

Department of Labour
TE TARI MAHI



IMMIGRATION RESEARCH PROGRAMME

SUMMARY OF FINDINGS

➤ JULY 2004 – DECEMBER 2007



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Department of Labour
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This publication summarises findings from a range of immigration related research undertaken by the Department of Labour since July 2004. There is an earlier edition of this publication that summarises the research undertaken from 1997 to 2004.

The majority of these research reports are available in PDF format from the website:

<http://www.immigration.govt.nz/community/general/generalinformation/research/>

Otherwise please email: research@dol.govt.nz and ask for a report to be sent to you.

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1 Economic Impacts of Immigration

1.1 Measuring the Economic Impact of Immigration: A Scoping Paper

Jacques Poot and Bill Cochrane, Population Studies Centre, University of Waikato, December 2004

This paper is written as a scoping document for the Economic Impacts of Immigration research programme.

Firstly, it provides a brief review of recent international empirical research on the labour market impact of immigration. The synthesis of this literature is facilitated by reference to the results from a recent meta-analysis of the impact of immigration on wages.

Secondly, the paper briefly reviews international research on other dimensions of the economic impact of immigration, namely productivity and technical change, trade and international relations, the fiscal impact, socio-economic impacts and externalities, and economy-wide (general equilibrium) effects.

Thirdly, the paper seeks to identify suggestions for further research that would add to our knowledge of the impact of immigration in New Zealand while being feasible given current, or soon to be available, data.

1.2 Fiscal Impact of Immigration 2005/06

BERL for Department of Labour, August 2007

This report estimates a defined fiscal impact of New Zealand's resident migrants on a set of government activities, and gives comparable figures for the New Zealand-born population. The report also summarises the fiscal impact of migrant sub-groups by the duration of residence, region of birth and region of residence. The study examines occupational and study characteristics of migrants, and considers migrants' long-run impacts on the economy.

As at the census night in March 2006, New Zealand had a migrant population of approximately 927,000. The study estimates that this migrant population had a positive net fiscal impact of \$3,288 million in the year to 30 June 2006. The net impact of migrants estimated in this study represents growth of approximately 15 percent per annum in real terms, compared to a similar study by BERL in 2003. The New Zealand-born population of 3.1 million people had a lower net fiscal impact of \$2,838 million.

The net impact is made up of the difference between fiscal revenue and expenditure. The study estimated migrants contributed a total of \$8,101 million through income taxes, GST and excise duties. Estimated fiscal expenditure on the migrant population was \$4,813 million. This includes government spending on education, health, benefits/allowances and superannuation.

The study shows that all sub-groups of the migrant population had positive net impacts, although these impacts differed by the duration of residence, region of birth and region of residence in New Zealand. The net fiscal impact of migrants climbs with duration of residence, although this is partly attributable to the age profile of these groups. The net fiscal impact per head was \$2,680 for recent migrants, \$3,470 for intermediate migrants and \$4,280 for earlier migrants, while the comparable figure for the New Zealand-born population was \$915 per head.

The latest study show substantial increases in the positive net fiscal impact of migrants compared with BERL's previous fiscal impact studies in 1999 and 2003.

The net fiscal impact of migrants grew 80 percent between 2002 and 2006 (in real terms). This change was driven by fiscal revenue growing more quickly (29 percent) than expenditure (8 percent). As the migrant population grew by 25 percent of this period, the per capita fiscal impact also rose - by 44 percent. These positive impacts flowed through regardless of duration of residence, with the largest proportional increases coming from the recent and earlier migrant groups.

The total net fiscal impact of migrants rises with duration for all migrant groups except migrants from the Other region category (i.e. Africa, the Middle East and South America). The net impact per capita by region of birth differs markedly between recent and earlier migrants. It rises with duration for Pacific Island migrants but falls for migrants from the UK, Ireland, Europe and North America.

Migrants residing in the Auckland region dominate the overall fiscal impact, and this region is home to over 45 percent of all migrants in New Zealand. As they become established, migrants tend to shift out of the metropolitan areas in and around Auckland and Christchurch to Wellington, the Rest of North Island and Rest of South Island regions.

