualifications (See Table 13.5).

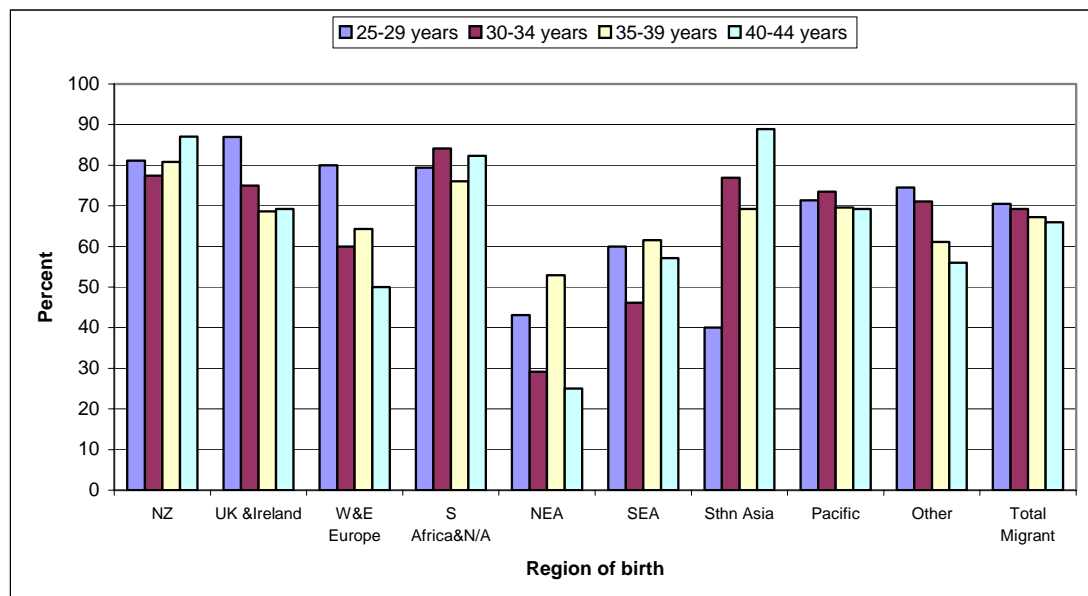
Figure 13.14 Male labour force participation rate for English speaking migrants in NZ 0-2 years with vocational qualifications by age group Total participating in labour force = 95,457 NZ born; 2,238 overseas born



Note totals: UK/Ireland = 645, W&E Europe = 117, S Africa & N America = 537, NE Asia = 87, SE Asia = 75, S Asia = 171, Pacific = 240, Other = 366. See Table 20.4 in Appendix E for numbers.

The labour force participation rates for females with vocational qualifications are shown below in Figure 13.15. Labour force participation rates for female migrants with vocational qualifications were lower than New Zealand born females with vocational qualifications. The participation rates for females with vocational qualifications were quite similar to females with university qualifications (see Figure 13.13).

Figure 13.15 Female labour force participation rate for English speaking migrants in NZ 0-2 years with vocational qualifications by age group Total participating in labour force = 79,335 NZ born; 1,914 overseas born

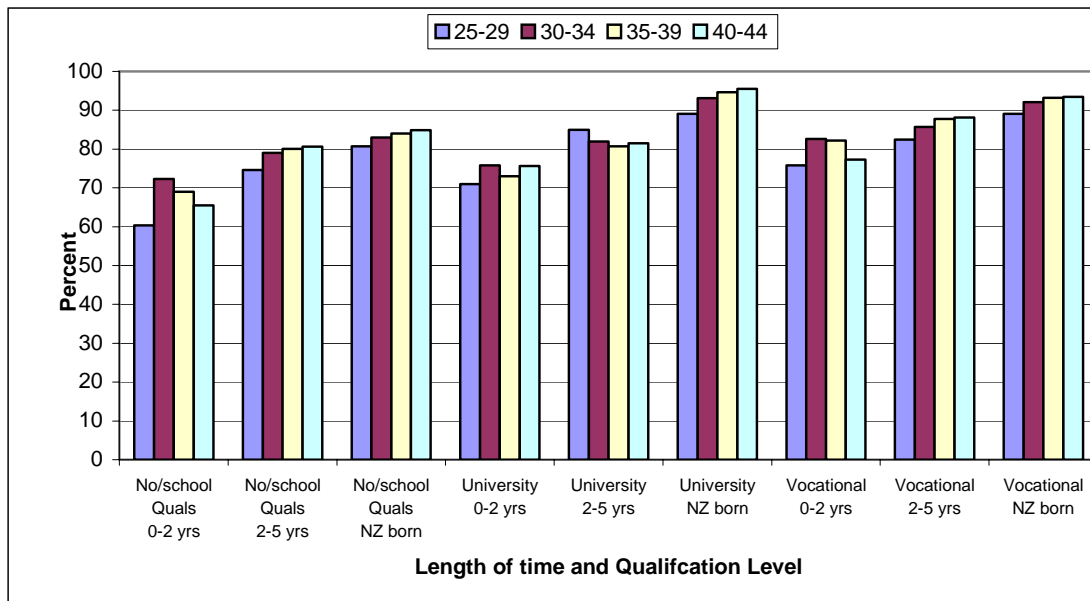


Note totals: UK/Ireland = 579, W&E Europe = 123, S Africa & N America = 381, NE Asia = 123, SE Asia = 81, S Asia = 93, Pacific = 225, Other = 309. See Table 20.4 in Appendix E for numbers

13.9 Employment Rate by Duration of Residence, Qualification Type and Age Group

Figure 13.16 shows the employment rates for males by age, length of time in New Zealand and qualification level. For all qualification types, employment rates were higher for those who had lived here between 2 and 5 years than those here less than 2 years, although not as high as New Zealand born males. Male migrants with vocational qualifications had the highest employment rates and there was less variation with length of time here than for those with university and no or school only qualifications.

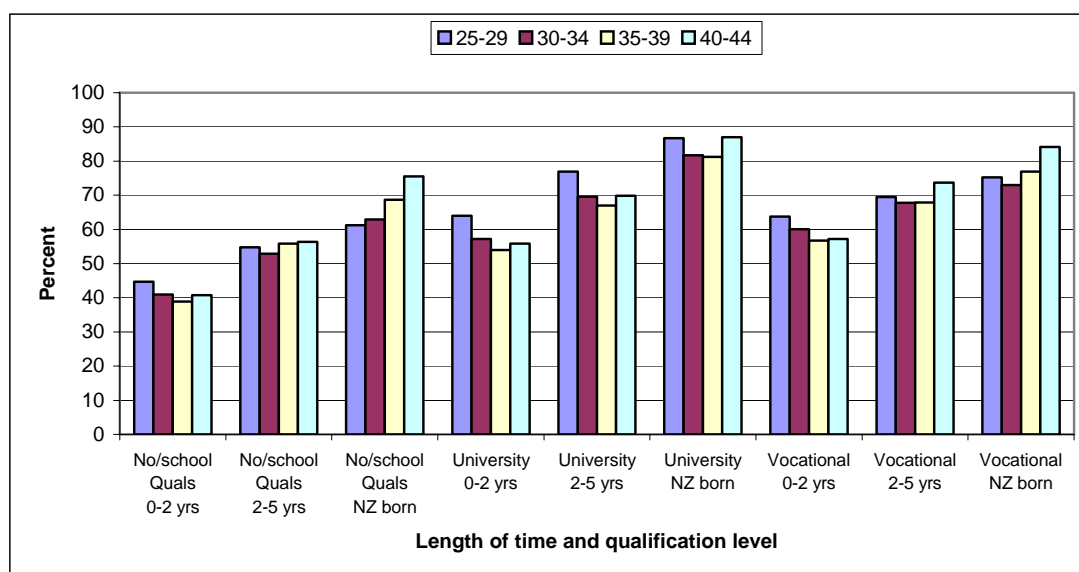
Figure 13.16 English speaking male employment rate by duration of residence in NZ, qualification level and age group Total employed = 322,182 NZ born; 21,690 overseas born



Refer to Table 20.3 to Table 20.5 in Appendix E for numbers.

Employment rates for females were lower than for males but showed a similar pattern over time (Figure 13.17). Employment rates were higher for those here 2 to 5 years than 0 to 2 years.

Figure 13.17 Female employment rate by duration of residence in NZ and qualification level Total employed = 294,090 NZ born; 19,488 overseas born



Refer to Table 20.3 to Table 20.5 in Appendix E for numbers.

13.10 Non-English Speaking Migrants' Labour Force Participation Rates

Table 20.6 and Table 20.7 in Appendix E contain data on non-English speaking male and female migrants. A total of 5,058 males and 6,915 females born overseas and aged between 25 and 44 years indicated in the Census that they were non-English speakers. The majority of non-English speaking migrants had no or school only qualifications (87 percent each of males and females). The main source regions of non-English speaking migrants were North East Asia, South East Asia, South Asia and the Pacific.

As could be expected, non-English speaking migrants had lower employment and labour force participation rates than English speaking migrants and the New Zealand born population. For non-English speaking migrants, labour force participation and employment rates were generally lowest for the those who had been here between 0 and 2 years (ranging from 47.1 percent of 40 to 44 year olds to 66.7 percent of 35 to 39 year olds). Labour force participation for females here 0 to 2 years was lower, ranging from 28.2 percent of 35 to 39 year olds to 33.7 percent of 30 to 34 year olds. Labour force status and employment status was generally higher for those who had been here longer than 2 years, but did not show the steady increase with length of time that was present for English speaking migrants. Labour force participation rates and employment rates remained much lower than the New Zealand born population for all age groups, even for those who had been here for longer than 10 years.

Unemployment rates for non-English speaking male migrants were higher than the New Zealand born population and did not show the decrease with length of time in New Zealand that was present for English speaking migrants. Unemployment for non-English speaking females was in many cases lower than for males, although this can be accounted for by the fact that females had lower labour force participation rates than males.

Males from all regions had much lower overall labour force participation rates and employment rates than the New Zealand born population. Those from 'Other' regions had the lowest overall labour force participation rates (65.7 percent), followed by those from South East Asia (66.1 percent) and North East Asia (67.8 percent). Those from Southern Asia had higher labour force participation rates (75.7 percent). Labour force status was lowest for migrants from North East Asia, South East Asia and the Pacific who had been here for less than 2 years. Labour force status did not show the clear patterns of increasing over time that was present for English speaking migrants.

Unemployment rates were highest for male migrants from 'Other' regions (20.1 percent), followed by the Pacific (11.9 percent). Unemployment for non-English speaking migrants was variable and did not show the clear decrease with length of time that English speaking migrants did.

Labour force participation and employment rates were much lower for non-English speaking females from all regions than males (see Table 20.7). Overall labour force participation and employment rates were particularly low for female migrants from 'Other' regions (29 and 18.8 percent respectively), followed by those from North East Asia (39.8 and 34.4 percent respectively). For females, labour force participation and employment rates had a more clear increase with length of time in New Zealand than for males.

Unemployment rates for non-English speaking females were highest for those from 'Other' regions (10.2 percent overall), followed by South Asia and the Pacific (9.9 percent each). Unemployment rates were lower than for non-English speaking males, but females had lower labour force participation rates.

14 INCOME

14.1 Introduction

In this chapter, the income of migrants is compared with that of the New Zealand born population by gender, age, duration of residence in New Zealand (for migrants), region of origin and qualification. Total personal income collected in the 2001 Census represents the before-tax income in the 12 months ended 31 March 2001. Income is collected as an income range rather than an actual dollar amount. For the purposes of this analysis, income was divided into the following brackets - \$1-20,000; \$20,001-50,000; \$50,001-100,000; \$100,000 and over; and nil or loss of income. The analysis was completed only for English-speaking migrants.

14.2 Differences among males by age and duration of residence in New Zealand

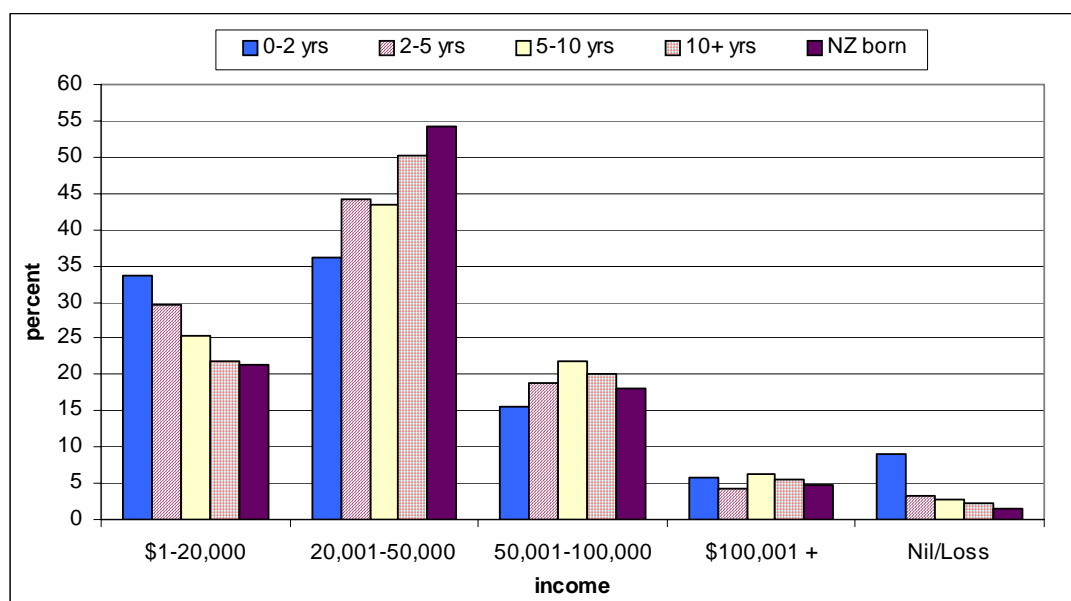
Table 14.1 on page 118 provides a detailed breakdown of the earnings of males and females by age group (25-29, 30-34, 35-39 and 40-44) and duration of residence in New Zealand. Figure 14.1 (males) and Figure 14.2 (females), over page, are graphical representations of the same table, but without age broken down into 5-year groups. The following discussion is based on the data in Table 14.1, Figure 14.1 and Figure 14.2.

Recent male migrants (duration of residence 0-2 years) in all age groups were more likely to be earning up to \$20,000 compared to New Zealand born males or those here longer. With increasing duration of residence in the country, a smaller proportion of men earned up to \$20,000, while the proportion earning \$20,001-50,000 went up noticeably. Duration of residence had less effect on the proportion of men earning \$50,001-100,000, and less still on those earning \$100,001 or over. The proportion of men with nil/loss of income decreased markedly after 0-2 years in the country, but did not fall much after that.

Migrant men were much more likely to earn \$20,001-50,000 after 2 years in the country, rather than in the first 2 years. After 10 years in the country, the gap with New Zealand born men had closed further still, so that the earning patterns of these two groups were very similar.

Younger (25-29 years) migrants were more represented at the lowest income level and at nil/loss of income, while older (30+ years) migrants were more represented at the higher income levels of \$50,001-100,000 and \$100,000+, an expected pattern.

Figure 14.1 Income bracket by duration of residence of migrant and New Zealand born men aged 25-44 *n=371,895 New Zealand born; 88,188 overseas born*

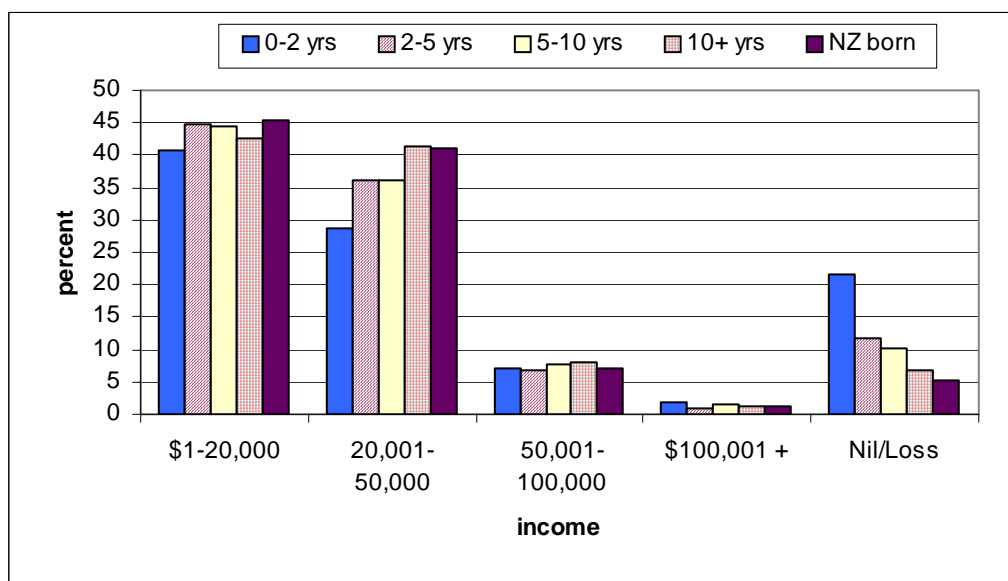


14.3 Differences among females by age and duration of residence in New Zealand

There was significant variation among women by duration of residence at only two income levels. These were \$20,001-50,000 and nil/loss of income. Recent (0-2 years) migrants were less likely to earn \$20,001-50,000 than other migrants and New Zealand born women, and twice as likely to have nil/loss of income. Women who had been in the country 10+ years were just as likely as New Zealand born women to earn \$20,001-50,000. At the remaining income levels, there was very little difference among women by duration of residence. Similar proportions of migrant women who had been here 10+ years and 0-2 years earned \$1-20,000.

A higher proportion of migrant and New Zealand born women, regardless of age and duration of residence, were earning in the lowest income bracket (\$1-20,000). The only exception to this was women of age 25-29 years (both New Zealand born and migrants here for 10+ years), who were more likely to earn \$20,001-50,000. Women's earning dipped in their 30s. Women aged 30-39 years were less likely than younger women to earn \$20,001-50,000 and more likely than younger women to have nil/loss of income, particularly if they were recent migrants. This did not persist past the age of 39, when women's earnings increased slightly. These patterns are likely to reflect women's time away from the workforce to raise children.

Figure 14.2 Income bracket by duration of residence of migrant and New Zealand born women aged 25-44 *n=401,391 New Zealand born; 99,906 overseas born*



14.4 Differences between males and females by age and duration of residence in New Zealand

Between the ages of 25 and 44, a man’s income changed much more than a woman’s did. Men’s income was more likely to be affected by age, migrant/New Zealand born status and duration of residence in New Zealand.

The most common income bracket for men was \$20,001-50,000, whereas for women it was \$1-20,000. With increasing age, men’s income was more likely than women’s income to increase. In contrast, women’s income peaked in their late 20s, fell during their 30s and rose again slightly in their early 40s.

Recent migrants stood out, particularly in the case of men. The earning patterns of overseas and New Zealand born men converged after the migrants had been here 10 years, but migrant women’s earnings had a similar pattern as their New Zealand born counterparts after 2 years. Almost 1 in 5 recent migrant women had nil/loss of income, compared to only 1 in 10 recent migrant men.

Table 14.1 Percentage of male and female migrants (by duration of residence) and the New Zealand born population, by age group, in each income bracket

	\$1-20,000	20,001-50,000	50,001-100,000	100,001+	Nil/loss	Total number
Males						
Age 25-29						
0-2 years	37.4	36.4	11.8	2.5	12.0	3,300
2-5 years	36.8	45.9	10.6	1.4	5.2	2,769
5-10 years	38.8	44.9	9.3	1.1	5.9	2,139
10+ years	28.3	55.7	12.3	1.3	2.4	7,050
NZ born	27.4	60.1	9.8	1.2	1.5	86,346
Age 30-34						
0-2 years	31.4	37.8	16.8	6.1	7.8	3,561
2-5 years	29.1	45.5	18.8	3.7	2.9	4,482
5-10 years	24.9	48.7	19.9	4.9	1.7	3,261
10+ years	21.3	53.7	18.9	3.7	2.4	10,257
NZ born	20.8	56.4	17.9	3.6	1.4	93,630
Age 35-39						
0-2 years	34.0	34.8	16.2	7.3	7.7	2,949
2-5 years	27.7	42.9	21.3	5.4	2.8	4,758
5-10 years	22.0	42.3	26.3	7.1	2.3	4,701
10+ years	21.1	48.8	21.5	6.4	2.3	14,121
NZ born	19.2	51.8	21.4	6.0	1.5	99,555
Age 40-44						
0-2 years	31.5	34.5	17.8	8.0	8.3	2,211
2-5 years	26.6	43.0	21.5	6.0	2.8	3,429
5-10 years	22.4	39.7	25.5	9.6	2.9	3,789
10+ years	19.9	46.7	23.4	7.9	2.1	15,411
NZ born	18.4	49.4	22.8	7.9	1.5	92,364
Females						
Age 25-29						
0-2 years	38.7	33.3	7.8	1.0	19.2	4,383
2-5 years	44.9	38.8	5.0	0.3	11.0	3,846
5-10 years	46.7	38.9	3.6	0.5	10.3	2,934
10+ years	37.8	49.5	7.1	0.4	5.3	7,311
NZ born	42.6	48.1	4.9	0.3	4.2	92,085
Age 30-34						
0-2 years	39.3	28.4	7.4	2.0	22.9	3,900
2-5 years	42.6	36.4	7.7	0.8	12.5	5,523
5-10 years	42.5	37.5	8.2	1.5	10.3	4,749
10+ years	42.6	40.8	7.5	0.9	8.1	11,403
NZ born	45.6	39.2	7.6	1.1	6.5	101,154
Age 35-39						
0-2 years	42.3	25.6	6.8	1.8	23.5	3,165
2-5 years	45.9	33.5	7.3	0.9	12.3	5,106
5-10 years	44.3	34.3	8.8	1.6	11.0	5,394
10+ years	43.2	39.1	8.6	1.5	7.5	15,486
NZ born	48.3	36.7	7.4	1.5	6.1	105,708
Age 40-44						
0-2 years	44.8	24.1	6.2	2.8	22.2	2,031
2-5 years	45.9	35.7	6.3	1.1	10.9	3,687
5-10 years	44.9	35.4	8.6	1.8	9.4	4,233
10+ years	42.9	40.7	8.5	1.8	6.1	16,755
NZ born	44.7	41.2	7.9	1.9	4.3	102,444

14.5 Differences among males by region of origin and duration of residence

The data relating to region of origin, on which the following discussion is based, is found in Figure 14.3 to Figure 14.8 on pages 120-123. These figures present data for male and female migrants and the New Zealand born population aged 25-44 years in each income bracket by region of origin and duration of residence in New Zealand. In these figures, the regions are ranked in ascending order of the proportion earning \$1-20,000. For a more detailed breakdown by age group, refer to Table 20.8 to Table 20.11 in Appendix E. This analysis was not done for migrants in New Zealand for over 10 years because of the similarity of this group to the New Zealand born.

There were clear differences in income between males from English-speaking (UK/Ireland, Western and Eastern Europe, South Africa/North America and New Zealand) and non-English-speaking regions (Asia, Pacific Islands and Other). The former were more likely to earn over \$20,001 from the time they arrived in New Zealand. Migrants from the non-English speaking regions were more likely to earn a low income in the first two years after migrating. A greater proportion of migrants from English speaking regions than non-English speaking regions earned at the higher income levels, while a greater proportion of migrants from non-English speaking regions had nil/loss of income.

In general, income of migrants from UK/Ireland and South Africa/North America was most similar to that of New Zealand born men. The income of migrants from the Pacific Islands and North East Asia was least similar. North East Asian males were usually the smallest group earning \$20,001-50,000, but the largest group with nil/loss of income.

Differences in men's earning patterns by region of origin were a reflection (to some extent) of differences in labour force status by region of origin. See Table 20.12 in Appendix E which has detailed figures of income by region of origin and labour force status. Compared to New Zealand born men, only men from UK/Ireland and South Africa/North America had higher rates of full-time employment, and lower rates of part-time employment, unemployment and no labour force participation. After 5 years, labour force participation rates of men from Western and Eastern Europe were similar to that of New Zealand born men.

