



INTEGRATION
OF IMMIGRANTS
PROGRAMME

2007 – 2012

Skill waste? The employment pathways of Chinese and Korean immigrants in New Zealand

Elsie Ho

University of Auckland

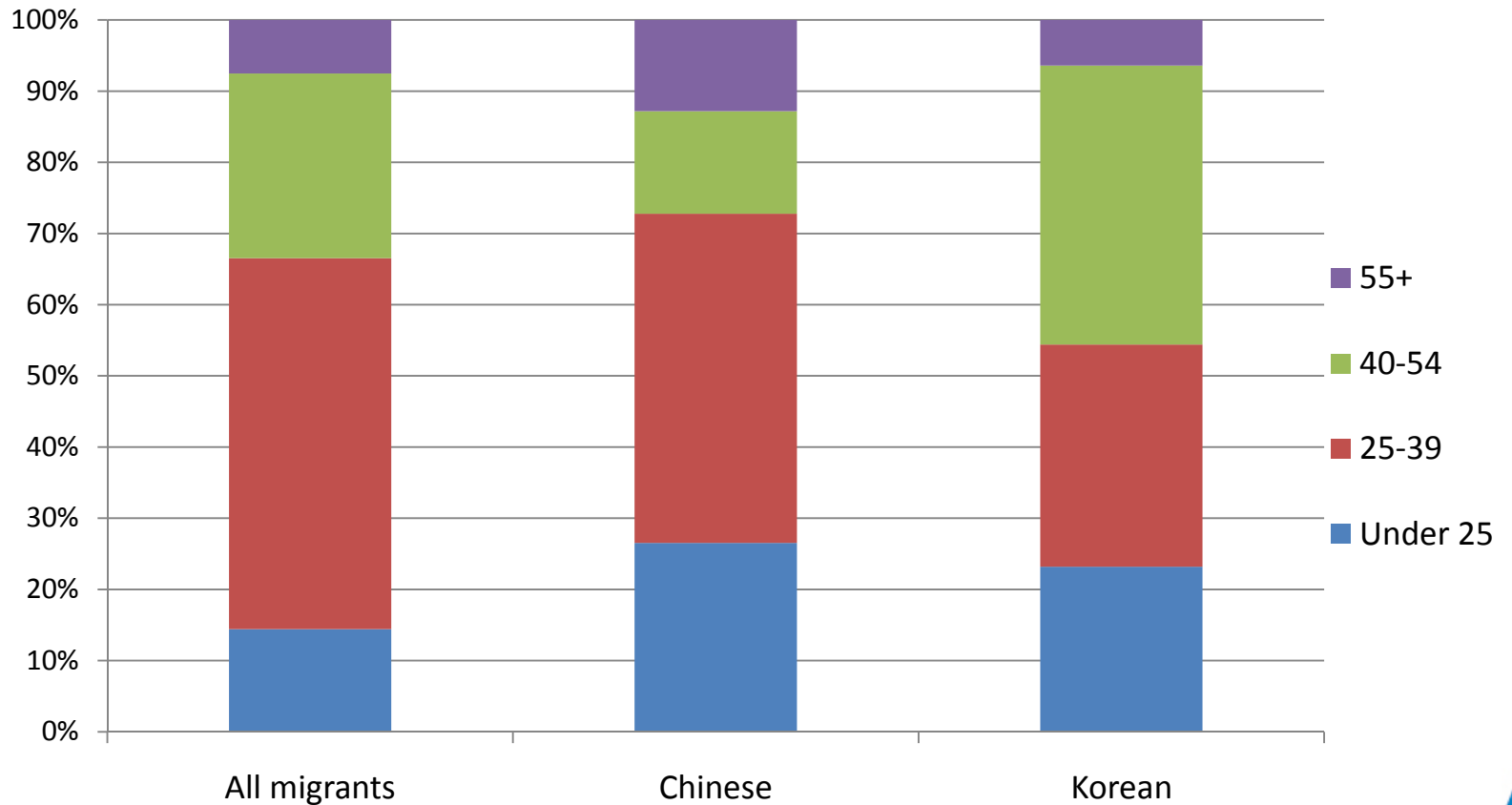
Outline

- Variation in immigrant labour market outcomes
 - ❖ Chinese and Korean immigrants
- Employment & occupational trajectories
 - ❖ LisNZ
 - ❖ IIP Employer and Employee Surveys
- Challenges for a new start
 - ❖ Obstacles to integration
 - ❖ Satisfaction with current life

