

**IMMIGRATION RESEARCH PROGRAMME:  
SUMMARY OF FINDINGS**

**1997 – 2004**

**Workforce Group  
Department of Labour**

**July 2004**

This publication summarises findings from a range of immigration related research undertaken by the Department of Labour since 1997.

The majority of these research reports are available in PDF format from the web-site:  
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## **1. ECONOMIC (INCLUDING LABOUR MARKET)**

### **1.1 New Zealand Work Policy: Meeting Talent, Skill and Labour Needs**

*New Zealand Immigration Service, 2004*

This research describes trends in the numbers and types of work permits granted for skill and labour shortages, and to recruit talented individuals, between 1997/1998 and 2002/2003.

The total number of individuals who had held a work permit between 1997/1998 and 2002/2003 was 73,397. The number of work permits granted to individuals each year doubled between 1997/1998 (11,856) and 2002/2003 (23,196). There was also substantial growth in the total number of work permits granted during this period, from 15,287 in 1997/1998 to 31,097 in 2002/2003. In general, the increase in people granted work permits reflects both a growing shortage of skilled workers and perhaps also a growing willingness of employers to alleviate shortages by recruiting offshore. Great Britain remained the largest source country over the six-year period.

There was a steady uptake of residence by work permit holders. Of the 11,254 people granted work permits in 1997/1998, 9 percent had converted to residence in the same year. By 2002/2003, 41 percent of the cohort had become New Zealand residents. Although smaller *proportions* of subsequent cohorts have converted to residence, the actual numbers of people converting has increased. Conversion tended to peak in the second year and then tail off. Immigration policies now explicitly draw the link between working in New Zealand on a temporary permit and becoming a permanent resident.

There was an over representation of work permit holders in certain occupations compared with New Zealand workers, the most notable of these being in the Professional category. Twenty-eight percent of workers were classified as Professionals, compared with 14 percent of New Zealand workers, while 54 percent had occupations compatible with the definition of skilled employment derived from the Skilled Migrant Category (SMC) policy. These findings suggest that the work permit policy has been contributing to New Zealand's requirements in areas where skilled and trained professionals are required, although, it is likely that labour market shortages as well were being filled.

In general, work permit holders tended to be employed in industries with a lower incidence of injuries than New Zealand workers and they were less represented in the more injury-prone industries.

### **1.2 The Fiscal Impact of Migrants to New Zealand 2003**

*Business and Economic Research Limited for the NZIS, 2003*

This study investigated the fiscal impact of migrants to New Zealand. The 'fiscal' impact of migrants is defined as the contribution of migrants to central government revenue less government expenditure attributable to the migrant population. The study included a New Zealand regional dimension and discussion of the impacts of overseas born students.

A range of information sources was used, firstly, to identify the characteristics of persons resident in New Zealand but born overseas and secondly, to determine their contribution to components of government receipts as well as their impact on selected items of government

spending. The data sources used included the 2001 Census, 2002 Household Expenditure Survey, 2002 Income Survey, Government Statements of Financial Performance, Estimates of Expenditure and expenditure details.

This data enabled the fiscal impact for the year to June 2002 to be calculated. This study updates a similar exercise undertaken in 1999, which estimated the fiscal impact for the year ended June 1998. In the June 2002 year, migrants had a positive net fiscal impact of \$1.7 billion, comprising:

- \$5.8bn to government revenue in the form of income tax, GST and petrol, alcohol and tobacco excises;
- \$4.1bn of government expenditure comprising education, health, New Zealand superannuation, Work and Income benefits and student allowances.

On an age-adjusted (18 to 64 year-old) per-head basis the fiscal impact of migrants on both revenue and expenditure was similar to that of the New Zealand born. However, both revenue and expenditure for migrants were lower, leaving the net contribution of migrants slightly higher than that of the New Zealand born.

- Revenue: migrants' age-adjusted per-capita contribution to revenue was \$11,140, compared to \$12,220 for the New Zealand-born.
- Expenditure: migrants' age-adjusted per-capita impact on expenditure was \$7,900, compared to \$9,250 for the New Zealand-born.
- Net impact: \$3,240 for migrants compared to \$2,980 for the New Zealand born.
- The 1998 year: the comparable age-adjusted per-capita net impact figures for the 1998 year were \$3,650 for migrants and \$2,180 for the New Zealand born.

The impact of the various sub-groups *within* the migrant population reflects varying characteristics, but noticeably:

- for all migrant groups differentiated by region of birth<sup>1</sup>, the age-adjusted per-capita net fiscal impact was positive;
- for all migrant groups differentiated by duration of residence in New Zealand<sup>2</sup>, the age-adjusted per-capita net fiscal impact was positive; and
- only two sub-groupings are calculated as having a negative fiscal impact; namely, *new* migrants from Asia and *new* migrants from the Pacific Islands. However, the net impacts of migrants from each of these regions of birth become positive as their duration of residence in New Zealand increases.
  - In particular, the tax contribution of migrants from the Pacific Islands more than doubles as they move from *new* migrant (less than 5 years in New Zealand) to *established* migrant (15 or more years in New Zealand) status.
  - Similarly, the tax contribution of migrants from Asia more than triples during the course of the same transition from *new* to *established* migrant status.

### 1.3 Fiscal Impacts of Migrants to New Zealand 1999

*Business and Economic Research Limited for the NZIS, 1999*

The objective of this exploratory research was to develop a cost/benefit accounting model to examine the fiscal impacts of migrants compared with the New Zealand born population. The findings indicate that migrants generally had a positive net fiscal impact on government expenditure (in the categories described below), compared with their contributions to tax revenues.

<sup>1</sup> Australia, Pacific Islands, UK & Eire, Europe & North America, Asia and Other.

<sup>2</sup> Duration of residence in NZ: less than 5 years (described as *new* migrants), 5 to 14 years (*recent* migrants), 15 or more years (*established* migrants).

Migrants for this study were defined as all people born overseas and living in New Zealand, and therefore included people in New Zealand on student and work permits. The study was limited to:

- the impacts migrants have on government revenues in the form of income tax receipts, GST receipts, and excise taxes on petrol, alcohol and tobacco products; and
- the impacts migrants have on government spending in the form of education expenditure, health expenditure, welfare transfers, student allowances, and national superannuation.

The study noted that this methodology had several limitations. In particular, the study did not take account of all government spending, was based on a static rather than a life cycle analysis, and made a number of assumptions regarding the behaviour of migrants. Census and other survey data from the Department of Statistics were used for the study, as well as expenditure data from the Ministries of Education and Health, and the Department of Work and Income. The study divided the impact of migrants into three groups, according to length of time in New Zealand, and also desegregated the data by region of birth.

Among other things, the research findings indicated (relating to the 1997/98 fiscal year):

- the fiscal impact of migrants was dominated by their impact on income tax revenue;
- migrants had a positive net fiscal impact, although the size of the impact varied by length of time in New Zealand (related to the income and expenditure items outlined above); and
- there was a positive net per-capita fiscal impact for migrants who were in New Zealand five years or less.