Migrants tend to move to higher paid occupations as duration of residence increases. A higher proportion of migrants tend to be unemployed or not in the labour force than the New Zealand-born. The occupational mix of migrants differs by their region of birth, which may reflect differences in immigration criteria by region of birth. There does not appear to be a strong effect on the occupational mix by region of residence.

The final section of the study complements the main snapshot focus of this project by considering the long-run impact of migrants. A production function framework is used to suggest how immigration may affect the structure and performance of the economy. In the long-run, immigration may affect resource availability and use, the dynamism of the economy and how the New Zealand economy connects with the rest of the world

1.3 Benefit Receipt of Recent Migrants to New Zealand 2006

Rob Hodgson, Department of Labour, April 2007

This report details findings from the 11th annual information match between Ministry of Social Development benefit and Department of Labour immigration data to determine the extent of benefit receipt by recent migrants.

In 2006, the benefit rate was significantly lower than in 2001, falling 1.5 percent. The benefit rate was 5.7 percent in 2006, compared with 7.2 percent in 2001.

The reductions in the benefit rate can be attributed to a combination of factors including the New Zealand economy going through a sustained period of growth and falling unemployment, changes in immigration policy in 2001 and the introduction of specific settlement support services to migrants and refugees.

The majority of migrants who were receiving a benefit within two years of being approved for residence had entered under the International/Humanitarian Stream (56 percent), and were predominantly refugees (44 percent), while the Emergency Benefit was the most common benefit type, received by almost half of all migrant beneficiaries. Those approved for residence under the Skilled/Business Stream had a lower rate of benefit receipt (2.3 percent compared with 5.7 percent overall).

1.4 The Use of Public Hospital Services by Non-residents in New Zealand

Sharon Boyd, Department of Labour, July 2006

This paper summarises the main findings from research investigating the use of public hospital services by non-residents in New Zealand and the costs associated with the use of these services. The research described, among other things, the treatment types received by non-residents admitted to hospital, costs, nationality of those treated, permit types and time in New Zealand prior to first hospital admission.

This research identified a total of 5,329 non-residents who were admitted to public hospitals for treatment at least once in the year ended June 2004. It is estimated that these non-residents generated total treatment costs of at least \$17.8 million (GST inclusive). Visitors had the highest treatment cost at \$10.9 million, followed by work permit holders (\$3.4 million), those here on student permits (\$1.7 million) and people in the country illegally (\$1.1 million). The UK, followed by China, South Korea and the USA were the most common countries of nationality for non-residents treated.

It is very important to measure the comparatively low cost of providing healthcare for non-residents against the considerable benefits for New Zealand of temporary migration.

2 Survey Monitoring Programme

2.1 Skilled Migrants in New Zealand: A Study of Settlement Outcomes

Ruth Wallis, Department of Labour, February 2006

This report presents findings from responses to the New Migrant Follow-up Survey, which is designed to monitor short-term outcomes (three to five months after residence approval or arrival in New Zealand) for skilled and business stream migrants who have taken up residence in New Zealand between August 2003 and June 2005.

It collects information about the migrants' employment status, income, and satisfaction with their jobs, housing and children's schools as well as their satisfaction with the Department of Labour and settlement products, and their experiences of settling in New Zealand.

The findings show very good settlement outcomes for skilled and business migrants. Overall, 84 percent of respondents were currently working for pay or profit, with 95 percent of principal applicants and 65 percent of secondary applicants working. Forty percent of these migrants are working in occupations that are listed on the Long Term Skill Shortage List, which is a list of occupations in which the Department has identified an absolute (ongoing and sustained) shortage of skilled workers both nationally and globally.

The survey results show that during the first year of settlement, the vast majority of skilled and business migrants were happy with their decision to move to New Zealand. Overall, 93 percent of the migrants were satisfied with their lives in New Zealand, and 94 percent said they would recommend New Zealand as a place to live – 55 percent with enthusiasm and 39 percent with reservations. However, only 10 percent of the migrants reported not experiencing any unwelcome shocks or surprises during their first few months in New Zealand. The shocks that were experienced most often were the high cost of health services, housing and living generally as well as lower-than expected salaries and wages.