Figure 14.3 Income bracket of migrant males (0-2 years) by region of origin and of NZ born males, aged 25-44 *n=371,895 NZ born; 12,021 overseas born*

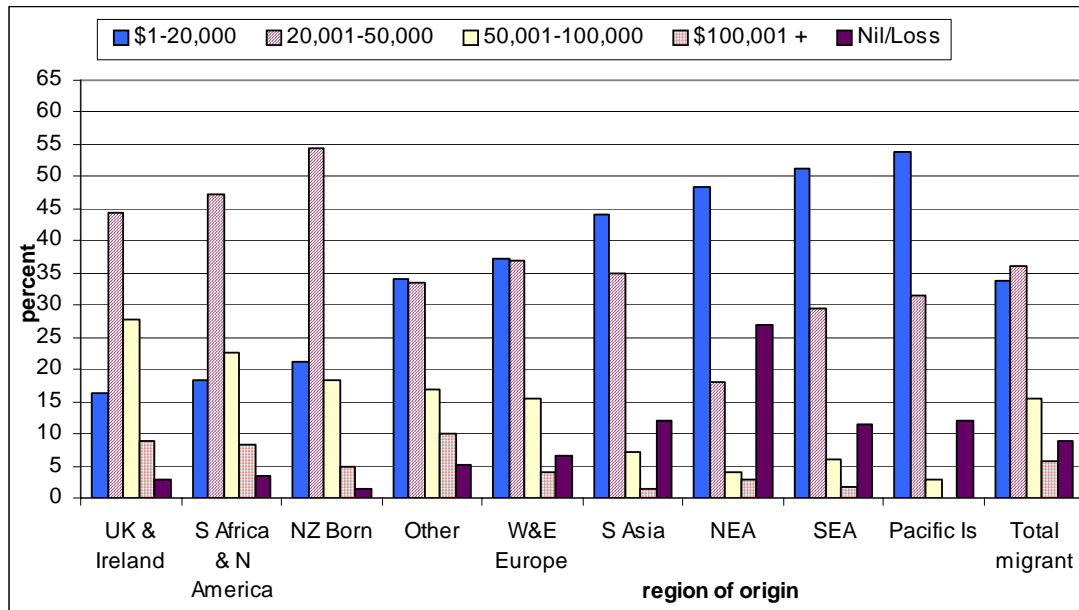


Figure 14.4 Income bracket of migrant males (2-5 years) by region of origin and of NZ born males, aged 25-44 *n=371,895 NZ born; 15,438 overseas born*

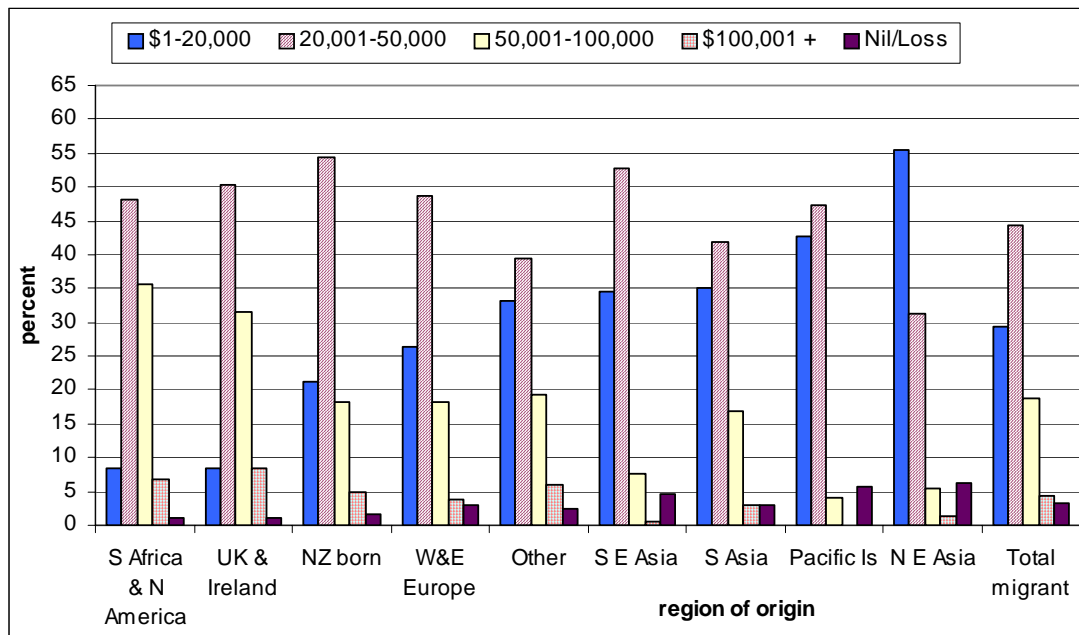
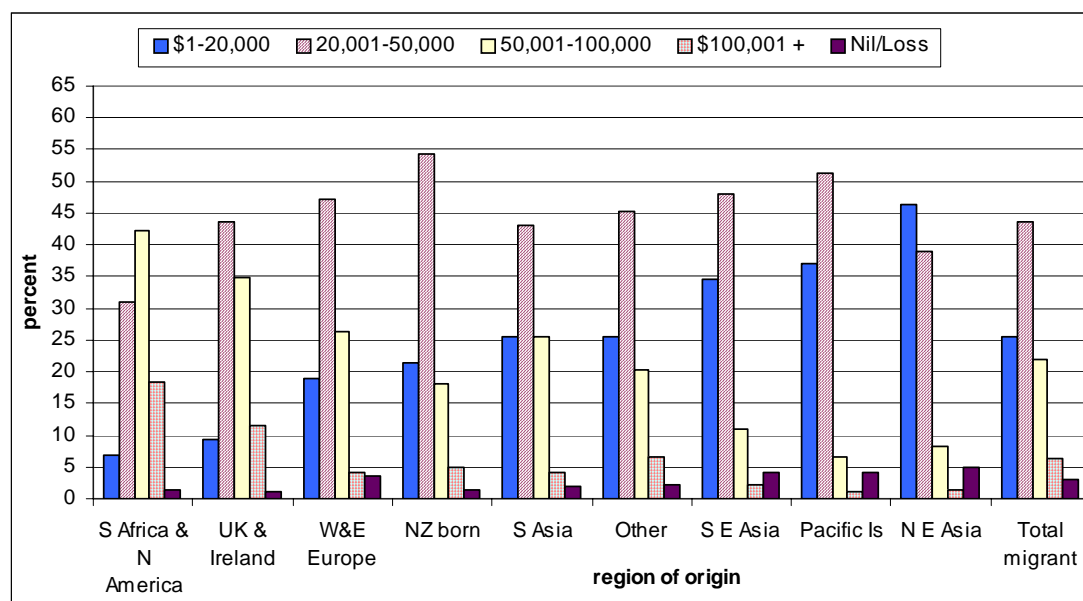


Figure 14.5 Income bracket of migrant males (5-10 years) by region of origin and of NZ born males, aged 25-44 *n=371,895 NZ born; 13,890 overseas born*



14.6 Differences among females by region of origin and duration of residence

As with men, there were differences among women based on whether or not they came from English speaking regions. However, these differences were not quite as marked as they were for men. Women from non-English speaking regions (Asia and Pacific Islands) were more represented in the lowest income bracket of \$1-20,000 and in nil/loss of income than women from English speaking regions including New Zealand born. Women from non-English speaking regions were under represented in the higher income brackets (\$20,001+) compared to women from English speaking regions including New Zealand born. This difference narrowed somewhat after two years of residence in the country. The narrowing was mainly because the proportion of women from non-English speaking regions earning \$20,001-50,000 increased while the proportion with nil/loss of income decreased.

There was a very wide gap in the proportions of women from Asia and the Pacific who earned \$20,001-50,000 and below \$20,000. After two years, this gap tended to persist for North East Asian and Pacific Island women, but narrowed for South and South East Asian women.

For all lengths of residence in New Zealand, the income of migrants from UK/Ireland and South Africa/North America, was most similar to New Zealand born women. The income of migrants from the Pacific Islands was least similar. Within the first two years of migrating, women had a high rate of nil/loss of income; this was especially so for women from North East Asia. After two years, this rate fell, but did not fall much more after five years.

As with men, the differences in women's earning patterns by region of origin were partly the result of corresponding differences in women's labour force status (see

Table 20.12 on page 176). Within the first 2 years of arrival in New Zealand, compared to New Zealand born women, women from UK/Ireland and South Africa/North America had a greater or similar rate of employment (both full time and part time) and a lower or similar rate of unemployment or non-participation in the labour force. In contrast, women from the remaining regions had a lower rate of employment (both full time and part time) and a higher rate of unemployment or non-participation in the labour force. Within 2-5 years, these patterns persisted, except that labour force participation rates of women from Western and Eastern Europe and South East Asia increased slightly. Within 5-10 years, labour force participation rates of women from South East Asia, South Asia and the Pacific Islands increased slightly.

Figure 14.6 Income bracket of migrant females (0-2 years) by region of origin and of NZ born females, aged 25-44 *n*= 401,391 NZ born; 13,479 overseas born

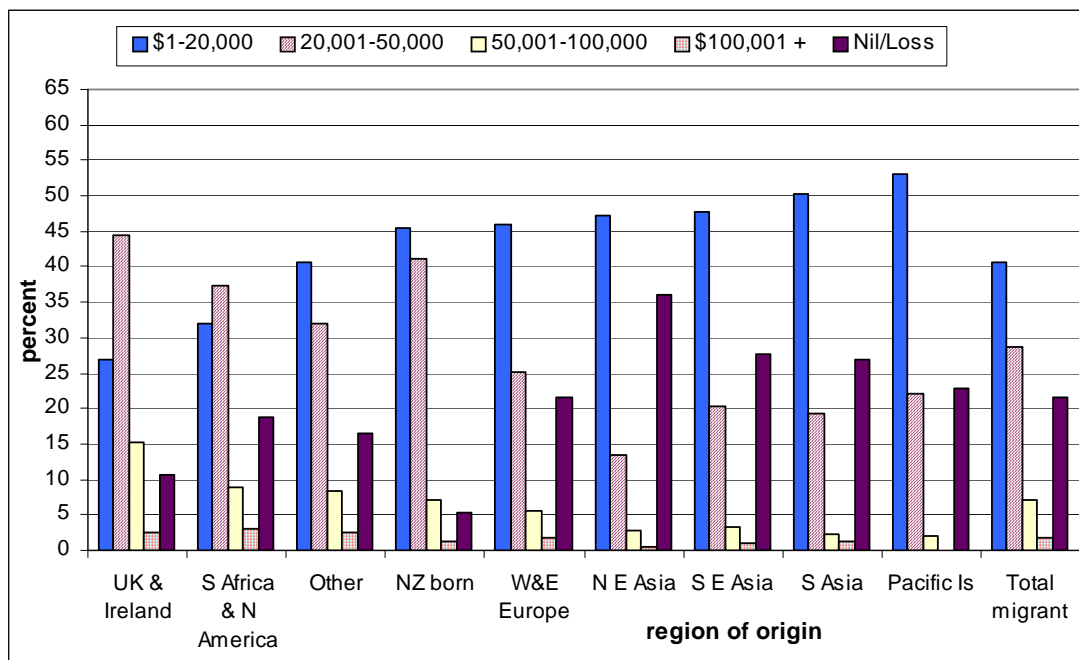


Figure 14.7 Income bracket of migrant females (2-5 years) by region of origin and of NZ born females, aged 25-44 *n=401,391 NZ born; 18,162 overseas born*

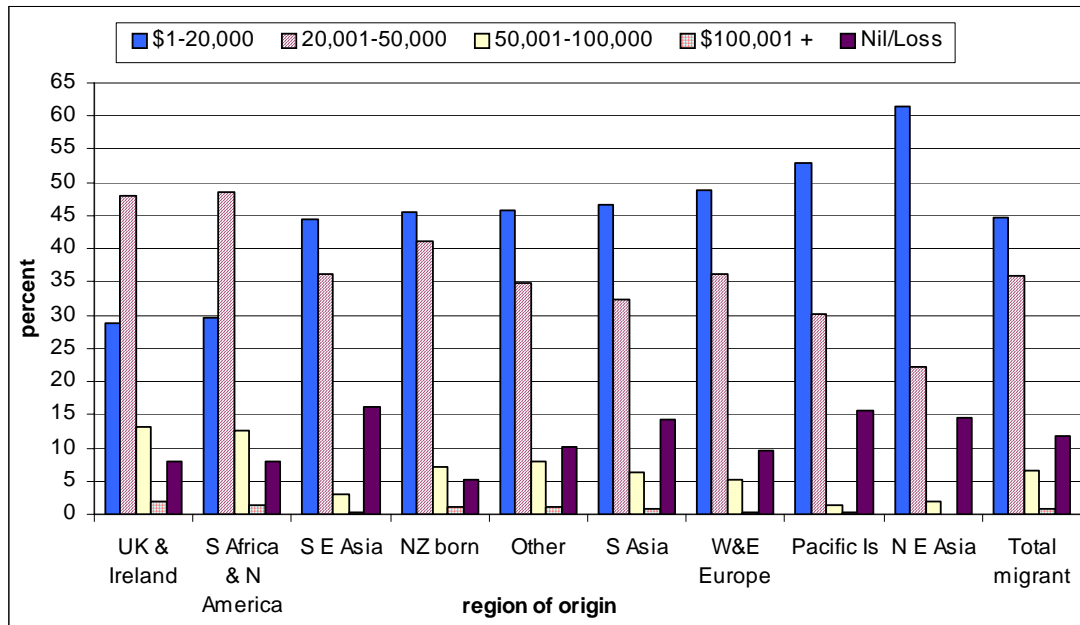
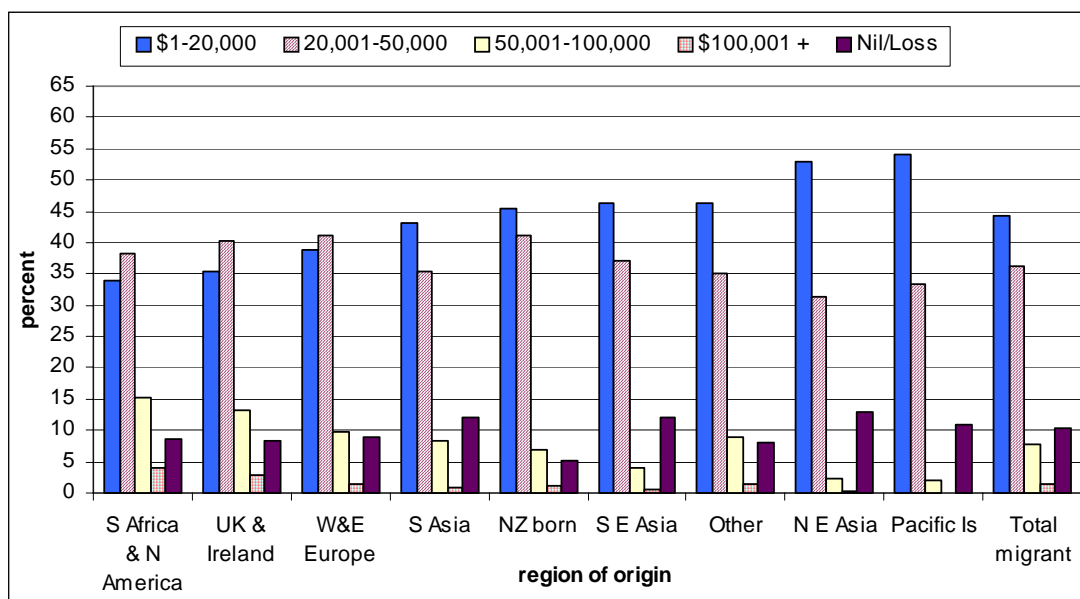


Figure 14.8 Income bracket of migrant females (5-10 years) by region of origin and of NZ born females, aged 25-44 *n=401,391 NZ born; 17,310 overseas born*



14.7 Differences between males and females by region of origin and duration of residence

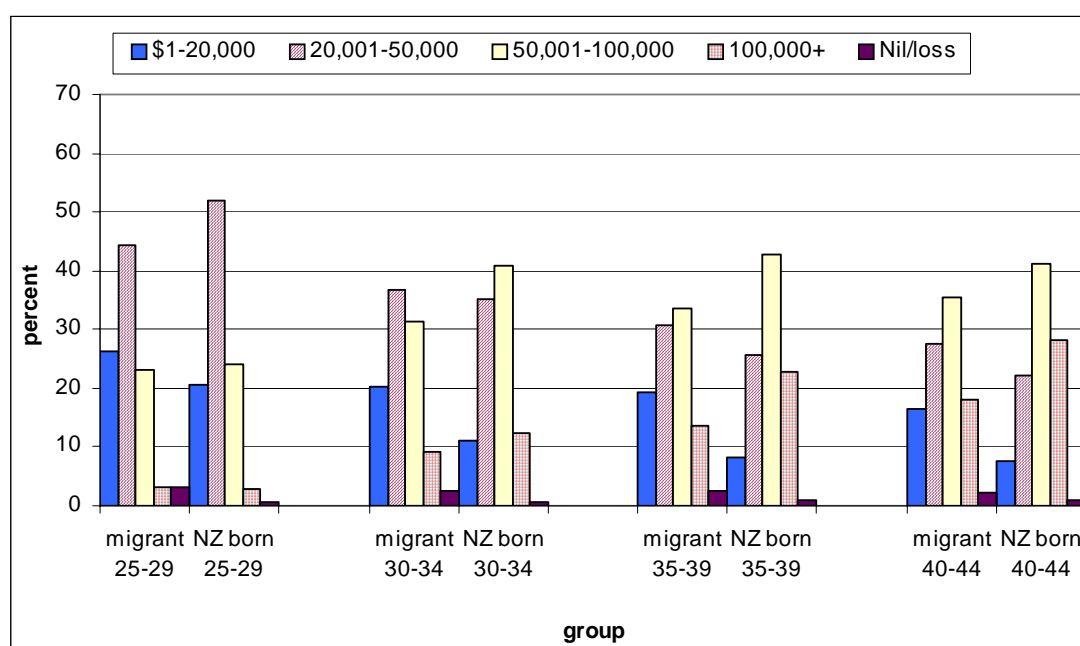
The differences between New Zealand born women and migrant women were not quite as marked as between New Zealand born men and migrant men. Women's earning patterns changed less over time than did men's earning patterns. In other words, New Zealand born women's and migrant women's earning patterns were more similar to each other than were New Zealand born men's and migrant men's patterns to each other.

14.8 Differences among males by qualification type

The data by qualification type is presented in graphical form from Figure 14.9 to Figure 14.14. The figures depict the percentage of migrants (for all lengths of residence) and New Zealand born men and women by age groups in the various income brackets based on their qualifications. People were grouped according to whether they had university qualifications, vocational qualifications and no/school only qualifications.

The older the males with university qualifications were, the more likely they were to earn higher incomes (refer to Figure 14.9 below). For New Zealand born men 30 years and older, and for migrant men 35 years and older, \$50,001-100,000 was the most common income bracket. Yet, male migrants earned less than New Zealand born men – there were fewer migrants than New Zealand born in higher income brackets and more migrants than New Zealand born in lower income brackets. More migrants than New Zealand born had nil/loss of income.

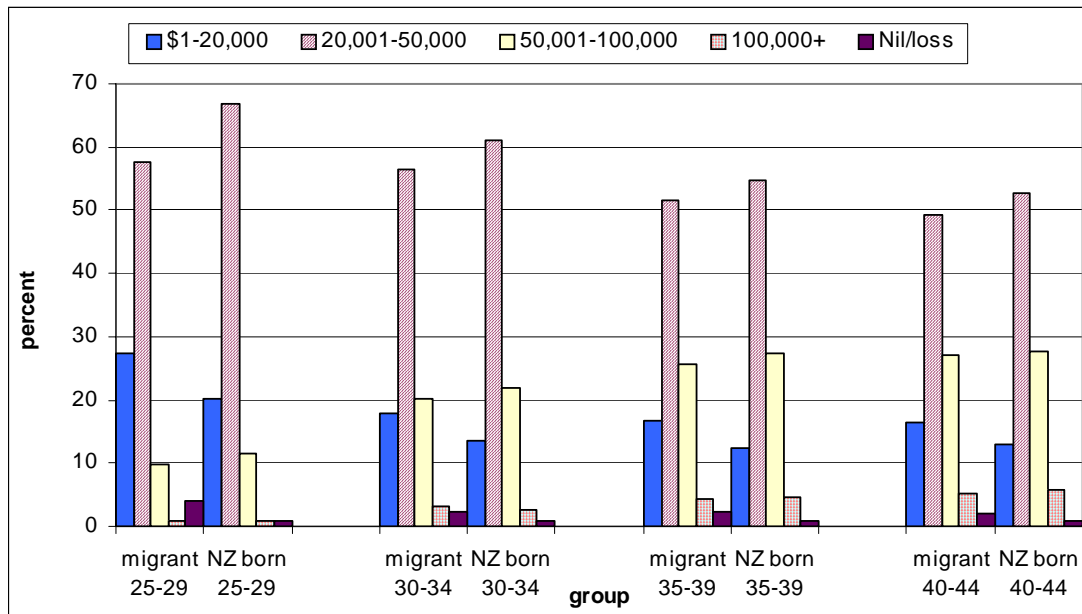
Figure 14.9 Income bracket of migrant and NZ born males (in 5-year age groups) with university qualifications *n* = 49,281 NZ born; 25,395 overseas born



Men with vocational qualifications generally earned less than men with university qualifications. Refer to Figure 14.10 below. For those with vocational qualifications,

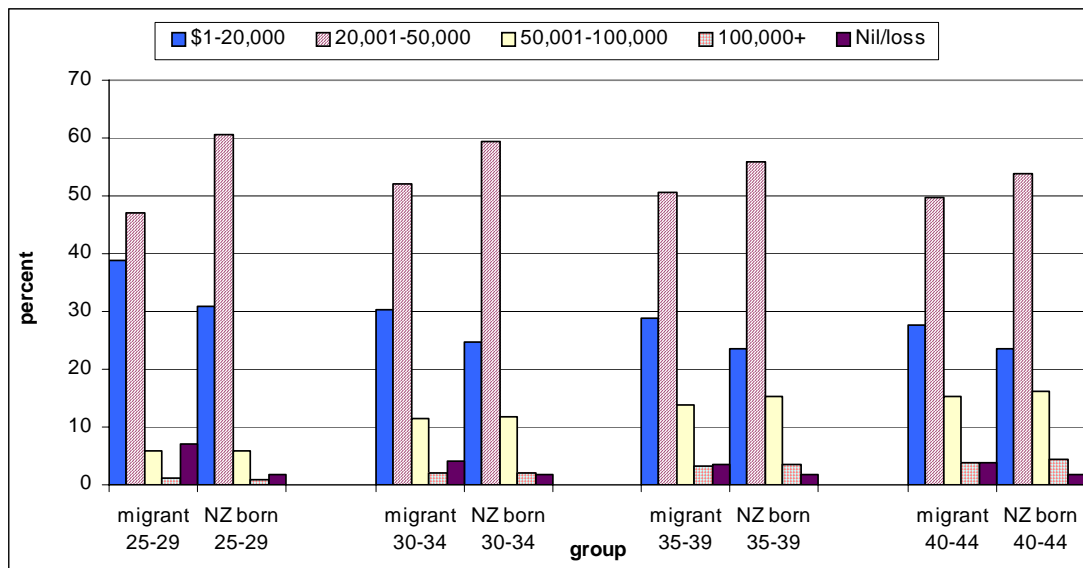
the most common income bracket was \$20,001-50,000. Once again, income increased with age but not as much as it did for men with university qualifications. Again migrants earned less than New Zealand born, although the gap was smaller than for men with university qualifications. Men with vocational qualifications were much less likely than men with university qualifications to earn over \$100,000.

Figure 14.10 Income bracket of migrant and NZ born males (in 5-year age groups) with vocational qualifications *n*= 97,980 NZ born; 18,663 overseas born



For men with no or school only qualifications, the patterns of earning were similar to those with vocational qualifications (refer to Figure 14.11). Income increased with age, but even less so than for men with vocational qualifications, and without a large gap between New Zealand born and migrant men. The most common income bracket was \$20,001-50,000, but the proportion of men earning below \$20,000 was higher than for vocational or university qualified men.

