

**CHINA-BORN MIGRATION TO SOUTH AUSTRALIA:
POPULATION AND LABOUR FORCE IMPLICATIONS**

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LIST OF ACRONYMS

ABS	Australian Bureau of Statistics
ACCI	Australian Chamber of Commerce and Industry (ACCI)
AGPS	Australian Government Publishing Service
ALFPR	Aggregate Labour Force Participation Rate (ALFPR)
ASCL	Australian Standard Classification of Languages
ASCO	The Australian Standard Classification of Occupations
BTRE	Bureau of Infrastructure, Transport, Regional Economics
DCITA	Department of Communications, Information Technology and the Arts
DECS	Department of Education and Children's Services
DEIR	Department of Employment and Industrial Relations
DEST	Department of Education, Science and Training
DFEEST	Department of Further Education, Employment, Science and Technology
DIAC	Department of Immigration and Citizenship
DIMIA	Department of Immigration and Multicultural and Indigenous Affairs
DOTARS	Department of Transport and Regional Services
DTED	Department of Trade and Economic Development
Fed Rep	Federal Republic
ICT	INFORMATION AND COMMUNICATION TECHNOLOGY
IOM	International Organization for Migration
LGA	Local Government Area
LOTE	Language other than English
LSIA	Longitudinal Survey of Immigrants to Australia
MESC	Main English Speaking Countries
NCIYF	The National Council for the International Year of the Family NESC migrants
NESB	Non-English-Speaking-Background
NMSU	National Migrant Statistics Unit
OECD	Organization for Economic Co-operation and Development

OSB	Overseas born
OSS	Occupational Shares System
PC	Productivity Commission
PRC	People's Republic of China
SACC	Standard Australian Classification of Countries
SAR	Special Administrative Region
SCORD	Standing Committee on Regional Development for the Regional Development Council
SD	Statistical Division
SDAS	Skilled Designated Area Sponsored
SOL	Skills Occupation List
SSD	Statistical Subdivision
SSRM	State-Specific and Regional Migration
TFR	Total Fertility Rate
VET	Vocational Education and Training

ABSTRACT

Chinese migration to Australia has a long history and had an important influence on Australian development. However, the last decade has seen an unprecedented increase not only in the scale of migration from China to Australia but also in its impact on the Australian economy and society. This impact however has remained little investigated and the present study seeks to examine one important dimension – the effect of Chinese migration on the labour market. In order to do this, it focuses on immigration from China to South Australia, a state which has been lagging economically and, until recently, was experiencing low levels of immigration and population growth compared to Australia as a whole.

The study focuses on the period from 2003-2008 which not only saw a rapid increase in immigration from China to Australia but was a period in which the South Australia government initiated a population policy in order to increase economic and population growth. The study examines the changes in the scale, nature and composition of Chinese immigration to Australia and South Australia focusing on both permanent settlement and temporary movement.

The major part of this study examines the labour market impact of Chinese immigration by analysing the participation of Chinese immigrants in South Australia's labour force. It considers levels of employment as well as whether the jobs taken up by China-born immigrants match their qualifications and experience. Their experience is compared to that of other migrant groups and the Australia-born population. The study utilizes data from the 2006 Census on Population and Housing collected by the Australian Bureau of Statistics as well as the Department of Immigration and Citizenship data.

The final part of the study considers the impact of recent policy on China-born immigration to Australia and South Australia and draws out the policy implications of the findings. It assesses how successful immigration from China has been in meeting skill and labour shortages and in contributing to the development objectives of the South Australian government. It makes suggestions for immigration and

settlement policy to maximize the benefits of China-born migration to South Australia and to the migrants themselves.

DECLARATION

This thesis contains no material that has been accepted for the award of any degree or diploma in any university or other tertiary institution and, to the best of my knowledge and belief, contains no material previously published or written by another person, except where due reference has been made in text of the thesis.

I give consent to this copy of my thesis, when deposited in the University Library, being made available for photocopying and loan.

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1 INTRODUCTION

1.1 Introduction

As in other high income countries ageing has drawn increasing attention to skill and labour shortages in Australia. Developing a policy that attracts more young and skilled international immigrants has become one of Australia's main strategies to becoming competitive in an increasingly globalised market. In recent years, China has become a major source of skilled migrants to Australia (Zhang 2003; Hugo 2008b). South Australia is facing a very serious problem in having an ageing population, more than the nation as a whole and is pursuing its own policy of attracting and retaining immigrants. This study addresses recent developments in immigration of China-born people to South Australia.