## **1.4 Skilled Migrants: Labour Market Experiences**

*New Zealand Immigration Service, 2003*

This report consists of two projects that describe and analyse some of the outcomes of the General Skills Category (GSC) policy. Part A is an exploratory project focusing on the attitudes and experiences of employers who offer migrants a job. Part B uses a GSC proxy from the 2001 Census to provide a detailed analysis of the types of labour market outcomes that could be achieved by GSC applicants of working age.

The main aim of Part A was to identify and discuss some outcomes of awarding points for a job offer to GSC migrants. Of the 387 completed interviews, 92 percent of migrants had taken up the job offer. Of the 387 migrants, 61 percent had previously worked for the same employer. The most common occupations of the migrants were 'Professionals' (34 percent), followed by 'Service and Sales Workers' (16 percent). Thirty-seven percent of the migrants came from Europe, South Africa and North America and 49 percent from Asia. Migrants had most commonly secured the job by virtue of having the 'right' attitude, which was willingness to learn, having initiative and enthusiasm, and being hardworking. Eighty-eight percent of the employers believed the migrant's performance was very good or good, again mainly because of having the 'right' attitude.

The employer survey findings showed that awarding points for a job offer had enabled skilled, young migrants to secure residence. Many of the migrants had qualifications and/or work experience in New Zealand and were already in New Zealand at the time of being approved for residence. Employers were able to fill a position which they had trouble filling locally. Ninety-three percent of the employers would continue to hire migrants, indicating that the employers' experiences of hiring a migrant were positive.

The population of study in Part B 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 2001 Census. The variables used as a proxy for the GSC were age, educational qualifications (university, vocational and no/school only) and English language ability (self-assessed in the Census as being able to speak English or not). Labour market outcomes were analysed by region of origin and duration of residence. A limitation with this approach is that overseas born people included in the analysis will have entered New Zealand through immigration categories other than the GSC.

Labour force participation and employment rates increased with duration of residence in New Zealand. Migrants who had been in New Zealand for 10 or more years had labour force participation and employment rates that were similar to the New Zealand born population. English speaking migrants from the United Kingdom/Ireland and South Africa/North America had overall higher labour force participation rates, employment rates and income than the equivalent New Zealand born population. 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 ten years. Migrants from South Asia and 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.

The Census analysis showed that people from countries with either an English speaking background and/or a similar culture to New Zealand have the best labour market outcomes from when they first arrive. Overall though, there was strong evidence of improvement in labour market outcomes for all migrants with a GSC proxy with increasing duration of residence in New Zealand.

## **1.5 Cultivating the Knowledge Economy in New Zealand**

*Colmar Brunton for the NZIS, 2000*

This qualitative research was designed to define knowledge-based organisations including any perceived skill shortages they may face and any specific attributes that they look for in people when recruiting overseas. In addition, the research examined the respondents' perceptions and experiences of immigration policy and service in facilitating the filling of skill shortages. A brief summary of those findings was attached as an appendix. The research consisted of a combination of face-to-face and telephone interviews with 21 key informants in a range of knowledge-based organisations.

Knowledge-based industries were defined by participants as those that utilise skills and experience to add value and innovation. The most commonly used examples were Information Technology, Science, and Research and Development, although a wide range of industries were perceived as being knowledge-based. All the organisations that participated in the research reported skill shortages created by a scarcity of people with specialist skills and experience. Reasons participants stated for the skill shortages included New Zealand not being competitive internationally on remuneration, New Zealand's small population size limiting the availability of knowledge workers, and a lack of graduates in appropriate fields.

The primary benefit to recruiting from overseas identified was access to greater numbers of people with the skills and experience that the organisations required. The main attributes that organisations looked for when recruiting from overseas included: specialist skills that are

not available in New Zealand; fluency with English; and the ability to fit into the company culture.

Some of the barriers that were identified to recruiting from overseas included poor cultural-fit, risk of the immigrant not staying, risk of partner dissatisfaction and the inability to interview the candidate on a face-to-face basis. Employers wanted to reduce some of the risks by increasing the likelihood of retention. They suggested strategies for retaining staff such as bond agreements, assistance in settling migrants into New Zealand and/or ensuring that partners can obtain a work permit.

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

*Boyd for the Department of Labour, 2003*

The objective of this paper is to compare the labour market outcomes of recent and long-term migrants with those of New Zealand born people using the 1996 and 2001 Population Census data. The analysis shows that while the employment rates and incomes of recent migrants had improved since 1996, there were still significant variations in outcomes among migrants from different regions of origin.

The composition of migrants has continued to change. While 30 percent of all working aged migrants resident in New Zealand in 2001 were born in the United Kingdom (UK), only 13 percent of recent (0-5 years) migrants were born in the UK. The share of working aged migrants from Asia among the total working aged population in New Zealand was similar to the share of migrants from the UK. Between 1996 and 2001, the migrant working age population increased by 14.5 percent while the New Zealand born working aged population increased by 0.9 percent.

Migrants were better qualified than the New Zealand born population. Labour force participation varied by age group: younger and older recent migrants were less likely to be in the labour force. Employment rates for recent working aged migrants had improved from 46 percent in 1996 to 50.4 percent in 2001. Employment rates were lower for migrants from non-English speaking countries. Recent migrants were more likely to be out of the work force. Educational qualifications were not necessarily transferable. Migrant incomes were lower for migrants from non-English speaking countries.

## **1.7 The integration of Highly Skilled Migrants into the Labour Market: Implications for New Zealand Business**

*The University of Auckland Business School for the NZIS, 2000.*

The objectives of this report were to examine the labour market integration experiences of highly skilled migrants to New Zealand, and the attitudes of New Zealand businesses towards employing highly skilled migrants. The report summarises three exploratory research projects that intended to provide a basis for further research. Groups of migrants and businesses were surveyed by either mail, telephone or in a face to face interview. Each research project focussed on a different target group, including migrants from mainland China in the Information Technology (IT) industry, academically qualified migrants from the former Soviet Union and migrants from Asian countries in the IT industry.

The research found that many highly qualified and experienced migrants were either unemployed or underemployed. A significant group was found to be working in positions unrelated to their previous training or occupation. Many of the IT companies surveyed reported difficulties in recruiting skilled workers, while a significant minority of these companies cited insufficient numbers of New Zealand IT graduates as a major cause of this shortfall. The migrants and IT companies surveyed identified many barriers to entry into the job market by recent, highly skilled migrants. These included:

- inadequate English language ability;
- inadequate communication and interpersonal skills;
- a lack of local work experience;
- difficulties with qualification recognition;
- a lack of social networks;
- cultural differences; and
- job availability in their particular profession.

The report concluded with a number of recommendations for improving migrant labour market outcomes. These were directed at companies, government, territorial authorities, tertiary institutions and new migrants, and ranged from the pre-arrival stage, through to post-arrival training, recruitment and employment outcomes.