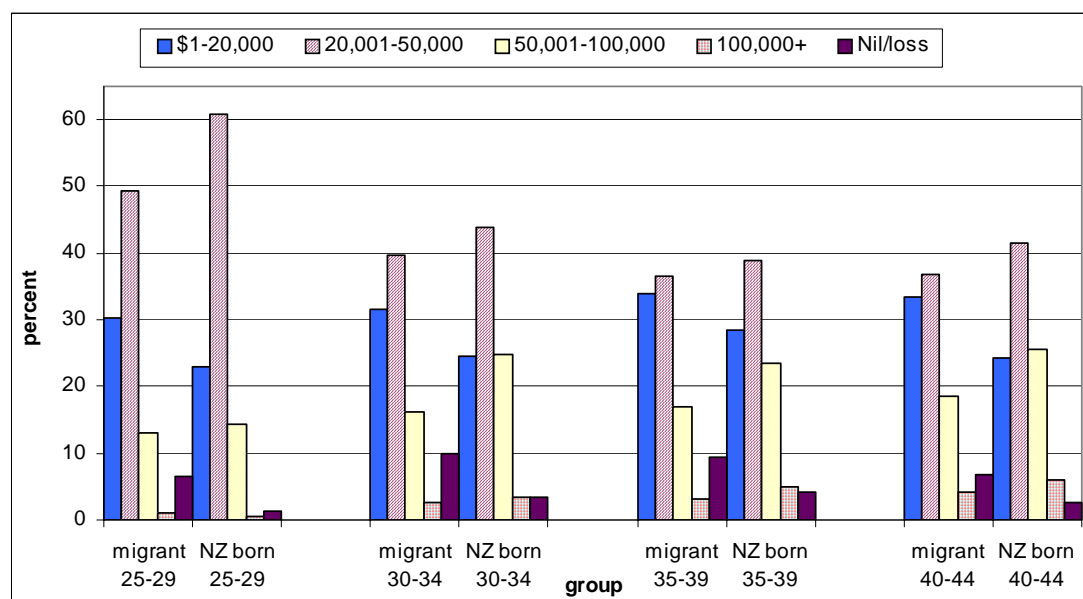
Figure 14.11 Income bracket of migrant and NZ born males (in 5 year age groups) with no/ school only qualifications *n= 210,732 NZ born; 41,070 overseas born*



14.9 Differences among females by qualification type

For women with university qualifications, the most common income bracket was \$20,001-50,000 (refer to Figure 14.12 below). Women aged 25 to 29 years earned less than those aged above 30. Beyond the age of 30 years, earning patterns did not change much. There was some difference between New Zealand born and migrant women, with migrant women earning less.

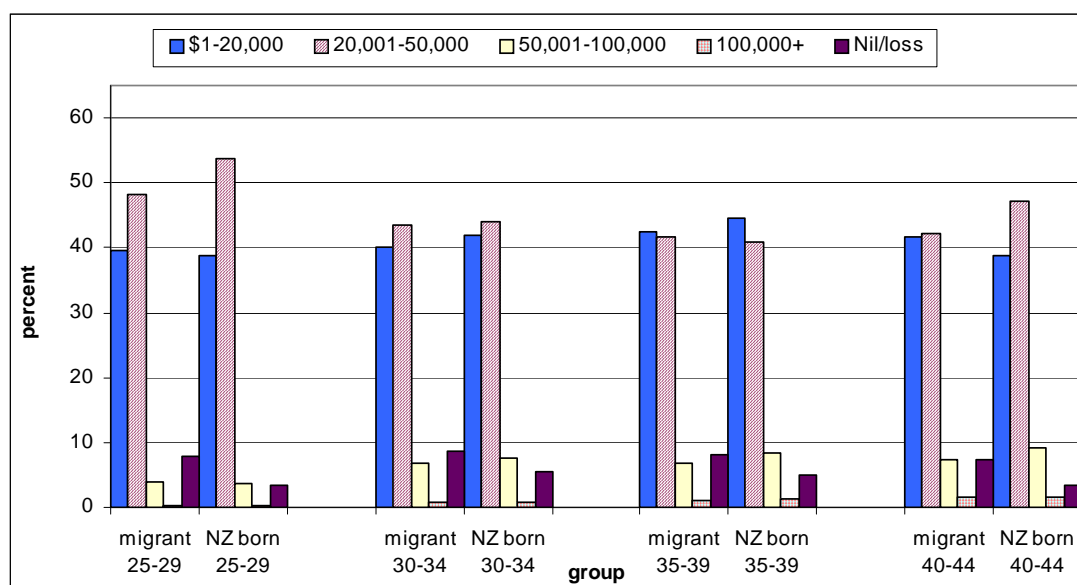
Figure 14.12 Income bracket of migrant and NZ born females (in 5 year age groups) with university qualifications *n= 54,939 NZ born; 27,837 overseas born*



For women with vocational qualifications, the most common income bracket was once again \$20,001-50,000 (refer to Figure 14.13 on page 127). Women with

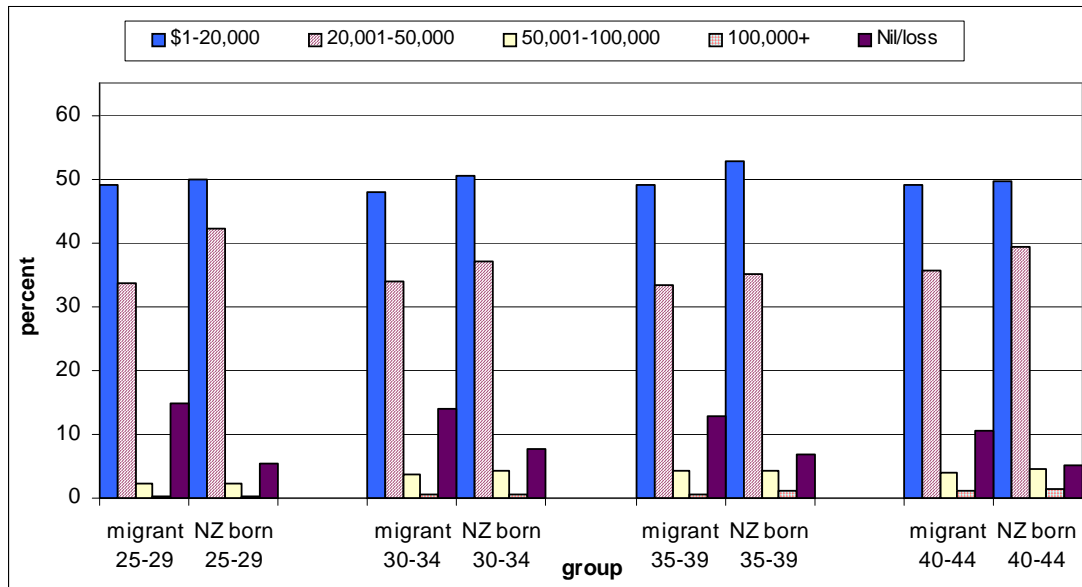
vocational qualifications were better represented in the lower income brackets, and poorly represented in the two higher income brackets. There was not much difference between the different age groups. The exception to this was that between the ages of 35-39, the most common income bracket was below \$20,000, and this was the only group where migrants earned more than New Zealand born, but only marginally. While New Zealand born women earned more than migrant women (except at age 35-39), the difference was slight. Apart from women aged 25-29 years old, there was not much difference in the proportions of women earning at the two lowest income levels.

Figure 14.13 Income bracket of migrant and NZ born females (in 5 year age groups) with vocational qualifications *n*= 93,663 NZ born; 19,914 overseas born



The lowest income bracket – under \$20,000 – was by far the most common income bracket for women with no or school only qualifications (refer to Figure 14.14 below). The proportion with nil/loss of income was higher than any other group – both men and women. The proportion reporting nil/loss of income fell with increasing age over 30. A slightly higher proportion of migrants than New Zealand born women had nil/loss of income. Once again, earning patterns did not change much with increasing age. There was very little difference between migrant and New Zealand born women, with New Zealand born women earning more.

Figure 14.14 Income bracket of migrant and NZ born females (in 5 year age groups) with no/ school only qualifications *n*= 238,791 NZ born; 47,817 overseas born



14.10 Differences between males and females by qualification type

The main difference between male and female income was that males' earning patterns varied more than females' earning patterns with age, qualification and migrant/ New Zealand born status. This difference was especially so for men with university qualifications.

With increasing age, as expected, the proportion of people in higher income brackets also increased. The exception to this was women with university and vocational qualifications aged 35-39 years. For these groups, the trend of a smaller proportion in lower income brackets did not continue.

15 SUMMARY AND CONCLUSION

15.1 Summary of the Research – Part A: Survey of Employers

This section summarises the population and survey research findings and draws some conclusions.

15.1.1 MIGRANTS WITH JOB OFFERS

Migrants who scored points for a job offer in New Zealand were more likely to have applied for residence onshore than migrants without such points. They were also more likely to be younger and coming into the country without any family members, hence fewer could claim points for their spouse's qualifications. Migrants with a job offer were most likely to come from English-speaking parts of the world (particularly the United Kingdom and South Africa), while those without were most likely to come from Asia (particularly India and China).

Migrants who scored points for a job offer needed these points to reach the General Skills passmark because compared to those without a job offer, they were less qualified and had less work experience overseas, but they did have more New Zealand work experience. Fewer migrants with job offers than those without had settlement funds or a sponsor, but more had a New Zealand qualification.

15.1.2 UPTAKE OF JOB OFFER

Very few migrants were not going to take up the job at all; most had taken it up, even if they had since left. The most common reason for leaving was finding another job, usually with a different employer.

Four out of every ten migrants were women; the migrants were mostly younger than 30 years and were coming to New Zealand by themselves. The large majority of them were working in Auckland, with very few outside the main centres.

Employers had most commonly used formal means to recruit the migrant employees—a third had responded to a job advertisement. A quarter had used informal means such as through word of mouth or by using a contact. A few migrants had contacted the employer directly.

Having the 'right' attitude – willing to work hard and learn – was the most common reason the migrant had been successful in securing the job, followed by having skills and experience not available in New Zealand. The migrant's work experience overseas was also often recognised as an asset.

By far most of the employers were happy with their migrant employee's performance. This was usually because the migrant had the 'right' attitude. Many of the migrants were able to share their skills and experience with others in the workplace.

Only a quarter of the migrants were believed to have faced difficulties at work; these commonly included language problems and cultural differences as well as inexperience in work and workplace culture in New Zealand. Speaking English was usually the most problematic aspect of language for the migrants. Male and female migrants varied in the difficulties they faced. Proportionately more women than men had trouble with cultural differences, but fewer women than men had problems because of a lack of work experience in New Zealand.

Workplace culture problems included not understanding New Zealand culture in general, slang and getting along with colleagues.

15.1.3 THE EMPLOYERS

The majority of the migrants had found work in the private sector; usually with long established businesses. They were spread fairly evenly across small, medium and large employers. Well over half the migrants had previously worked for the same employer, especially if they had already been onshore.

Over three-quarters of the employers had tried to find a New Zealander for the position, but most of them had trouble doing so. This was usually because they could not find someone with the required skills. Employers of trades workers are more likely to have had trouble filling the position with a New Zealander than did employers of professionals and sales and service workers.

While just over half the employers who were believed to have been involved in recruiting the migrant were migrants themselves, it is difficult to conclude that these two are related. Employers would hire migrants again irrespective of whether or not they were migrants themselves.

In most cases, employers were willing to hire migrants in the future – if they had the required skills and were the best person for the job. Of the employers who were willing, more had employed:

- onshore than offshore applicants
- ESANA migrants than Asians
- professionals and trades workers than sales and service workers
- employees in Health and Community Services than in Education, Property and Business Services and Manufacturing.

15.1.4 OCCUPATION

The vast majority of the migrants worked in skilled or qualified occupations as professionals, service and sales workers, trades workers, administrators, managers, technicians and associate professionals.

A high proportion of migrants who were professionals, sales and service workers and trades workers were still in the job. Where the migrant had left, professionals were more likely to have remained in the job longer. Yet, sales and service and trades

workers are more likely to have had prior experience with the same employer than did the professionals.

Professionals were more likely to be women than men, while the opposite was the case with trades workers.

Relatively more trades workers than other occupational groups had replied to an advertisement to secure the job, while few sales and service workers had been found through a recruitment agency.

Professionals were more likely to have got the job because of their work experience overseas, while sales and service and trades workers were more likely to have done so by virtue of having the 'right' attitude.

Relatively more professionals than trades workers had difficulties at work because of problems with the English language and cultural differences, but more trades workers than professionals and sales and service workers had problems because of a lack of New Zealand work experience.

15.1.5 REGIONAL ORIGIN OF THE MIGRANTS

Because of the high proportion of professionals who were from ESANA and the ESANA migrants who were professionals, the results need to be interpreted with caution, as it is difficult to separate the effects of region and occupation.

Half the migrants came from Asia, particularly North Asia, while just over a third came from ESANA. Only a fifth came from the Pacific.

ESANA migrants were more likely to be working in the professions, while Asians were more likely to be in sales and service jobs.

Migrants from ESANA were more likely to be still working in the job than were Asians. Where the migrant had left the job, ESANA migrants were more likely to have remained in the job longer.

North Asians are more likely to have had previous experience with the employer. To get the job, more Asians than ESANA migrants had responded to an ad, while more people from ESANA than Asian migrants had gone through a recruitment agency.

Having the 'right' attitude had helped comparatively more South and South East Asians than ESANA migrants secure the job, while work experience overseas had helped more ESANA and North Asian migrants in this respect. More ESANA than Asian migrants had been hired for having skills and experience unavailable in New Zealand.

Lack of work experience in New Zealand was problematic for more ESANA than Asian migrants (which is also related to the types of employment they did), while the opposite was true of English language problems and understanding New Zealand culture in general.

15.1.6 ONSHORE-OFFSHORE DIFFERENCES

One of the interesting findings of the survey research was that there was not much difference between onshore and offshore applicants overall, including uptake of the job offer. However, where the migrant had left the job, onshore applicants were more likely to have remained in the job longer than offshore applicants. Onshore applicants were more likely to have had previous experience with the employer. Relatively more offshore than onshore applicants had problems with speaking and reading English.

As indicated in the Limitations section, it is not possible to draw any conclusions about the characteristics of offshore applicants from the London branch.

Nearly two-thirds of the non-qualifiers (where the employer contacted had not heard of the migrant) were from onshore, as were the rest of the migrants.

15.2 Summary of the Research – Part B: Analysis of Census data

This section summarises the Census analysis and draws some conclusions.

15.2.1 LABOUR FORCE STATUS

Labour force participation rates and employment rates increased with length of time in New Zealand for both male and female English speaking migrants. Migrants aged between 25 and 44 who had been here for 10 or more years had labour force participation rates and employment rates that were very similar to New Zealand born people. Male migrants aged between 30 and 44 years who had lived here between 5 and 10 years also had labour force participation and employment rates that were similar to New Zealand born males in these age groups.

Males and females from UK/Ireland and South Africa/North America had very good labour force outcomes and had labour force participation rates and employment rates that were similar or higher than the New Zealand born population for all lengths of time here (with the exception of females from South Africa/North America here between 0 and 2 years). Migrants from UK/Ireland and South Africa/North America also had low unemployment rates. Migrants here for 10 or more years from most regions had labour force participation rates and employment rates that were similar to New Zealand born people, although migrants from North East Asia and the Pacific here for more than 10 years did not achieve parity with the New Zealand born population.

Male migrants with vocational qualifications tended to have higher labour force participation rates and employment rates than did males with university qualifications. A high proportion of males from South Africa/North America had vocational qualifications, as did those from the Pacific and UK/Ireland. For females, labour force participation rates and employment rates were similar for those with university and vocational qualifications.

Males and females from South Asia here between 0 and 2 years had the highest unemployment rates despite having the lowest proportion with no or school only

qualifications and the highest proportion with university qualifications. Males and females from North East Asia who had lived here for between 0 and 2 years with both university and vocational qualifications had labour force participation rates that were substantially lower than the New Zealand born population and other migrants here for between 0 and 2 years. Recent female migrants from North East Asia had low unemployment compared to other migrants, although this may be accounted for by the low labour force participation rates of females from this region.

The majority of non-English speaking migrants had no or school only qualifications. Labour force participation rates and employment rates were lower than for English-speaking migrants and were generally lower for migrants who had lived here for less than 2 years. The steady increase in labour force participation and employment rates with length of time in New Zealand that were present for the English speaking migrants was not so obvious for non-English speaking migrants.

15.2.2 INCOME

Migrants generally earned less than the New Zealand born population; and migrant women earned less than migrant men, in line with the New Zealand born population. In general, with increasing age and duration of residence in New Zealand, the earning prospects of both New Zealand born and migrant men and women improved. This was especially so for men and women who were university qualified or were from English speaking regions. By the time a university qualified or English-speaking migrant had been in New Zealand for 10 years, their earning pattern was very similar to, or even better than, that of their New Zealand born counterpart. Migrants from non-English speaking regions took longer to earn higher incomes, and even after 10 years had not quite reached the level of the New Zealand born. Vocationally qualified male migrants earned less than university qualified male migrants did.

Women's earning patterns between the ages of 25 and 44 changed less than men's patterns did. This was the case even with migrant women. Hence, there was less overall difference between New Zealand born and migrant women than between New Zealand born and migrant men.

15.3 Conclusion

The main purpose of the employer survey was to identify and discuss outcomes of the job offer component of the General Skills points system for obtaining residence. This was the first research completed on the job offer component.

Being able to score points for a job offer had enabled skilled, young migrants to secure residence. Many of them had qualifications and/or work experience in New Zealand and were already in New Zealand. This group is therefore likely to be more settled than new migrants coming from offshore. The system had been highly beneficial for employers, allowing many to fill a position which they had trouble filling locally.

Based on the employer survey, it appears that most migrants who had been awarded points for a job offer had taken it up and were still working in it five to seventeen months later. The migrants were mostly skilled and qualified for the positions and had been recruited because a suitable New Zealander could not be found. There was not a lot of difference between onshore and offshore applicants. Most employers were happy with the work performance of the migrants. Nearly all the employers would continue to employ migrants in the future.

From the perspective of employers who had hired migrants, the outcomes were positive for both the employer and the migrant.

The purpose of the Census analysis was to ascertain how migrants with a GSC proxy fared in the labour market and to describe how factors such as age, region of origin, educational qualifications, duration of residence in New Zealand and English language ability impacted on migrant labour market outcomes. Recent GSC principal applicants were required to have at least a vocational or university qualification, and be a 'Modest User' of English at the time of the Census in March 2001. For comparative purposes data on non-English speaking migrants and those with no or school only qualifications was included.

English speaking migrants from UK/Ireland and South Africa/North America had very good labour market outcomes and had overall higher labour force participation rates, employment rates and income than the equivalent New Zealand born population. English speaking migrants from Asia and the Pacific did not do as well. Migrants from North East Asia had low labour force participation rates (particularly females) and did not achieve parity with the equivalent New Zealand born population after 10 years. Migrants from South Asia were highly qualified yet, along with migrants from the Pacific, had high unemployment rates. Migrants from North East Asia and the Pacific usually had the lowest incomes.

Migrants with vocational qualifications tended to have higher labour force participation and employment rates than migrants with university qualifications (particularly for males), although migrants with university qualifications had higher incomes.

Overall, female migrants had lower labour force participation rates and incomes than male migrants. There was less variation among female income than there was among men (migrant females and New Zealand born females had incomes that were more similar to each other than migrant males and New Zealand born males). Both employment rates and income increased for men with increasing age; but dipped for women in their 30s (except for migrants with no or school only qualifications).

In comparison, non-English speaking migrants from all regions did poorly in the labour market and had lower labour force participation and employment rates than English-speaking migrants.

16 APPENDIX A: PART A – SELECTED DATA TABLES

Table 16.1 Comparison of length of time in job by region of origin (percentage of migrants) $n=125$ (Figure 7.2)

Length of time in job	ESANA	Asia	Pacific	Other	Total
Less than 1 month	4	7	14	17	7
1-5 months	29	32	58	17	32
6-12 months	27	39	0	33	32
More than 12 months	36	17	14	17	23
Don't know	4	5	14	17	6
Total %	100	100	100	100	100
Number	45	67	7	6	125

Table 16.2 Comparison of length of time in by occupation (percentage of migrants) $n=125$ (Figure 7.3)

Length of time in job	< 1 month	1-5 months	6-12 months	12 months +	Total*	Number
Professionals	5	23	29	42	100	38
Sales & service	12	39	38	12	100	26
Trades	5	67	17	17	100	21
Legislators & administrators	0	18	36	27	82	11
Technicians & associate professionals	14	43	43	0	100	7
Clerks	17	83	0	0	100	6
Agriculture & fishery	17	50	17	17	100	6
Plant & machine	5	48	19	24	95	21
Elementary	0	14	71	14	100	7
Don't know	0	0	67	0	67	3

*Employers did not know the length of time for a further 18 percent of legislators and administrators, 5 percent of plant and machinery workers and 33 percent of those whose occupations were not known.

Table 16.3 Comparison of occupation by region of origin (percentage of migrants) $n=387$ (Figure 8.1)

Region of origin	ESANA	North Asia	South Asia	SE Asia	Pacific	Other	Total Occupation*
Professionals	49	26	22	34	23	24	34
Sales & service	5	27	26	24	11	6	17
Trades	16	1	6	16	40	49	14
Legislators & administrators	12	17	15	7	8	0	12
Technicians & associate professionals	10	16	9	7	6	6	10
Clerks	1	6	10	6	8	0	5
Agriculture & fishery	5	0	3	0	3	6	3
Plant & machine	4	3	4	10	0	6	3
Elementary	1	0	7	2	8	0	3
Don't know	0	1	2	0	0	0	1
Number	139	76	59	56	39	16	385

* There was no response for 1 professional and 1 agriculture and fishery worker.

Table 16.4 Comparison of occupation by income (in thousands of dollars, percentage of migrants) $n=387$ (Figure 8.3)

Annual gross income	1-10	10-20	20-30	30-40	40-50	50-70	70-100	100-200	Don't know/refused	Total	N
Professionals	2	3	14	27	18	18	4	5	10	100	131
Sales & service	5	10	44	13	5	0	0	0	23	100	61
Trades	0	7	21	32	21	7	0	0	12	100	57
Legislators & administrators	2	7	24	24	11	11	7	2	13	100	46
Technicians & associate professionals	3	8	42	16	8	11	5	3	6	100	38
Clerks	6	28	44	17	0	0	0	0	6	100	18
Agriculture & fishery	0	18	36	36	0	0	0	0	9	100	11
Plant & machine	7	14	36	29	7	0	0	0	7	100	14
Elementary	0	0	43	14	0	0	0	0	43	100	7
Don't know	0	0	75	0	0	0	0	0	25	100	4
Total	3	7	28	24	12	9	3	2	13	100	387

Table 16.5 Comparison of reasons for difficulty finding employees by industry (percentage of employers) $n=265$ (Figure 9.1)

Reason for difficulty	Couldn't find someone with required skills	No one available	Didn't have the right attitude	Other	Don't know	Number
Manufacturing	74	38	15	6	0	34
Property and Business Services	80	30	18	10	0	40
Education	71	32	7	7	0	28
Health & Community Services	68	59	6	9	0	34
Agriculture, Forestry and Fishing	64	9	27	0	9	11
Mining	100	100	0	0	0	1
Electricity, Gas and Water Supply	70	40	0	0	0	10
Construction	80	60	0	0	0	5
Wholesale Trade	60	20	50	20	0	10
Retail Trade	63	26	11	0	0	19
Accommodation, Cafés and Restaurants	79	16	16	5	0	19
Transport & Storage	65	40	10	5	0	20
Communication Services	67	33	33	0	0	3
Finance & Insurance	67	33	0	0	0	3
Government Administration and Defence	100	100	0	0	0	1
Cultural and Recreational Services	42	42	21	16	0	19
Personal and Other Services	71	43	0	14	0	7
No response	100	0	0	0	0	1
Total	69	36	14	7	0	265

Total may exceed 100 percent because of multiple response.

Table 16.6 Comparison of methods of recruitment by region of origin (percentage of migrants) $n=387$ (Figure 9.2)

Method of coming to employer's attention	ESANA	North Asia	South Asia	SE Asia	Pacific	Other	Total method*
Applicant replied to ad in the newspaper, internet, notice board, etc	29	37	32	34	28	44	33
Applicant replied to ad in an industry/trade journal	7	3	0	0	3	0	3
Applicant is a family member	1	1	0	5	0	0	1
Applicant contacted the employer directly via letter, phone, etc	14	16	20	5	26	25	16
Through a recruitment or employment agency	14	5	10	11	8	13	10
Applicant was already working here on a work permit	1	5	2	4	0	0	2
Applicant has worked here in the past	3	0	2	2	5	0	2
Through a friend/ word of mouth	21	28	25	38	31	13	26
Applicant was head hunted	3	5	5	2	3	0	3
Applicant was transferred to NZ by employer	4	1	0	0	5	0	2
Other	8	7	8	7	3	6	7
Don't know	6	1	7	9	3	0	5
Number	139	76	59	56	39	16	385

Total may exceed 100 percent because of multiple response.

*There was no response from a further 2 employers.