2.2 Life in New Zealand: Settlement Experiences of Skilled Migrants, results from the 2005 survey

Juthika Badkar, Department of Labour, February 2007

The Settlement Experiences Feedback Survey gains feedback from migrants about their settlement experiences and outcomes in New Zealand (12 months after residence approval or arrival in New Zealand). These migrants were approved for residence through the skilled and business streams from 1 January 2004 to 31 December 2004.

The Settlement Experiences Feedback Survey report provides useful baseline information on settlement experiences of migrants. It also gives an understanding of differences in experiences between principal and secondary applicants and between migrants from different regions of the world. Although the categories for the latter embrace an extensive number of nationalities and ethnic groups, these regional groupings provide an awareness of the differences and similarities that the skilled migrant encounters, which can guide further research and initiatives around settlement.

The Settlement Experiences Feedback Survey captures a range of information relating to migrants' initial settlement in New Zealand such as employment and income, housing, children's schooling and satisfaction with New Zealand; their

experiences interacting with Immigration New Zealand (INZ); and any areas they could have used additional settlement assistance.

Overall, the settlement outcomes for skilled migrants are very good. Migrants are not a homogenous group. The Settlement Experiences Feedback Survey shows that settlement experiences and needs differ by principal and secondary applicants, as well as by region of origin. Most principal applicants were employed at the time of the survey – a key determinant for positive settlement. Despite a few areas of dissatisfaction, skilled migrants were predominantly pleased with life in New Zealand and planned to live in New Zealand for at least five years or more.

2.3 Skilled Migrants in New Zealand: Employers' Perspectives

Ruth Wallis, Department of Labour, January 2006

This research was designed to identify whether New Zealand employers' immigration needs have been met since the Immigration Service implemented its new business strategy of Customised Service in August 2003.

Overall, the results show that the Immigration Service met the majority of the needs of New Zealand employers who hired skilled migrants between August 2003 and December 2004. The results also show that there are significant differences in the types of migrants being approved through the Skilled Migrant Category (SMC) compared to those approved through the now closed General Skills Category (GSC). These differences are positive for employers. An example is that employers of migrants approved through Skilled Migrant Category, and Long Term Skill Shortage List (LTSSL) and Talent policies are significantly more likely to report they are able to share their skills and experience than those who hired migrants approved through the General Skills Category.

The results identify that 81 percent of New Zealand employers who hired skilled migrants between the start of Customised Service and 31 December 2004 were satisfied with the migrants they hired.

A total of 69 percent of the migrants in the sample were still working with the employer at the time the survey was conducted. Of those who had since left, 47 percent had stayed more than 12 months with that employer. Forty-one percent had left that employer for a job with another New Zealand employer. Very few employers reported the migrants had difficulties fitting in to the workplace culture or had difficulties with the English language.

3 Understanding the Factors Associated with Global Mobility

3.1 Migration Trends

The Migration Trends report is produced annually to provide background information about trends in residence approvals. Trends in residence approvals in this format have been monitored since July 2000 and now constitute a time series, enabling comparisons of recent migration patterns with those identified in previous years.

3.1.1 Migration Trends 2003/04

Workforce Group, Immigration Service, September 2004

In the 2003/04 financial year a total of 39,017 people (20,631 applications) were approved for residence.

Fifty-three percent were approved through the Skilled/Business Stream, 35 percent through the Family Sponsored Stream and 13 percent through the International/Humanitarian Stream. Approvals through the Skilled/Business Stream were considerably fewer in the current period than in 2002/2003 and this led to a lower number of approvals overall.

This period saw the closing of the General Skills Category (GSC), an Interim General Skills Category (IGSC) in place during July-November 2003, and the introduction of a new skilled immigration policy – the Skilled Migrant Category (SMC). These changes impacted on both the inflows of applications and the rates at which applications were approved for residence.

The largest source countries of residence approvals in 2003/2004 were Great Britain (21 percent), China (12 percent), and India (8 percent). With the dramatic decline in approvals from India there was a noticeable shift in the make up of the largest source countries.

3.1.2 Migration Trends 2004/05

Department of Labour, December 2005

In the 2004/05 financial year a total of 48,815 people (24,784 applications) were approved for residence.

Sixty-one percent of people were approved through the Skilled/Business Stream, 29 percent through the Family Sponsored Stream, and 10 percent through the International/Humanitarian Stream.