This introductory chapter looks at the situation of an ageing population and skill and labour shortages in Australia and especially in South Australia. It examines the role of international immigration and especially that of the China-born migrants in helping to relieve the pressure of the ageing population and skill and labour shortages. It introduces the study area, the aims and objectives of the study; the research questions, the research methodology, data sources and expected outcomes of the study. This chapter also discusses the significance of the study and outlines the structure of the thesis.

1.2 The Study's Questions

Chinese migration to Australia has a long history and had an important influence on Australian development. It has been an increasingly important population and labour force resources for Australian development. However, the last decade has seen an unprecedented increase not only in the scale of migration from China to Australia but also in its impact on the Australian economy and society. South Australia has been lagging economically (2008b) and, until recently, has experienced low levels of immigration and population growth compared to Australia as a whole (Department of Premier and Cabinet 2004). South Australia suffers more serious skill shortages and is facing more rapid ageing

population problems than the rest of the country (Peng & Spoehr 2007). In recent years, China has become an important source of skilled migrants to meet the population and immigration targets set by the South Australian government.

1.2.1 Aims / objectives

The objective of this study is to examine changes in the scale, nature and composition of China-born immigration to South Australia focusing on both Settler and Long-term Temporary Arrivals between 2003-04 and 2007-08. It also examines the labour market impact of Chinese immigration by analysing the participation of the China-born population in the South Australian labour force. It assesses how successful immigration from China has been in meeting skill and labour shortages and in contributing to the development objectives of the South Australian government. It makes suggestions for immigration and settlement policy to maximize the benefits of China-born migration to South Australia and to the migrants themselves.

1.2.2 Research questions

In recent decades, Australian immigration policies have sought to focus more on labour market needs and to maximize, as far as possible, its contribution to the economy (Birrell et al. 2001, 2004, 2005; Hawthorne 2005; Hugo 2006b; Khoo et al. 2003, 2007, 2007a). To do so it requires high labour force participation among migrants and using their skills fully. This study examines the population and labour force implications of China-born migration to South Australia by investigating the following research questions:

1. What are the major recent trends in population flows from China to South Australia?
2. How successful have the Chinese been in obtaining appropriate employment in South Australia?
3. What policy interventions are needed to reduce the unemployment rates among China-born immigrants?

This study uses secondary data, publications, research reports as well as other government sources: DIAC immigration data, Australian Censuses, media releases, economic, industrial and official documents.

1.2.3 Definition

The term China-born migrant in this study refers to someone who was born in China (excluding the Taiwan Province and the Special Administrative Regions of Hong Kong and Macau) and has been granted a visa by the Australian government allowing that person to establish residence or to work or study in Australia. The ABS and Department of Immigration and Citizenship (DIAC) data use this definition, in accordance with the Standard Australian Classification of Countries (SACC), Second Edition (ABS cat. no. 1269.0).

Since the focus here is only on the China-born population, it excludes other representatives of Chinese ethnicity such as:

- Chinese communities from countries such as Singapore, Malaysia, Indonesia, etc.
- Hong Kong SAR, Macao SAR and Taiwan
- The children of China-born people who were born in a country other than mainland China.

However, it does include the China-born population that arrived in Australia from a third country. Especially important here are those China-born migrants who moved to Australia from New Zealand.

In this study Settler Arrivals are defined as those who hold migrant visas and New Zealand citizens and indicate their intention of settling in Australia; and those who are otherwise eligible to settle such as overseas-born children of Australian citizens (DIAC 2009a, p.154). On the other hand, Long-term Arrivals are overseas visitors who intend to stay in Australia for 12 months or more but not permanently; and Australian residents returning after an absence of 12 months or more overseas (DIAC 2009a, p.153).

1.3 China-born Migration to South Australia

The number of Settler Arrivals in Australia has been rapidly increasing since the 1990s (Figure 1.1) and especially since the early 2000s. However, the number settling in South Australia was small until 2002-03 as Figure 1.2 shows. Hugo (2005) pointed out that this coincided with a substantial increase in China-born Settler and Long-term Arrivals. Since the beginning of the 21st century, the share of national Settler Arrivals moving to South Australia has increased from 3 per cent in 2000-01 to 7.2 per cent in 2006-07, although it fell to 6.6 per cent in 2007-08 (Figure 1.3). The number of China-born people among South Australian Settler Arrivals also increased rapidly as Figure 1.4 indicates. In 1991-92, the China-born comprised only 1.8 per cent of South Australian Settler Arrivals; however, by 2007-08, it had increased to 10.7 per cent. This indicates that the China-born have played a disproportionately large role in South Australia's increasing share of the national settler intake. Moreover, the number of China-born Long-term Arrivals in South Australia has also been increasing rapidly since the beginning of the 2000s and between 2003-04 and 2007-08 their arrival numbers were much higher than the China-born Settler Arrivals during the same period (Figure 1.5).