## **1.8 Immigrants in New Zealand: A Study of Their Labour Market Outcomes**

*Liliana Winkelmann and Rainer Winkelmann, University of Canterbury. Occasional Paper 1998/1 for the Labour Market Policy Group, June 1998*

This occasional paper studies the labour market outcomes of New Zealand's overseas-born population, using individual record data from the 1981, 1986 and 1996 Population Censuses. It focuses on a period in which the foreign-born share of the working-age population increased from 16 to 19 percent and Asia became the major region-of-origin for new arrivals. After providing a descriptive profile of New Zealand's immigrants, the paper uses regression analysis to compare the incomes, participation rates and employment rates of immigrants with those of similar New Zealand-born individuals, shortly after arrival and in subsequent years. Moreover, the paper identifies the factors that are associated with relatively good and relatively poor outcomes.

The results indicate that a typical immigrant, despite being relatively highly educated, was likely to have a lower income and lower probability of participation and employment than a New Zealand-born person of the same age and education level in the first years after arrival. This entry disadvantage diminished with years of residence in New Zealand. However, there was substantial diversity in relative labour market outcomes. While immigrants from English speaking countries had relatively small initial differentials that tended to disappear within 10 to 20 years of residence, Asian and Pacific Island immigrants had larger initial differentials that were increasing over the study period, and, in some cases, these immigrants were predicted not to reach parity with natives over their working career.

## **1.9 Immigrants in the New Zealand Labour Market: A Cohort Analysis Using 1981, 1986 and 1996 Census Data**

*Liliana Winkelmann and Rainer Winkelmann, University of Canterbury, for the Department of Labour, 1998*

This study examines the relative labour market positions of immigrants using unit record data from the 1981, 1986 and 1996 population Censuses. It compares the labour market outcomes of immigrants immediately after arrival in New Zealand and in subsequent years with those of New Zealand-born individuals who have similar characteristics. It identifies the factors associated with differences in outcomes, and analyses the changes in the relative outcomes of immigrants between 1981 and 1996.

It finds that, in the period, in the first year after arrival in New Zealand, a typical immigrant had a 20 percent lower income than a comparable New Zealand-born resident. This entry disadvantage disappeared after 20-30 years of residence. Convergence was generally quicker for participation and employment rates than for income. In addition, the evidence suggests a substantial amount of heterogeneity. Most notably, Asian and Pacific Islands immigrants of the early 1990s came with a much larger entry disadvantage than other groups of immigrants or earlier arrivals.

The decline in relative labour market outcomes for this group cannot be explained by the changing country-of-origin composition, nor by changes in any of the observed characteristics. One possible explanation is that structural changes in the labour market have caused an increased penalty for migrants from predominantly non-English-speaking countries.

## **2. EVALUATION OF POLICIES AND PROGRAMMES**

### **2.1 Business Immigration: The Evaluation of the 1999 Business Immigration Policy**

*New Zealand Immigration Service, 2002*

The main aim of the evaluation was to assess whether policy objectives were being met. The strengths of the policy were identified as well as areas that could be improved. The 1999 business immigration policy introduced flexible policies and practices in order to make New Zealand a more attractive destination for business migrants. Three business residence categories were established, with each category targeting specific segments of the business migrant market. These were the Entrepreneur Category, the Investor Category, the Employees of Relocating Businesses Category and a new temporary category the Long Term Business Visa (LTBV).

A variety of quantitative and qualitative research methods were employed in the evaluation and these included analyses of immigration databases and application files, interviews with informants, and a small survey of Investor and LTBV principal applicants. The primary limitation was that the survey of business migrants provided qualitative information and therefore those findings should be seen as indicative.

The policy has successfully increased the number of business migrants entering New Zealand, and they arrived with an array of business related skills. For example, LTBV principal applicants had an average of 10.41 years business experience. Militating against the business experience being brought was evidence that a significant minority of Investor Category principal applicants were absent from the country for six months or more. On the whole, the major flows of business migrants came from countries with dissimilar cultures to New Zealand and from a non-English speaking background.

Strengths of the policy included that it was attracting high numbers of business migrants with prior business experience, attracting a high level of investment money, and the numbers of new businesses established with additional jobs created. In regard to numbers, the policy was more successful than its predecessors. A wide variety of businesses were established through the various policies. The Accommodation, Cafés and Restaurants industry grouping was the largest. There was also, however, ample evidence that businesses were being established in a variety of industry categories and business types.

Militating against the sums being invested was evidence from the file study that Investor migrants were placing their money into a passive investment, that is, a savings account with a trading bank. This finding is similar to the situation with the 1991 Business Investment Category where most of the migrants were investing passively. Auckland was the major recipient of the businesses either established or to be established by migrants across all the categories.

### **2.2 The Evaluation of the Settlement Services Pilots**

*New Zealand Immigration Service, 2002*

This evaluation report describes pilot projects that were set up to provide for the settlement needs of new migrants and the resettlement of refugees. Three pilots with varying levels of funding were established and were focussed on the following target groups: asylum seekers

and refugees; the families of refugees; and migrants. Nineteen separate projects were funded in Auckland, Hamilton, Palmerston North, Wellington and Christchurch. One of the main aims of the pilots, and therefore evaluation, was to provide information useful for making decisions about the scope and character of future settlement services. The main research methods used were analysis of project files and reports, face to face interviews with key stakeholders, and focus groups with project participants.

Successful and innovative projects included employment related projects using new technology, such as websites, to link people with employment opportunities. Other employment projects used employment co-ordinators or mentors in a coaching role to support new migrants into employment. All other areas of the pilots, such as providing accommodation, social work support, and orientation-related services were equally successful for their target groups. Many of these latter service providers were more likely to be carrying on with essential, existing service provision or extensions of current assistance to refugees and migrants.

External stakeholders spoke highly of the projects, the range of services provided and the successful models that had been established. Overall, the pilot projects demonstrated an effective way of establishing partnerships between Government and the community sector to provide a more coherent approach to service provision. Involving the community in these projects meant that there was additional leverage in terms of volunteer hours and networks that were not available to government agencies.

## **2.3 Humanitarian Category Circumstances**

### *New Zealand Immigration Service, 2000*

Applicants may be approved for residence under the Humanitarian Category if it is established that either the applicant or the sponsor is suffering serious emotional or physical harm - and the only reasonable solution is to grant the applicant New Zealand residence. Applicants need to be sponsored by a close relative or certain other people.

The main objectives of this quantitative project were to determine the incidence of the various types of serious harm, the incidence of the causes of serious harm and the ways applicants and sponsors were related to one another. The NZIS's electronic and paper files were data-mined to meet the objectives. The sample included 363 Humanitarian applications approved during the 12 months from 1 April 1999 to 31 March 2000.