Eighty-eight percent of principal applicants approved for residence in 2004/05 had previously held a work, student, or visitor permit.

A number of enhancements were made to the Skilled Migrant Category in December 2004, and these changes helped to increase the number of skilled migrants available to meet the growing demands of the labour market. Almost 10,000 more migrants were approved for residence in 2004/05 than in the previous year, and the majority of these were approved through the Skilled/Business Stream.

The largest source countries of residence approvals in 2004/05 were UK (31 percent), China (10 percent), South Africa (7 percent), and India (7 percent).

3.1.3 Migration Trends 2005/06

Paul Merwood, Department of Labour, December 2006

In the 2005/06 financial year a total of 51,236 people (26,938 applications) were approved for residence.

Sixty two percent of people were approved through the Skilled/Business Stream, 29 percent through the Family Sponsored Stream, and 9 percent through the International/Humanitarian Stream.

Eighty seven percent of principal applicants had held a work, student, or visitor permit prior to being granted residence. Approximately 30 percent of work permit holders and 20 percent of international students gain permanent residence within five years of being issued their first permit.

In 2005/06 the largest source countries of residence approvals were the UK (29 percent), China (13 percent), South Africa (8 percent) and India (7 percent).

Changes to temporary policy in 2004/05 have had an impact on both temporary and permanent migration. A number of changes came into effect for Working Holiday Schemes from July 2005, and these changes have seen a large increase in the number of young people coming to New Zealand to travel and take up short term work. A high number of international students have taken up the graduate job search permit, which was introduced in July 2005, and a growing number of Skilled Migrant Category applicants are young graduates with New Zealand qualifications.

The report includes a special feature "A study of migrant transitions". This section features a special analysis on the links between temporary and permanent migration. It examines the types of temporary permits formerly held by people approved for permanent residence, and the patterns of transition to residence for people approved to work or study in New Zealand.

3.2 People on the Move: A study of migrant movement patterns to and from New Zealand

Philippa Shorland, Department of Labour, March 2006

This research extends previous studies to understand more fully the dynamics of migrants' absenteeism and movement patterns. The purpose is to identify migrants with particular movement patterns into and out of New Zealand, and to explore the characteristics of those who spend lengthy periods out of the country.

The findings in this report challenge the notion that people granted permanent residence remain here permanently. The data shows that migration is more dynamic. While the majority of migrants do not spend large amounts of time out of New Zealand after taking up residence, some migrants spend much of their time absent. There is also a consistent (and growing) loss of migrants over time. It is important that consideration is given to this loss when planning the yearly New Zealand Immigration Programme, including setting the number of approvals each year. The findings also have impacts in terms of understanding the longer-term impact migrants have on areas such as health, education and infrastructure.

There are many reasons that migrants may leave New Zealand after taking up residence. Some of the non-return would reflect unsuccessful settlement, such as migrants not being able to find work. Other reasons could include migrants missing their home countries, overseas family or business commitments. Similar reasons could also account for migrants spending time out of the country temporarily. Some migrants would not have intended staying permanently.

Comparison with the New Zealand population highlights three main components in migrants' out-migration. The three components include:

- an out-migration rate that is overall higher than the usually resident population
- a large retirement age out-migration flow
- a large number of children leaving (probably with their parents).

The high out-migration rate for older migrants may indicate that they return to their home country or move elsewhere to retire. It may also reflect settlement being more difficult for older than younger migrants.

An important point to note is that many of the migrants who remain in New Zealand for a shorter amount of time make a valuable contribution while they are here. Also, non-return needs to be considered in the context of continual gain of new skilled residents and other skilled people through temporary flows.

3.3 International students: Studying and staying on in New Zealand

Paul Merwood, Department of Labour, May 2007

Foreign students choose to study in New Zealand for many reasons. The opportunity to learn English, experience another culture, gain a valuable qualification or complement an existing one may be the motivation for some. For others, the relative cost of education, potential work opportunities in New Zealand, or the desire to migrate on a permanent basis may be the driving factors.

New Zealand's temporary immigration policies aim to facilitate the entry of foreign students and have a focus on attracting and developing students who have the skills New Zealand needs. Like other host countries, New Zealand promotes the policy linkages between study, work, and permanent residence. This research shows that over one-quarter of foreign students who study in New Zealand stay on in the country as temporary workers or permanent residents.