Table 16.7 Comparison of successful attributes of migrant by region of origin (percentage of migrants) $n=387$ (Figure 9.4)

Attribute of migrant	ESANA	North Asia	South Asia	SE Asia	Pacific	Other	Total*
Skills and experience not available in NZ	47	26	24	29	36	44	35
Having the right attitude	41	39	68	59	54	38	49
Qualifications and training recognised in NZ	36	20	22	21	38	25	28
Work experience in NZ	6	7	2	5	3	0	5
Work experience overseas	38	38	25	27	36	25	34
Education or training obtained in NZ	3	7	3	2	0	0	3
Applicant was already in NZ	7	4	3	4	5	13	5
English language ability	5	20	8	13	3	0	9
Other	2	0	0	2	0	0	1
Don't know	1	3	3	0	3	0	2
Willing to work for less (money)	3	4	7	2	3	0	3
Skills and experience (in general)	14	12	8	7	18	31	13
Good work ethic	1	1	2	0	0	0	1
Good referees/contacts	1	5	3	2	0	0	2
Other language (non English) skills	1	17	0	11	10	13	7
Familiarity with other cultures	0	4	0	0	3	0	1
Flexibility	1	0	3	0	10	0	2
Number	139	76	59	56	39	16	385

Total may exceed 100 percent because of multiple response.

* There was no response for a further 2 migrants.

Table 16.8 Comparison of reasons for good/ very good performance by region of origin (percentage of migrants) $n=316$ (Figure 10.1)

Reason for good/ very good performance	ESANA	North Asia	South Asia	SE Asia	Pacific	Other	Total*
The applicant was able to share their experience and skills	20	17	9	17	13	29	17
The applicant had skills and experience not available in NZ	26	13	11	13	13	7	17
The applicant performed at a level higher than expected	30	17	23	33	32	21	27
The applicant performed at a superior level compared to others	7	2	13	4	13	14	8
The applicant had no English language problems	4	9	9	0	3	7	5
The applicant had no problems with cultural differences	4	9	9	7	3	0	6
The applicant had transferable skills	10	15	2	9	23	0	10
The applicant had prior work experience in NZ	1	4	0	2	0	0	1
Other	7	11	9	0	6	0	7
Don't know	1	2	2	0	0	0	1
The applicant had the right attitude/was willing to learn	59	56	70	80	61	71	64
Skills and experience (in general)	13	13	11	13	6	7	12
Other language (non English) skills	0	4	0	0	0	0	1
Performed job well	5	9	17	4	3	14	8
Flexible	0	0	0	0	0	7	0
Number	122	54	47	46	31	14	314

Total may exceed 100 percent because of multiple response.

* There was no response for a further 2 migrants.

Table 16.9 Comparison of difficulty by gender (percentage of migrants) $n=93$ (Figure 10.3)

Difficulty	Female	Male	Total*
English language problems	33	29	31
Lack of work experience in NZ	19	29	25
Cultural differences	28	16	20
Lack of experience of NZ workplace culture	22	13	16
Occupational mismatch	14	11	12
Previous training was not relevant to NZ work	8	14	12
Non-transferrable skills	8	5	6
Relationship difficulties	8	2	4
Not doing job well	6	2	3
Difficulties with customers/clients	3	2	2
Other	6	4	5
Don't know	3	5	4
Number	36	56	92

Total may exceed 100 percent because of multiple response.

* The gender of 1 migrant was not known.

Table 16.10 Comparison of difficulty by region of origin (percentage of migrants) *n*=93 (Figure 10.4)

Difficulty	ESANA	North Asia	South Asia	SE Asia	Pacific	Other	Total
English language problems	14	41	47	50	17	0	31
Lack of work experience in NZ	31	18	21	17	33	33	25
Cultural differences	24	29	21	17	8	0	20
Lack of experience of NZ workplace culture	17	29	11	17	8	0	16
Previous training was not relevant to NZ work	14	6	0	17	25	33	12
Occupational mismatch	14	18	16	0	0	33	12
Non-transferrable skills	7	0	0	17	17	0	6
Relationship difficulties	7	6	0	8	0	0	4
Not doing job well	10	0	0	0	0	0	3
Difficulties with customers/clients	0	0	5	0	8	0	2
Other	10	6	0	0	0	0	5
Don't know	3	6	5	0	8	0	4
Number	29	17	19	12	12	3	92

Total may exceed 100 percent because of multiple response.

* There was no response for another 1 migrant.

Table 16.11 Comparison of difficulties in English language by onshore-offshore status (percentage of migrants) *n*=233 onshore, 122 offshore (Figure 10.5)

English language ability	Yes		No		Don't know		Not applicable		Total*	
	On	Off	On	Off	On	Off	On	Off	On	Off
Speaking	12	20	85	77	0	2	3	2	100	100
Writing	5	7	90	88	1	2	4	4	100	100
Reading	3	6	91	88	2	5	4	2	100	100

* The onshore-offshore status of 3 migrants was not known.

Table 16.12 Comparison of difficulties in spoken English by region of origin (percentage of migrants) *n*=358 (Figure 10.6)

Spoken English skills	ESANA	North Asia	South Asia	SE Asia	Pacific	Other	Total*
Yes	4	24	28	20	18	6	15
No	93	69	70	78	82	88	82
Don't know	0	2	2	2	0	0	1
Not applicable	3	5	0	0	0	6	2
Total	100	100	100	100	100	100	100
Number	136	62	57	51	34	16	356

* There was no response for a further 2 migrants.

Table 16.13 Comparison of difficulties in writing English by region of origin (percentage of migrants) *n*=358 (Figure 10.6)

Written English skills	ESANA	North Asia	South Asia	SE Asia	Pacific	Other	Total*
Yes	2	11	7	8	0	13	6
No	96	79	82	90	97	81	89
Don't know	0	2	4	2	0	0	1
Not applicable	2	8	7	0	3	6	4
Total	100	100	100	100	100	100	100
Number	136	62	57	51	34	16	356

* There was no response for a further 2 migrants.

Table 16.14 Comparison of difficulties in reading English by region of origin (percentage of migrants) $n=358$ (Figure 10.6)

Reading English skills	ESANA	North Asia	South Asia	SE Asia	Pacific	Other	Total*
Yes	1	6	5	6	6	6	4
No	95	82	86	92	91	81	90
Don't know	1	3	7	2	0	6	3
Not applicable	2	8	2	0	3	6	3
Total	100	100	100	100	100	100	100
Number	136	62	57	51	34	16	356

* There was no response for a further 2 migrants.

Table 16.15 Comparison of region of origin by occupation (percentage of migrants) $n=387$ (Figure 8.2)

Region of origin	Legislators & administrators	Professionals	Technicians & associate professionals	Clerks	Sales & service	Agriculture & fishery	Trades	Plant & machinery	Elementary workers	Total region*
ESANA	37	51	37	6	11	55	39	29	9	36
North Asia	28	16	32	28	34	0	2	14	9	20
South Asia	20	9	13	33	25	18	5	14	45	15
SE Asia	9	14	11	17	21	0	14	36	9	14
Pacific	7	6	5	17	7	9	26	0	27	10
Other	3	3	3	0	2	9	14	7	0	4
Number	46	130	38	18	61	10	57	14	11	385

* The region of origin of 1 professional and 1 agriculture and fishery worker was not known.

Table 16.16 Comparison of methods of recruitment by occupation (percentage of migrants) $n=387$ (Figure 9.3)

Method of coming to employer's attention	Legislators & administrators	Professionals	Technicians & associate professionals	Clerks	Sales & service	Agriculture & fishery	Trades	Plant & machinery	Elementary workers	Total*
Applicant replied to ad in the newspaper, internet, notice board, etc	35	29	29	22	33	18	51	21	14	33
Applicant replied to ad in an industry/trade journal	2	5	5	0	0	0	4	7	0	3
Applicant is a family member	2	1	0	0	2	9	0	7	0	1
Applicant contacted the employer directly via letter, phone, etc	11	15	16	17	30	9	7	7	14	16
Through a recruitment or employment agency	13	15	13	0	3	0	11	7	14	10
Applicant was already working here on a work permit	2	1	5	0	0	9	2	14	0	2
Applicant has worked here in the past	7	2	0	0	0	0	0	7	14	2
Through a friend/word of mouth	17	21	24	56	26	55	25	36	43	26
Applicant was head hunted	7	4	5	6	0	0	2	7	0	3
Applicant was transferred to NZ by employer	2	3	3	0	0	0	4	0	0	2
Other	11	8	11	0	8	0	4	7	0	7
Don't know	4	8	3	0	7	0	0	14	0	5
Number	46	131	38	18	61	11	57	14	7	383

Total may exceed 100 percent because of multiple response.

*The method was not known for a further 4 migrants.

Table 16.17 Comparison of successful attributes of migrant by occupation (percentage of migrants) *n*=387 (Figure 9.5)

Attribute of migrant	Legislators & administrators	Professionals	Technicians & associate professionals	Clerks	Sales & service	Agriculture & fishery	Trades	Plant & machinery	Elementary workers	Total*
Skills and experience not available in NZ	39	44	37	6	25	9	44	36	0	35
Having the right attitude	48	37	45	72	59	64	53	50	57	49
Qualifications and training recognised in NZ	17	40	29	6	18	9	33	21	0	28
Work experience in NZ	15	6	3	0	0	0	2	0	14	5
Work experience overseas	41	40	42	22	28	18	25	29	0	34
Education or training obtained in NZ	7	4	3	0	2	0	2	7	0	3
Applicant was already in NZ	4	5	11	0	3	9	7	7	14	5
English language ability	13	6	8	11	23	0	2	7	0	9
Other	0	1	0	0	0	9	2	0	14	1
Don't know	0	3	0	0	2	0	2	0	0	2
Willing to work for less (money)	7	3	0	6	5	0	2	0	0	3
Skills and experience (in general)	13	13	24	17	2	18	16	7	14	13
Good work ethic	0	0	0	0	3	0	2	0	0	1
Good referees/contacts	0	2	0	6	7	0	0	0	0	2
Other language (non English) skills	11	5	11	22	8	0	2	7	0	7
Familiarity with other cultures	2	0	0	6	3	0	0	0	0	1
Flexibility	2	2	3	0	2	9	2	0	0	2
Number	46	131	38	18	61	11	57	14	7	383

Total may exceed 100 percent because of multiple response.

*The attributes were not known for a further 4 migrants.

Table 16.18 Comparison of reasons for good/ very good performance by occupation (percentage of migrants) $n=316$ (Figure 10.2)

Reason for good/ very good performance	Legislators & administrators	Professionals	Technicians & associate professionals	Clerks	Sales & service	Agriculture & fishery	Trades	Plant & machinery	Elementary workers	Total*
The applicant was able to share their experience and skills	16	22	16	7	14	13	17	0	33	17
The applicant had skills and experience not available in NZ	19	20	28	0	20	0	15	7	0	17
The applicant performed at a level higher than expected	22	32	31	21	24	13	30	0	33	27
The applicant performed at a superior level compared to others	14	7	9	14	0	0	9	0	17	8
The applicant had no English language problems	8	3	13	0	8	0	4	0	0	5
The applicant had no problems with cultural differences	3	7	6	7	12	0	0	0	17	6
The applicant had transferable skills	14	12	16	0	4	0	15	0	0	10
The applicant had prior work experience in NZ	3	1	3	0	2	0	0	0	0	1
Other	19	6	6	0	4	0	7	7	0	7
Don't know	3	1	0	0	2	0	0	0	0	1
The applicant had the right attitude/was willing to learn	46	62	69	79	67	88	70	64	67	64
Skills and experience (in general)	5	19	16	7	6	13	7	21	0	12
Other language (non English) skills	5	0	0	0	0	0	0	0	0	1
Performed job well	5	8	0	21	8	0	7	14	17	8
Flexible	0	0	0	0	0	0	2	0	0	0
Number	37	107	32	14	49	8	46	14	6	313

Total may exceed 100 percent because of multiple response.

*The reasons were not known for a further 3 migrants.

17 APPENDIX B: PRE-NOTIFICATION LETTERS

10 October 2002

<name>
<address>
<address>
<city>

Dear Sir/Madam

Your opinions are important to us.

As more immigrants come to New Zealand to live and work it becomes more important to establish the employers' perspective on their success in settling in New Zealand. The Department of Labour has therefore decided to survey employers who have made job offers to immigrants to establish how successful they have been in settling into their jobs. The findings will be used to identify ways of improving the settlement of future migrants coming to New Zealand.

Our company, BRC Marketing & Social Research (an independent market research company), has been commissioned to conduct this survey. The survey is, of course, voluntary, and will be conducted in accordance with the Code of Practice of the Market Research Society of New Zealand (MRSNZ) and the Privacy Act of 1993. Your answers will be confidential to BRC and will not be given to the Department of Labour in a way that can identify you as having participated in the survey. The information you provide will not in any way influence your business, your employment of the immigrant or their residence status.

One of our interviewers will call you shortly to ask for your help with this survey and to arrange a suitable time to interview you over the telephone. The interview will take 10 minutes. If you are not the appropriate person to answer the survey questions, please give our interviewer the name of the person who can comment on the selection of the immigrant for the job and how well they have settled into their job.

If you would like further information about the project or have any queries, please feel free to phone in complete confidence Stephen Dunstan at the Department of Labour on (04) 915 4255, or myself at the BRC toll free number 0800 500 168.

Thank you very much for your help.

Yours sincerely

Jane Young
Senior Researcher

XX October 2002

«Salut»
«Company»
«StName»
«Suburb»
«City»

Dear Sir/Madam

Your opinions are important to us.

As more immigrants come to New Zealand to live and work it becomes more important to establish the employers' perspective on their success in settling in New Zealand. The Department of Labour has therefore decided to survey employers who have made job offers to immigrants to establish how successful they have been in settling into their jobs. The findings will be used to identify ways of improving the settlement of future migrants coming to New Zealand.

Our company, BRC Marketing & Social Research (an independent market research company), has been commissioned to conduct this survey. The survey is, of course, voluntary, and will be conducted in accordance with the Code of Practice of the Market Research Society of New Zealand (MRSNZ), and the Privacy Act 1993.

We are aware that some will feel that the information collected is personal information and you should have the consent of the person concerned to giving us this information. This is not the case. You may give us this information and you will not be in breach of the Act. Principle 2 of the Privacy Act (1993) states that "*where personal information is to be collected it should be collected directly from the person concerned. However, compliance with that principle is not necessary if non-compliance would not prejudice the interests of the employees concerned (principle 2c) or the information will not be used in a form in which the individual concerned will be identified (principle 2gi) or it will be used for statistical or research purposes and will not be published in a way that can reasonably be expected to identify the individual concerned (principle 2gii).*" We can assure you that the above is applicable in this situation.

Furthermore, we do not provide personal information to the client and no information that can identify a particular immigrant will be released to the client.

One of our interviewers will call you shortly to ask for your help with this survey and to arrange a suitable time to interview you over the telephone. The interview will take 10 minutes. If you are not the appropriate person to answer the survey questions, please give our interviewer the name of the person who can comment on the selection of the immigrant for the job and how well they have settled into their job or fill in the details of the appropriate person on the attached fax back sheet.

If you would like further information about the project or have any queries, please feel free to phone in complete confidence Stephen Dunstan at the Department of Labour on (04) 915 4255, or myself at the BRC toll free number 0800 500 168.

Thank you very much for your help.

Yours sincerely

Jane Young
Senior Researcher

18 APPENDIX C: CATI (COMPUTER ASSISTED TELEPHONE INTERVIEW) QUESTIONNAIRE

EMPLOYER SURVEY

BRC Marketing & Social Research

October 2002

Good morning/afternoon/evening my name is from BRC. Recently we sent you a letter about some research we are conducting on behalf of the Department of Labour.

Could I please talk to the person who is in charge of employing people?

Recently we sent you a letter about some research we are conducting on behalf of the Department of Labour. Did you receive this letter?

IF THEY HAVE NOT READ THE LETTER: The letter was addressed to the Chief Executive and said that BRC Marketing and Social Research would be calling your organisation to conduct a confidential survey about employers' perspectives on immigrants' success in settling in New Zealand.

Our records show that you have recently offered a job to [applicant name] as part of their residence application. We would like to talk to you, as the employer, about your perspective on hiring the applicant and their experience in the job.

I'm calling to arrange a time to do a 10 minute interview. When would suit, or is now a good time?

IF PERSON NOT AVAILABLE, ASK:

When would be a good time for me to call back to speak to him/her?

RECORD CALLBACK DETAILS, REINTRODUCE YOURSELF AS NECESSARY.

IF NO: When would be a more convenient time? **TAKE NAME AND BEST TIME TO CONTACT; WRITE THAT IN CRS.**

START TIME: _____

As part of our quality improvement process, my Supervisor may listen to this call.

QPRE: According to our information, [name of applicant] was offered a job in your organisation. Is that correct?

- 1..... Yes
- 2..... No ⇒ **Terminate**
- 3..... Don't know ⇒ **Terminate**

Terminate: Thank you very much for your time but we need to talk to employers who have recently offered a job to an immigrant.

1 And has [name of applicant] arrived to take up the job? **PROBE IF YES:** Is the applicant still working there?

PROBE IF NO: Is the applicant due to arrive?

- 1Yes, still working here ⇒ **Q3**
- 2Yes, but has since left ⇒ **Q3**
- 3No, was supposed to but is not going to arrive
- 4No, but is due to arrive ⇒ **Q6**

2 Why is the applicant not going to arrive?

⇒ **Q6**

3 People often get a job on a work permit then apply for a residence permit. Did the applicant work here prior to obtaining residence?

4 **If Q1=2:** How long did the applicant stay in the position?

5 **If Q1=2:** And for what reasons did the applicant leave?

6 **If Q1=1:** What is the applicant's current occupation? **PROBE UNTIL CLEAR**

If Q1=2: What was the applicant's occupation? **PROBE UNTIL CLEAR**

If Q1=3: What was supposed to have been the applicant's intended occupation? **PROBE UNTIL CLEAR**

If Q1=4: What is the applicant's intended occupation? **PROBE UNTIL CLEAR**

7 How many hours per week does/did/would/will the applicant work in this position?

8 What is/was/would have been/will be the annual income before tax of the applicant?

- READ...**
- 1..... \$1,000-10,000
 - 2..... \$10,001-20,000
 - 3..... \$20,001-30,000
 - 4..... \$30,001-40,000
 - 5..... \$40,001-50,000
 - 6..... \$50,001-70,000
 - 7..... \$70,001-100,000
 - 8..... \$100,001-200,000
 - 9..... \$200,001+
 - 10... Don't know

9 **DELETED**

10 How did the applicant come to your attention for this job? **CODE MANY PROBE UNTIL CLEAR**

11 Did you attempt to find a New Zealand resident to fill the position before offering it to the applicant? **IF NEEDED:** Your answers are confidential to BRC and will not be given to the Department of Labour in a way that can identify you.

- 1..... Yes
- 2..... No ⇒**Q14**
- 3..... Don't know ⇒**Q14**

12 Did you find it difficult to fill the position with a New Zealand resident?

- 1..... Yes
- 2..... No ⇒**Q14**
- 3..... Don't know ⇒**Q14**

13 Why do you say that?

14 What would you say are the main attributes of the applicant that made them successful in getting the job?
CODE MANY

Q15-Q22: IF Q1=1 OR Q1=2 ONLY

15 How would you describe the applicant's performance in the job? **READ...**

- 1..... Very Good
- 2..... Good
- 3..... Neither good nor poor ⇒**Q18**
- 4..... Poor ⇒**Q17**
- 5..... Very Poor ⇒**Q17**
- 6..... Don't know ⇒**Q18**

16 For what reasons do you say that? **CODE MANY DO NOT READ**
⇒**Q18**

17 Why do you say that? **CODE MANY DO NOT READ**

18 Has the applicant faced any difficulties in doing the job?

- 1..... Yes
- 2..... No ⇒**Q20**
- 3..... Don't know ⇒**Q20**

19 What are some of the difficulties? **CODE MANY DO NOT READ**

20 Do you think the applicant's performance in the job has been made difficult by their...

20a Written English language skills?

20b Reading English language skills?

20c Spoken English language skills (including accent)?

21 Do you think the applicant had problems fitting into the workplace culture?

- 1..... Yes
- 2..... No ⇒**Q23**
- 3..... Don't know ⇒**Q23**

22 What are some of these problems? **CODE MANY**

23 Would you employ a migrant again?

- 1..... Yes
- 2..... No ⇒**Q25**
- 3..... Don't know ⇒**Q25**

24 Under what circumstances would you employ a migrant again? **CODE MANY**

25 Is your organisation a public or private sector organisation?

26 How many sites does your organisation have in New Zealand?

- 1..... One only ⇒**Q28**
- 2..... More than one (specify **NUM**) _____

27 And how many employees does your organisation employ in total (across all sites)? Please include full time and part time employees and yourself.

28 And how many employees does your organisation employ at this site? Please include full time and part time employees and yourself.

29 What percentage of employees here are migrants at this site?

30 What is the main industrial activity of your organisation?

31 What is/ was/ would have been/ will be the location of the applicant's position:

32 How many years has this business been operating (at this site)?

33 And what is your position?

34 **IF Q25=2 & Q27<3 OR Q28 <3:** Are you an immigrant yourself to New Zealand?

- 1..... Yes
- 2..... No ⇒**Q36**
- 3..... Don't know ⇒**Q36**

35 Where from?

36 Those are all the questions I have. Do you have any other comments you'd like to make about the subject of this interview?

