

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

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## EXECUTIVE SUMMARY

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

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

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

Winkelmann and Winkelmann (1998) conducted extensive research into the labour market outcomes of migrants in New Zealand using the 1981, 1986 and 1996 Population Censuses as observation points. Their study found that the employment experiences of recent migrants had changed considerably since the 1980s. Instead of migrants being more likely to be employed and less likely to be unemployed or out of the labour market, the opposite was true in 1996. Migrants from North East Asia and the Pacific fared worse in terms of employment rates<sup>1</sup> and income than other migrant groups. Even when educational qualifications and English language ability were taken into account, migrants from these two regions still seemed to do less well than migrants from other regions. Employment rates and labour force participation increased with duration of residence and for those migrants that remained after 10 years employment rates were similar to New Zealand born.

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

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

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

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

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

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



## INTRODUCTION

### Objectives and Scope of the Research

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

Specifically the research will seek to answer the following questions:

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

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

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

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

These groups are: UK and Ireland, Australia, Pacific Islands, North America and Europe; Eastern Europe; South East Asia; North East Asia; Southern Asia<sup>2</sup> and “Other” (including Africa and the Middle East). The analysis below does not include those individuals who failed to specify a country of birth in both the 1996 and 2001 censuses<sup>3</sup> (see appendix 1 for an age profile of this group). Almost three-quarters of those who failed to specify a country of birth also failed to specify their labour force status or their educational attainments, making any further analysis difficult.

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

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

## **A Descriptive Profile of Migrants and Their Labour Market Outcomes**

### *The changing size and origins of the migrant population*

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

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

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

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

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

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

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

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

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

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

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

**Table 2: Overseas Born Working Aged Population (15-64) by Region of Origin and Duration of Residence 1996 and 2001<sup>4</sup>**

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

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

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

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

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

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

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

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

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

### Outmigration Rates for Migrants

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

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

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

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

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

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

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

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

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

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

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

### **Migrant Settlement within New Zealand**

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

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

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

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

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

### Personal characteristics and qualifications of migrants

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

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



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

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

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

## Qualifications of Recent Migrants

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

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

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

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

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

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

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

### English Language proficiency of migrants

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

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

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

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

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

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

### **Participation, employment and unemployment rates**

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

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

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

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

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

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

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

## Labour market outcomes by gender

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

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

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

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

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

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

## Labour Market Outcomes by Age

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

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

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

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

### **Prime Working Aged Employment Patterns**

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

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



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

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

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

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

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

The employment rate for recent migrants from North East Asia in 2001 had improved by 4.5 percent compared with recent migrants in 1996. However, the employment rate for migrants who had lived in New Zealand for five to ten years in 2001 was 53.9 percent compared with 61.4 percent for migrants who had lived here for five to ten years in 1996.<sup>5</sup> This suggests that the cohort of migrants from North East Asia who arrived here between 1991 and 1996 was not doing as well in 2001 as previous cohorts from this region. Employment rates for longer-term migrants for North East Asia were also better in 1996 than they were in 2001.