LisNZ database

- The Longitudinal Immigration Survey: New Zealand (LisNZ) was designed to collect data in order to understand how well migrants settle over their first three years as residents in New Zealand.
- The same group of migrants (over 5,000) were interviewed at six months (wave 1), 18 months (Wave 2), and 36 months (Wave 3) after taking up residence in New Zealand between November 2004 and October 2005.
- The largest proportion of migrants was approved through the skilled migration categories (58%).
- 32% of migrants were from the UK/Irish Republic, 18% from North Asia and 12% from the Pacific.

LisNZ – Characteristics of participants



Sex ratios	
All Migrants	93.9
Chinese	61.4
Korean	104.9

Labour force activity, aged 25-54 years

	All migrants %	Chinese %	Korean %
Labour force participation			
Wave 1	81.7	67.6	73.0
Employment rate			
Wave 1	78.3	60.0	69.7
Seeking work rate			
Wave 1	4.1	10.2	4.6

Labour force activity, 25-54 years

	All migrants %	Chinese %	Korean %
Labour force participation			
Wave 1	81.7	67.6	73.0
Wave 2	82.0	72.1	74.7
Employment rate			
Wave 1	78.3	60.0	69.7
Wave 2	82.0	69.0	69.6
Seeking work rate			
Wave 1	4.1	10.2	4.6
Wave 2	2.0	4.3	6.8