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Source: DIAC, Settler Arrivals 1995-96 to 2005-06, 1997-98 to 2007-08 Australia States and territories

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Source: DIAC, Settler Arrivals 1995-96 to 2005-06, 1997-98 to 2007-08 Australia States and territories and DIAC Unpublished Data

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Source: DIAC Unpublished Data

NOTE:

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Source: DIAC unpublished Data

Table 1.1 highlights two important trends. First, the China-born, since 2005-06, made up a higher proportion of South Australia's Settler intake than is the case for the total Australian intake, although it had a lower proportion before that date. This indicates a shift in the pattern of China-born settlement in Australia. Second, the table shows that South Australia's share of China-born migrants has been greater than its share of the total intake.

Table 1.1: Settler Arrivals: China-born, South Australia and Australia, 1997-98 to 2007-08

Source: DIAC Settler Arrivals 1997-98 to 2007-08 Australia States and territories

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1.4 The South Australian Context

Australia has experienced rapid economic growth in recent decades and restructured its manufacturing base (Hugo, 2008; Richardson 1999, p.14) so that knowledge-based economies are gradually taking over (Ip 2001). Globalization and technological change 'have reduced the relative demand for unskilled workers (and) increased the relative demand for highly skilled workers' (Richardson 1999, p.14). Rising living standards and ongoing productivity growth has also increased the demand for labour-intensive service workers (McDonald & Withers 2008, p.1):

Major investment in new physical infrastructure can be expected, as more than a decade of neglect of maintenance and new infrastructure is remedied and as massive new investment is required to deal with environmental degradation including green house gas emissions, water supply, the transformation from a fossil fuel-based economy, and transport and communications inefficiencies. This will involve a high demand for workers in construction and engineering. The inevitable changes in the 'way we live our lives' because of global warming, changes in energy forms, new approaches to water supply and sewerage, transport and communications will also be demanding of highly skilled technological workers. We can therefore expect substantial new investment in education

and training and increased demand for workers in these sectors. Population growth itself generates demand for workers across the economy to service the larger population especially in the housing and construction, energy supply, retail and hospitality industries (McDonald & Withers 2008, p.1)

However, domestic labour supply growth is in long-term decline as baby boomers retire and growth in the number of young workers is declining (McDonald & Withers 2008, p.1). Australian labour force growth fell from 1.9 per cent per annum on average from 1980 to 2005 to 1.2 per cent per annum by 2006 and the labour force growth will continue to fall to 0.7 per cent by 2021 and less than 0.5 per cent by 2051 (McDonald & Withers 2008, p.2). Skill and labour shortages are major constraints that Australia and South Australia currently face. This increases the justification for an increase in immigration (McDonald & Withers 2008; OECD 2007).

1.4.1 Challenges for South Australia

The population of South Australia is ageing at a faster rate than the nation as a whole. According to Peng & Spoehr (2007, p.1056) and Hugo (2005, 2008a) the State of South Australia has the oldest population structure due to a rapid increase in the proportion of the population aged 65+, slow natural population growth, net loss of young adults to other states and a history of low immigration intakes. This has constrained labour supply and economic growth in South Australia.

Figure 1.6 shows a significant decrease in the Total Fertility Rate (TFR) in South Australia since the Baby Boom Period. Although from 2007 the Total Fertility Rate (TFR) in South Australia increased significantly, it has been lower than the nation as whole for an extended period (Table 1.2). Table 1.3 shows significant population increase in the number of persons aged 60-69 from 2003 to 2009 and a decrease in the ages 5-14 years in South Australia, while Table 1.4 shows increasing net interstate migration loss over the last decade. Table 1.5 shows the South Australian population growth rate has significantly lagged behind the nation since 1966-71. Population imbalance and labour and skill shortages have become important issues in South Australia if living standards and economic growth are to be sustained.