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

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

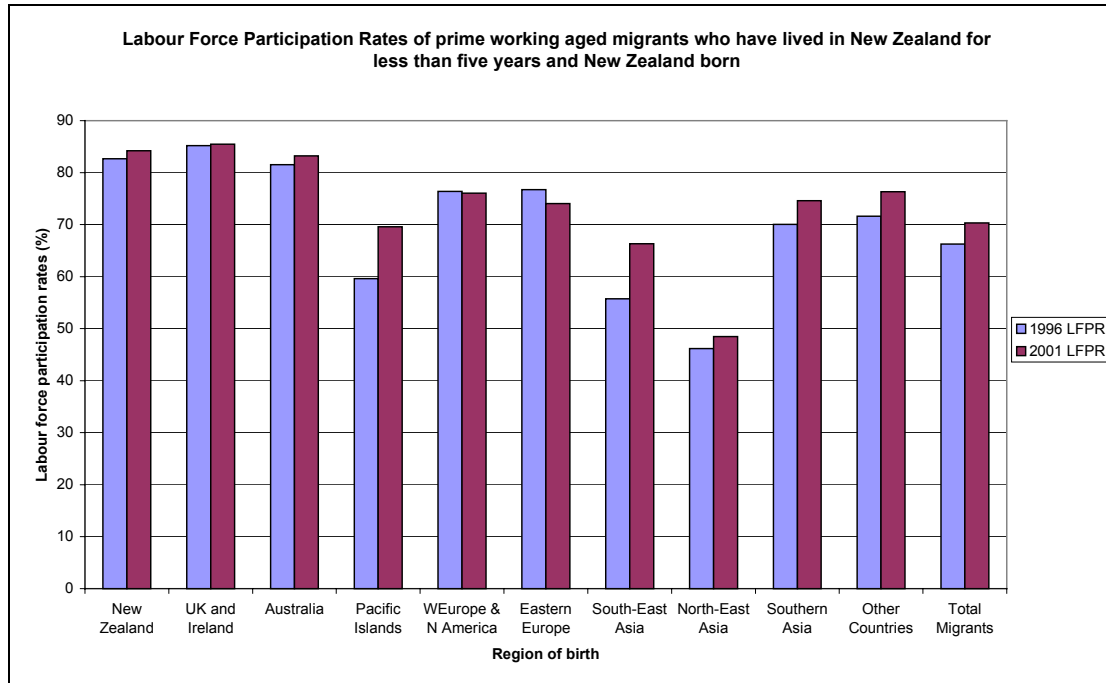
Labour force participation rates for recent migrants in 2001 had improved relative to migrants who arrived in the five years prior to 1996 (Graph 1). The only recent migrants in 2001 with lower labour-force participation rates than recent migrants in 1996 were migrants from Western Europe and North America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