It was found that many more applicants and sponsors experienced serious emotional than serious physical harm. The main types of emotional harm identified were depression, anxiety disorders, and post traumatic stress disorder. "Interdependence" was the most frequent cause of serious emotional harm. This was followed by geographical distance, fear of violence and social isolation.

The most prevalent serious physical harm, was where an applicant or sponsor was unable to care for him or herself. The only other numerically significant physical harm identified, was the need for New Zealand medical attention. Illness, followed by war and accidents, were the major causes of physical harm.

Sibling was the most common relationship between principal applicants and sponsors. Other frequently occurring relationships between applicants and sponsors were parent and adult child.

Other findings included that just over half of the Humanitarian Category applications were approved offshore. The top nationalities, in descending order, of people approved under the Humanitarian Category between 1 April 1999 and 31 March 2000, were Cambodia, Iraq, Fiji, China, Somalia, Samoa, Great Britain, Tonga, India and Vietnam.

## **2.4 Experiences of Recent Business Migrants in New Zealand**

*Forsyte Research for the NZIS, 1998*

The main objectives of the project were to examine the expectations and intentions of business migrants regarding business and investment in New Zealand and to investigate their experiences since arrival. Qualitative interviews were conducted with 30 business migrants. The research showed that factors which had helped motivate business migrants to leave their home country included political, environmental and educational factors, changing social structures, constraints on business, and a desire for a lifestyle change.

No migrants had previous business links with New Zealand before migration. Intended areas of business in New Zealand included tourism, primary sector, trade, property, retail, social/service sector, and manufacturing. Of the 30 business migrants, 18 were involved in some form of investment other than a bank term deposit at the time of the interview. A range of positive factors had assisted migrants to establish active business ventures, while conversely, respondents were also able to identify barriers to undertaking active business. The migrants emphasised the desirability of both settlement and business research, preferably through a visit, before migrating to New Zealand.

## **2.5 Migrants' Experiences of the English Language Bond**

*Forsyte Research for the NZIS, 1998*

The main objectives of this study were to find out about migrants' views and experiences of both the English language bond and English language courses. Interviews were undertaken with 24 migrants who had paid the English language bond and who had subsequently received different levels of refund.

The research found that the bond had acted as an indication of the importance of English language skills and an incentive to learn English quickly. However, many migrants had mistakenly perceived that they would be able to learn English easily, cheaply, and/or quickly once they arrived in New Zealand. Migrants with minimal or no English on arrival in New Zealand had had little chance of learning English and gaining a refund in the time allowed because of settlement issues, waiting lists for English language courses, and the time needed to reach the required skill level of English language.

### **3. POLICY AND REGULATION**

#### **3.1 Work Visas and Permits Research**

*New Zealand Immigration Service, 2001*

The objective of this research was to document some of the characteristics of New Zealand's work permit policy and its links with residence. The information for the research was gathered through a series of analyses of the Immigration database. The following information was reported: the characteristics of people granted work permits; the criteria under which they were approved; the occupations and industries people on skill shortage work permits go into; and the proportion of workers who went on to become residents.

Findings of the research included that some 38,000 work permits were granted in the 1999/2000 July to June year. The two largest groupings of work permits were "General", issued to address skill shortages and accounting for 38 percent of the total, and people on Working Holiday schemes, which were 15 percent of the total. Between 1997/1998 and 1999/2000 there had been a steady increase of approximately 4,000 work permits issued per year. Great Britain was the largest source country. Eighty percent of people on work permits were aged between 21 and 40 years. Thirty percent of people in New Zealand on work permits in 1997/1998 had subsequently been approved for New Zealand residence by 30 September 2000. In 2000/2001, 31 percent of "General" work permits were granted to people who were working as Sales or Service Workers, 28 percent to Professionals, and 20 percent to Technicians and Associated Professionals.

#### **3.2 Work Permits and Residence Qualitative Research**

*New Zealand Immigration Service, 2001*

The objective of this research was to develop a better understanding of the mechanics of the onshore residence market by identifying some of the personal factors driving work and residence permit applications. To capture this information, a qualitative research design was used and the main technique employed was semi-structured interviews. Two populations were targeted: recently approved residents who had previously held work permits and people currently in New Zealand holding work permits. Only people of the top five nationalities of work permit holders in 1999/2000 were included in the two samples.

The most significant finding of the research was that, at the time of applying for a work permit, few participants were planning to stay in New Zealand for more than two years. Interestingly, it was a view shared between both samples. However, at the time of the interview nearly all of the current work permit holders intended to become residents. Of course, all of the recently approved residents had already made the transition from a work permit to residence. The implication of this finding is that direct experience of life in New Zealand is a major influence in peoples' decision to apply for residence and that there may be an opportunity to boost the number of skilled migrants to New Zealand by facilitating access to residence for people granted work permits. The research also highlighted an unusual situation in which migrants, who were ineligible to apply for residence, maintained their abode in New Zealand by applying for successive work permits.

### **3.3 The Immigration Consulting Industry in New Zealand**

*New Zealand Immigration Service, 2001*

The purpose of this research was to describe aspects of the New Zealand immigration consulting industry. The government has been considering whether the industry should be regulated and, if so, to what extent. This research provided background information for use in the policy development process. The research was conducted through an analysis of three sets of electronic records from the NZIS's databases, a sample of 800 Ministerial file notes and a survey of NZIS staff.

The research found that around 12 percent of applicants used agents, although there was particularly high use among some groups of migrants and within some immigration categories. For example, 27 percent of people applying for residence used an agent and approximately 10 percent of people applying for temporary entry. Those applying under the Business Residence Category had the highest use of agents at 63 percent of all applications. Thirty three percent of General Skills Category applicants and 20 percent of Family Category applicants used agents.

It was also noteworthy that applicants from Asia were more likely to use agents across all immigration categories, compared to other applicants. The industry was found to be larger than expected with 571 agents (overseas and NZ based) used by residence applicants. The New Zealand consulting industry was estimated at being around 160 to 170 agents. Although the extent of client problems with consultants could not be gauged, it was found that there was a degree of negligent or unprofessional conduct on the part of some immigration consultants.

### **3.4 Links Between Temporary Entry and Permanent Residence**

*New Zealand Immigration Service, 1999*

The objective of this study was to provide baseline information on the extent to which recently approved residents had previously been in New Zealand. The research examined a sample of principal applicants approved for residence in the 1998 calendar year from the top six source countries. Among other things, findings indicated:

overall, 58 percent of the principal applicants approved for residence had previously been granted a permit for temporary entry to New Zealand; 51 percent of the principal applicants had previously held a visitor permit, 26 percent a work permit, and 4 percent a student permit (many had held more than one type of temporary permit); and the proportion of principal applicants from Fiji, Great Britain, South Africa, and 'Other' nationalities previously in New Zealand on temporary permits ranged from 64 to 73 percent, while 56 percent of Samoan principal applicants had previously been in New Zealand. However, China and India had proportions which were considerably lower, at 25 and 34 percent respectively.