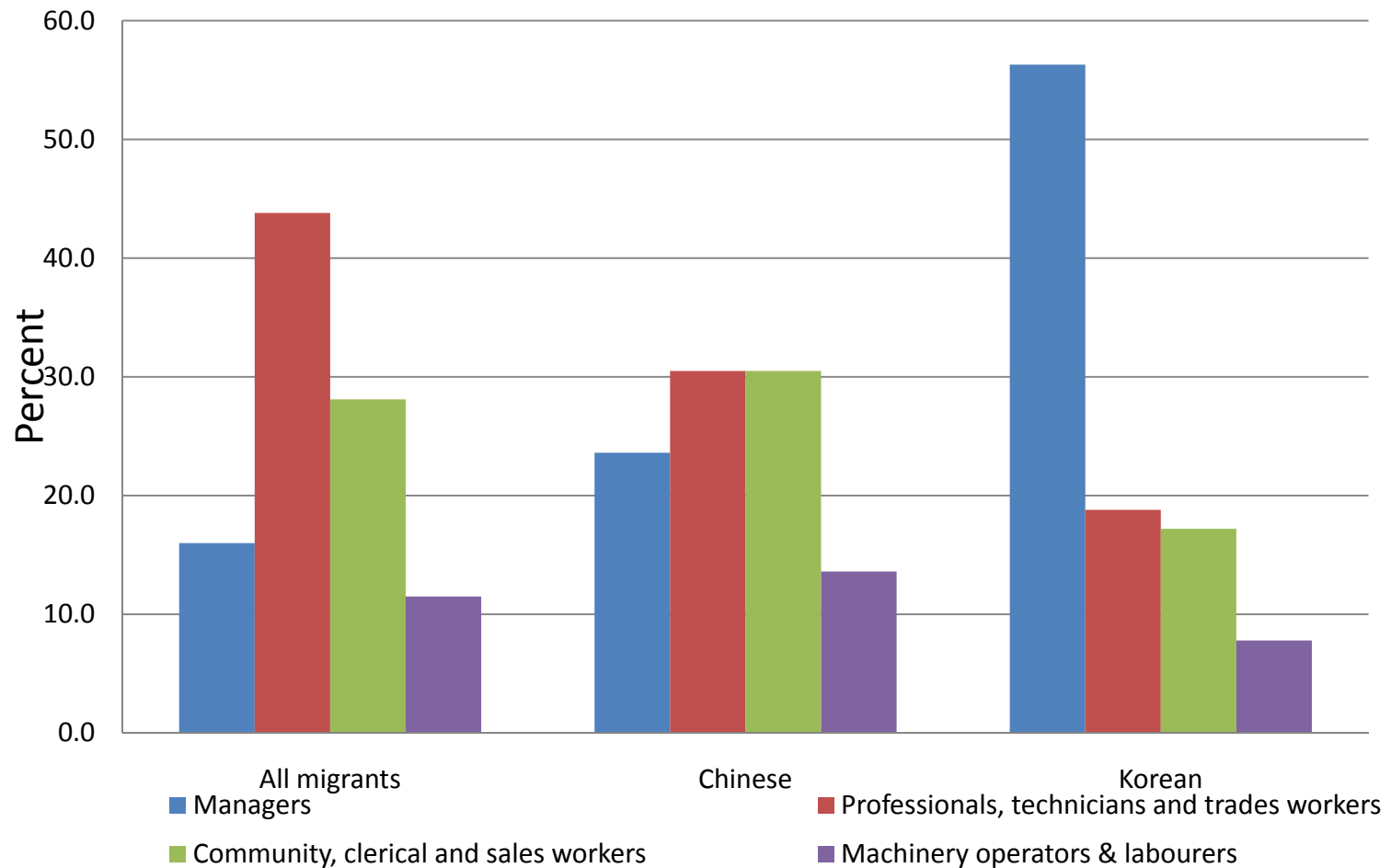
Employment trajectories, 25-54 years

	All migrants %	Chinese %	Korean %
Employed at 3 waves	67.2	42.0	50.2
From not employed to employed	12.7	17.2	10.6
From employed to not employed			
Not employed at 3 waves			
Others			

Employment trajectories, 25-54 years

	All migrants %	Chinese %	Korean %
Employed at 3 waves	67.2	42.0	50.2
From not employed to employed	12.7	17.2	10.6
From employed to not employed	9.2	15.7	17.9
Not employed at 3 waves	8.3	20.0	18.5
Others	2.6	4.5	2.9

Occupation at Wave 1, 25-54 years



Occupational trajectories, 25-54 yrs

	All migrants %	Chinese %	Korean %
Managers (3 waves)	11.6	17.4	44.2
Professionals, technicians & trade workers (3 waves)	34.1	20.3	8.4
Community, clerical & sales workers (3 waves)	20.1	20.4	12.5
Machinery operators & labourers (3 waves)	8.2	10.0	--

Occupational trajectories, 25-54 yrs

	All migrants %	Chinese %	Korean %
Managers (3 waves)	11.6	17.4	44.2
Professionals, technicians & trade workers (3 waves)	34.1	20.3	8.4
Community, clerical & sales workers (3 waves)	20.1	20.4	12.5
Machinery operators & labourers (3 waves)	8.2	10.0	--
From other occupations to Managers	8.5	6.8	14.6
From other occupations to professionals, technicians & trade workers	4.4	2.4	--
From other occupations to community, clerical & sales workers	6.1	10.3	3.2
From other occupations to machinery operators & labourers	4.8	2.9	--

IIP New Immigrant Survey

- The broad aim of the IIP immigrant surveys is to better understand the experiences of Auckland-based migrant employers and employees.
- In-depth , face-to-face interviews were undertaken with 20 employees and 20 employers from both the People's Republic of China and the People's Republic of Korea, who had gained permanent residence in 2000 or later, and were living in Auckland.
- The majority of employees and employers were part of the retail or accommodation and food industries in Auckland.

Characteristics of survey participants

	Chinese		Korean	
	Employers %	Employees %	Employers %	Employers %
Male	55	62	45	35
Female	45	38	55	65
Skilled Principal	30	55	25	25
Skilled Secondary	10	24	15	15
Business	30	3	50	35
Family Sponsored	30	17	10	20
Other	0	0	0	5

Characteristics of survey participants

	Chinese		Korean	
	Employers %	Employees %	Employers %	Employees %
Other visas before obtaining permanent residence				
Tourist	10	14	75	70
Student	30	62	5	15
Work	25	41	25	20
Business	25	0	20	20
Bachelor's degree or above at PR approval	20	45	60	65
Average age	42	34	42	41