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

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

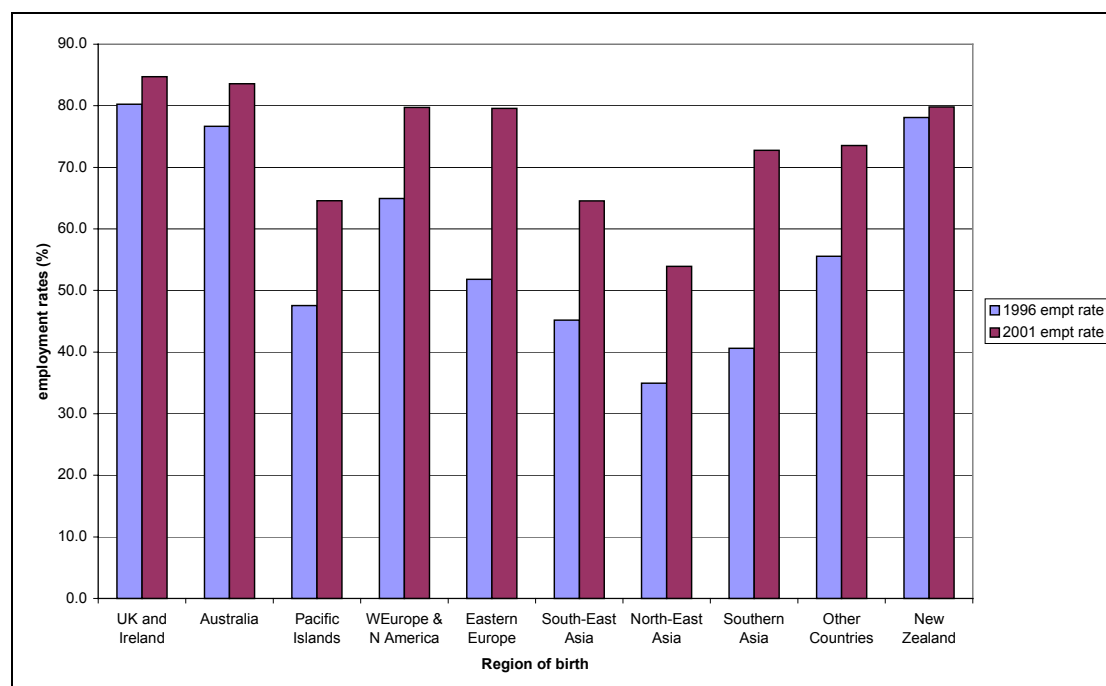
**Graph 1**



## Unemployment

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

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



### Labour market outcomes by cohort

Labour force participation and employment for prime working aged migrants had improved over time. Graph 2 shows the employment rates for prime working aged migrants who arrived between 1991 and 1996 in 1996 and 2001<sup>6</sup>. Overall employment rates for this cohort of migrants increased from 54.6 percent in 1996 to 69 percent in 2001. The largest gains in employment were for migrants from Southern Asia, Eastern Europe and “Other” regions. The employment rates of migrants from Southern Asia improved by over 30 percent from a very low 40.6 percent in 1996 to 72.2 percent in 2001. Migrants from South East and North East Asia who arrived between 1991 and 1996 had also improved their employment rates by over 17 percent from low employment rates in 1996 (45.2 and 34.9 percent respectively). However, after five to ten years, employment rates were still lowest for migrants from North and South East Asia and the Pacific in 2001.

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

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

<sup>6</sup> Migrants aged 25-54 in 1996 were aged 30-59 years in 2001.

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

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

### Prime Working Aged Migrants Who are Not in the Labour Force

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

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

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

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

## English language proficiency, educational attainment and labour force status

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

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

**Table 15: Labour force status of recent (0-5,5-10 years) prime working aged migrants by gender, qualifications and language in 2001<sup>7</sup>**

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

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

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

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

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

Employment and labour force participation rates varied for female and male migrants according not only to English language ability and qualifications but also region of origin. Table 16 shows the labour force participation rates of recent prime working aged female and male migrants from North East Asia and the Pacific Islands in 2001, (the two regions with the highest number of non English speaking migrants<sup>8</sup>) and prime working aged New Zealand born. The Table shows employment, unemployment and labour force participation rates based on English language proficiency and qualifications.

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

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

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

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

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

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



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

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

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

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

## Occupation of migrants

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

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

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

A high percentage (20.7% and 21.7%) of recent North- East Asians were employed in Sales and Services in both 1996 and 2001 and 27.3 and 17.4 percent of North East Asian migrants who had lived in New Zealand for five to ten years. A relatively high percentage were also employed in the Managers<sup>10</sup> occupational grouping in 1996 (19.4 and 22.5 percent) but not as many in 2001 (14.6 percent cf. 19.4 percent in 1996 for recent migrants). Migrants from South East Asia were spread throughout the Professional occupational groupings but also had significant numbers employed in Service and Sales and in Plant and Machinery in both 1996 and 2001 for both periods of duration.

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<sup>10</sup> The legislator occupational grouping includes administrators and managers within the public sector and corporate managers.

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

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

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

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

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

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

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

## Income of Migrants

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

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

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

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

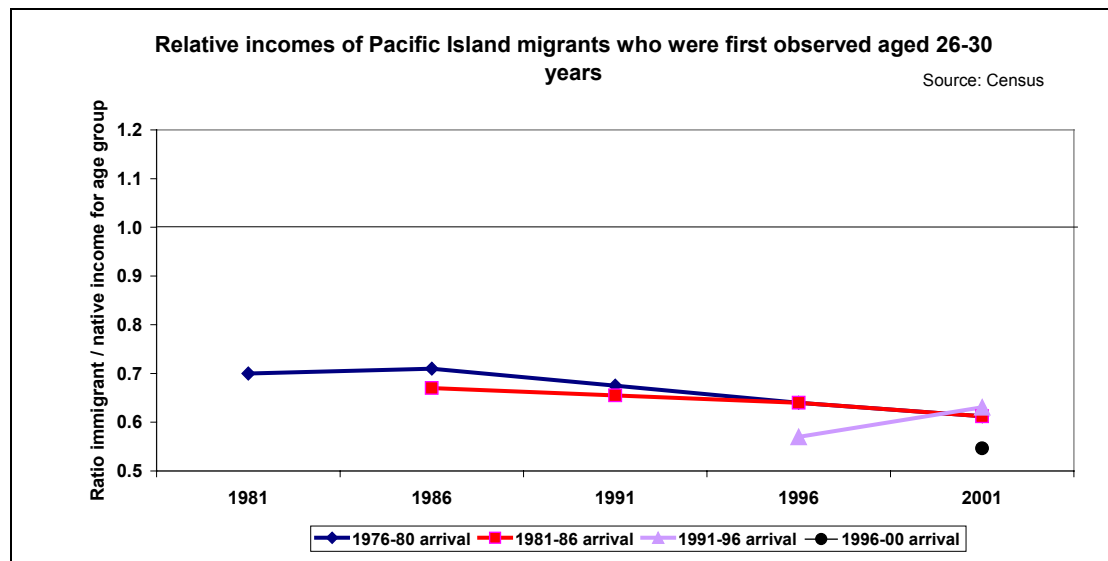
The average income of migrants was lower relative to New Zealand born, the more recently they have arrived in New Zealand. Incomes were particularly low for recent migrants from Asia and the Pacific. Pacific Island migrants who arrived in the last five years and who were aged over 40 had average incomes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