Figure 1.6: South Australia: Total Fertility Rate, 1945-2008

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the thesis held in the University of Adelaide Library.

Source: Hugo 2008a, p.9, ABS Births Australia 2008

Table 1.2: South Australia and Australia: Total Fertility Rates, 1990 to 2008

Source: Hugo 2008a, pg 11, ABS Births Australia 2008

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Table 1.3: South Australia: Growth of the Population by Age, 2003-2009

ABS Australian Demographic Statistics - Jun 2003 & 2009

Age	30-Jun-03	30-Jun-09	Percent Change	Growth Rate p.a. (%)
0-4	89,709	96,417	7.48	1.25
5-14	197,979	195,152	-1.43	-0.24
15-24	203,980	220,712	8.20	1.37
25-39	312,449	319,446	2.24	0.37
40-59	425,567	445,825	4.76	0.79
60-69	130,592	164,022	25.60	4.27
70+	167,145	181,138	8.37	1.40
Total	1,527,421	1,622,712	6.24	1.04

Table 1.4: South Australia: Net Interstate Migration 1999-2000 to 2007-08

Source: Hugo 2008a, pg. 12, ABS Australian Demographic Statistics - Jun 2009

NOTE:

This table is included on page 10 of the print copy of the thesis held in the University of Adelaide Library.

Table 1.5: South Australia and Australia: Population Growth, 1947-54 to 2009

Source: Hugo 2008a, pg. 2; ABS Australian Demographic Statistics - Jun 2009

NOTE:

This table is included on page 11 of the print copy of the thesis held in the University of Adelaide Library.

The South Australian share of national population growth has declined from 10.73 per cent in 1947-54 to 4.37 per cent in 2008-09 (Table 1.5). Hugo (2005, p.44) notes that the loss of young well-educated people has limited the State's development and left job vacancies in some key professional, managerial and skilled areas and that:

the ratio of people in the key working age groups is the smallest of all the states and threatens to deteriorate substantially...The imbalance thus are an important social and economic problem...the spectre of a declining workforce and population and of the evolving age structure in the state are issues of concern (Hugo 2005, p. 44).

1.4.2 International migration as solution to labour and skill shortage

In a widely disseminated report (UN 2002), the United Nations suggested policy reliance on immigration is needed to prevent population decline in high income countries and more immigration is

needed to prevent the decline of working-age populations due to ageing, low fertility and mortality rates. An increasing stock of knowledgeable and skilled immigrants can also help ease stress on human capital to support the growth of knowledge-based economies (Kuptsch & Pang 2006, p.1). However, positive strategies are needed to recruit immigrants so that they will merge smoothly into the labour market (McDonald & Withers 2008, p.3).

Over the next 20 years the number of immigrants would need to rise by about 50,000 per year, from about 170,000 to 220,000 each year in order to meet future labour force needs (Lauder 2008, <http://www.abc.net.au/news/stories/2008/02/05/2155218.htm>). Abella (2006, p.12) argued:

that human capital, rather than natural resource endowments, is the key to economic development' and that 'a critical mass of people with the skills necessary to create new knowledge or to transform imported knowledge into viable technologies for production, to design and create new products and services,' and to meet the challenge in the global market is an essential condition for rapid economic growth.

In responding to demand for increasing levels of immigration to meet skill and labour shortages, the Australian government has increased the official settler program intake and increased opportunities for temporary entry for employment purposes (Birrell and Hawthorne 1997; DIAC 2001, p.15; Khoo et al., 2003; Vanstone 2004). According to (Khoo et al. 2007, p.175):

With the 1996 introduction of a new visa making it easier for employers to sponsor skilled foreign workers, temporary skilled migration has become a significant component of international migration flows to Australia...Many employers now have a global view of labour recruitment. While this is understandable for multinational companies with global operations, many small businesses and public sector institutions are adopting the same strategy to obtain skilled labour which they say is in short supply in Australia. With the internationalization of the Australian economy, there is also an increasing demand for people with specialized skills and knowledge that is not available in Australia's relatively small labour market.

South Australia has not only experienced skill shortages, but also labour shortages. According to Robb (2007, <http://www.dest.gov.au>) businesses are having problems in finding suitable staff on a daily basis. Many small businesses and public sector institutions such as hospitals and education departments are recruiting globally for skilled labour that is in short supply in the domestic labour market (Khoo et al. 2007, p.195). Lung (2008) also pointed out that despite Australia's already heavy

tax system, the shrinking of the proportion of the working age group and the rising number of retired people could also mean that working people will have to pay more tax to support the non-working age group. Many South Australian businesses are already recognising engaging in international recruitment (Business SA, 2007). The Department of Further Education, Employment Science and Technology (DFEEST) urged the South Australian Government, through DTED; to encourage employers to use employer-sponsored visas where there is clear evidence that local supply of particular skills are not available (DFEEST 2008b).