- 1..... Comments (**SPECIFY**)
- 2..... No

37 May I please have your first name in case my supervisor needs to check on the quality of this interview?

RESPONDENT FIRST NAME: _____

38 **CODE RESPONDENT'S SEX – DO NOT READ THIS QUESTION**

- 1.. Male
- 2.. Female

Thank you very much for your help. My name is ??name from BRC Marketing & Social Research. If you have enquiries about this survey, please ring the Project Manager, Jane Young, on our toll-free number: 0800 500 168. (Wellington respondents 499-3088)

19 APPENDIX D: PART A – REGIONAL CLASSIFICATION

Country	Region	Country	Region
Australia	Australia	Yugoslavia, Federal Republic of	ESANA
Norfolk Island	Australia	Cook Islands	Pacific
Australian External Territories	Australia	Fiji	Pacific
Albania	ESANA	French Polynesia	Pacific
Andorra	ESANA	Kiribati	Pacific
Austria	ESANA	Marshall Islands	Pacific
Belarus	ESANA	Micronesia, Federated States of	Pacific
Belgium	ESANA	Nauru	Pacific
Bermuda	ESANA	New Caledonia	Pacific
Bosnia and Herzegovina	ESANA	Northern Mariana Islands	Pacific
Bulgaria	ESANA	Palau	Pacific
Canada	ESANA	Papua New Guinea	Pacific
Croatia	ESANA	Polynesia (excludes Hawaii) (not further defined)	Pacific
Cyprus	ESANA	Samoa	Pacific
Czech Republic	ESANA	Samoa, American	Pacific
Denmark	ESANA	Solomon Islands	Pacific
Eastern Europe (not further defined)	ESANA	Tokelau	Pacific
Estonia	ESANA	Tonga	Pacific
Faeroe Islands	ESANA	Tuvalu	Pacific
Finland	ESANA	Vanuatu	Pacific
France	ESANA	Wallis and Futuna	Pacific
Germany	ESANA	China, People's Republic of	N Asia
Greece	ESANA	Hong Kong	N Asia
Greenland	ESANA	Japan	N Asia
Hungary	ESANA	Korea, Democratic People's Republic of	N Asia
Iceland	ESANA	Korea, Republic of	N Asia
Ireland	ESANA	Macau	N Asia
Italy	ESANA	Mongolia	N Asia
Latvia	ESANA	Taiwan	N Asia
Liechtenstein	ESANA	Bangladesh	S Asia
Lithuania	ESANA	Bhutan	S Asia
Luxembourg	ESANA	India	S Asia
Macedonia	ESANA	Maldives	S Asia
Malta	ESANA	Nepal	S Asia
Moldova	ESANA	Pakistan	S Asia
Netherlands	ESANA	Sri Lanka	S Asia
Norway	ESANA	Brunei Darussalam	SE Asia
Poland	ESANA	Cambodia	SE Asia
Portugal	ESANA	East Timor	SE Asia
Romania	ESANA	Indonesia	SE Asia
Russia	ESANA	Laos	SE Asia
San Marino	ESANA	Malaysia	SE Asia
Slovakia	ESANA	Myanmar	SE Asia
Slovenia	ESANA	Philippines	SE Asia
South Africa	ESANA	Singapore	SE Asia
Spain	ESANA	Thailand	SE Asia
St Pierre and Miquelon	ESANA	Viet Nam	SE Asia
Sweden	ESANA	Afghanistan	Other
Switzerland	ESANA	Algeria	Other
Ukraine	ESANA	Angola	Other
United Kingdom	ESANA	Anguilla	Other
United States of America	ESANA	Antigua and Barbuda	Other
Vatican City State	ESANA	Argentina	Other

Armenia	Other	Kuwait	Other
Azerbaijan	Other	Lebanon	Other
Bahamas	Other	Lesotho	Other
Bahrain	Other	Liberia	Other
Barbados	Other	Libya	Other
Belize	Other	Madagascar	Other
Benin	Other	Malawi	Other
Bolivia	Other	Mali	Other
Botswana	Other	Mauritania	Other
Brazil	Other	Mauritius	Other
Burkina Faso	Other	Mayotte	Other
Burundi	Other	Mexico	Other
Cameroon	Other	Morocco	Other
Cape Verde	Other	Mozambique	Other
Cayman Islands	Other	Namibia	Other
Central African Republic	Other	Nicaragua	Other
Chad	Other	Niger	Other
Chile	Other	Nigeria	Other
Colombia	Other	Oman	Other
Comoros	Other	Panama	Other
Congo	Other	Paraguay	Other
Congo, the Democratic Republic of the	Other	Peru	Other
Costa Rica	Other	Puerto Rico	Other
Côte d'Ivoire	Other	Qatar	Other
Cuba	Other	Reunion	Other
Djibouti	Other	Rwanda	Other
Dominica	Other	Saudi Arabia	Other
Dominican Republic	Other	Senegal	Other
Ecuador	Other	Seychelles	Other
Egypt	Other	Sierra Leone	Other
El Salvador	Other	Somalia	Other
Equatorial Guinea	Other	St Helena	Other
Eritrea	Other	St Kitts and Nevis	Other
Ethiopia	Other	St Lucia	Other
Falkland Islands	Other	St Vincent and the Grenadines	Other
French Guiana	Other	Sudan	Other
Gabon	Other	Suriname	Other
Gambia	Other	Swaziland	Other
Gaza Strip/Palestine/West Bank	Other	Syria	Other
Georgia	Other	Tajikistan	Other
Ghana	Other	Tanzania	Other
Grenada	Other	Togo	Other
Guadeloupe	Other	Trinidad and Tobago	Other
Guatemala	Other	Tunisia	Other
Guinea	Other	Turkey	Other
Guinea-Bissau	Other	Turkmenistan	Other
Guyana	Other	Turks and Caicos Islands	Other
Haiti	Other	Uganda	Other
Honduras	Other	United Arab Emirates	Other
Iran	Other	Uruguay	Other
Iraq	Other	Uzbekistan	Other
Israel	Other	Venezuela	Other
Jamaica	Other	Western Sahara	Other
Jordan	Other	Yemen	Other
Kazakhstan	Other	Yemen	Other
Kenya	Other	Zambia	Other
Kyrgyzstan	Other	Zimbabwe	Other

20 APPENDIX E: PART B – SELECTED DATA TABLES

Table 20.1 Labour force status for English speaking migrants by qualification type and age group

		Males				Females			
		No/School Only Qualifications							
Age		Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
Age 25-29	Migrants	73.2	8.3	81.5	7782	56.0	7.4	63.4	8919
	NZ born	80.7	7.8	88.4	51693	61.2	7.3	68.5	54369
Age 30-34	Migrants	80.9	7.2	88.1	10194	57.9	6.3	64.1	12741
	NZ born	83.0	6.1	89.1	54921	62.9	5.7	68.6	66321
Age 35-39	Migrants	82.4	6.2	88.7	12012	61.7	4.8	66.5	15108
	NZ born	84.0	5.4	89.4	58188	68.7	5.2	73.8	69927
Age 40-44	Migrants	82.2	5.9	88.1	11382	66.6	5.1	71.7	13962
	NZ born	84.9	4.6	89.5	55599	75.5	4.3	79.8	64650
		Vocational Qualifications							
Age		Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
Age 25-29	Migrants	83.3	5.5	88.8	3051	69.9	7.0	76.9	3603
	NZ born	89.1	4.5	93.7	20847	75.2	5.9	81.1	22857
Age 30-34	Migrants	88.9	4.9	93.7	4509	68.7	5.7	74.4	5325
	NZ born	92.1	3.0	95.1	24789	73.0	4.4	77.4	22803
Age 35-39	Migrants	89.2	4.4	93.6	5703	71.1	4.9	76.0	5922
	NZ born	93.2	2.3	95.5	27201	76.9	3.9	80.8	24693
Age 40-44	Migrants	90.1	4.1	94.2	5607	77.5	4.6	82.2	5754
	NZ born	93.4	2.2	95.6	27597	84.1	3.0	87.1	26637
		University Qualifications							
Age		Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
Age 25-29	Migrants	81.4	5.8	87.2	4308	75.3	5.8	81.1	6306
	NZ born	89.1	4.0	93.1	13407	86.7	3.0	89.7	17820
Age 30-34	Migrants	84.3	5.7	90.0	6318	70.5	5.0	75.5	7623
	NZ born	93.1	2.4	95.6	12423	81.7	2.1	83.8	14199
Age 35-39	Migrants	85.9	5.7	91.6	7884	71.8	5.2	77.0	7098
	NZ born	94.6	1.8	96.5	11937	81.2	2.0	83.2	12480
Age 40-44	Migrants	88.1	5.2	93.3	6930	75.5	5.4	81.0	6459
	NZ born	95.5	1.5	97.0	11976	86.9	2.1	89.0	11355

Table 20.2 Labour force status for English speaking migrants by region of origin and duration of residence in NZ

English speaking 25-29 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
NZ born	83.2	6.7	89.9	91026	68.5	74.9	6.4	98718
UK & Ireland								
0 – 2 years	88.2	5.5	93.7	762	85.8	89.4	3.5	1017
2 – 5 years	91.9	4.0	96.0	447	85.1	85.6	0.5	645
5 – 10 years	87.5	4.7	92.2	192	76.5	81.6	5.1	294
10+ years	85.4	6.1	91.5	2121	75.1	80.2	5.1	2118
Total	87.0	5.6	92.6	3522	79.5	83.4	4.0	4074
W & E Europe								
0 – 2 years	64.5	9.7	74.2	279	60.8	68.8	8.0	375
2 – 5 years	82.5	10.5	93.0	171	62.2	70.0	7.8	270
5 – 10 years	75.6	7.3	82.9	123	71.2	80.8	9.6	156
10+ years	86.7	4.4	91.1	405	78.8	80.8	2.0	453
Total	78.2	7.4	85.6	978	68.9	74.9	6.0	1254
S Africa & N America								
0 – 2 years	79.5	6.8	86.4	396	65.7	72.4	6.6	543
2 – 5 years	92.1	3.4	95.5	267	82.2	84.9	2.7	438
5 – 10 years	84.4	3.1	87.5	96	76.6	81.3	4.7	192
10+ years	91.8	0.7	92.5	402	75.6	81.1	5.5	381
Total	87.1	3.6	90.7	1161	74.1	79.2	5.0	1554
N E Asia								
0 – 2 years	28.0	7.5	35.5	642	29.6	37.6	8.0	1014
2 – 5 years	50.5	5.9	56.4	303	47.7	56.0	8.3	648
5 – 10 years	56.1	9.4	65.5	417	59.6	67.4	7.9	534
10+ years	70.2	9.2	79.4	393	65.0	70.8	5.8	360
Total	48.0	8.0	56.1	1755	45.4	53.2	7.7	2556
S E Asia								
0 - 2 years	60.0	7.5	67.5	240	45.8	56.3	10.4	432
2 - 5 years	73.9	7.6	81.5	276	62.0	67.7	5.7	474
5 – 10 years	71.0	9.7	80.6	372	66.9	74.6	7.7	543
10+ years	83.0	7.4	90.4	690	72.7	78.5	5.9	615
Total	75.1	8.0	83.1	1578	63.1	70.3	7.3	2064
S Asia								
0 - 2 years	68.1	9.7	77.9	339	45.2	59.5	14.3	378
2 - 5 years	85.6	5.6	91.1	270	57.3	67.3	10.0	330
5 – 10 years	73.7	2.6	76.3	114	62.7	67.5	4.8	249
10+ years	81.6	7.9	89.5	114	82.1	84.6	2.6	117
Total	76.3	7.2	83.5	837	57.0	66.5	9.5	1074
Pacific Is								
0 - 2 years	67.7	12.3	80.0	390	44.5	57.0	12.5	384
2 - 5 years	77.5	11.3	88.8	720	54.5	66.0	11.5	759
5 – 10 years	80.4	5.0	85.4	657	58.1	66.2	8.1	888
10+ years	79.8	8.7	88.4	1557	61.4	71.7	10.3	1863
Total	78.0	8.9	86.9	3324	57.6	67.9	10.2	3894
Other								
0 - 2 years	72.4	6.8	79.2	576	57.7	65.2	7.5	759
2 - 5 years	76.0	7.8	83.8	501	67.0	71.9	4.9	609
5 – 10 years	73.8	7.8	81.6	309	62.8	69.4	6.6	363
10+ years	85.1	6.9	92.0	1269	72.2	77.5	5.4	1401
Total	79.3	7.1	86.4	2655	66.6	72.5	5.9	3132

English speaking 30-34 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
NZ born	85.8	91.0	5.2	98325	67.0	72.2	5.2	108021
UK & Ireland								
0 – 2 years	89.8	94.1	4.3	912	69.3	73.1	3.9	927
2 – 5 years	94.1	96.0	2.0	1059	77.5	79.3	1.8	1173
5 – 10 years	94.2	95.9	1.7	879	74.2	76.5	2.3	1149
10+ years	89.2	93.5	4.4	4038	71.7	75.0	3.3	4311
Total	90.6	94.3	3.7	6888	72.7	75.7	3.0	7560
W & E Europe								
0 – 2 years	71.3	81.2	9.9	303	45.8	56.8	11.0	354
2 – 5 years	81.7	87.2	5.5	327	71.6	74.8	3.2	465
5 – 10 years	85.6	90.7	5.1	354	72.4	76.7	4.3	489
10+ years	89.3	93.8	4.5	531	71.8	76.3	4.5	531
Total	83.2	89.1	5.9	1515	66.9	72.3	5.4	1839
S Africa & N America								
0 – 2 years	86.7	93.9	7.3	495	63.4	74.3	10.9	549
2 – 5 years	94.7	97.4	2.6	456	76.3	79.1	2.8	633
5 – 10 years	93.8	95.4	1.5	195	72.1	72.9	0.8	387
10+ years	89.6	93.5	3.9	462	68.1	72.4	4.3	555
Total	90.7	95.0	4.3	1608	70.1	75.0	4.9	2124
N E Asia								
0 – 2 years	44.3	57.7	13.4	447	30.8	37.6	6.8	789
2 – 5 years	58.6	70.5	11.9	732	44.2	52.3	8.2	1359
5 – 10 years	73.7	80.9	7.2	456	57.5	64.7	7.2	960
10+ years	86.5	93.8	7.3	288	68.0	70.4	2.4	375
Total	63.0	73.5	10.5	1923	47.4	54.3	7.0	3483
S E Asia								
0 - 2 years	72.6	79.5	6.8	219	45.6	55.1	9.6	408
2 - 5 years	84.7	90.7	5.9	354	65.2	69.5	4.3	561
5 – 10 years	85.3	89.3	4.0	225	60.5	67.2	6.8	531
10+ years	88.1	91.7	3.6	579	66.3	72.2	5.9	765
Total	84.3	89.1	4.8	1377	60.9	67.3	6.4	2265
S Asia								
0 - 2 years	78.5	93.1	14.6	432	40.2	61.4	21.2	396
2 - 5 years	79.7	85.5	5.8	414	52.3	62.5	10.2	384
5 – 10 years	86.4	90.9	4.5	264	67.0	71.7	4.7	318
10+ years	79.5	88.4	8.9	336	74.2	78.7	4.5	267
Total	80.5	89.4	8.9	1446	56.5	67.5	11.0	1365
Pacific Is								
0 - 2 years	65.3	78.0	12.7	354	45.5	54.5	8.9	336
2 - 5 years	80.4	85.3	4.9	612	51.0	63.5	12.5	576
5 – 10 years	84.4	91.9	7.5	480	58.1	67.2	9.1	558
10+ years	81.0	89.8	8.8	2490	59.0	68.2	9.2	3321
Total	79.9	88.3	8.4	3936	57.0	66.6	9.6	4791
Other								
0 - 2 years	74.6	85.2	10.5	627	52.9	61.0	8.1	630
2 - 5 years	76.8	88.0	11.2	723	63.1	69.3	6.1	732
5 – 10 years	83.2	90.2	7.1	552	64.6	68.2	3.6	669
10+ years	85.7	90.7	5.0	1326	70.5	74.5	4.0	1485
Total	81.1	88.9	7.8	3228	64.7	69.8	5.1	3516

English speaking 35-39 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
NZ born	87.0	4.3	91.3	103929	71.3	4.7	76.1	112224
UK & Ireland								
0 – 2 years	87.6	5.1	92.7	702	59.3	6.5	65.9	642
2 – 5 years	94.6	2.0	96.6	1053	75.6	1.2	76.8	996
5 – 10 years	93.4	2.4	95.8	1368	73.8	3.4	77.2	1341
10+ years	89.9	3.5	93.4	5931	74.9	2.9	77.8	6312
Total	90.8	3.3	94.1	9054	73.7	3.1	76.8	9291
W & E Europe								
0 – 2 years	71.1	10.5	81.6	228	47.8	9.8	57.6	276
2 – 5 years	84.5	5.2	89.7	348	64.7	8.6	73.4	417
5 – 10 years	94.0	1.8	95.8	504	70.8	5.6	76.4	648
10+ years	88.8	5.2	94.0	753	73.1	3.3	76.4	813
Total	87.2	4.9	92.1	1833	67.5	5.8	73.4	2154
S Africa & N America								
0 – 2 years	87.0	7.1	94.1	507	57.2	9.3	66.5	582
2 – 5 years	93.5	3.4	97.0	696	79.7	3.3	83.0	828
5 – 10 years	94.3	2.9	97.1	315	76.9	1.3	78.2	468
10+ years	91.1	2.4	93.5	507	76.2	0.8	77.0	744
Total	91.4	4.0	95.4	2025	73.2	3.5	76.8	2622
N E Asia								
0 – 2 years	48.4	15.6	64.1	384	25.7	7.4	33.1	525
2 – 5 years	62.7	14.0	76.6	1053	43.9	8.4	52.3	1251
5 – 10 years	77.3	8.7	86.0	1071	55.7	6.5	62.2	1389
10+ years	87.8	2.7	90.4	564	67.2	3.0	70.3	696
Total	70.6	10.3	80.9	3072	49.9	6.6	56.5	3861
S E Asia								
0 - 2 years	68.7	10.4	79.1	201	47.1	8.3	55.4	363
2 - 5 years	84.4	5.6	90.0	270	58.1	4.8	62.9	501
5 – 10 years	86.5	1.4	87.8	222	64.8	2.2	67.0	537
10+ years	90.5	3.0	93.6	984	70.9	4.3	75.3	1518
Total	86.4	4.1	90.5	1677	64.6	4.5	69.2	2919
S Asia								
0 - 2 years	68.1	20.0	88.1	405	45.5	19.5	65.0	369
2 - 5 years	77.9	13.2	91.2	408	64.9	9.0	73.9	402
5 – 10 years	85.5	7.3	92.7	330	63.9	7.2	71.1	291
10+ years	87.6	5.9	93.5	555	72.3	3.5	75.9	423
Total	80.2	11.3	91.5	1698	62.0	9.7	71.7	1485
Pacific Is								
0 - 2 years	62.0	15.2	77.2	276	50.5	12.9	63.4	279
2 - 5 years	77.9	6.0	83.9	447	60.9	7.7	68.6	468
5 – 10 years	80.2	6.6	86.8	318	61.0	4.1	65.0	369
10+ years	81.6	6.7	88.3	3141	63.4	6.6	70.0	3492
Total	79.8	7.2	86.9	4182	62.2	6.9	69.1	4608
Other								
0 - 2 years	70.7	10.9	81.6	441	44.6	12.5	57.1	504
2 - 5 years	80.4	8.4	88.8	642	55.5	9.0	64.5	633
5 – 10 years	83.6	7.4	91.0	732	62.6	4.9	67.5	729
10+ years	85.9	4.4	90.3	1422	73.3	2.6	75.9	1707
Total	82.2	6.8	89.0	3237	63.9	5.6	69.5	3573

English speaking 40-44 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
NZ born	88.0	3.7	91.7	102072	78.3	82.2	3.9	108090
UK & Ireland								
0 - 2 years	76.6	7.0	83.5	474	61.2	69.4	8.3	363
2 - 5 years	94.3	2.8	97.2	741	79.9	82.8	2.9	627
5 – 10 years	93.2	2.0	95.2	1053	78.5	81.7	3.1	867
10+ years	90.8	3.3	94.1	6348	81.4	84.1	2.8	6501
Total	90.6	3.3	93.9	8616	80.1	83.1	3.1	8358
W & E Europe								
0 - 2 years	70.2	8.8	78.9	171	44.4	55.6	11.1	162
2 - 5 years	83.5	7.2	90.7	291	69.5	78.9	9.5	285
5 – 10 years	91.4	3.7	95.1	486	77.9	82.2	4.3	489
10+ years	91.0	2.2	93.3	1203	77.2	80.6	3.5	1209
Total	88.4	3.8	92.2	2151	73.8	78.9	5.0	2145
S Africa & N America								
0 - 2 years	85.8	7.1	92.9	465	61.2	69.1	7.9	417
2 - 5 years	95.0	1.4	96.4	666	83.5	85.6	2.1	729
5 – 10 years	94.4	0.7	95.1	432	79.5	81.6	2.2	555
10+ years	89.7	2.0	91.7	756	75.7	79.9	4.3	912
Total	91.3	2.6	93.9	2319	76.3	80.1	3.8	2613
N E Asia								
0 - 2 years	42.2	12.0	54.2	249	25.0	29.2	4.2	288
2 - 5 years	59.4	14.0	73.4	621	36.1	43.1	7.0	897
5 – 10 years	75.3	8.0	83.3	789	47.9	53.7	5.8	1191
10+ years	86.8	3.7	90.5	567	69.0	74.1	5.0	717
Total	70.1	9.0	79.1	2226	47.2	53.1	5.8	3093
S E Asia								
0 - 2 years	64.8	13.0	77.8	162	47.2	56.9	9.7	216
2 - 5 years	82.6	5.8	88.4	207	61.2	68.6	7.4	363
5 – 10 years	84.1	3.2	87.3	189	66.7	73.3	6.7	450
10+ years	86.4	4.5	91.0	1062	75.9	80.2	4.3	1743
Total	83.5	5.4	88.9	1620	70.2	75.8	5.5	2772
S Asia								
0 - 2 years	72.3	17.8	90.1	303	54.5	76.1	21.6	264
2 - 5 years	80.7	11.4	92.1	342	65.5	81.9	16.4	348
5 – 10 years	85.2	6.8	92.0	264	77.5	85.0	7.5	240
10+ years	88.0	3.0	91.0	600	76.1	81.9	5.8	465
Total	82.7	8.5	91.3	1509	69.2	81.3	12.1	1317
Pacific Is								
0 - 2 years	61.1	25.0	86.1	216	46.3	62.5	16.3	240
2 - 5 years	79.1	8.1	87.2	258	66.3	71.7	5.4	276
5 – 10 years	77.5	8.5	85.9	213	62.2	72.0	9.8	246
10+ years	79.6	7.2	86.8	2925	68.3	75.3	7.0	3219
Total	78.3	8.4	86.7	3612	66.5	74.1	7.6	3981
Other								
0 - 2 years	77.0	9.5	86.5	378	38.7	54.6	16.0	357
2 - 5 years	78.3	7.8	86.1	498	63.7	71.9	8.2	438
5 – 10 years	81.9	9.0	91.0	564	67.3	75.2	7.9	495
10+ years	87.7	5.3	92.9	1653	77.5	80.0	2.5	2028
Total	83.8	6.9	90.7	3093	70.0	75.5	5.5	3318

Table 20.3 Labour force status for English speaking migrants with university qualifications by duration of residence in New Zealand and qualification type

University qualified 25-29 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
UK & Ireland								
0 – 2 years	88.5	5.4	93.8	390	89.5	3.5	93.0	600
2 – 5 years	94.1	3.9	98.0	153	92.3	0.0	92.3	312
5 – 10 years	93.8	0.0	93.8	48	85.2	3.7	88.9	81
10+ years	87.2	4.7	91.9	516	86.9	4.0	91.0	597
Total	88.9	4.6	93.5	1107	88.9	3.0	91.9	1590
W & E Europe								
0 - 2 years	77.4	6.5	83.9	93	70.5	6.8	77.3	132
2 - 5 years	90.0	10.0	100.0	60	72.7	6.1	78.8	99
5 – 10 years	83.3	8.3	91.7	36	80.0	6.7	86.7	45
10+ years	90.2	2.4	92.7	123	86.3	2.0	88.2	153
Total	85.6	5.8	91.3	312	77.6	4.9	82.5	429
S Africa & N America								
0 – 2 years	76.9	2.6	79.5	117	76.4	5.6	81.9	216
2 – 5 years	87.9	3.0	90.9	99	85.0	1.7	86.7	180
5 – 10 years	84.6	0.0	84.6	39	77.8	3.7	81.5	81
10+ years	90.2	0.0	90.2	153	80.8	5.8	86.5	156
Total	85.3	1.5	86.8	408	80.1	4.3	84.4	633
N E Asia								
0 - 2 years	26.9	11.5	38.5	156	27.7	7.4	35.1	282
2 - 5 years	58.6	10.3	69.0	87	56.5	9.7	66.1	186
5 - 10 years	58.1	14.0	72.1	129	73.9	8.7	82.6	207
10+ years	77.4	4.8	82.3	186	78.5	4.6	83.1	195
Total	55.9	9.7	65.6	558	56.2	7.6	63.8	870
S E Asia								
0 - 2 years	60.5	7.9	68.4	114	51.5	10.3	61.8	204
2 - 5 years	83.9	9.7	93.5	93	76.7	6.7	83.3	180
5 – 10 years	86.5	3.8	90.4	156	75.6	9.0	84.6	234
10+ years	88.0	5.3	93.3	225	85.0	3.8	88.8	240
Total	81.6	6.1	87.8	588	72.7	7.3	80.1	858
S Asia								
0 – 2 years	67.3	12.7	80.0	165	44.4	17.3	61.7	243
2 – 5 years	88.5	7.7	96.2	78	59.6	7.7	67.3	156
5 – 10 years	77.8	11.1	88.9	27	73.7	5.3	78.9	57
10+ years	94.1	0.0	94.1	51	87.5	6.3	93.8	48
Total	77.6	9.3	86.9	321	56.5	11.9	68.5	504
Pacific Is								
0 – 2 years	61.1	22.2	83.3	54	50.0	22.2	72.2	54
2 – 5 years	75.0	12.5	87.5	24	66.7	14.3	81.0	63
5 – 10 years	89.5	0.0	89.5	57	78.3	4.3	82.6	69
10+ years	86.5	5.4	91.9	222	83.3	4.8	88.1	252
Total	82.4	7.6	89.9	357	76.0	8.2	84.2	438
Other								
0 - 2 years	77.2	7.0	84.2	171	62.4	7.5	69.9	279
2 - 5 years	88.6	2.9	91.4	105	83.9	3.2	87.1	186
5 - 10 years	81.0	0.0	81.0	63	77.4	6.5	83.9	93
10+ years	93.4	3.8	97.2	318	85.2	2.8	88.0	426
Total	87.2	4.1	91.3	657	77.7	4.6	82.3	984
NZ Born	89.1	4.0	93.1	13407	86.7	3.0	89.7	17820