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

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

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

**Graph 3: Relative Income of Pacific Island migrants**



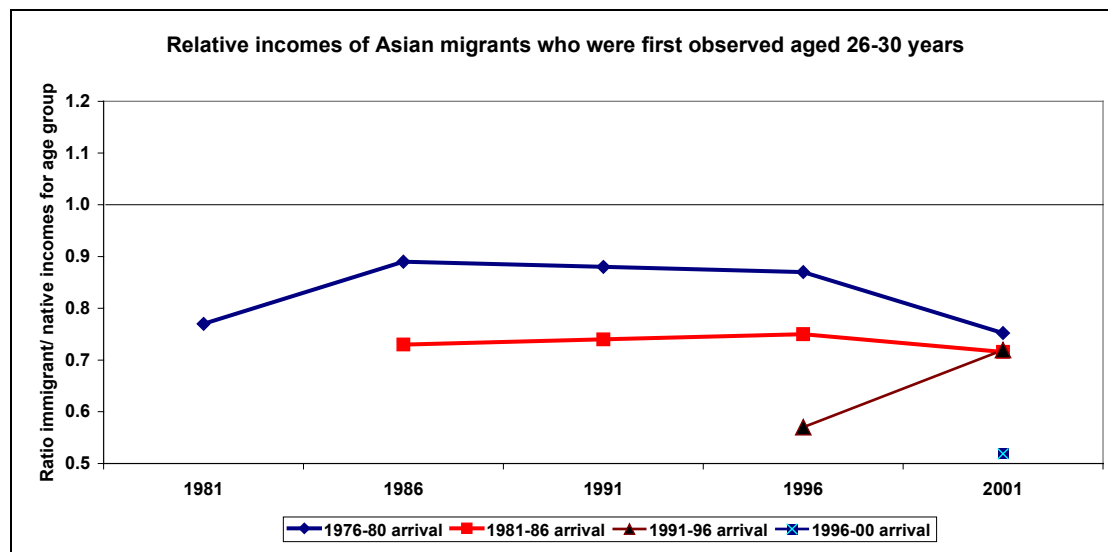
Graphs 3 and 4 show that the relative income of the 26-30 year old cohort of Pacific Island and Asian migrants had declined over the past 20 years to March 2001. Migrants of this age arriving between 1996 and 2000 had just over 50 percent of the income of New Zealand born. This compares with over 70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