In recent years, international migration has been a key element in South Australian Population Policy to restore the balance of the ageing population and skill shortage (Hugo, 2008). Figure 1.7 shows net migration was not significant to South Australian population growth from 1992 to 2004. However, net migration increased rapidly since then. Table 1.6 shows a significant increase of net overseas migration from 2004-05 to 2008-09. In fact, net overseas migration was the major component of population growth in South Australia in 2006 to 2009 and especially in 2008-09. In 2006, there were 307,679 migrants living in South Australia (ABS 2006a). The State gained 7813 people through natural increase and 14253 people through net overseas migration in 2007-08 (DIAC 2009a p.123). In 2008-09, the State gained only 6954 people through natural increase, but people through net overseas migration increased to 17073.

Figure 1.7: South Australia: Total Population Growth Showing the Natural Increase and Net Migration Components, 1947 to 2009

Source: Hugo 2008a (p.4) and *Australian Demographic Statistics*, various issues

NOTE:

This figure is included on page 14 of the print copy of the thesis held in the University of Adelaide Library.

Table 1.6: South Australia: Components of Population Change, 1996-2009

Source: Hugo 2008a (pg. 4) and ABS Australian Demographic Statistics - Jun 2009

NOTE:

This table is included on page 14 of the print copy of the thesis held in the University of Adelaide Library.

1.5 Significance of the Study

Australia has been a major receiving country for immigrants throughout its history. Australia now has an overseas-born community of 4,416,029 (DIAC 2009a, p.iv). Over the past ten years, the average annual increase in employment has been nearly 2 per cent and net job creation amounted to more than 2 million in Australia (OECD 2007, p.66). The Standing Committee on Regional Development for the Regional Development Council argued that Immigrants have made significant contributions to the strong growth in employment to Australia and have a positive impact on the community, fill local shortages, and settle permanently in regional areas (SCORD 2004).

1.5.1 Immigration's contribution to the Australian economy and labour market

Hugo suggested that one of the most important recent trends in Australian international migration is the increased significance of China-born migration which was associated with the dramatic expansion of the Chinese economy as well as the presence of a growing Chinese community in Australia. The Australian government sees China not only as a major source of skilled migrants at present but for the future as well (DIMIA 2008). This development will be encouraged by further expansion of economic, scientific and technological, cultural and educational exchanges and cooperation, as well as a further increase in the educational investment made by Chinese people. This is contingent on China retaining its economic growth and the population's personal income remaining stable or improving.

China-born immigrants represent a small but significant growing share of the labour force in Australia. The China-born are one of the youngest and most highly educated communities in Australia (DIMIA 2008); and also the third largest source country for the offshore component of the General Skilled Migration program and the second largest source country for the onshore component. Chinese nationals also make up the largest number of overseas students in Australia providing a very substantial source of skilled workers with many taking advantage of the Permanent Onshore Migration Program after completing their studies.

1.5.2 China-born migration to South Australia

In 2007-08, China-born migration was the third major source of permanent additions (1628 persons) in South Australia following the UK (2760 persons) and India (2119 persons) (DIAC 2009a p.123). Compared to the other states and territories, of the 13,007 migrants who arrived in South Australia in 2007-08, South Australia had a low proportion of Family migrants (16.9 per cent), and a high proportion of Skill Stream permanent additions (70.3 per cent) in 2007-08 (DIAC 2009a p.124). The Humanitarian Program represented 7.5 per cent and New Zealand citizens 4.7 per cent.

Table (1.7) shows that in the past couple of decades the China-born population growth was more rapid than South Australia and the nation as a whole especially between 2001 and 2006. The share of South Australia's population in Australia decreased from 8.8 per cent in 1981 to 7.6 per cent in 2006. The overseas-born growth rate in South Australia also decreased significantly from 6.2 per cent in 1986 to 4.0 per cent in 2001 while the growth rate of the nation increased from 9.9 per cent to 13.6 per cent. Between 2001 and 2006 census, the overseas-born growth rate increased significantly from 4.0 per cent in 2001 to 8.7 per cent in 2006 in South Australia, while in Australia it dropped from 13.6 per cent to 12.5 per cent. Even though the China-born population in Australia increased rapidly from 28.6 per cent in 1996-2001 to 44.7 per cent in 2001-2006, the growth rate in South Australia was much higher and increased from 17.6 per cent to 124.6 per cent. Table 1.7 also shows that South Australia's share of the national population has been declining.