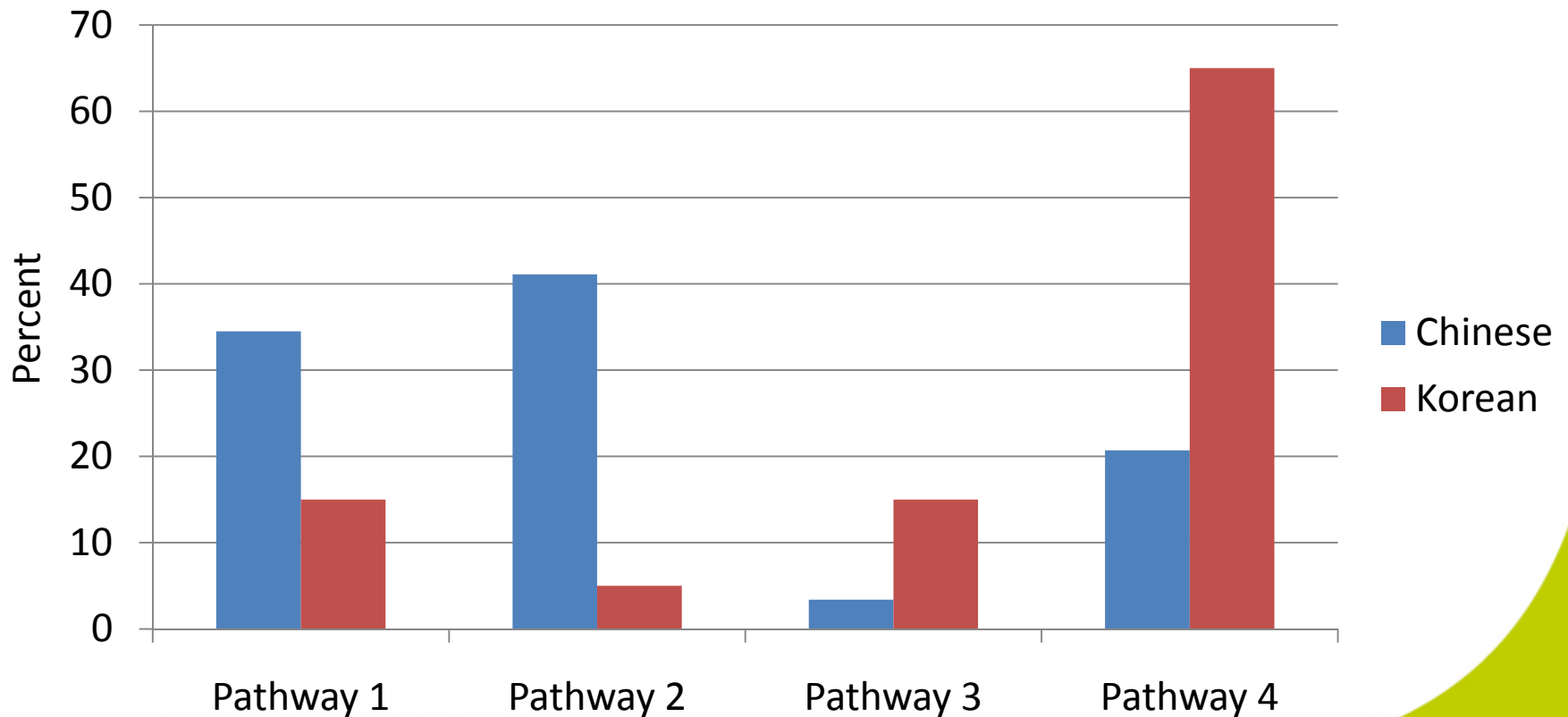
Employee pathways

Pathway 1: Gained tertiary qualifications after immigration, current job match for qualifications

Pathway 2: Gained tertiary qualifications after immigration, current job does not match for qualifications

Pathway 3: No qualification after immigration, current job match for pre-migration job

Pathway 4: No qualification after immigration, current job does not match for pre-migration job, skills or experience