This research highlights the significance of temporary entry in facilitating people's subsequent uptake of residence. It also indicates there are reasons for thinking that temporary entry policy should be more explicitly linked to residence policy. However, more research is required to analyse the flows from temporary to permanent residence before firm conclusions can be drawn.

## 4. REFUGEES

### 4.1 Refugee Voices: A Journey Towards Resettlement

*New Zealand Immigration Service, 2004*

*Refugee Voices* reports the findings of a three year Department of Labour research project that inquired into the resettlement experiences of refugees in New Zealand. The information will be used to assess and improve refugee support systems and assist with the development of refugee resettlement policy.

The 398 refugees who were interviewed for this research fell into two groups. The first group - *recently arrived refugees* - consisted of Quota, Convention and Family Reunion refugees who were interviewed after six months in New Zealand (209 people) and then again at two years (162 people). The second group - *established refugees* - included Quota refugees who had been in New Zealand for around five years (189 people).

Participatory research principles guided the project and resulted in the recruitment of research associates from refugee communities who trained as research assistants and interviewers. The research associates had a deep understanding of the cultures of the people they interviewed and were able to build trusting relationships with them. An Advisory Group provided input into the design of the research.

The refugees interviewed came from diverse backgrounds, with a range of skills and cultural traditions that impacted on their resettlement experiences. In their former countries they had experienced (sometimes extended) periods of civil unrest that threatened their safety and resulted in a lack of adequate food and water, and health and educational resources. A number of research participants had spent time in refugee camps before coming to New Zealand. Many of the refugees knew little about New Zealand prior to arrival.

The objective was to describe refugees' resettlement experiences over a broad range of areas including their backgrounds, the information they had about New Zealand prior to arrival, their arrival experiences, housing, getting help, family reunification, health, learning English, adult education, labour force and other activities, financial support, children and teenagers, social networks, discrimination, cultural integration and settling in New Zealand.

The research showed that resettlement is a journey: a process of learning, adapting and understanding. Coming to a new country with a different culture, language, religion, and traditions, is a challenging venture into the unknown. While this research examined the first five years of refugee resettlement, it is very evident that the process of resettlement is ongoing. On the evidence of this research, some may never get to the place where they can participate in this country's life to the same extent as other residents. Adaptation to New Zealand occurs at a different pace for the diverse groups of refugees. In general, younger people adapted faster.

Nearly all participants reported that New Zealand provided them with a safe and pleasant environment and that for the most part they encountered friendly and helpful people. What participants liked about New Zealand reflected what most did not have in their former countries – freedom and democracy, safety and security, and peace and quiet.

The research reinforces that ability with English language is crucial to all aspects of resettlement and the facilitation of English language learning, tailored to the individual, is vital.

The issues arising from the research include:

- the importance of acknowledging and responding to refugee diversity (one size, or type, of service delivery will not meet all needs)
- refugees not having an understanding of available services or their entitlements
- that entering the labour market is the greatest challenge
- a need for more help with accessing English language training and suitable housing
- that the provision of health services and schooling is working well
- support agencies are offering a good service to refugees.

## 4.2 Refugee Voices Interim Report

*New Zealand Immigration Service, 2002*

The research explores the resettlement experiences of refugees who have come to New Zealand over a six-year period. The research sample was split into two groups. Group A were those who came to New Zealand or had their refugee status confirmed between January and July 2001. In this report, the initial experiences of Group A are explored. This group is made up of:

- 96 Quota refugees – those mandated by the United Nations High Commissioner for Refugees (UNHCR) and came to New Zealand from January to June 2001;
- 42 Convention refugees – asylum refugees with successful determination of their refugee claims between January and July 2001; and
- 71 Family Reunion refugees – individuals who came through Family or Humanitarian Categories between July 2000 and June 2001 and who had former refugees as family.

This group was interviewed around six months after arrival or determination and are being re-interviewed at two years. In total, 209 interviews were completed for the Interim Report. In addition, focus groups were completed with refugees and refugee service providers to provide more in-depth information. Group B are Quota refugees who have been in New Zealand for between 4 and 6 years and they were interviewed in late 2002.

There were considerable differences between refugee groups. Quota refugees often have had a fractured past, having spent considerable time in refugee camps. Some of them had limited access to education and health care. This was shown with few having educational qualifications. They got more support from their ethnic group and fewer thought it was important to make friends at this stage of their resettlement.

Quota refugees had access to more housing help than other groups and paid less rent, but were also the least satisfied with their housing. Many of them did not speak and write English well and were taking part in English language classes to improve their ability in this area. As a group, most Quota refugees were somewhat settled to very settled in New Zealand.

Convention refugees knew little about New Zealand before they came here, and often an 'agent' suggested where they should go to claim asylum. The Convention refugees interviewed, on the whole, came to New Zealand with more educational qualifications, and skill levels, and better ability in the English language than Quota and Family Reunion refugees. They also had a higher rate of employment than other groups of refugees, which can be partly attributable to their having been in New Zealand for longer than the other groups spoken to (while waiting for their refugee claim to be determined), but also to their better ability with the English language. Convention refugees generally received less support, relying more on government agencies and their friends. They did not have similar family networks to the other two groups.

Though the Convention refugees reported their physical health as being better than other refugees, one in two had experienced emotional problems as a result of past experiences, and moving to and settling into New Zealand. This was a higher rate than for the other two groups. Convention refugees also reported that they were less settled than either Quota or Family Reunion refugees.

Family Reunion refugees have been sponsored to New Zealand by close family meaning that they have support networks already in place. These networks are important in terms of assisting them to negotiate a new society and can explain why they felt the most settled of the three groups. They also knew the most about New Zealand before they came here, with family providing them with information. They often come from similar backgrounds to the other refugee groups and in many ways their experiences reflect this. In many of the areas looked at in this report, their experiences tend to reflect those of Quota refugees or fall between the other two groups of refugees. For example, their English language ability was better than Quota refugees but not as good as Convention refugees. In terms of educational qualifications, they also fall between Convention and Quota refugees.

### **4.3 Refugee Voices Literature Review**

*Alison Gray and Susan Elliot for the NZIS, 2001*

This literature review was part of the first phase of the Refugee Voices Project. It aimed to help interested parties to understand more fully the process of refugee resettlement and some of the key barriers to resettlement. It sought to inform the development of resettlement policy and services as well as inform the development of the Refugee Voices research project. Contemporary New Zealand material was the mainstay of the review, with a focus on literature from 1980 to the present. This was complemented by literature from the United Kingdom, the United States, Australia, Canada and Europe. The literature for the review was obtained through a variety of sources, including an extensive search of specialised Internet databases, individual country databases and university catalogues. Interviews with six key informants were also used to focus the literature review.

The literature review acknowledged the increasing demands being made on receiving countries and their attempts to balance humanitarian and moral imperatives against budgetary constraints and social pressures. It also highlighted the often fragmented and ad hoc responses of countries to the provision of services for refugees.