University qualified 30-34 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
UK & Ireland								
0 - 2 years	90.6	4.3	95.0	417	78.0	3.1	81.1	381
2 - 5 years	98.5	0.0	98.5	411	83.4	1.3	84.8	453
5 - 10 years	96.6	0.0	96.6	261	80.2	0.8	81.0	363
10+ years	92.7	2.3	95.0	780	81.5	0.7	82.3	813
Total	94.1	1.9	96.0	1869	81.0	1.3	82.4	2010
W & E Europe								
0 - 2 years	81.4	7.0	88.4	129	59.5	11.9	71.4	126
2 - 5 years	85.0	7.5	92.5	120	79.7	1.7	81.4	177
5 - 10 years	90.2	2.4	92.7	123	77.1	4.3	81.4	210
10+ years	89.5	2.6	92.1	114	78.6	2.4	81.0	126
Total	86.4	4.9	91.4	486	74.6	4.7	79.3	639
S Africa & N America								
0 - 2 years	82.5	11.1	93.7	189	67.6	10.8	78.4	222
2 - 5 years	95.1	1.6	96.7	183	80.5	1.1	81.6	261
5 - 10 years	91.4	2.9	94.3	105	75.7	1.4	77.1	210
10+ years	94.4	1.9	96.3	162	76.7	3.3	80.0	180
Total	90.6	4.7	95.3	639	75.3	4.1	79.4	873
N E Asia								
0 - 2 years	40.0	12.9	52.9	210	34.6	8.7	43.3	312
2 - 5 years	56.3	13.3	69.6	405	49.7	9.0	58.7	567
5 - 10 years	78.1	5.5	83.6	219	64.1	8.5	72.6	351
10+ years	86.7	3.3	90.0	90	73.7	5.3	78.9	114
Total	60.7	10.4	71.1	924	52.0	8.5	60.5	1344
S E Asia								
0 - 2 years	71.4	8.6	80.0	105	56.6	7.5	64.2	159
2 - 5 years	86.0	8.0	94.0	150	76.9	3.8	80.8	234
5 - 10 years	100.0	0.0	100.0	72	72.2	3.7	75.9	162
10+ years	88.1	4.8	92.9	126	79.7	3.1	82.8	192
Total	85.4	6.0	91.4	453	72.3	4.4	76.7	747
S Asia								
0 - 2 years	74.2	20.2	94.4	267	44.0	22.0	65.9	273
2 - 5 years	82.5	6.3	88.8	240	59.0	9.0	67.9	234
5 - 10 years	82.2	8.9	91.1	135	69.2	5.8	75.0	156
10+ years	88.0	0.0	88.0	75	80.8	7.7	88.5	78
Total	79.9	11.3	91.2	717	57.9	13.0	70.9	741
Pacific Is								
0 - 2 years	58.8	11.8	70.6	51	38.5	15.4	53.8	39
2 - 5 years	92.3	0.0	92.3	39	87.5	0.0	87.5	24
5 - 10 years	100.0	0.0	100.0	36	100.0	0.0	100.0	27
10+ years	91.5	2.8	94.4	213	71.6	3.0	74.6	201
Total	87.6	3.5	91.2	339	71.1	4.1	75.3	291
Other								
0 - 2 years	80.6	8.3	88.9	216	61.4	4.3	65.7	210
2 - 5 years	80.8	6.4	87.2	234	72.3	6.0	78.3	249
5 - 10 years	86.3	3.9	90.2	153	76.6	1.6	78.1	192
10+ years	89.6	4.2	93.8	288	85.3	1.8	87.2	327
Total	84.5	5.7	90.2	891	75.2	3.4	78.5	978
NZ Born	93.1	2.4	95.6	12423	81.7	2.1	83.8	14199

University qualified 35-39 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
UK & Ireland								
0 - 2 years	89.2	6.0	95.2	249	66.7	9.1	75.8	198
2 - 5 years	95.3	0.8	96.1	384	79.8	1.0	80.8	312
5 - 10 years	96.3	1.3	97.5	480	77.0	4.1	81.1	444
10+ years	96.6	0.8	97.5	1065	82.6	1.7	84.3	1086
Total	95.5	1.5	97.0	2178	79.4	2.8	82.2	2040
W & E Europe								
0 - 2 years	78.6	7.1	85.7	84	54.8	9.7	64.5	93
2 - 5 years	93.0	0.0	93.0	129	68.1	8.5	76.6	141
5 - 10 years	93.4	2.6	96.1	228	81.2	4.7	85.9	255
10+ years	93.6	0.0	93.6	141	78.8	1.9	80.8	156
Total	91.2	2.1	93.3	582	74.0	5.6	79.5	645
S Africa & N America								
0 - 2 years	90.0	6.7	96.7	180	65.7	6.0	71.6	201
2 - 5 years	95.0	2.0	97.0	300	84.7	1.7	86.4	354
5 - 10 years	93.5	3.2	96.8	186	81.0	0.0	81.0	237
10+ years	95.0	0.0	95.0	180	79.6	1.0	80.6	294
Total	93.6	2.8	96.5	846	79.0	1.9	80.9	1086
N E Asia								
0 - 2 years	47.5	19.7	67.2	183	30.4	8.9	39.3	168
2 - 5 years	61.7	14.4	76.1	603	48.5	11.7	60.2	513
5 - 10 years	78.2	7.3	85.5	579	61.5	8.9	70.4	507
10+ years	91.5	2.1	93.6	141	72.7	2.3	75.0	132
Total	69.1	11.2	80.3	1506	53.6	9.3	63.0	1320
S E Asia								
0 - 2 years	64.9	13.5	78.4	111	51.0	6.1	57.1	147
2 - 5 years	81.6	5.3	86.8	114	69.6	4.3	73.9	207
5 - 10 years	92.3	3.8	96.2	78	79.2	1.9	81.1	159
10+ years	96.8	1.1	97.8	279	81.5	2.6	84.1	453
Total	87.1	4.6	91.8	582	73.9	3.4	77.3	966
S Asia								
0 - 2 years	69.3	20.5	89.8	264	49.3	21.3	70.7	225
2 - 5 years	76.6	14.9	91.5	282	63.4	11.0	74.4	246
5 - 10 years	83.8	8.1	91.9	222	76.4	5.5	81.8	165
10+ years	96.7	3.3	100.0	180	80.0	5.7	85.7	105
Total	80.1	12.7	92.7	948	64.4	12.1	76.5	741
Pacific Is								
0 - 2 years	42.9	14.3	57.1	42	77.8	11.1	88.9	27
2 - 5 years	90.9	0.0	90.9	33	72.7	0.0	72.7	33
5 - 10 years	90.0	10.0	100.0	30	80.0	0.0	80.0	30
10+ years	94.9	1.3	96.2	234	81.4	2.9	84.3	210
Total	87.6	3.5	91.2	339	80.0	3.0	83.0	300
Other								
0 - 2 years	75.0	11.4	86.4	132	52.7	10.9	63.6	165
2 - 5 years	83.3	6.4	89.7	234	63.4	11.3	74.6	213
5 - 10 years	86.2	6.9	93.1	261	64.7	3.5	68.2	255
10+ years	90.2	2.2	92.4	276	79.8	3.5	83.3	342
Total	85.0	6.0	91.0	903	67.7	6.5	74.2	975
NZ Born								
	94.6	1.8	96.5	11937	81.2	2.0	83.2	12480

University qualified 40-44 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
UK & Ireland								
0 - 2 years	80.4	2.0	82.4	153	71.4	8.6	80.0	105
2 - 5 years	94.0	3.6	97.6	252	85.5	0.0	85.5	186
5 - 10 years	94.1	1.7	95.8	357	84.9	2.3	87.2	258
10+ years	96.1	1.7	97.8	1242	85.6	2.1	87.8	1128
Total	94.3	1.9	96.3	2004	84.6	2.3	86.9	1677
W & E Europe								
0 - 2 years	83.3	5.6	88.9	54	43.8	12.5	56.3	48
2 - 5 years	85.3	8.8	94.1	102	76.7	6.7	83.3	90
5 - 10 years	92.6	2.9	95.6	204	88.5	3.3	91.8	183
10+ years	95.6	1.5	97.1	204	83.5	1.3	84.8	237
Total	91.5	3.7	95.2	564	80.6	3.8	84.4	558
S Africa & N America								
0 - 2 years	80.4	10.7	91.1	168	65.2	4.3	69.6	138
2 - 5 years	93.7	0.0	93.7	285	84.7	2.0	86.7	294
5 - 10 years	95.5	0.0	95.5	264	82.2	3.3	85.6	270
10+ years	94.6	2.2	96.7	276	78.9	3.3	82.1	369
Total	92.1	2.4	94.6	993	79.6	3.1	82.6	1071
N E Asia								
0 - 2 years	56.7	16.7	73.3	90	31.6	0.0	31.6	57
2 - 5 years	52.3	16.3	68.6	258	38.4	9.6	47.9	219
5 - 10 years	79.3	7.6	87.0	276	51.5	10.3	61.9	291
10+ years	84.1	6.8	90.9	132	73.1	7.7	80.8	156
Total	68.3	11.5	79.8	756	50.6	8.7	59.3	723
S E Asia								
0 - 2 years	71.4	19.0	90.5	63	46.4	21.4	67.9	84
2 - 5 years	92.3	3.8	96.2	78	63.6	9.1	72.7	132
5 - 10 years	100.0	0.0	100.0	78	70.7	7.3	78.0	123
10+ years	92.4	2.9	95.2	315	78.7	5.3	84.0	450
Total	91.0	4.5	95.5	534	71.5	8.0	79.5	789
S Asia								
0 - 2 years	71.2	19.7	90.9	198	57.7	19.2	76.9	156
2 - 5 years	77.8	13.9	91.7	216	71.4	12.9	84.3	210
5 - 10 years	82.5	7.9	90.5	189	82.5	5.0	87.5	120
10+ years	96.7	1.6	98.4	183	83.7	4.7	88.4	129
Total	81.7	11.1	92.7	786	72.7	11.2	83.9	615
Pacific Is								
0 - 2 years	50.0	41.7	91.7	36	50.0	30.0	80.0	30
2 - 5 years	92.3	0.0	92.3	39	90.9	0.0	90.9	33
5 - 10 years	100.0	0.0	100.0	9	100.0	0.0	100.0	9
10+ years	90.9	1.3	92.2	231	88.7	1.6	90.3	186
Total	86.7	5.7	92.4	315	84.9	4.7	89.5	258
Other								
0 - 2 years	86.8	7.5	94.3	159	52.9	17.6	70.6	102
2 - 5 years	81.7	9.9	91.5	213	60.9	13.0	73.9	138
5 - 10 years	86.8	5.3	92.1	228	74.0	8.0	82.0	150
10+ years	95.2	3.2	98.4	378	82.5	0.8	83.3	378
Total	89.0	5.8	94.8	978	73.0	6.6	79.7	768
NZ Born	95.5	1.5	97.0	11976	86.9	2.1	89.0	11355

Table 20.4 Labour force status for English speaking migrants with vocational qualifications by duration of residence in New Zealand and qualification type

Vocationally qualified 25-29 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
U K & Ireland								
0 - 2 years	94.5	3.6	98.2	165	85.5	1.4	87.0	207
2 - 5 years	97.4	0.0	97.4	117	85.4	0.0	85.4	144
5 - 10 years	78.9	5.3	84.2	57	84.0	4.0	88.0	75
10+ years	89.1	5.7	94.9	525	77.3	4.7	82.0	516
Total	90.6	4.5	95.1	864	80.9	3.2	84.1	942
W & E Europe								
0 - 2 years	63.6	18.2	81.8	33	80.0	0.0	80.0	60
2 - 5 years	92.3	7.7	100.0	39	60.0	15.0	75.0	60
5 - 10 years	80.0	0.0	80.0	15	75.0	8.3	83.3	36
10+ years	89.5	2.6	92.1	114	81.1	2.7	83.8	111
Total	85.1	6.0	91.0	201	75.3	5.6	80.9	267
S Africa & N America								
0 - 2 years	85.7	8.6	94.3	105	73.5	5.9	79.4	102
2 - 5 years	100.0	0.0	100.0	72	86.1	2.8	88.9	108
5 - 10 years	87.5	0.0	87.5	24	71.4	7.1	78.6	42
10+ years	90.0	0.0	90.0	90	75.0	8.3	83.3	72
Total	90.7	3.1	93.8	291	77.8	5.6	83.3	324
N E Asia								
0 - 2 years	23.1	11.5	34.6	78	29.4	13.7	43.1	153
2 - 5 years	40.0	6.7	46.7	45	40.5	8.1	48.6	111
5 - 10 years	69.2	7.7	76.9	39	52.0	12.0	64.0	75
10+ years	69.2	15.4	84.6	39	56.3	12.5	68.8	48
Total	44.8	10.4	55.2	201	40.3	11.6	51.9	387
S E Asia								
0 - 2 years	55.6	11.1	66.7	27	53.3	6.7	60.0	45
2 - 5 years	50.0	16.7	66.7	36	33.3	11.1	44.4	27
5 - 10 years	71.4	14.3	85.7	42	46.2	7.7	53.8	39
10+ years	85.7	9.5	95.2	126	76.7	7.0	83.7	129
Total	74.0	11.7	85.7	231	62.5	7.5	70.0	240
S Asia								
0 - 2 years	78.6	0.0	78.6	42	30.0	10.0	40.0	30
2 - 5 years	93.3	0.0	93.3	45	64.3	21.4	85.7	42
5 - 10 years	57.1	0.0	57.1	21	50.0	0.0	50.0	12
10+ years	66.7	33.3	100.0	9	66.7	0.0	66.7	9
Total	79.5	2.6	82.1	117	51.6	12.9	64.5	93
Pacific Is								
0 - 2 years	75.0	8.3	83.3	72	60.0	11.4	71.4	105
2 - 5 years	79.4	11.8	91.2	102	65.9	11.4	77.3	132
5 - 10 years	77.8	0.0	77.8	108	67.3	11.5	78.8	156
10+ years	90.7	4.0	94.7	225	68.8	10.7	79.5	336
Total	83.4	5.3	88.8	507	66.7	11.1	77.8	729
Other								
0 - 2 years	83.8	5.4	89.2	111	68.1	6.4	74.5	141
2 - 5 years	77.1	8.6	85.7	105	83.9	3.2	87.1	93
5 - 10 years	88.2	0.0	88.2	51	78.3	4.3	82.6	69
10+ years	89.9	5.1	94.9	297	74.5	5.7	80.2	318
Total	86.2	5.3	91.5	564	74.9	5.3	80.2	621
NZ Born	89.1	4.5	93.7	20847	75.2	5.9	81.1	22857

Vocationally qualified 30-34 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
U K & Ireland								
0 – 2 years	96.8	1.6	98.4	189	71.3	3.8	75.0	240
2 - 5 years	94.5	2.2	96.7	273	81.0	1.7	82.6	363
5 – 10 years	97.6	1.2	98.8	249	72.4	2.9	75.2	315
10+ years	93.0	4.2	97.3	1206	73.7	3.4	77.1	1062
Total	94.2	3.3	97.5	1917	74.5	3.0	77.6	1980
W & E Europe								
0 - 2 years	41.2	29.4	70.6	51	45.0	15.0	60.0	60
2 - 5 years	87.5	4.2	91.7	72	69.4	2.8	72.2	108
5 – 10 years	86.4	9.1	95.5	66	64.7	5.9	70.6	102
10+ years	88.9	1.9	90.7	162	78.8	1.9	80.8	156
Total	81.2	7.7	88.9	351	68.3	4.9	73.2	426
S Africa & N America								
0 - 2 years	90.5	4.8	95.2	126	70.5	13.6	84.1	132
2 - 5 years	94.3	3.8	98.1	159	82.7	1.9	84.6	156
5 – 10 years	100.0	0.0	100.0	33	72.7	0.0	72.7	66
10+ years	92.3	5.1	97.4	117	72.3	4.3	76.6	141
Total	93.1	4.1	97.2	435	75.2	5.5	80.6	495
N E Asia								
0 - 2 years	54.5	18.2	72.7	33	25.0	4.2	29.2	72
2 - 5 years	52.2	13.0	65.2	69	42.3	12.8	55.1	234
5 – 10 years	78.6	7.1	85.7	42	61.5	3.8	65.4	156
10+ years	80.0	13.3	93.3	45	76.9	0.0	76.9	39
Total	65.1	12.7	77.8	189	48.5	7.8	56.3	501
S E Asia								
0 - 2 years	100.0	0.0	100.0	24	30.8	15.4	46.2	39
2 - 5 years	75.0	0.0	75.0	24	54.5	9.1	63.6	66
5 – 10 years	100.0	0.0	100.0	15	68.4	10.5	78.9	57
10+ years	97.0	0.0	97.0	99	68.4	10.5	78.9	114
Total	94.4	0.0	94.4	162	59.8	10.9	70.7	276
S Asia								
0 - 2 years	100.0	0.0	100.0	45	53.8	23.1	76.9	39
2 - 5 years	86.7	0.0	86.7	45	60.0	6.7	66.7	45
5 – 10 years	100.0	0.0	100.0	27	66.7	8.3	75.0	36
10+ years	81.8	9.1	90.9	33	72.7	0.0	72.7	33
Total	92.0	2.0	94.0	150	62.7	9.8	72.5	153
Pacific Is								
0 - 2 years	69.2	11.5	80.8	78	64.7	8.8	73.5	102
2 - 5 years	78.0	2.4	80.5	123	70.5	9.1	79.5	132
5 – 10 years	88.9	3.7	92.6	81	66.7	10.0	76.7	90
10+ years	85.8	7.1	92.9	339	66.7	10.4	77.1	432
Total	82.6	6.3	88.9	621	67.1	9.9	77.0	756
Other								
0 - 2 years	76.2	11.9	88.1	126	62.2	8.9	71.1	135
2 - 5 years	82.2	8.9	91.1	135	64.4	6.7	71.1	135
5 – 10 years	89.5	2.6	92.1	114	66.7	6.7	73.3	135
10+ years	89.3	4.9	94.2	309	73.9	2.7	76.6	333
Total	85.5	6.6	92.1	684	68.7	5.3	74.0	738
NZ Born								
	92.1	3.0	95.1	24789	73.0	4.4	77.4	22803

Vocationally qualified 35-39 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
U K & Ireland								
0 - 2 years	87.0	5.8	92.8	207	62.7	6.0	68.7	201
2 - 5 years	96.7	2.2	98.9	270	76.1	2.2	78.3	276
5 - 10 years	93.9	1.7	95.7	345	75.7	2.6	78.3	345
10+ years	93.2	2.3	95.5	1809	78.3	2.6	80.8	1644
Total	93.2	2.5	95.7	2631	76.4	2.8	79.2	2466
W & E Europe								
0 - 2 years	66.7	16.7	83.3	36	57.1	7.1	64.3	42
2 - 5 years	80.0	12.0	92.0	75	68.8	12.5	81.3	96
5 - 10 years	96.2	0.0	96.2	78	68.1	6.4	74.5	141
10+ years	91.3	4.3	95.7	207	78.5	2.5	81.0	237
Total	87.9	6.1	93.9	396	72.1	5.8	77.9	516
S Africa & N America								
0 - 2 years	93.3	3.3	96.7	180	65.2	10.9	76.1	138
2 - 5 years	91.3	5.0	96.3	240	86.0	1.8	87.7	171
5 - 10 years	100.0	0.0	100.0	60	69.0	6.9	75.9	87
10+ years	92.9	2.4	95.2	126	81.1	0.0	81.1	159
Total	93.1	3.5	96.5	606	76.8	4.3	81.1	555
N E Asia								
0 - 2 years	70.0	10.0	80.0	30	41.2	11.8	52.9	51
2 - 5 years	69.4	8.3	77.8	108	46.3	9.0	55.2	201
5 - 10 years	60.0	23.3	83.3	90	56.1	7.6	63.6	198
10+ years	88.2	0.0	88.2	51	68.0	4.0	72.0	75
Total	69.9	11.8	81.7	279	52.6	8.0	60.6	525
S E Asia								
0 - 2 years	87.5	0.0	87.5	24	46.2	15.4	61.5	39
2 - 5 years	80.0	20.0	100.0	30	41.7	0.0	41.7	36
5 - 10 years	85.7	0.0	85.7	21	76.5	5.9	82.4	51
10+ years	87.8	4.1	91.8	147	70.0	10.0	80.0	180
Total	86.5	5.4	91.9	222	64.7	8.8	73.5	306
S Asia								
0 - 2 years	66.7	23.8	90.5	63	46.2	23.1	69.2	39
2 - 5 years	73.3	13.3	86.7	45	80.0	0.0	80.0	45
5 - 10 years	90.9	9.1	100.0	33	63.6	9.1	72.7	33
10+ years	86.4	13.6	100.0	66	72.7	0.0	72.7	33
Total	78.3	15.9	94.2	207	66.0	8.0	74.0	150
Pacific Is								
0 - 2 years	75.9	6.9	82.8	87	56.5	13.0	69.6	69
2 - 5 years	89.7	0.0	89.7	87	75.9	6.9	82.8	87
5 - 10 years	77.8	5.6	83.3	54	63.2	5.3	68.4	57
10+ years	85.4	4.4	89.8	411	70.5	5.5	76.0	438
Total	84.0	4.2	88.3	639	69.1	6.5	75.6	651
Other								
0 - 2 years	75.0	9.4	84.4	96	50.0	11.1	61.1	108
2 - 5 years	87.8	7.3	95.1	123	57.1	9.5	66.7	126
5 - 10 years	93.5	2.2	95.7	138	68.9	8.9	77.8	135
10+ years	90.2	4.1	94.3	366	74.2	2.3	76.6	384
Total	88.4	5.0	93.4	723	66.9	6.0	72.9	753
NZ Born								
	93.2	2.3	95.5	27201	76.9	3.9	80.8	24693

Vocationally qualified 40-44 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
U K & Ireland								
0 - 2 years	79.5	10.3	89.7	117	64.1	5.1	69.2	117
2 - 5 years	96.1	1.3	97.4	228	78.9	5.3	84.2	171
5 - 10 years	94.7	3.2	97.9	285	79.7	0.0	79.7	222
10+ years	94.0	2.3	96.2	1986	85.5	2.0	87.5	1818
Total	93.6	2.6	96.2	2616	83.4	2.2	85.6	2328
W & E Europe								
0 - 2 years	60.0	20.0	80.0	30	50.0	0.0	50.0	24
2 - 5 years	82.4	11.8	94.1	51	58.8	11.8	70.6	51
5 - 10 years	92.6	3.7	96.3	81	69.4	8.3	77.8	108
10+ years	93.0	2.6	95.6	342	76.2	4.8	81.0	315
Total	89.9	4.8	94.6	504	71.7	6.0	77.7	498
S Africa & N America								
0 - 2 years	90.2	3.9	94.1	153	70.6	11.8	82.4	102
2 - 5 years	95.1	2.4	97.6	246	88.3	3.3	91.7	180
5 - 10 years	92.3	0.0	92.3	78	88.9	0.0	88.9	108
10+ years	91.1	0.0	91.1	168	73.3	6.7	80.0	225
Total	92.6	1.9	94.4	645	80.0	5.4	85.4	615
N E Asia								
0 - 2 years	30.0	10.0	40.0	30	16.7	8.3	25.0	36
2 - 5 years	47.8	26.1	73.9	69	41.4	6.9	48.3	87
5 - 10 years	78.6	10.7	89.3	84	54.8	4.8	59.5	126
10+ years	100.0	0.0	100.0	54	76.7	6.7	83.3	90
Total	68.4	12.7	81.0	237	53.1	6.2	59.3	339
S E Asia								
0 - 2 years	50.0	16.7	66.7	18	57.1	0.0	57.1	21
2 - 5 years	87.5	0.0	87.5	24	69.2	7.7	76.9	39
5 - 10 years	71.4	14.3	85.7	21	73.3	6.7	80.0	45
10+ years	92.5	0.0	92.5	120	85.9	1.2	87.1	255
Total	85.2	3.3	88.5	183	80.8	2.5	83.3	360
S Asia								
0 - 2 years	69.2	23.1	92.3	39	55.6	33.3	88.9	27
2 - 5 years	90.0	5.0	95.0	60	69.2	23.1	92.3	39
5 - 10 years	100.0	0.0	100.0	15	90.9	9.1	100.0	33
10+ years	90.0	5.0	95.0	60	68.2	18.2	86.4	66
Total	86.2	8.6	94.8	174	70.9	20.0	90.9	165
Pacific Is								
0 - 2 years	80.0	20.0	100.0	45	69.2	0.0	69.2	39
2 - 5 years	84.0	8.0	92.0	75	80.0	10.0	90.0	60
5 - 10 years	90.9	0.0	90.9	33	50.0	25.0	75.0	24
10+ years	86.8	5.4	92.2	387	74.8	7.7	82.6	465
Total	86.1	6.7	92.8	540	74.0	8.2	82.1	588
Other								
0 - 2 years	82.1	7.1	89.3	84	44.0	12.0	56.0	75
2 - 5 years	85.2	7.4	92.6	81	73.5	5.9	79.4	102
5 - 10 years	80.0	11.4	91.4	105	64.3	11.9	76.2	126
10+ years	91.1	3.4	94.5	438	82.3	2.2	84.4	558
Total	87.7	5.5	93.2	708	75.3	4.9	80.1	861
NZ Born								
	93.4	2.2	95.6	27597	84.1	3.0	87.1	26637