Table 1.7: Australia and South Australia: Total Population, Australia-born, Overseas-born and China Born

Source: ABS 3105.0.65.001 Australian Historical Population Statistics, 2008

Year	China-born		*Australia-born		#Overseas-born		Total Population		
	SA	Australia	SA	Australia	SA	Australia	SA	Australia	**SA Share
	Person								
1981	1,034	25,174	980,826	11,388,779	296,380	3,128,117	1,277,206	14,516,896	8.8
1986	1,654	36,595	1,033,166	12,105,189	314,881	3,437,378	1,348,047	15,542,567	8.7
1991	2,617	77,882	1,074,154	12,719,788	334,484	4,052,015	1,408,638	16,771,803	8.4
1996	3,060	111,009	1,088,580	13,227,987	348,613	4,524,842	1,437,193	17,752,829	8.1
2001	3,598	142,781	1,107,436	13,629,676	362,623	5,139,552	1,470,059	18,769,228	7.8
2006	8,082	206,591	1,120,081	14,073,147	394,257	5,782,141	1,514,338	19,855,288	7.6
	Percentage Growth								
1981-86	60.0	45.4	5.3	6.3	6.2	9.9	5.5	7.1	
1986-91	58.2	112.8	4.0	5.1	6.2	17.9	4.5	7.9	
1991-96	16.9	42.5	1.3	4.0	4.2	11.7	2.0	5.8	
1996-01	17.6	28.6	1.7	3.0	4.0	13.6	2.3	5.7	
2001-06	124.6	44.7	1.1	3.3	8.7	12.5	3.0	5.8	

Population based on census counts

*Australia-born: includes External Territories

#Overseas-born: Overall Population-*Australia-born

**Share of South Australia population in Australia

The 2006 Census shows that the UK-born represent the largest overseas-born population in South Australia, followed by Italy, Germany, New Zealand, and Greece (Table 1.8). In 1996 the China-born represented a mere 0.9 per cent of the overseas-born and was the 16th largest population in South Australia. By 2006, the China-born population increased to 2.0 per cent of the overseas-born population and was the 8th largest population in South Australia.

Table 1.8: South Australia: Population Proportion by Country of Birth 1999,2001 and 2006

Source: ABS 2006 Census of Population and Housing, 2006 Census Community Profile Series, South Australia;
3105.0.65.001 Australian Historical Population Statistics, 2008

Country of Birth	1996 Census			2001 Census			2006 Census		
	Persons	P%	R	Persons	P%	R	Persons	P%	R
Australia	1,077,533	75.5	1	1,099,585	74.9	1	1,110,295	73.6	1
United Kingdom(a)	131,624	9.2	2	124,014	8.5	2	118,941	7.9	2
Italy	27,219	1.9	3	24,964	1.7	3	22,374	1.5	3
Germany	13,241	0.9	4	12,660	0.9	4	11,765	0.8	4
New Zealand	9,681	0.7	7	10,989	0.7	6	11,379	0.8	5
Greece	12,607	0.9	5	11,677	0.8	5	10,725	0.7	6
Viet Nam	10,667	0.7	6	10,441	0.7	7	10,512	0.7	7
China(b)	3,062	0.2	16	3,587	0.2	14	8,062	0.5	8
Netherlands	8,915	0.6	8	8,301	0.6	8	7,662	0.5	9
India	3,400	0.2	14	3,688	0.3	13	6,851	0.5	10
Total	1,427,936	100.0		1,467,261	100.0		1,509,008	100.0	

P%: percentage of overall population

R population ranking

(a): Comprises 'United Kingdom, nfd' (In 1996 known as 'United Kingdom and Ireland, nfd'), 'Channel Islands', 'England', 'Isle of Man', 'Northern Ireland', 'Scotland' and 'Wales'.

(b):China: excl. SARs and Taiwan Province

Table 1.9 shows that all 5 European countries (UK, Italy, Germany Greece, and Netherlands) out of the South Australia's top 10 birthplaces populations experienced significant decline over the last decade. Among the other 5 countries, the China-born experienced the highest population growth since 1991. The China-born has been dramatically increasing its significance in the South Australian population growth in recent decades.