## **5. SETTLEMENT**

### **5.1 Migrants' Experiences of New Zealand – Pilot survey report for Longitudinal Immigration Survey: New Zealand (LisNZ)**

*Department of Labour, 2004*

This report presents findings from the pilot of the Longitudinal Immigration Survey: New Zealand (LisNZ). It is the first in a series of reports from this survey. The primary objective of the LisNZ is to provide reliable and authoritative data about migrants' initial settlement experiences in New Zealand and the outcomes of immigration policies. The survey is intended to provide a profile of new migrants to New Zealand, linking migrant characteristics with subsequent settlement experiences and outcomes. The survey is being conducted in a partnership between the Department of Labour and Statistics New Zealand.

Sampling for the LisNZ main survey is due to start late 2004 or early 2005. The main survey will interview migrants at around six months, 18 months and 36 months after their residence uptake. The aim is to achieve a sample of around 5,000 migrants at the third interview, allowing for attrition.

The pilot survey was undertaken to trial aspects of the survey development 'in the field' in preparation for the main survey. The primary purpose was to test the electronic questionnaire and survey methodology, including ways to establish and maintain contact with those taking part in the survey. Interviews for Wave 1 of the pilot survey were conducted six months after residence uptake, in July and August 2001, and the Wave 2 interviews were undertaken in July and August 2002. For Wave 1 of the pilot survey 691 migrants were interviewed and 546 of these migrants were re-interviewed at Wave 2.

Thirty five percent of the migrants interviewed came from Europe, South Africa and North America. Another 22 percent came from North Asia. Lifestyle was the main reason given by Skilled / Business Stream principal applicants for applying for residence, while reasons were more mixed for secondary applicants in this stream. Family relationships were the key motivating factor for Family Sponsored and International / Humanitarian Stream migrants. (Refugees were excluded from the sample).

Migrants were generally well educated, with more than half having completed post-school study before being approved for residence. Most had good English language skills, and many came to New Zealand with a range of other language skills. Around two-thirds spoke more than one language well.

Employment rates and seeking work rates improved for all migrants from Wave 1 to Wave 2, with the overall employment rate increasing from 53 percent to 62 percent and the seeking work rate falling from 14 percent to 6 percent. At the time of the Wave 2 interviews, more migrants were receiving income from wages and salaries (62 percent) than from any other source. Twelve percent had received core benefits or supplementary payments from Work and Income in the two weeks prior to the Wave 2 interview. Around one in five migrants perceived they had experienced discrimination in New Zealand at both waves of interviewing and around half of these migrants said this had happened when applying for jobs.

Overall, the results from the LisNZ pilot survey show that most migrants were settling well in New Zealand. There were, however, issues for some migrants in terms of employment and getting the specific help, advice and information needed with various aspects of life in New Zealand.

The main LisNZ survey will enable an objective evaluation of how effectively new immigration policy and settlement programmes are working to achieve good settlement outcomes for recent migrants, as well as for the New Zealand economy and society at large.

## **5.2 Family Structures**

*New Zealand Immigration Service, 2000*

The objectives of the family structures research were to identify how the concept of 'family' differs by ethnic group, to identify the different concepts of 'family' and the key relationships whereby obligatory ties exist, and to describe the key characteristics of relationships that involve a high level of interdependence. The methodology consisted of a literature review and 15 interviews with migrants from the Pacific, Asia, Africa and Eastern Europe.

It was found that the basic concepts of nationality, ethnicity and family were highly complex. The concept of family varied not only by nationality and ethnicity, but also within each of these categories. All of the cultures studied perceived 'family' as a social rather than biological unit, and in most cultures family was seen as being more important than the individual. The literature review identified close family as including parents, children, siblings and their spouses, and first cousins and their spouses. When the migrants interviewed were asked to describe their families, they often initially described their nuclear family but rapidly moved on to wider groupings.

Child-parent relationships were identified as the most interdependent types of family relationships. These relationships were characterised by a strong sense of duty and regular exchanges of economic support and/or physical care. The relationships between siblings and siblings' children was the next most interdependent. While siblings exchanged money and physical care, this was to a lesser extent than exchanges between parents and children. Uncles and aunts and nephews and nieces were also reasonably interdependent, but much less so than siblings and siblings' children.

There were, naturally, many exceptions to the findings presented above. Close family membership could change over time and in response to special circumstances such as significant socio-political change. Obligations between family members also varied and migration could amplify obligations. For example, migrants may be obliged to send remittances to family in their source countries. On the other hand, migration and distance could weaken family bonds and consequently attenuate obligations.

## **5.3 Settlement Assistance Needs of Recent Migrants**

*Migration Research Group, Department of Geography, University of Waikato for the NZIS, 2000*

The main objective of this study was to obtain information to assist with the development of settlement services for recent migrants. The study examined the settlement needs of migrants, the organisations that provide services for migrants, identified key features of settlement services expected to achieve good settlement outcomes, and identified services that could usefully be established or revised. The study was based on 20 interviews with key informants involved with the provision of migrant services, and a small scale literature review.

The study found that migrants have four main areas of settlement needs. These were everyday needs such as accommodation and access to health care, learning English, employment, and supportive connections both in and outside ethnic communities. A range of non-government organisations, such as ethnic associations and church groups, provide migrants with everyday assistance and help migrants to build supportive connections. Together with educational institutions, these organisations also provide English language training to new migrants. Work and Income New Zealand was the key provider of employment services.

However, the study revealed that migrants often had difficulty accessing services. Language barriers, insufficient information, and a lack of transport are some of the barriers faced by migrants wanting to utilise these services. In addition, services often fail to meet the needs of specific groups, such as older migrants and refugees.

The study identified key features of settlement services that could achieve good settlement outcomes, together with a number of services that could be established or revised. These included the need for service providers to employ and train staff in order to overcome linguistic and cultural barriers, the provision of information about support services to migrants, and casework services for migrants with special needs.

#### **5.4 Migrants' and Parents' Experiences of Sponsoring**

*CM Research for the NZIS, 1999*

The research was developed to provide information for the review of social category policy. It was identified that there existed little qualitative information on the experiences of migrants sponsoring their parents to New Zealand or on the experiences of the parents being sponsored. The research was based on in-depth interviewing. In total, the sample comprised 25 migrant sponsors and 15 parents. Migrants from China, Great Britain, India, Samoa, and South Africa were interviewed.

It was found that the majority of sponsors sponsored for emotional, as opposed to functional, reasons. These included:

- the desire for family reunification;
- peace of mind, derived from the knowledge that parents would be safe in New Zealand; and
- fulfilling personal or cultural "duties" for ageing parents.

The parent policy and the ability to sponsor parents to New Zealand had not influenced most of the sponsors' decisions to immigrate to New Zealand. Many sponsors had only become aware of the parent policy once they had arrived in New Zealand. The sponsoring process had tended to be initiated by the sponsors, rather than the parents. For sponsors, the emotional benefits of sponsoring parents outweighed the costs, which were identified as mainly financial. The level of support sponsors gave to parents generally declined over time. However, parents from China, India, and Samoa received greater ongoing support than British or South African parents.