Table 20.5 Labour force status for English speaking migrants with no or school only qualifications by length of time in New Zealand and qualification type

No/School 25-29 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
U K & Ireland								
0 - 2 years	83.1	6.2	89.2	195	75.0	5.9	80.9	204
2 - 5 years	87.7	7.0	94.7	171	73.8	1.6	75.4	183
5 - 10 years	89.3	7.1	96.4	84	68.9	4.4	73.3	135
10+ years	82.9	7.2	90.1	1035	67.8	5.6	73.4	960
Total	83.8	7.1	90.9	1485	69.6	5.1	74.7	1482
W & E Europe								
0 - 2 years	58.7	6.5	65.2	138	47.5	10.2	57.6	177
2 - 5 years	70.8	12.5	83.3	72	55.6	5.6	61.1	108
5 - 10 years	68.2	9.1	77.3	66	64.0	12.0	76.0	75
10+ years	80.8	7.7	88.5	156	71.2	1.7	72.9	177
Total	70.1	8.3	78.5	432	59.2	6.7	65.9	537
S Africa & N America								
0 - 2 years	76.4	9.1	85.5	165	50.7	8.2	58.9	219
2 - 5 years	90.0	6.7	96.7	90	76.6	2.1	78.7	141
5 - 10 years	81.8	9.1	90.9	33	81.0	0.0	81.0	63
10+ years	94.0	2.0	96.0	150	70.8	4.2	75.0	144
Total	85.6	6.2	91.8	438	65.6	4.8	70.4	567
N E Asia								
0 - 2 years	28.2	4.8	33.1	372	30.6	6.7	37.2	540
2 - 5 years	48.1	3.8	51.9	156	43.2	8.1	51.4	333
5 - 10 years	50.6	7.8	58.4	231	50.0	6.4	56.4	234
10+ years	63.0	13.0	75.9	162	43.2	5.4	48.6	111
Total	43.3	6.8	50.2	921	38.9	6.9	45.8	1218
S E Asia								
0 - 2 years	66.7	3.7	70.4	81	39.3	12.5	51.8	168
2 - 5 years	73.3	4.4	77.8	135	54.3	4.9	59.3	243
5 - 10 years	54.0	14.0	68.0	150	65.3	4.0	69.3	225
10+ years	78.3	7.5	85.8	318	59.7	7.8	67.5	231
Total	70.6	7.9	78.5	684	55.7	6.9	62.6	867
S Asia								
0 - 2 years	65.8	10.5	76.3	114	50.0	6.3	56.3	96
2 - 5 years	80.5	7.3	87.8	123	50.0	8.3	58.3	108
5 - 10 years	73.7	0.0	73.7	57	61.8	5.5	67.3	165
10+ years	68.8	12.5	81.3	48	78.9	0.0	78.9	57
Total	72.8	7.9	80.7	342	58.5	5.6	64.1	426
Pacific Is								
0 - 2 years	69.3	9.3	78.7	225	35.9	12.5	48.4	192
2 - 5 years	76.5	11.8	88.2	510	50.0	10.8	60.8	498
5 - 10 years	82.6	6.9	89.6	432	54.2	7.9	62.1	570
10+ years	77.0	10.0	87.0	990	55.2	11.7	66.9	1152
Total	77.2	9.7	86.9	2157	52.4	10.7	63.1	2412
Other								
0 - 2 years	68.2	6.8	75.0	264	50.5	8.7	59.2	309
2 - 5 years	71.9	9.0	80.9	267	55.6	5.1	60.6	297
5 - 10 years	68.4	12.3	80.7	171	52.4	6.3	58.7	189
10+ years	79.2	9.7	88.9	621	62.9	6.8	69.8	615
Total	74.1	9.3	83.4	1323	57.2	6.8	64.0	1410
NZ Born	80.7	7.8	88.4	51693	61.2	7.3	68.5	54369

No/School 30-34 years	Males			Females				
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
U K & Ireland								
0 - 2 years	84.0	6.0	90.0	300	56.7	5.2	61.9	291
2 - 5 years	88.6	4.1	92.7	369	66.1	2.7	68.8	336
5 - 10 years	90.7	3.4	94.1	354	71.1	2.6	73.7	456
10+ years	86.2	5.1	91.3	1935	68.4	3.7	72.1	2301
Total	86.8	4.9	91.7	2958	67.6	3.5	71.1	3384
W & E Europe								
0 - 2 years	71.1	5.3	76.3	114	35.8	9.4	45.3	159
2 - 5 years	76.7	4.7	81.4	129	64.4	5.1	69.5	177
5 - 10 years	80.4	5.9	86.3	153	70.7	3.4	74.1	174
10+ years	90.2	6.1	96.3	246	65.4	6.4	71.8	234
Total	81.8	5.6	87.4	642	60.1	6.0	66.1	744
S Africa & N America								
0 - 2 years	87.7	5.3	93.0	171	55.7	8.2	63.9	183
2 - 5 years	94.6	2.7	97.3	111	66.2	5.6	71.8	213
5 - 10 years	94.4	0.0	94.4	54	65.6	0.0	65.6	96
10+ years	83.9	3.6	87.5	168	59.5	5.4	64.9	222
Total	88.7	3.6	92.3	504	61.3	5.5	66.8	714
N E Asia								
0 - 2 years	48.4	11.3	59.7	186	29.6	5.6	35.2	375
2 - 5 years	63.9	9.6	73.5	249	39.3	5.1	44.4	534
5 - 10 years	69.5	8.5	78.0	177	51.8	7.8	59.6	423
10+ years	87.2	8.5	95.7	141	63.1	1.5	64.6	195
Total	65.7	9.6	75.3	753	43.4	5.5	48.9	1527
S E Asia								
0 - 2 years	71.4	7.1	78.6	84	42.6	8.2	50.8	183
2 - 5 years	83.9	5.4	89.3	168	59.7	3.9	63.6	231
5 - 10 years	75.6	4.9	80.5	123	55.3	7.4	62.8	282
10+ years	85.0	4.7	89.7	321	60.4	5.8	66.2	417
Total	81.5	5.2	86.6	696	56.1	6.2	62.3	1113
S Asia								
0 - 2 years	76.5	8.8	85.3	102	20.8	16.7	37.5	72
2 - 5 years	72.2	8.3	80.6	108	34.4	15.6	50.0	96
5 - 10 years	92.0	0.0	92.0	75	63.9	0.0	63.9	108
10+ years	77.3	10.6	87.9	198	72.7	4.5	77.3	132
Total	78.3	8.1	86.3	483	52.2	8.1	60.3	408
Pacific Is								
0 - 2 years	65.6	12.5	78.1	192	33.3	9.3	42.6	162
2 - 5 years	78.6	6.1	84.7	393	44.1	14.4	58.5	354
5 - 10 years	80.4	9.3	89.7	321	56.0	9.6	65.6	375
10+ years	79.4	9.9	89.3	1734	57.5	9.1	66.6	2280
Total	78.4	9.4	87.8	2640	54.6	9.7	64.3	3171
Other								
0 - 2 years	70.1	11.5	81.6	261	41.6	10.1	51.7	267
2 - 5 years	75.0	13.5	88.5	312	56.6	6.6	63.2	318
5 - 10 years	80.5	9.2	89.7	261	58.1	2.9	61.0	315
10+ years	83.3	5.7	89.0	684	63.8	5.4	69.2	780
Total	78.9	8.9	87.7	1518	57.9	5.9	63.8	1680
NZ Born								
	83.0	6.1	89.1	54921	62.9	5.7	68.6	66321

No/School	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
35-39 years								
U K & Ireland								
0 - 2 years	86.4	3.7	90.1	243	50.6	3.8	54.4	237
2 - 5 years	92.2	3.1	95.3	384	71.2	0.8	72.0	396
5 - 10 years	90.2	4.0	94.3	522	70.4	3.4	73.7	537
10+ years	86.0	4.7	90.7	2874	71.1	3.4	74.5	3423
Total	87.2	4.4	91.6	4023	70.0	3.2	73.2	4593
W & E Europe								
0 - 2 years	68.6	11.4	80.0	105	39.5	9.3	48.8	129
2 - 5 years	79.5	6.8	86.4	132	61.4	7.0	68.4	171
5 - 10 years	93.8	1.6	95.3	192	63.3	3.8	67.1	237
10+ years	86.6	6.3	92.9	381	67.9	4.4	72.3	411
Total	84.8	5.9	90.7	810	61.7	5.4	67.1	948
S Africa & N America								
0 - 2 years	75.5	12.2	87.8	147	46.8	10.1	57.0	237
2 - 5 years	94.0	4.0	98.0	150	71.3	5.3	76.6	282
5 - 10 years	91.3	4.3	95.7	69	73.3	0.0	73.3	135
10+ years	87.3	4.8	92.1	189	71.0	1.1	72.0	279
Total	86.5	6.5	93.0	555	65.3	4.5	69.8	933
N E Asia								
0 - 2 years	44.6	12.5	57.1	168	21.1	5.3	26.3	285
2 - 5 years	60.4	15.1	75.5	318	37.6	5.3	42.9	510
5 - 10 years	78.2	8.1	86.3	372	51.2	4.7	55.9	639
10+ years	87.0	3.5	90.4	345	65.6	3.2	68.8	462
Total	71.3	9.2	80.5	1203	46.5	4.6	51.1	1896
S E Asia								
0 - 2 years	75.0	6.3	81.3	48	40.4	9.6	50.0	156
2 - 5 years	89.5	2.6	92.1	114	50.0	5.1	55.1	234
5 - 10 years	88.6	0.0	88.6	105	55.7	1.1	56.8	264
10+ years	88.8	3.6	92.3	507	66.2	4.2	70.4	780
Total	88.0	3.1	91.1	774	58.8	4.4	63.2	1434
S Asia								
0 - 2 years	65.2	17.4	82.6	69	36.4	15.2	51.5	99
2 - 5 years	83.3	8.3	91.7	72	63.6	6.1	69.7	99
5 - 10 years	90.9	4.5	95.5	66	40.7	11.1	51.9	81
10+ years	82.6	5.8	88.4	258	71.4	3.6	75.0	252
Total	81.3	7.7	89.0	465	58.8	7.3	66.1	531
Pacific Is								
0 - 2 years	60.0	20.0	80.0	120	42.9	12.5	55.4	168
2 - 5 years	76.4	5.6	82.0	267	58.3	9.4	67.7	288
5 - 10 years	80.9	5.9	86.8	204	59.5	2.7	62.2	222
10+ years	80.1	7.7	87.8	2145	61.1	6.9	68.0	2400
Total	78.9	7.9	86.8	2736	59.7	7.1	66.9	3078
Other								
0 - 2 years	68.8	9.4	78.1	192	37.1	14.3	51.4	210
2 - 5 years	77.6	9.4	87.1	255	47.1	6.9	54.0	261
5 - 10 years	80.0	9.0	89.0	300	59.2	3.9	63.1	309
10+ years	83.3	4.3	87.6	699	71.5	2.6	74.1	915
Total	79.7	6.8	86.5	1446	61.2	5.0	66.2	1695
NZ Born	84.0	5.4	89.4	58188	68.7	5.2	73.8	69927

No/School 40-44 years	Males				Females			
	Emp rate	Unemp	LFPR	Total #	Emp rate	Unemp	LFPR	Total #
U K & Ireland								
0 - 2 years	72.1	8.2	80.3	183	50.0	9.1	59.1	132
2 - 5 years	92.7	3.7	96.3	246	75.6	3.5	79.1	258
5 - 10 years	91.0	1.5	92.5	399	73.0	5.6	78.6	378
10+ years	87.4	4.5	91.8	2898	78.2	3.1	81.2	3339
Total	87.4	4.3	91.6	3726	76.6	3.5	80.1	4107
W & E Europe								
0 - 2 years	69.2	3.8	73.1	78	43.3	13.3	56.7	90
2 - 5 years	81.8	4.5	86.4	132	69.6	8.7	78.3	138
5 - 10 years	90.3	4.8	95.2	186	71.9	3.1	75.0	192
10+ years	89.2	2.5	91.6	609	74.8	2.9	77.7	618
Total	86.9	3.3	90.1	1005	70.8	4.6	75.4	1038
S Africa & N America								
0 - 2 years	87.0	6.5	93.5	138	51.9	9.3	61.1	162
2 - 5 years	97.7	2.3	100.0	129	78.8	1.3	80.0	240
5 - 10 years	92.3	3.8	96.2	78	67.3	1.8	69.1	165
10+ years	86.0	3.0	89.0	300	74.7	4.0	78.8	297
Total	89.3	3.7	93.0	645	70.1	3.8	74.0	864
N E Asia								
0 - 2 years	35.9	7.7	43.6	117	24.2	4.8	29.0	186
2 - 5 years	69.2	7.7	76.9	273	33.5	6.4	39.9	564
5 - 10 years	71.7	8.0	79.7	414	44.9	4.5	49.4	741
10+ years	84.8	3.6	88.4	336	65.8	4.1	69.9	438
Total	71.3	6.6	77.9	1140	44.3	5.0	49.3	1929
S E Asia								
0 - 2 years	65.0	10.0	75.0	60	48.6	2.9	51.4	105
2 - 5 years	75.0	9.4	84.4	96	59.6	7.0	66.7	171
5 - 10 years	74.1	3.7	77.8	81	65.0	6.3	71.3	240
10+ years	84.3	5.4	89.7	555	72.2	5.0	77.2	906
Total	80.7	6.1	86.7	792	67.7	5.3	73.0	1422
S Asia								
0 - 2 years	75.0	10.0	85.0	60	41.7	25.0	66.7	72
2 - 5 years	83.3	11.1	94.4	54	51.7	20.7	72.4	87
5 - 10 years	93.8	6.3	100.0	48	60.9	8.7	69.6	69
10+ years	85.4	3.9	89.3	309	71.8	3.8	75.6	234
Total	84.7	5.7	90.4	471	61.7	11.0	72.7	462
Pacific Is								
0 - 2 years	56.4	23.1	79.5	117	44.0	16.0	60.0	150
2 - 5 years	72.5	10.0	82.5	120	56.0	4.0	60.0	150
5 - 10 years	72.9	12.5	85.4	144	64.3	8.9	73.2	168
10+ years	78.0	7.6	85.6	1923	66.6	6.7	73.3	2145
Total	76.3	8.9	85.2	2304	64.5	7.2	71.8	2613
Other								
0 - 2 years	61.9	11.9	73.8	126	31.5	16.7	48.1	162
2 - 5 years	75.8	4.8	80.6	186	60.3	6.9	67.2	174
5 - 10 years	80.6	11.1	91.7	216	64.2	6.0	70.1	201
10+ years	83.7	7.0	90.7	771	73.9	3.0	77.0	990
Total	79.9	7.9	87.8	1299	66.6	5.3	71.9	1527
NZ Born								
	84.9	4.6	89.5	55599	75.5	4.3	79.8	64650

Table 20.6 Labour force participation rates for non-English speaking migrants by duration of residence in New Zealand and the total New Zealand born population aged between 25 and 44 years

	Emp rate	Males Unemp rate	LFPR	Total number	Emp rate	Females Unemp rate	LFPR	Total number
Age 25-29								
0-2 years	42.1	9.9	52.0	456	23.5	8.6	32.1	561
2-5 years	64.0	9.6	73.6	375	35.2	9.0	44.1	435
5-10 years	56.8	6.2	63.0	243	47.0	3.5	50.4	345
10+ years	52.3	18.2	70.5	132	39.6	7.5	47.2	159
NZ Born	83.2	6.7	89.9	91,026	68.5	6.4	74.9	98,718
Age 30-34								
0-2 years	43.5	14.5	58.0	393	26.3	7.4	33.7	570
2-5 years	61.2	7.5	68.7	402	37.9	7.9	45.8	531
5-10 years	63.4	10.8	74.2	279	35.0	7.9	42.9	420
10+ years	67.4	12.1	79.4	423	47.0	7.9	55.0	606
NZ Born	85.8	5.2	91.0	98,325	67.0	5.2	72.2	108,021
Age 35-39								
0-2 years	55.6	11.1	66.7	324	21.2	7.1	28.2	468
2-5 years	55.4	10.0	65.4	390	27.9	14.0	41.9	516
5-10 years	69.6	8.0	77.6	375	40.4	4.1	44.4	513
10+ years	69.0	10.8	79.8	639	52.0	5.1	57.1	762
NZ Born	87.0	4.3	91.3	103,929	71.3	4.7	76.1	112,224
Age 40-44								
0-2 years	37.9	9.2	47.1	261	24.2	8.5	32.7	459
2-5 years	59.6	14.7	74.3	327	33.8	8.3	42.0	471
5-10 years	66.7	10.8	77.5	306	39.5	6.3	45.8	570
10+ years	69.2	8.1	77.3	741	52.3	7.0	59.3	774
NZ Born	88.0	3.7	91.7	102,072	78.3	3.9	82.2	108,090

Table 20.7 Labour force status of non-English speaking males and females aged 24 to 44 years by region of origin and duration of residence in New Zealand

	Males				Females			
	Emp rate	Unemp rate	LFPR	Total number	Emp rate	Unemp rate	LFPR	Total number
N E Asia								
0 - 2 years	38.9	9.4	48.4	732	23.4	5.5	29.0	1191
2 - 5 years	61.3	10.1	71.4	651	32.1	7.9	40.0	1065
5 - 10 years	68.7	7.0	75.7	642	37.9	4.6	42.5	1107
10+ years	75.4	6.0	81.4	501	55.5	2.2	57.7	546
Total	59.5	8.3	67.8	2526	34.4	5.4	39.8	3909
S E Asia								
0 - 2 years	45.6	5.3	50.9	171	27.2	9.9	37.0	243
2 - 5 years	56.3	12.5	68.8	144	40.8	6.6	47.4	228
5 - 10 years	51.1	13.3	64.4	135	40.0	5.0	45.0	240
10+ years	72.1	5.9	77.9	204	43.0	7.0	50.0	258
Total	57.3	8.7	66.1	654	37.8	7.1	44.9	969
S Asia								
0 - 2 years	67.2	8.2	75.4	183	25.4	10.2	35.6	177
2 - 5 years	75.9	3.4	79.3	174	37.8	15.6	53.3	135
5 - 10 years	54.1	8.1	62.2	111	59.1	11.4	70.5	132
10+ years	63.8	14.1	77.9	447	69.7	0.0	69.7	99
Total	65.6	10.2	75.7	915	44.8	9.9	54.7	543
Pacific Is								
0 - 2 years	55.4	12.3	67.7	195	29.0	15.9	44.9	207
2 - 5 years	59.0	11.2	70.1	402	44.2	11.5	55.8	339
5 - 10 years	69.3	9.1	78.4	264	44.0	7.7	51.6	273
10+ years	61.9	13.1	75.0	708	47.8	9.0	56.8	1362
Total	61.6	11.9	73.4	1569	45.0	9.9	54.9	2181
Other								
0 - 2 years	31.4	29.4	60.8	153	17.5	8.8	26.3	240
2 - 5 years	39.0	14.6	53.7	123	11.3	17.7	29.0	186
5 - 10 years	52.9	23.5	76.5	51	28.1	3.1	31.3	96
10+ years	80.0	8.0	88.0	75	41.7	0.0	41.7	36
Total	45.5	20.1	65.7	402	18.8	10.2	29.0	558
NZ Born	86.1	4.9	91.0	395,352	71.3	5.0	76.4	427,053

Table 20.8 Income bracket of males and females aged 25-29 by region of origin and duration of residence

	\$1-20,000	20,001-50,000	Males 50,001- 100,000	100,001+	Nil/loss	Total number	\$1-20,000	20,001- 50,000	Females 50,001- 100,000	100,001+	Nil/loss	Total number
UK & Ireland												
0 - 2 years	17.9	51.6	24.0	4.5	2.0	738	18.9	58.1	18.0	1.2	3.7	966
2 - 5 years	11.0	62.8	23.4	2.1	0.7	435	23.0	64.1	9.1	0.5	3.3	627
5 - 10 years	11.5	59.0	23.0	3.3	3.3	183	26.5	53.1	8.2	3.1	9.2	294
W&E Europe												
0 - 2 years	47.1	38.8	9.4	0.0	4.7	255	46.7	30.0	7.5	0.0	15.8	360
2 - 5 years	31.5	57.4	7.4	1.9	1.9	162	54.1	34.1	4.7	0.0	7.1	255
5 - 10 years	35.1	48.6	13.5	2.7	0.0	111	44.0	38.0	6.0	0.0	12.0	150
S Africa & N America												
0 - 2 years	26.0	49.6	16.3	4.9	3.3	369	35.9	42.5	6.0	3.0	12.6	501
2 - 5 years	14.9	57.5	23.0	3.4	1.1	261	30.5	56.0	8.5	0.0	5.0	423
5 - 10 years	21.9	50.0	28.1	0.0	0.0	96	35.5	50.0	9.7	1.6	3.2	186
N E Asia												
0 - 2 years	46.4	13.3	2.2	1.1	37.0	543	47.2	12.8	1.4	0.0	38.7	846
2 - 5 years	52.7	25.3	1.1	1.1	19.8	273	60.9	21.8	1.0	0.0	16.3	606
5 - 10 years	55.6	28.6	3.0	0.0	12.8	399	50.0	32.5	1.8	0.0	15.7	498
S E Asia												
0 - 2 years	54.9	25.4	4.2	0.0	15.5	213	44.9	20.5	3.9	0.8	29.9	381
2 - 5 years	40.4	47.2	4.5	0.0	7.9	267	44.2	36.1	4.8	0.7	14.3	441
5 - 10 years	41.2	42.9	9.2	0.0	6.7	357	46.5	40.0	4.1	0.0	9.4	510
S Asia												
0 - 2 years	41.6	29.7	7.9	1.0	19.8	303	46.7	21.5	2.8	0.9	28.0	321
2 - 5 years	45.9	37.6	11.8	2.4	2.4	255	51.5	27.3	4.0	1.0	16.2	297
5 - 10 years	41.7	38.9	11.1	2.8	5.6	108	55.6	31.9	1.4	1.4	9.7	216
Pacific Is												
0 - 2 years	55.7	31.3	1.7	0.0	11.3	345	50.9	20.4	2.8	0.0	25.9	324
2 - 5 years	48.8	43.3	1.9	0.0	6.0	645	54.3	27.6	0.5	0.0	17.6	630
5 - 10 years	36.9	52.5	4.5	1.0	5.1	594	52.6	35.3	1.2	0.0	10.8	747
Other												
0 - 2 years	37.1	39.9	14.6	3.9	4.5	534	40.8	37.3	9.6	1.8	10.5	684
2 - 5 years	42.0	39.5	13.4	1.9	3.2	471	45.0	39.2	7.9	0.5	7.4	567
5 - 10 years	40.2	44.3	10.3	2.1	3.1	291	48.6	40.5	3.6	0.0	7.2	333
NZ Born	27.4	60.1	9.8	1.2	1.5	86346	42.6	48.1	4.9	0.3	4.2	92085

Table 20.9 Income bracket of males and females aged 30-34 by region of origin and duration of residence