Table 1.9: South Australia: Population Growth by Country of Birth by Census years

Source: ABS 2006 Census of Population and Housing,
3105.0.65.001 Australian Historical Population Statistics, 2008
2006 Census Community Profile Series, South Australia

Country of Birth	1986-91	1991-96	1996-2001	2001-06
Australia	4.0	0.3	2.0	1.0
United Kingdom	0.1	-10.3	-5.8	-4.1
Italy	-2.3	-5.9	-8.3	-10.4
Germany	-2.4	-7.3	-4.4	-7.1
New Zealand	25.4	-2.3	13.5	3.5
Greece	1.5	-7.4	-7.4	-8.2
Viet Nam	32.1	15.8	-2.1	0.7
China	58.2	17.0	17.1	124.8
Netherlands	-2.8	-10.2	-6.9	-7.7
India	13.6	14.8	8.5	85.8

1.6 The Structure of the Thesis

Chapter 2 briefly reviews the literature on the development of Australian immigration policy and focuses on the South Australian population and its immigration policy, the early years of Chinese migration experience, the changing characteristics of Chinese migrants to Australia and some recent studies of China-born employment issues in the Australian labour market. Chapter 3 discusses the methodology of this study and addresses the Settler and Long-term Arrivals data source and the employment outcome of China-born migrants settling in South Australia based on the 2006 Census. Chapter 4 examines patterns and trends in the changing scale and composition of South Australian China-born Settler Arrivals. It then compares China-born immigration to Australian China-born, South Australian and Australian Settler Arrivals as a whole. Chapters 5 and Chapter 6 examine the development of trends and patterns in the age, sex and occupations distributions of the South Australian China-born Settler and Long-term Arrivals at the time of their arrivals in Australia. Chapter 7 examines the stock of the South Australian China-born population and their employment situation based on 2006 Census data. It compares their age and sex profile, proficiency in spoken English, Non-School Qualifications, employment and occupation situation and compares them to other migrants and the Australia-born. It also compares the situation across different geographic areas of South

Australia. Finally, Chapter 8 summarises the findings of the study, discusses the population and labour market implications as well as the policy implications. It then discusses the limitations of the study and indicates further research directions.

2 LITERATURE REVIEW

2.1 Introduction

Immigration policy has been used as a tool to provide a short-term economic solution for labour and skill shortages, as well as a long-term strategy for increasing population size to provide economies of scale in the domestic market and for tackling the population-ageing problem (Li & Teixeira 2007; Lung 2008). This is increasingly the case in high income countries.

If immigrants are carefully selected to meet skill needs, economic integration is likely to be largely unproblematic. If large numbers of immigrants had skills that were already in abundant supply in Australia or if they were unskilled, opposition would be greater. If immigrants spent long periods unemployed, again, problems would ensue. Thus, as a positive strategy, it will continue to be important to recruit immigrants so that they will merge smoothly into the Australian labour market (McDonald & Withers 2008, p.3).

China has become an increasingly important labour and skill source for meeting Australia's changing economic needs (see Chapter 1 and Chapter 4 to 6). However, previous studies have shown that Chinese migrants have encountered significant difficulties in accessing the labour market (Gao 2006; Yan 2005; Ip 2001, Wu et al., 1998; Hon and Coughlan 1997). This chapter reviews the development of Australian immigration policy and then focuses on South Australia's particular population and immigration policies. The second section discusses the literature on Chinese migration to Australia and especially their experience in Australian workplaces. The following section then examines some recent studies of China-born migrants' employment issues in the Australian labour market.

2.2 Australia's Changing Immigration Policy Since World War II

Australian immigration has undergone significant change since 1945 when the first federal immigration portfolio was created. Over the subsequent sixty-five years the nation has shifted from primarily importing labour to focusing on recruiting skilled migrant labour by regulating migration according to labour requirements (Phillips 2005). Australian immigration policy has also shifted from being

dominated by permanent settlement to including a large number of temporary migrants (Hugo 1999, 2006a). There has been a substantial reduction in the proportion of migrants drawn from its traditional sources of the UK and continental Europe and a significant increase in the proportion of permanent and Long-term migrants from Asia especially from China and India (DIAC 2007), and a substantial shift in the balance of the settlement program away from family and humanitarian to skills/business migrations (Hugo 2004a, 2006b). The immigration program has increasingly concentrated on skill, education, Australian qualifications, and ability to speak English and work experience criteria in migration selection (Hugo 1999, Hawthorne, 2005). The latest shift involves attracting economic migrants and temporary skilled migrants to regional areas where immigrants have the opportunity to transfer to permanent residence later (McDonald & Withers 2008).