Most of the sponsors were aware that they had undertaken to provide housing and financial support for their parents for up to two years. Generally, sponsors had met these undertakings. A small number, however, had not or could not have provided the support if called upon to do so. Sponsors considered the current undertakings of sponsoring reasonable.

## 5.5 Patterns in the Sponsorship of Social Migrants

*Sandy Brinsdon for the NZIS, 1999*

The focus of this research was on the sponsors of social category migrants, and the sponsorship process. Research objectives included determining the proportions of New Zealand-born to migrant sponsors, the proportions of applicants and sponsors originating from the same countries, and the distribution of migrant-sponsors across residence categories. The main sources of data were hard copy and electronic NZIS files. Three categories of sponsors were considered in the research: Partner/Spouse; Parents; and Humanitarian sponsors. It was found that the majority of the sponsors of parents and humanitarian applications were female, while the majority of spouse and partner sponsors were male.

There was considerable variation in the extent to which applicants and sponsors came from the same source countries. For example, 86 percent of applicants from China had partner sponsors originally from China, while only 14 percent of applicants from Great Britain had partner sponsors from the same source.

Over two-thirds of parent sponsors had been resident in New Zealand for three years or less. One third of humanitarian applications had migrant sponsors who had been residing in New Zealand for between five and ten years. An interesting finding was that slightly less than 90 percent of Humanitarian Category sponsors were from the same nuclear family as applicants.

## 5.6 Migrant Settlement: A review of the Literature and its Relevance to New Zealand

*Michael Fletcher, for the NZIS, 1999*

The objectives of the literature review were to describe and define the process of migrant settlement, describe frameworks used to measure settlement and to summarise factors found to be important in the settlement process. Literature was searched from countries with immigration programmes similar to New Zealand; these were defined as Australia, Canada, and the United States of America.

Several interesting trends were identified that could indicate shifts in the character of immigration. These changes are driven by a combination of globalisation, technological changes, and economic and demographic forces. For example, the internationalisation of labour markets means that significant groups of migrants are participating in labour markets that cross international boundaries. Such people may migrate several times. Immigration to New Zealand has always involved a considerable degree of return migration and on-migration and it is important not to overstate the significance of these factors. However, from New Zealand's perspective, increased mobility and destination choices open to skilled migrants mean that, to gain maximum national advantage, it may be necessary to ensure key settlement outcomes are achieved rapidly. In other words, we may no longer have the luxury of a long, slow, settlement process.

There has been a shift, internationally, in the concept of migrant settlement from assimilation to multiculturalism. Both Canada and Australia adopted multiculturalism as official policy in the 1970s, while New Zealand has never adopted it as official policy. Some authors suggest New Zealand is still debating the relationship between biculturalism and multiculturalism. Multiculturalism, as policy, implies an obligation on government to ensure all migrants have

access to services and are able to retain their cultural heritage. It also implies that settlement is a two way process, involving change by both migrant and the host society.

Current concepts of settlement recognise that settlement is a multidimensional process involving all aspects of the migrant's (and migrant family's) life. Settlement is usually defined as the early parts of the longer integration process, but it is recognised that settlement and settlement needs may also vary with the migrant's life cycle.

The review found that the use of indicators to measure settlement or integration is underdeveloped. Despite this finding, a number of indicators could be appropriate for use in New Zealand. These include labour market indicators, income measures, and items such as the rate of improvement in non-English speaking migrants' English proficiency.

The review also noted several key factors that affect the settlement of migrants. In particular it was identified that proficiency in the host country language is of overriding importance in assisting settlement:

- a transparent, effective and credible qualifications assessment and recognition process is critical for the labour market integration of skilled migrants;
- family and social networks are very important in assisting settlement;
- positive attitudes towards immigrants and immigration need to be fostered - discrimination and prejudice retard the settlement process in both the labour market and society more widely; and
- migrants need to take active steps to learn about their new environment. Migrants need information on all aspects of life – the labour market, business, banking and commerce, laws, social practices and customs.

## **6. TRENDS, STATISTICS AND SUMMARIES**

### **6.1 Trends in Residence Approvals Volume 3: 2002/2003**

*New Zealand Immigration Service, 2003*

This report is the third in a series produced annually to provide background information about trends in residence approvals. The reports are written in a readily accessible format to make the data useful for informing policy decisions, identifying trends in immigration flows and to generally increase the public's understanding of immigration trends. This report provides data from the 2002/2003 financial year.

A total of 48,538 people in 24,562 applications were approved for residence in the 2002/2003 year. Sixty-three percent of these migrants were approved through the Skilled/Business Stream, 31 percent through the Family Sponsored Stream and 7 percent through the International/Humanitarian Stream. The proportion of migrants through the Skilled/Business Stream fell from 68 percent in 2001/2002. Compared with 2001/2002, a higher proportion of people applied for residence onshore – 37 percent this year compared to 30 percent in 2001/2002.

The General Skills Category was closed on 1 July 2003, and was replaced with the Skilled Migrant Category in late 2003. Between July 2003 and late 2003 an interim General Skills Category was established. As anticipated, inflows of applications through the General Skills and Business Categories declined following the November 2002 policy changes, which included a change to the English language requirements. For General Skills, the decline started after a passmark increase in September.

The top three source countries of residence approvals in 2002/2003 were China and India (16 percent each) and Great Britain (14 percent). In 2001/2002, these three countries accounted for 17, 16 and 12 percent respectively. The top three source countries have increased their share of total residence approvals, from 38 percent in 2000/2001 to 46 percent in 2002/2003.

### **6.2 Trends in Residence Approvals Volume 2: 2001/2002**

*New Zealand Immigration Service, 2002*

This is the second annual Trends in Residence Approvals report. The broad aim is to provide background data on trends in residence approvals in a readily accessible format, and to make this information available to support policy decisions and to generally increase the public's understanding of immigration trends. This report provides data for the 2001/2002 financial year, from 1 July 2001 to 30 June 2002.

A total of 52,856 people in 25,086 applications were approved for residence in 2001/2002. Sixty-eight percent of these migrants were approved through the Skilled/Business Stream, 27 percent through the Family Sponsored Stream and 5 percent through the International/Humanitarian Stream. The proportion of migrants through the Skilled/Business Stream has increased by 8 percent over the previous 12 month period.

The top three source countries of residence approvals in this financial year were China (accounting for 17 percent of all approvals), India (16 percent) and Great Britain (12 percent).

The top three countries had increased their 'share' of the residence pie from 38 percent in 2000/2001 to 45 percent in 2001/2002.