	\$1-20,000	20,001-50,000	Males 50,001-100,000	100,001+	Nil/loss	Total number	\$1-20,000	20,001-50,000	Females 50,001-100,000	100,001+	Nil/loss	Total number
UK & Ireland												
0 - 2 years	12.9	44.6	31.6	8.8	2.0	882	25.3	44.3	15.6	3.5	11.4	867
2 - 5 years	7.8	49.4	33.2	8.4	1.2	1038	25.5	47.6	16.2	2.1	8.5	1128
5 - 10 years	8.2	49.6	32.3	9.2	0.7	846	32.9	42.5	13.7	3.0	7.9	1095
W&E Europe												
0 - 2 years	32.6	38.9	17.9	4.2	6.3	285	41.0	25.0	5.0	3.0	26.0	300
2 - 5 years	29.1	43.7	18.4	3.9	4.9	309	45.3	37.2	6.8	0.7	10.1	444
5 - 10 years	20.4	49.6	23.9	3.5	2.7	339	36.9	41.4	9.6	1.9	10.2	471
S Africa & N America												
0 - 2 years	15.7	50.9	23.3	7.5	2.5	477	29.2	35.1	11.9	3.0	20.8	504
2 - 5 years	6.8	52.7	34.2	4.8	1.4	438	27.5	48.0	14.0	1.0	9.5	600
5 - 10 years	6.3	36.5	38.1	17.5	1.6	189	36.8	36.0	14.4	2.4	10.4	375
N E Asia												
0 - 2 years	51.1	17.3	3.8	2.3	25.6	399	49.6	11.9	1.8	0.0	36.7	678
2 - 5 years	53.8	34.7	5.1	1.3	5.1	708	58.4	24.7	1.9	0.0	15.1	1290
5 - 10 years	46.3	41.6	10.1	0.0	2.0	447	48.4	37.3	2.6	0.7	11.1	918
S E Asia												
0 - 2 years	46.4	33.3	7.2	2.9	10.1	207	48.2	19.6	1.8	1.8	28.6	336
2 - 5 years	33.6	50.9	9.5	1.7	4.3	348	41.7	41.1	2.9	0.0	14.3	525
5 - 10 years	31.4	52.9	8.6	4.3	2.9	210	43.8	38.3	3.1	0.6	14.2	486
S Asia												
0 - 2 years	42.2	37.0	7.4	2.2	11.1	405	51.3	16.5	1.7	0.9	29.6	345
2 - 5 years	36.4	42.4	18.2	1.5	1.5	396	45.7	28.4	6.9	0.9	18.1	348
5 - 10 years	24.7	54.3	18.5	1.2	1.2	243	43.2	33.7	9.5	0.0	13.7	285
Pacific Is												
0 - 2 years	48.5	38.8	1.0	0.0	11.7	309	54.7	24.2	2.1	0.0	18.9	285
2 - 5 years	40.0	51.4	3.2	0.0	5.4	555	52.1	30.2	0.6	0.0	17.2	507
5 - 10 years	38.7	54.0	4.0	0.7	2.7	450	54.7	32.9	1.2	0.0	11.2	483
Other												
0 - 2 years	36.2	32.2	16.1	11.1	4.5	597	36.4	33.8	8.2	2.6	19.0	585
2 - 5 years	34.8	41.3	19.1	3.5	1.3	690	44.5	34.8	8.8	1.3	10.6	681
5 - 10 years	29.1	48.0	17.9	3.9	1.1	537	47.2	32.1	10.8	1.9	8.0	636
NZ Born	20.8	56.4	17.9	3.6	1.4	93630	45.6	39.2	7.6	1.1	6.5	101154

Table 20.10 Income bracket of males and females aged 35-39 by region of origin and duration of residence

	\$1-20,000	20,001-50,000	Males 50,001-100,000	100,001+	Nil/loss	Total number	\$1-20,000	20,001-50,000	Females 50,001-100,000	100,001+	Nil/loss	Total number
UK & Ireland												
0 - 2 years	16.7	43.0	25.9	11.0	3.5	684	34.9	32.3	13.8	2.6	16.4	585
2 - 5 years	7.0	48.7	32.9	10.5	0.9	1029	33.4	42.0	13.1	2.2	9.2	942
5 - 10 years	9.4	40.2	37.5	12.1	0.7	1335	38.0	35.9	14.2	2.3	9.6	1287
W&E Europe												
0 - 2 years	36.1	33.3	16.7	6.9	6.9	216	46.4	22.6	3.6	1.2	26.2	252
2 - 5 years	18.4	50.9	23.7	4.4	2.6	342	44.1	39.4	3.9	0.8	11.8	381
5 - 10 years	12.1	49.7	29.1	4.8	4.2	495	39.4	39.4	11.1	1.5	8.6	594
S Africa & N America												
0 - 2 years	18.5	45.1	24.1	9.3	3.1	486	29.1	36.3	8.4	2.8	23.5	537
2 - 5 years	6.3	47.3	37.9	8.0	0.4	672	31.3	41.8	15.2	1.6	10.2	768
5 - 10 years	4.8	30.8	46.2	16.3	1.9	312	36.5	33.8	14.9	4.7	10.1	444
N E Asia												
0 - 2 years	52.5	20.3	4.2	3.4	19.5	354	48.1	16.2	3.9	1.3	30.5	462
2 - 5 years	56.7	31.7	7.6	0.6	3.5	1032	64.2	20.8	1.8	0.0	13.3	1197
5 - 10 years	41.8	42.7	9.7	2.3	3.4	1047	52.5	32.1	2.3	0.0	13.1	1326
S E Asia												
0 - 2 years	51.7	34.5	5.2	1.7	6.9	174	50.0	18.9	3.8	0.0	27.4	318
2 - 5 years	31.8	54.1	10.6	0.0	3.5	255	44.7	32.9	2.0	0.0	20.4	456
5 - 10 years	31.4	50.0	15.7	1.4	1.4	210	45.3	34.8	5.0	1.2	13.7	483
S Asia												
0 - 2 years	46.3	34.1	8.9	1.6	8.9	369	51.9	20.4	1.9	0.9	25.0	324
2 - 5 years	30.3	41.7	19.7	4.5	3.8	396	43.0	35.9	7.8	0.8	12.5	384
5 - 10 years	23.5	39.2	32.4	3.9	1.0	306	38.9	34.4	11.1	2.2	13.3	270
Pacific Is												
0 - 2 years	53.6	28.6	4.8	0.0	13.1	252	57.7	21.8	2.6	0.0	17.9	234
2 - 5 years	42.0	43.5	7.2	0.0	7.2	414	52.2	32.1	3.7	0.0	11.9	402
5 - 10 years	36.1	45.4	13.4	1.0	4.1	291	58.7	27.9	3.8	0.0	9.6	312
Other												
0 - 2 years	33.3	26.8	18.8	14.5	6.5	414	39.1	25.8	8.6	3.3	23.2	453
2 - 5 years	29.1	38.3	20.4	8.7	3.4	618	47.9	31.3	7.3	1.6	12.0	576
5 - 10 years	21.7	43.4	24.7	7.7	2.6	705	44.7	34.1	9.3	1.8	10.2	678
NZ Born	19.2	51.8	21.4	6.0	1.5	99555	48.3	36.7	7.4	1.5	6.1	105708

Table 20.11 Income bracket of males and females aged 40-44 by region of origin and duration of residence

	\$1-20,000	20,001-50,000	Males 50,001-100,000	100,001+	Nil/loss	Total number	\$1-20,000	20,001-50,000	Females 50,001-100,000	100,001+	Nil/loss	Total number
UK & Ireland												
0 - 2 years	20.1	33.3	29.2	12.5	4.9	432	40.7	27.4	9.7	4.4	17.7	339
2 - 5 years	10.1	46.8	32.1	9.7	1.3	711	34.0	41.5	12.0	2.5	10.0	600
5 - 10 years	9.8	39.8	35.0	14.2	1.2	1011	37.7	39.1	13.0	3.3	6.9	828
W&E Europe												
0 - 2 years	30.8	34.6	19.2	5.8	9.6	156	53.2	17.0	6.4	4.3	19.1	141
2 - 5 years	30.1	46.2	17.2	4.3	2.2	279	55.7	31.8	4.5	0.0	8.0	264
5 - 10 years	20.8	42.2	28.6	3.9	4.5	462	37.9	44.4	9.8	1.3	6.5	459
S Africa & N America												
0 - 2 years	14.7	44.0	26.0	10.7	4.7	450	34.7	34.7	9.9	3.3	17.4	363
2 - 5 years	8.8	42.4	38.7	8.3	1.8	651	29.0	51.9	10.8	2.6	5.6	693
5 - 10 years	5.0	24.5	44.6	24.5	1.4	417	29.3	39.7	17.8	5.2	8.0	522
N E Asia												
0 - 2 years	41.3	26.7	8.0	6.7	17.3	225	40.7	14.0	7.0	2.3	36.0	258
2 - 5 years	57.4	29.4	4.6	2.5	6.1	591	61.8	21.2	2.1	0.4	14.5	849
5 - 10 years	47.8	37.9	7.9	2.0	4.3	759	58.6	25.0	2.4	0.8	13.2	1116
S E Asia												
0 - 2 years	52.2	23.9	8.7	2.2	13.0	138	49.2	23.1	3.1	1.5	23.1	195
2 - 5 years	32.3	61.5	4.6	0.0	1.5	195	48.6	33.6	1.9	0.0	15.9	321
5 - 10 years	28.1	50.9	12.3	5.3	3.5	171	50.0	35.0	3.6	0.7	10.7	420
S Asia												
0 - 2 years	46.3	38.9	4.2	1.1	9.5	285	51.3	19.2	2.6	2.6	24.4	234
2 - 5 years	31.2	45.0	15.6	3.7	4.6	327	46.8	36.9	5.4	0.0	10.8	333
5 - 10 years	21.7	38.6	30.1	7.2	2.4	249	36.8	42.1	10.5	0.0	10.5	228
Pacific Is												
0 - 2 years	59.6	22.8	5.3	0.0	12.3	171	48.5	22.7	0.0	0.0	28.8	198
2 - 5 years	33.3	56.9	6.9	0.0	2.8	216	52.0	33.3	1.3	1.3	12.0	225
5 - 10 years	35.6	49.2	8.5	1.7	5.1	177	50.7	34.8	2.9	0.0	11.6	207
Other												
0 - 2 years	27.1	34.7	19.5	12.7	5.9	354	50.5	24.8	5.9	3.0	15.8	303
2 - 5 years	26.8	37.9	23.5	9.8	2.0	459	46.3	34.3	7.5	0.7	11.2	402
5 - 10 years	19.3	45.3	22.7	9.9	2.8	543	45.7	37.1	9.9	1.3	6.0	453
NZ Born	18.4	49.4	22.8	7.9	1.5	92364	44.7	41.2	7.9	1.9	4.3	102444

Table 20.12 Income bracket by duration of residence in NZ, region of origin and labour force status

	\$1-20,000	20,001-50,000	50,001-100,000	100,001 +	Nil/loss	Total number	Total percent
Males							
NZ born							
F/t emp	10.7	61.6	21.5	5.6	0.6	306,240	82.3
P/t emp	59.9	31.4	4.9	1.7	2.0	17,715	4.8
unemp	80.2	13.2	1.5	0.5	4.6	17,238	4.6
nolf	71.7	17.2	2.3	0.9	7.9	30,702	8.3
total	21.3	54.3	18.2	4.8	1.5	371,895	100.0
0-2 years							
UK & Ireland							
F/t emp	12.6	47.8	30.0	9.2	0.4	2,289	83.7
P/t emp	58.1	25.8	12.9	0.0	3.2	93	3.4
unemp	26.1	28.3	23.9	6.5	15.2	138	5.0
nolf	31.9	25.0	12.5	9.7	20.8	216	7.9
total	16.3	44.3	27.7	8.8	2.9	2,736	100.0
W&E Europe							
F/t emp	25.5	50.5	18.2	5.2	0.5	576	63.2
P/t emp	53.8	30.8	15.4	0.0	0.0	78	8.6
unemp	55.6	11.1	3.7	3.7	25.9	81	8.9
nolf	59.3	6.8	11.9	1.7	20.3	177	19.4
total	37.2	36.8	15.5	3.9	6.6	912	100.0
S Africa & N America							
F/t emp	14.2	51.1	25.4	9.1	0.2	1,455	81.6
P/t emp	50.0	29.2	20.8	0.0	0.0	72	4.0
unemp	30.0	30.0	10.0	5.0	25.0	120	6.7
nolf	35.6	31.1	6.7	6.7	20.0	135	7.6
total	18.4	47.3	22.7	8.2	3.4	1,782	100.0
N E Asia							
F/t emp	46.8	35.8	7.5	6.4	3.5	519	34.1
P/t emp	88.2	5.9	0.0	0.0	5.9	102	6.7
unemp	61.0	5.1	1.7	0.0	32.2	177	11.6
nolf	40.7	10.0	2.5	1.2	45.6	723	47.5
total	48.3	17.9	3.9	2.8	27.0	1,521	100.0
S E Asia							
F/t emp	42.2	44.2	9.5	2.7	1.4	441	60.2
P/t emp	90.5	4.8	4.8	0.0	0.0	63	8.6
unemp	61.9	0.0	0.0	0.0	38.1	63	8.6
nolf	56.4	10.9	0.0	0.0	32.7	165	22.5
total	51.2	29.5	6.1	1.6	11.5	732	100.0

	\$1-20,000	20,001-50,000	50,001-100,000	100,001 +	Nil/loss	Total number	Total percent
S Asia							
F/t emp	38.7	47.8	10.1	2.0	1.3	891	65.4
P/t emp	70.7	14.6	4.9	0.0	9.8	123	9.0
unemp	50.0	11.8	0.0	0.0	38.2	204	15.0
nolf	45.8	6.3	2.1	2.1	43.8	144	10.6
total	44.1	35.0	7.3	1.5	12.1	1,362	100.0
Pacific Is							
F/t emp	49.3	45.1	3.7	0.0	1.9	645	59.9
P/t emp	86.2	13.8	0.0	0.0	0.0	87	8.1
unemp	55.8	3.8	1.9	0.0	38.5	156	14.5
nolf	52.4	15.9	1.6	0.0	30.2	189	17.5
total	53.8	31.5	2.8	0.0	12.0	1,077	100.0
Other							
F/t emp	20.0	42.5	22.5	13.9	1.1	1,320	69.5
P/t emp	75.7	8.1	8.1	2.7	5.4	111	5.8
unemp	66.7	17.5	3.5	0.0	12.3	171	9.0
nolf	62.6	13.1	3.0	2.0	19.2	297	15.6
total	34.1	33.6	16.9	10.1	5.2	1,899	100.0
Total migrant 0-2 years	33.7	36.1	15.5	5.7	9.0	12,021	
2-5 years							
UK & Ireland							
F/t emp	4.8	51.8	33.9	9.1	0.3	2,922	90.9
P/t emp	44.4	41.7	11.1	2.8	0.0	108	3.4
unemp	54.2	16.7	8.3	4.2	16.7	72	2.2
nolf	40.5	43.2	5.4	0.0	10.8	111	3.5
total	8.5	50.4	31.6	8.5	1.0	3,213	100.0
W&E Europe							
F/t emp	14.4	57.0	23.1	5.1	0.4	831	76.1
P/t emp	71.4	25.0	0.0	0.0	3.6	84	7.7
unemp	75.0	8.3	0.0	0.0	16.7	72	6.6
nolf	51.4	28.6	5.7	0.0	14.3	105	9.6
total	26.4	48.6	18.1	3.8	3.0	1,092	100.0
S Africa & N America							
F/t emp	5.1	49.5	38.0	6.9	0.5	1,830	90.5
P/t emp	33.3	48.1	11.1	3.7	3.7	81	4.0
unemp	43.8	43.8	12.5	0.0	0.0	48	2.4
nolf	42.9	14.3	9.5	14.3	19.0	63	3.1
total	8.3	48.2	35.5	6.8	1.2	2,022	100.0
N E Asia							
F/t emp	33.0	51.8	10.5	2.5	2.3	1,320	50.7
P/t emp	82.5	15.0	0.0	0.0	2.5	240	9.2
unemp	81.7	10.1	0.0	0.0	8.3	327	12.6
nolf	76.6	8.8	0.8	0.0	13.8	717	27.5
total	55.6	31.3	5.5	1.3	6.2	2,604	100.0

	\$1-20,000	20,001-50,000	50,001-100,000	100,001 +	Nil/loss	Total number	Total percent
S E Asia							
F/t emp	25.4	63.6	9.5	0.8	0.8	792	74.4
P/t emp	63.3	33.3	0.0	0.0	3.3	90	8.5
unemp	78.3	13.0	0.0	0.0	8.7	69	6.5
nolf	50.0	15.8	5.3	0.0	28.9	114	10.7
total	34.6	52.7	7.6	0.6	4.5	1,065	100.0
S Asia							
F/t emp	19.2	52.9	22.5	4.2	1.2	999	72.7
P/t emp	71.8	20.5	5.1	0.0	2.6	117	8.5
unemp	80.5	7.3	0.0	0.0	12.2	123	9.0
nolf	80.0	11.1	0.0	0.0	8.9	135	9.8
total	35.2	41.9	16.8	3.1	3.1	1,374	100.0
Pacific Is							
F/t emp	34.0	59.1	5.3	0.0	1.6	1,314	71.8
P/t emp	65.3	26.5	4.1	0.0	4.1	147	8.0
unemp	68.2	11.4	0.0	0.0	20.5	132	7.2
nolf	63.3	15.2	0.0	0.0	21.5	237	13.0
total	42.8	47.4	4.1	0.0	5.7	1,830	100.0
Other							
F/t emp	14.4	50.3	26.1	8.3	1.0	1,563	69.8
P/t emp	72.5	23.2	2.9	0.0	1.4	207	9.2
unemp	83.3	10.6	1.5	0.0	4.5	198	8.8
nolf	74.4	10.0	4.4	1.1	10.0	270	12.1
total	33.1	39.4	19.2	5.9	2.4	2,238	100.0
Total migrant 2-5 years	29.5	44.2	18.7	4.3	3.2	15,438	

	\$1-20,000	20,001-50,000	50,001-100,000	100,001 +	Nil/loss	Total number	Total percent
Females							
NZ born							
F/t emp	19.6	65.2	12.6	2.0	0.6	194,874	48.5
P/t emp	70.9	24.4	2.5	0.7	1.5	99,774	24.9
unemp	78.8	12.7	0.7	0.2	7.6	19,074	4.8
nolf	66.4	12.5	1.2	0.3	19.6	87,669	21.8
total	45.4	41.1	7.0	1.2	5.3	401,391	100.0

0-2 years

UK & Ireland

F/t emp	17.2	58.3	21.3	2.5	0.7	1,707	61.9
P/t emp	61.4	30.7	4.4	1.8	1.8	342	12.4
unemp	40.5	28.6	7.1	2.4	21.4	126	4.6
nolf	32.5	15.5	6.2	3.6	42.3	582	21.1
total	27.0	44.5	15.3	2.6	10.6	2,757	100.0

	\$1-20,000	20,001-50,000	50,001-100,000	100,001 +	Nil/loss	Total number	Total percent
W&E Europe							
F/t emp	35.2	45.5	11.7	2.1	5.5	435	41.3
P/t emp	80.0	11.1	0.0	2.2	6.7	135	12.8
unemp	47.1	11.8	2.9	0.0	38.2	102	9.7
nolf	45.7	10.2	1.6	1.6	40.9	381	36.2
total	45.9	25.1	5.7	1.7	21.7	1,053	100.0
S Africa & N America							
F/t emp	22.1	57.4	14.7	4.3	1.5	978	51.3
P/t emp	70.0	22.2	1.1	2.2	4.4	270	14.2
unemp	40.0	16.0	4.0	0.0	40.0	150	7.9
nolf	28.4	13.0	3.6	1.8	53.3	507	26.6
total	32.0	37.3	9.0	3.0	18.7	1,905	100.0
N E Asia							
F/t emp	60.3	32.1	3.2	0.0	4.5	468	20.9
P/t emp	76.6	13.0	0.0	0.0	10.4	231	10.3
unemp	51.8	5.4	1.8	0.0	41.1	168	7.5
nolf	37.5	8.1	3.1	0.9	50.5	1,377	61.4
total	47.3	13.4	2.7	0.5	36.1	2,244	100.0
S E Asia							
F/t emp	48.1	42.5	6.3	0.6	2.5	480	39.0
P/t emp	89.4	4.3	4.3	0.0	2.1	141	11.5
unemp	55.6	0.0	0.0	2.8	41.7	108	8.8
nolf	34.1	7.8	0.6	1.2	56.3	501	40.7
total	47.8	20.2	3.2	1.0	27.8	1,230	100.0
S Asia							
F/t emp	44.1	46.9	5.6	2.1	1.4	429	35.0
P/t emp	83.1	11.9	0.0	0.0	5.1	177	14.5
unemp	48.7	1.3	0.0	0.0	50.0	228	18.6
nolf	43.1	3.1	0.8	1.5	51.5	390	31.9
total	50.2	19.4	2.2	1.2	27.0	1,224	100.0
Pacific Is							
F/t emp	47.4	47.4	3.0	0.0	2.2	405	38.9
P/t emp	81.4	11.6	2.3	0.0	4.7	129	12.4
unemp	58.1	2.3	2.3	0.0	37.2	129	12.4
nolf	47.6	5.6	0.8	0.0	46.0	378	36.3
total	53.0	22.2	2.0	0.0	22.8	1,041	100.0
Other							
F/t emp	23.2	54.0	16.3	5.5	1.0	867	42.8
P/t emp	71.2	26.0	1.4	0.0	1.4	219	10.8
unemp	53.8	16.9	4.6	0.0	24.6	195	9.6
nolf	48.4	11.7	2.4	0.4	37.1	744	36.7
total	40.6	31.9	8.4	2.5	16.6	2,025	100.0
Total migrant 0-2 years	40.6	28.7	7.2	1.8	21.7	13,479	

	\$1-20,000	20,001-50,000	50,001-100,000	100,001 +	Nil/loss	Total number	Total percent
2-5 years							
UK & Ireland							
F/t emp	10.9	65.5	20.0	2.7	0.9	2,010	61.0
P/t emp	69.2	25.7	1.9	0.9	2.3	642	19.5
unemp	68.8	6.3	0.0	0.0	25.0	48	1.5
nolf	42.7	16.6	3.5	0.5	36.7	597	18.1
total	28.8	48.0	13.2	1.9	8.0	3,297	100.0
W&E Europe							
F/t emp	28.5	58.8	10.4	0.9	1.4	663	49.3
P/t emp	79.3	19.6	0.0	0.0	1.1	276	20.5
unemp	73.3	6.7	0.0	0.0	20.0	90	6.7
nolf	57.1	11.4	0.0	0.0	31.4	315	23.4
total	48.7	36.2	5.1	0.4	9.6	1,344	100.0
S Africa & N America							
F/t emp	12.6	67.0	18.4	2.0	0.0	1,500	60.4
P/t emp	65.8	27.2	4.3	0.0	2.7	552	22.2
unemp	45.0	25.0	0.0	0.0	30.0	60	2.4
nolf	41.9	9.7	3.2	1.6	43.5	372	15.0
total	29.6	48.6	12.6	1.4	7.9	2,484	100.0
N E Asia							
F/t emp	40.2	53.3	3.8	0.0	2.6	1,254	31.8
P/t emp	82.9	13.4	0.6	0.0	3.0	492	12.5
unemp	84.8	1.9	0.0	0.0	13.3	315	8.0
nolf	65.7	7.3	1.0	0.2	25.8	1,881	47.7
total	61.3	22.3	1.8	0.1	14.6	3,942	100.0
S E Asia							
F/t emp	33.1	59.7	4.5	0.0	2.6	924	53.0
P/t emp	77.5	15.5	1.4	0.0	5.6	213	12.2
unemp	51.7	10.3	6.9	0.0	31.0	87	5.0
nolf	49.7	7.5	0.0	0.6	42.2	519	29.8
total	44.4	36.3	2.9	0.2	16.2	1,743	100.0
S Asia							
F/t emp	27.5	56.5	12.6	1.4	1.9	621	45.6
P/t emp	74.4	20.5	2.6	0.0	2.6	234	17.2
unemp	75.0	8.3	0.0	0.0	16.7	144	10.6
nolf	49.6	8.3	0.0	0.0	42.1	363	26.7
total	46.5	32.4	6.2	0.7	14.3	1,362	100.0
Pacific Is							
F/t emp	42.5	53.8	1.8	0.4	1.5	819	46.4
P/t emp	74.7	14.5	3.6	0.0	7.2	249	14.1
unemp	60.0	3.6	0.0	0.0	36.4	165	9.4
nolf	56.5	9.0	0.0	0.0	34.5	531	30.1
total	52.9	30.1	1.4	0.2	15.5	1,764	100.0

	\$1-20,000	20,001-50,000	50,001-100,000	100,001 +	Nil/loss	Total number	Total percent
Other							
F/t emp	19.6	61.7	14.8	2.4	1.5	1,011	45.4
P/t emp	75.3	17.1	3.4	0.0	4.1	438	19.7
unemp	73.1	11.5	3.8	0.0	11.5	156	7.0
nolf	60.9	9.7	1.0	0.0	28.5	621	27.9
total	45.8	34.9	8.0	1.1	10.2	2,226	100.0
Total migrant 2-5 years	44.7	36.0	6.7	0.8	11.8	18,162	

21 APPENDIX F: PART B – REGIONAL CLASSIFICATION

Country	Region
New Zealand	New Zealand
United Kingdom Ireland	United Kingdom and Ireland
Samoa Tonga Fiji Other	Pacific Nations
Canada United States	South Africa and North America
France Germany Russia Other	Western and Eastern Europe
Malaysia Philippines Thailand Cambodia Vietnam Singapore Indonesia Laos Other	South East Asia
P.R. China Republic of Korea Hong Kong Japan Other	North East Asia
India Sri Lanka Pakistan Bangladesh Afghanistan Other	Southern Asia
Africa Middle East Other	Other Countries