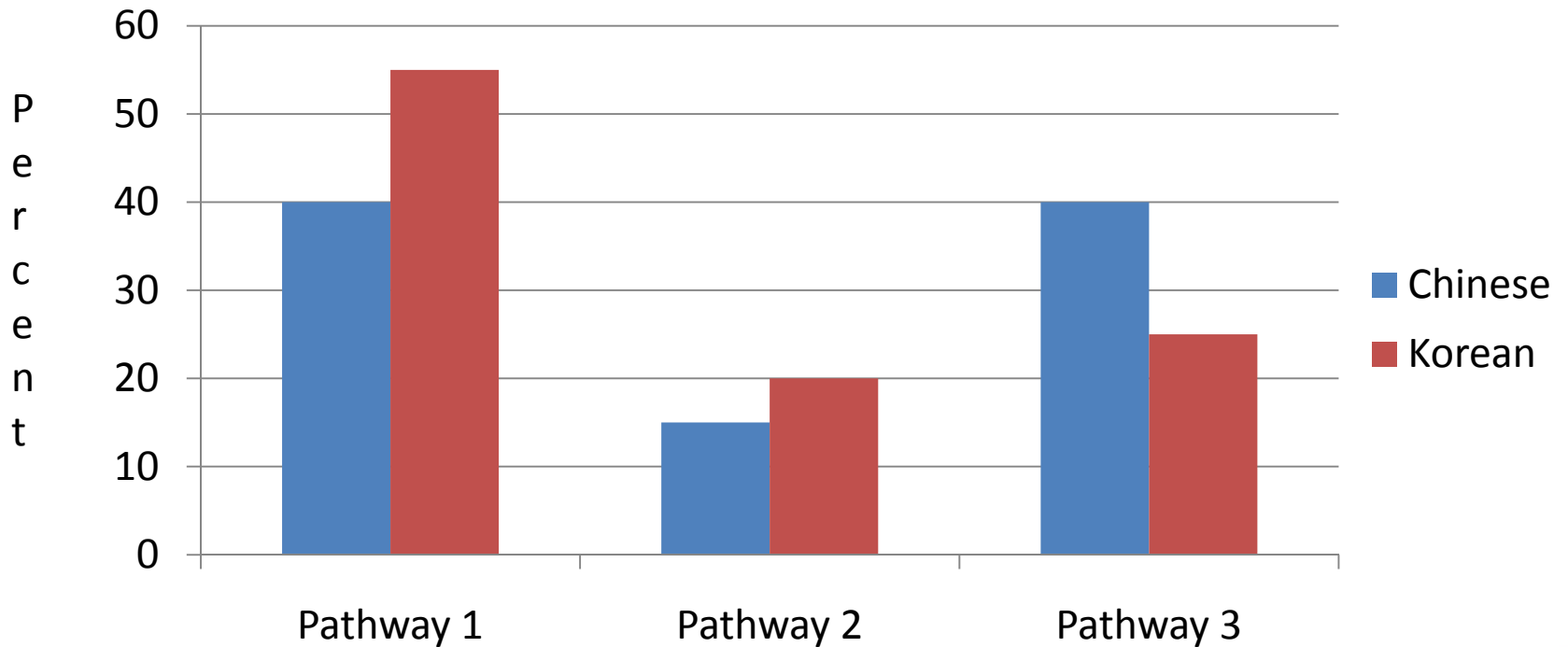


Employer Pathways

Pathway 1: Managerial role or experience prior to immigration, now an employer

Pathway 2: Skilled employee prior to immigration, now an employer

Pathway 3: Low-skilled employee / student / housewife prior to immigration, now an employer



Challenges for a new start

- High skilled migration per se does not necessarily an automatic guarantee of labour market integration
- Obstacles to integration include: lack of language proficiency, lack of access to networks, mismatch for qualifications, loneliness, etc.

Experienced discrimination because of migrant status

	Chinese	Korean
Employees		
Pathway 1	50%	100%
Pathway 2	64%	
Pathway 3	29%	67%
Pathway 4		69%
Employers		
Pathway 1	63%	91%
Pathway 2	33%	50%
Pathway 3	63%	60%

Satisfaction with current life

	Chinese			Korean		
	Satisfied or very satisfied	Neither	Dissatisfied or very dissatisfied	Satisfied or very satisfied	Neither	Dissatisfied or very dissatisfied
Employees						
Pathway 1	50%	40%	10%	100%	0%	0%
Pathway 2	27%	64%	9%			
Pathway 3						
Pathway 4	29%	57%	14%	69%	8%	15%
Employers						
Pathway 1	25%	50%	25%	64%	36%	0%
Pathway 2	33%	67%	0%	75%	25%	0%
Pathway 3	38%	62%	0%	80%	20%	0%

Discussion

- Skill waste?
 - ❖ Employment or job opportunities not a primary focus of Chinese and Korean migrants.
 - ❖ Lifestyle is a big pull factor for their coming
- Have they achieved their goals?
 - ❖ Not all of their expectations are met
 - ❖ A level of frustration & disappointment in relation to employment and integration into NZ society
 - ❖ The high level of self employment appear to be a strategy for overcoming some of the challenges they encounter here.



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