A total of 59,148 individuals were approved for temporary work permits in 2001/2002, up from 26,339 in 1997/1998. One quarter of these were issued to people from Great Britain. Of the work permits issued, 18,631 were granted for the purpose of filling a skill shortage in New Zealand. A total of 73,523 student permits were issued in 2001/2002. Forty-four percent of these were issued to people from China. Analysis of temporary to permanent immigration continues to indicate that there are significant links between temporary and permanent residence. More than half of all principal applicants approved for residence in 2001/2002 had previously held a student, work or visitor permit at some stage since July 1997.

### **6.3 Trends in Residence Approvals Volume 1: 2000/2001**

*New Zealand Immigration Service, 2001*

*Trends in Residence Approvals* is a new annual report summarising information about people approved for New Zealand residence. The report identifies, discusses and compares residence trends for each financial year (running from July 1 to June 30) and also provides some information on temporary entrants to New Zealand. This inaugural 2000/2001-year report includes the following information: the policy categories through which migrants are approved; their source countries; the characteristics of migrants; and links between temporary permits and residence.

In the 2000/2001-year there were 44,598 people approved for residence, with 54 percent approved through the General Skills category, 6 percent through the Business category, and 28 percent through the Family category. The remaining 12 percent were approved through various other policies such as those for refugees. There was an average of two people per residence application, ranging from 1.3 people for Family category applications to 3.4 people for Business category applications. The four largest source countries for migrants were Great Britain, India, China and South Africa. Of those who had received a work or student permit in 1997/1998, 31 percent of the workers and 14 percent of the students had become a resident by 2000/2001. In the 2000/2001-year, 92,015 individuals had been approved for a temporary student or work permit, with 6 percent moving on to residence in the same year.

### **6.4 Astronaut Families and Cosmonaut Couples**

*New Zealand Immigration Service, 2000*

The objectives of this study were to determine the frequency and character of astronaut and cosmonaut migration to New Zealand. "Astronauts" are migrants who spend significant periods in their country of origin working or doing business while leaving their family in New Zealand. "Cosmonauts" are childless migrants who exhibit similar behaviour. The research consisted of a quantitative analysis of a cohort of migrants which examined the amount of time members of migrant families spent out of New Zealand. This research was augmented by a literature review.

The study found that while many migrants spend some time out of New Zealand, few do so for extended periods. The time spent out of New Zealand appeared to be inversely proportional to the number of people included in applications. Migrants without children generally spent more time out of New Zealand. For both astronauts and single migrants

there was little difference between nationalities, although there were significant differences between nationalities in the case of childless couples.

The study had several important limitations. For example, the study only included families and couples where all the applicants in a residence application took up residence. In addition, the behaviour of any given cohort of migrants may not be representative of migrants in general.

There is very little literature on the subject of astronaut migration. Previous work in this field focuses on Chinese migration patterns, and views astronaut families in the context of the historical pattern of Chinese family dispersal. The literature also distinguished between those migrants who were astronauts by choice, and those who became astronauts after being unable to find work in their new country of residence. Globalisation is also discussed as a cause of astronaut migration.

## **6.5 Migrants in New Zealand: An Analysis of 1996 Census Data**

*New Zealand Immigration Service, 2000*

The objectives of this study were to develop a profile of the demographic characteristics of recent migrants to New Zealand and to provide a baseline that may be used for comparison with future Census data. The analysis was provided for all migrants and also for 'recent' migrants, that is, those who were living in New Zealand and who first arrived to live here five years ago or less. The research consisted of a quantitative analysis of specific variables collected in the 1996 Census, including migrants' age groups, regions of origins and lengths of time in New Zealand. This data was provided for each territorial local authority. The detailed tables that contain this data are appended to the report.

It was found that recent migrants to New Zealand differed on a number of characteristics from the total migrant population. Fifty-two percent of the total overseas born population were from Europe (including Russia), South Africa and North America (ESANA<sup>3</sup>), whereas only 32 percent of the recent migrant population were from these regions. This finding reflects the shift in immigration policy from a country of origin principle to one based on human capability. Conversely, 43 percent of recent migrants were from Asian countries, compared with 20 percent of the total overseas born population.

As expected, a large proportion of recent migrants (53 percent) from all regions was living in Auckland. The proportion of recent migrants living in Wellington and Christchurch was 9.6 percent and 8.4 percent respectively. There was a particularly high proportion of recent migrants from Asian countries and the Pacific living in Auckland. In terms of region of origin by location in New Zealand, the distribution of recent migrants showed significant differences by location. Of the total overseas born population the largest group in all areas was from ESANA. In comparison, the largest group of recent migrants in Auckland and Christchurch were from North Asia.

Overall, this report improves our understanding of the local impacts of immigration. This report should provide useful information to a number of organisations and will provide a base from which to compare results from the 2001 Census.

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<sup>3</sup> This regional grouping was developed for the LisNZ. This high level grouping provides a means of grouping countries that have similar characteristics.

## **6.6 Migrants in New Zealand: An Analysis of 2001 Census Data**

*New Zealand Immigration Service, March 2003*

This report was developed to update, and further develop, a profile of the demographic characteristics of migrants to New Zealand. The analysis is provided for all migrants and also for 'recent' migrants, that is; those who live in New Zealand and who first arrived to live here 5 years ago or less<sup>4</sup>.

At the 2001 Census, 19 percent of the usually resident population was born overseas. Overall, the proportion of migrants in New Zealand from Asia had increased and the proportion from ESANA had decreased compared to the 1996 Census. The Auckland region is becoming an increasingly popular destination for recent migrants.

Migrants from Australia and ESANA have good outcomes in the New Zealand labour market, with high labour force participation, low unemployment, and higher incomes than other migrants. Migrants from Asia and the Pacific do not do so well in the New Zealand labour market, with a higher proportion of migrants from these regions not in the labour force and higher rates of unemployment. Migrants from North Asia do comparatively poorly with a very high proportion not participating in the labour force and a high proportion with no source of income.

Overall, this report improves our understanding of the local impacts of immigration and of the demographic characteristics of the overseas born population. This report should provide useful information for a number of organisations and will provide a base from which to compare results from future Censuses.

## **6.7 International Migration, 1995-1998: A Report on Current Research and a Bibliography**

*Migration Research Group, Department of Geography, University of Waikato for the NZIS, 1998*

The objectives of this study were to review the New Zealand literature on international migration published since December 1994, and to outline New Zealand research initiatives to be undertaken by July 1999. Commentary was specifically required regarding: labour market outcomes; English language issues; business; investment; international linkages; and the use of population census data.

The review found over 380 articles published since December 1994 and identified about 40 researchers working on research initiatives to July 1999. Research into the labour market outcomes of migrants was found to be dominated by descriptive analysis, with a lack of more analytical research. The most comprehensive project identified in this area was the Department of Labour commissioned analysis of population census data undertaken by Liliana and Rainer Winkleman. The review found that studies that had been conducted regarding both English language issues and business migrants tended to be small in scale. Finally, census data had been used mainly to examine the demographic, socio-economic, or location characteristics of migrant groups, and how these had changed over time.

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<sup>4</sup> Includes migrants who had been in New Zealand for up to, but not including, 6 years.