This research shows that New Zealand is relatively successful in attracting and retaining international students. The majority of students who transition to permanent residence in New Zealand do so as skilled or business migrants. The research also shows that the pathways to work and residence can be complex, and encompass many points of transition. These transition points offer opportunities for educational institutions, government, and other service providers to ensure that in negotiating these transitions, international students achieve the best possible outcomes for themselves and for New Zealand.

4 Building a Strategic Settlement Knowledge Base

4.4 From Work to Residence: An Evaluation of Work Policy that provide a Pathway to Permanent Residence in New Zealand

Paul Merwood, Department of Labour, August 2006

In April 2002, the Department of Labour introduced three new temporary work permit policies that were designed to provide a direct pathway from skilled temporary worker to permanent resident. The three policies included the Talent Visa (Accredited Employers), Talent Visa (Arts, Culture and Sports), and the Long Term Skill Shortage List (LTSSL) Occupation work permit. These 'work to residence' policies were designed to help New Zealand employers recruit and retain highly skilled and talented migrants.

The purpose of this research was to describe the trends in Talent Visa and Long Term Skill Shortage List Occupation applications since the policies came into effect, the characteristics of accredited employers and the migrants they employ, and the strengths and limitations of Talent (Accredited Employers) policy.

This research shows that the employer accreditation scheme and the associated Talent (Accredited Employers) work permit policy has worked well to enable accredited employers to recruit skilled and talented people from offshore to fill skill shortages. Accredited employers who responded to the online survey reported high rates of retention of the migrants they employed. An analysis of residence transition patterns showed that, compared to other work to residence work permit holders, Talent (Accredited Employers) work permit holders tended to remain on their work permit for longer before applying for residence.

An analysis of the rates of transition to permanent residence for Talent Visa and Long Term Skill Shortage List Occupation work permit holders showed that many work permit holders gained residence within 24 months of being issued their work permit – less time than intended by the work to residence policies. However, the majority of those who gained residence did so through a skilled residence category, even if it was not the route intended by work to residence policy.

5 Inter-Relationship Between Migration & Employment

5.1 Patterns of Gendered Skilled and Temporary Migration into New Zealand

Juthika Badkar, Paul Callister, Vasantha Krishnan, Robert Didham and Richard Bedford, Department of Labour, November 2007

New Zealand has a long history of gendered migration and this has affected the overall gender balance in the population. This report attempts to provide a starting point for discussions about gendered migration into New Zealand.

While there has always been some female component to migration flows, over the past 20 years the gender balance of international migration flows has changed considerably and developed in response to a number of factors. These include gender selective demand for foreign labour, economic development and subsequent changes in gender relations in countries of origin and countries of destination. According to the 2003 ILO report, female migrants constitute nearly 51 percent of all migrants in developed countries and about 46 percent of all migrants in developing countries. In most developing regions females are increasingly migrating independently not just as dependants or family members.

Despite a growing significance of the global feminisation of migration, including the feminisation of labour market related migration, this area has attracted little research or policy attention in the New Zealand context. Patterns of gendered migration from our main source countries have received little attention in the New Zealand context, despite the growth in migration from these countries. This report attempts to provide a starting point for discussions about gendered migration.

5.2 Working Holidaymakers in New Zealand

Workforce Group, Immigration Service, December 2004

It is estimated that the 20,604 Working Holidaymakers who visited and worked in New Zealand in 2003/04 had an overall positive effect on the economy. What they earned through paid employment was more than off-set by their expenditure. Working Holidaymakers spend considerably more per visit, on average, than people in the same age group who visit New Zealand on other types of permits.

The two broad objectives of this research were to identify the occupational areas in which Working Holidaymakers were employed, and to provide evidence of any impacts of Working Holidaymakers on regional labour markets. Working Holidaymakers were found to generally take jobs in the low-skill and low-pay areas, even though their skill levels are usually higher.

Working Holidaymakers bring benefits to employers and local communities through their willingness to take such jobs. Some Working Holidaymakers reported being paid below the minimum wage. The statutory minimum wage applies to all employees, including those on casual contracts, and breaches of the minimum wage raise concerns. However, it is difficult to know the context in which the low rates of pay occurred, for example, there are some situations where deductions to the minimum wage may be made if board or lodgings are provided. There was little concrete evidence from other sources that Working Holidaymakers are having a detrimental impact on local working conditions.