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

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

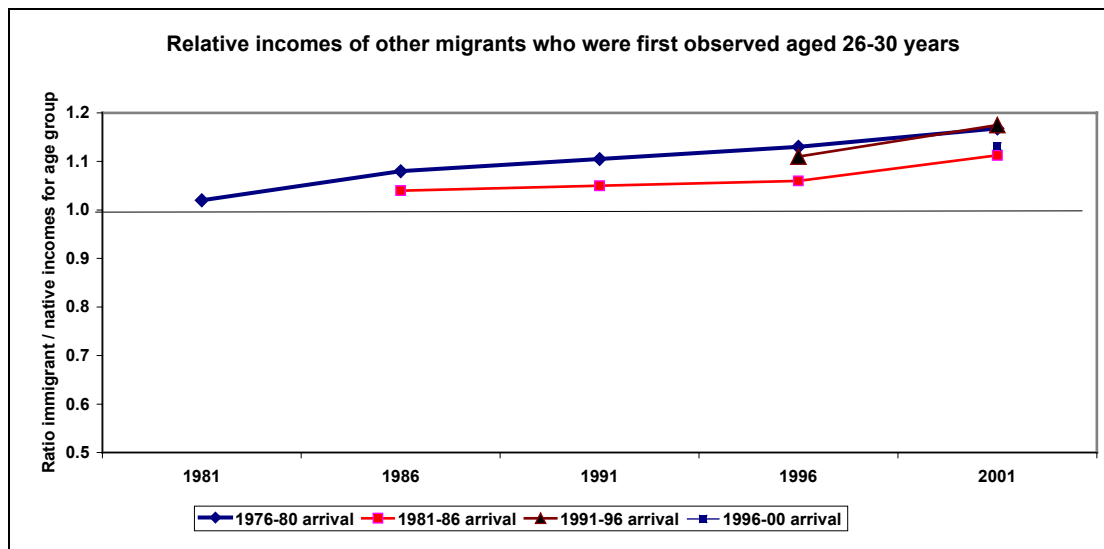
It appears that the incomes of migrants from the Pacific Islands and Asia do not converge with those of natives. After 20 years in New Zealand, Pacific Island migrants had lower relative incomes than they had on arrival. The same was true of Asian migrants although the decline was less marked. While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

**Graph 4: Relative Income of Asian Migrants**



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

*Graph 5: Relative Income of “Other” migrants*



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

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

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

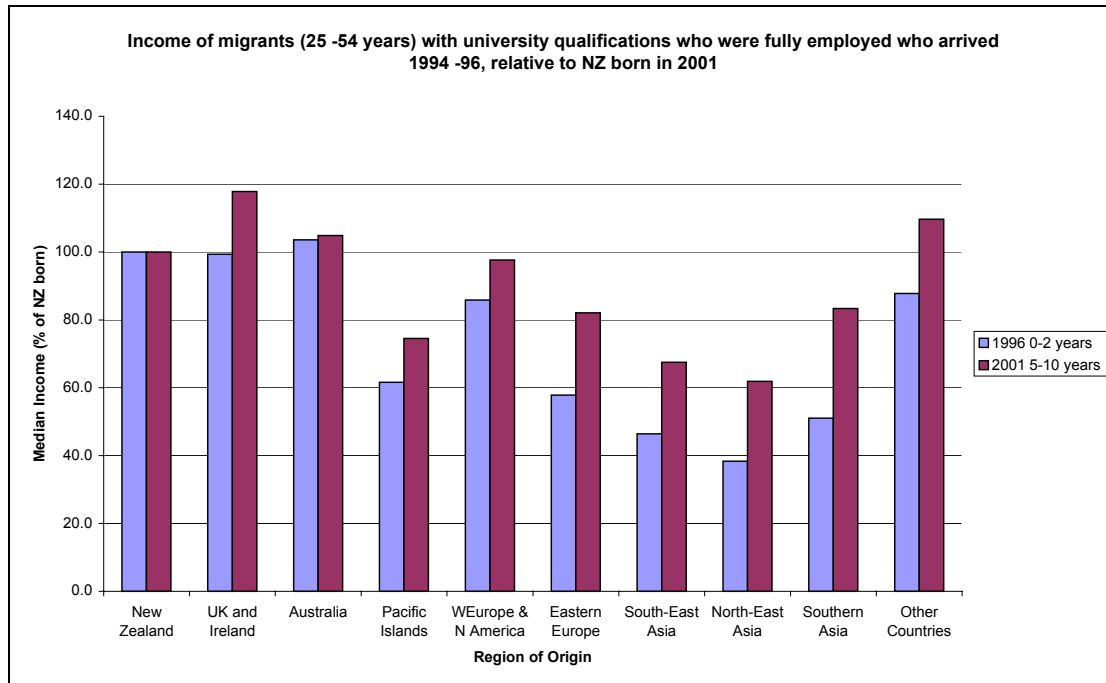


The results show the median incomes of migrants with similar characteristics varied considerably depending on their region of birth. Even though they were fully employed, proficient in English with university qualifications, very recent migrants (0-2 years) from North East and Southern Asia had median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

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

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

**Graph 6:**



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Employment among the 55-64 year old age group**

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

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

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

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

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

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

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

## Concluding Comments

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

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

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

**APPENDIX 1**

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

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

**APPENDIX 2A**

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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