Working Holidaymakers bring benefits in terms of improved bilateral relations with other countries. Working Holiday Scheme reciprocation offers opportunities

for travel and work to other countries for young New Zealanders, which is valuable. NZIS and Work and Income Managers noted the benefits of Working Holidaymakers in terms of adding diversity, filling skill shortages, increasing tourism by word of mouth and having useful skills such as being multilingual.

The important caveat to these findings is the question of the ultimate ability of the New Zealand labour market to continue to absorb increasing numbers of Working Holidaymakers. While there is no clear evidence of job displacement occurring at this point in time, there may be displacement effects should the labour market be unable to support more jobseekers in the future. The labour market is currently performing strongly and any increase in Working Holidaymakers needs to take into account long-term fluctuations in the labour market which could lead to labour market displacement becoming a problem. It is difficult to predict the level at which this might occur, however, the strong New Zealand economy and strong labour market is predicted to continue at least in the short-term.

5.3 Indicators of Skill Shortage

Infometrics Ltd for Department of Labour, August 2006

The objective of this study is to foster a better understanding of which indicators provide useful information about the presence of skill shortages and how such indicators should be interpreted when developing immigration policy advice.

A general to specific approach is adopted. The first step is to develop a conceptual framework for assessing what constitutes a skill shortage that should or could be addressed by skilled immigration. Within this conceptual discussion time is spent defining what is meant by skills, the types of skill gaps that can develop and discussing the immigration policy issues that arise when skill gaps are identified.

The next section attempts to identify the 'ideal' set of indicators that would inform an assessment of skill shortages. A suite of seven types of indicators are identified:

- vacancy fill rates
- the relative volume of vacancies
- evidence of excessive wage pressures
- assess the occupations exposure to product and labour market competition
- evidence that the current demand for the skill will be sustained
- evidence about the length of time it might take for the New Zealand education system to address identified skill shortages
- evidence about the degree of specialisation in different occupations.

The first three indicators are recommended as the prime means for identifying the presence of skill shortages, which should be used to monitor as many occupations as possible on an ongoing basis. The next three indicators are more about identifying in which of the cases of skill shortage an immigration intervention might be appropriate. Finally, indications of occupational specialisation can provide a list of occupations where skill shortages are more likely to occur and potentially would have disruptive impacts.

The report finishes with a discussion of the sources of information on each of the proposed indicators and practical issues that might limit either the construction or interpretation of indicators.

6 Social Cohesion & Social Impacts of Migration

6.1 Migrants and their take-up of English for Speakers of Other Languages Tuition

Workforce Group, Immigration Service, March 2005

Since November 1998, non-principal applicants under the Skilled and Business categories (and principal Business applicants prior to November 2002) who do not meet the minimum English language standards have been required to pre-purchase English for Speakers of Other Languages (ESOL) training. The main aim of this report is to provide data on the numbers and characteristics of Skilled and Business migrants who pre-purchase ESOL tuition and on the proportions taking-up and not taking-up the tuition.

The results show a high rate of tuition take-up in the first few years that the ESOL pre-purchase scheme was in place. The report has highlighted, however, a comparatively low rate of take-up in recent years. One reason for this finding is migrants, particularly Business migrants, spending often long periods outside of New Zealand. This tendency by a comparatively large proportion to not take up their tuition seems to undermine somewhat the intent of the policy. Further research is necessary to more fully understand the reasons for this becoming an issue in recent years.

Appendix 1: List of research reports published between 1997 and July 2004

The reports listed here are summarised in the earlier edition of this publication *Immigration Research Programme: Summary of Findings 1997-2004* published in July 2004.

1. ECONOMIC (including labour market)
 - 1.1 New Zealand Work Policy: Meeting Talent, Skill and Labour Needs
New Zealand Immigration Service, 2004
 - 1.2 The Fiscal Impact of Migrants to New Zealand 2003
Business and Economic Research Limited for the NZIS, 2003
 - 1.3 Fiscal Impacts of Migrants to New Zealand 1999
Business and Economic Research Limited for the NZIS, 1999
 - 1.4 Skilled Migrants: Labour Market Experiences
New Zealand Immigration Service, 2003
 - 1.5 Cultivating the Knowledge Economy in New Zealand
Colmar Brunton for the NZIS, 2000
 - 1.6 Migrants in New Zealand: An Analysis of Labour Market Outcomes for Working Aged Migrants Using 1996 and 2001 Census Data
Boyd for the Department of Labour, 2003
 - 1.7 The integration of Highly Skilled Migrants into the Labour Market: Implications for New Zealand Business
The University of Auckland Business School for the NZIS, 2000.
 - 1.8 Immigrants in New Zealand: A Study of Their Labour Market Outcomes
Liliana Winkelmann and Rainer Winkelmann, University of Canterbury. Occasional Paper 1998/1 for the Labour Market Policy Group, June 1998
 - 1.9 Immigrants in the New Zealand Labour Market: A Cohort Analysis Using 1981, 1986 and 1996 Census Data
Liliana Winkelmann and Rainer Winkelmann, University of Canterbury, for the Department of Labour, 1998
2. EVALUATION OF POLICIES AND PROGRAMMES
 - 2.1 Business Immigration: The Evaluation of the 1999 Business Immigration Policy
New Zealand Immigration Service, 2002
 - 2.2 The Evaluation of the Settlement Services Pilots
New Zealand Immigration Service, 2002
 - 2.3 Humanitarian Category Circumstances
New Zealand Immigration Service, 2000
 - 2.4 Experiences of Recent Business Migrants in New Zealand
Forsythe Research for the NZIS, 1998
 - 2.5 Migrants' Experiences of the English Language Bond
Forsythe Research for the NZIS, 1998

3. POLICY AND REGULATION
 - 3.1 Work Visas and Permits Research
New Zealand Immigration Service, 2001
 - 3.2 Work Permits and Residence Qualitative Research
New Zealand Immigration Service, 2001
 - 3.3 The Immigration Consulting Industry in New Zealand
New Zealand Immigration Service, 2001
 - 3.4 Links Between Temporary Entry and Permanent Residence
New Zealand Immigration Service, 1999

4. REFUGEES
 - 4.1 Refugee Voices: A Journey towards Resettlement
New Zealand Immigration Service, 2004
 - 4.2 Refugee Voices Interim Report
New Zealand Immigration Service, 2002
 - 4.3 Refugee Voices Literature Review
Alison Gray and Susan Elliot for the NZIS, 2001

5. SETTLEMENT
 - 5.1 Migrants' Experiences of New Zealand – Pilot survey report for
Longitudinal Immigration Survey: New Zealand (LisNZ)
Department of Labour, 2004
 - 5.2 Family Structures
New Zealand Immigration Service, 2000
 - 5.3 Settlement Assistance Needs of Recent Migrants
Migration Research Group, Department of Geography, University of
Waikato for the NZIS, 2000
 - 5.4 Migrants' and Parents' Experiences of Sponsoring
CM Research for the NZIS, 1999
 - 5.5 Patterns in the Sponsorship of Social Migrants
Sandy Brinsdon for the NZIS, 1999
 - 5.6 Migrant Settlement: A review of the Literature and its Relevance to New
Zealand
Michael Fletcher, for the NZIS, 1999

6. TRENDS, STATISTICS AND SUMMARIES
 - 6.1 Trends in Residence Approvals Volume 3: 2002/2003
New Zealand Immigration Service, 2003
 - 6.2 Trends in Residence Approvals Volume 2: 2001/2002
New Zealand Immigration Service, 2002
 - 6.3 Trends in Residence Approvals Volume 1: 2000/2001
New Zealand Immigration Service, 2001
 - 6.4 Astronaut Families and Cosmonaut Couples
New Zealand Immigration Service, 2000

- 6.5 Migrants in New Zealand: An Analysis of 1996 Census Data
New Zealand Immigration Service, 2000
- 6.6 Migrants in New Zealand: An Analysis of 2001 Census Data
New Zealand Immigration Service, March 2003
- 6.7 International Migration, 1995-1998: A Report on Current Research and a
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Migration Research Group, Department of Geography, University of
Waikato for the NZIS, 1998