Since the 1980s Australian immigration policies have been strongly committed to contributing to national economic developments (Ho 2006). In 1984-85, the Australian government replaced the non-targeted skilled migration system with an 'Occupational Shares System' (OSS) (Birrell & Healy 1997). The OSS program limited the recruitment of skilled migrants to those with occupations that the Department of Employment and Industrial Relations (DEIR) designated as undersupplied in Australia and assigned a quota to each of these occupations in each program year. Applicants in the designated occupational areas were expected to possess qualifications acceptable in Australia and to be fluent in English. Economics became a major focus of immigration policy in 1985–1995 (DIAC 2001, p.12).

A Points Tested Independent Category was introduced in 1986-87; which was subsequently expanded to become the main mechanism for selecting professional migrants by the late 1980s (see also Reitz 1998; Birrell et al. 2005; Vanstone 2005; Hugo 2006b). To better meet the national social and economic objectives, in 1988, the Migration Program was divided into three streams – 'Family', 'Skill' and 'Humanitarian' (DIAC 2001, p.13) and this basic division has been maintained over the subsequent period.

Non-economic factors have been largely eliminated from the points system since 1999 (Jupp 2002). Furthermore the 'pass mark' has been regularly reviewed by the government to ensure the selection of increasingly higher-skilled migrants to fit economic needs (Vanstone 2004):

Believing that 'the market, in combination with the enterprise of the migrants themselves', would ensure that most migrants found a productive niche in Australia'...the selection system favoured applicants who were young, tertiary educated and skilled (particularly those with professional and trade skills recognized in Australia)... In mid-1989 the Government... put a heavier weight on the possession of qualifications recognized in Australia and the possession of vocational level English (Birrell and Hawthorne 1997, <http://elecpress.monash.edu.au/pnp/free/pnpv4n4/birrhaw.htm>).

Since 1992 a professionally validated English test was introduced to Independent applicants from Non-English-Speaking-Background (NESB) countries. The Skills Occupation List (SOL) was then introduced in 1999, aiming to better meet skills in demand. The SOL specified which occupations were eligible for migration (Birrell et al. 2001; Birrell et al. 2005). From the late 1990s, Australian immigration policy has placed particular emphasis on skilled migration (see Birrell and Healey 1997; Birrell et al. 2001, 2004, 2005; Hugo 2006b; Khoo et al. 2003, 2007, 2007a). By the end of 1993 the Australian government provided a new path for temporary residents in Australia to apply for permanent residence and was directed primarily at Chinese nationals (DIAC 2001, p.14).

The "temporary business short-term visa" (456) and the "Long-term visa" (457) were introduced in 1996 (Khoo et al. 2003). With the entry requirements for skilled temporary migration being simplified, it was easier for employers to sponsor skilled workers from overseas (Khoo et al. 2007, p.176). There was no need for employers to demonstrate an inability to find a suitably qualified Australian resident to fill the position or that the foreign employee would provide a training benefit to Australian workers (Khoo et al. 2007, p.177). Applicants were subjected to less vigorous medical checks and their qualifications did not have to be assessed by Australian accrediting authorities:

As researchers 'identified consistently inferior labour market outcomes for professionals from non-English-speaking background source countries (Hawthorne 2005, p.663)', the government initiated 'mandatory English language testing, rigorous qualifications screening, incentives for international students to migrate, and abolition of income support in the first two years post arrival (Hawthorne 2005, p.663).' 'Following a preliminary audit conducted from 1997-1998, the Department of Immigration and Multicultural Affairs (DIMA) initiated the first major review of Australia's skilled migration program since 1988 and the introduction of the points system (Hawthorne 2005, p.681)' which focused on

'selecting skilled migrants who can quickly make a positive contribution to the Australian economy (Hawthorne 2005, p.681)'. The shift to skilled even more migration in the mid 1990s makes Australia 'a leading destination country for skilled workers from all over the world (McDonald & Withers 2008, p.12)'.

Currently, Australian immigration programs include skilled migrants, business migrants, family migration as well as a humanitarian stream (Figure 2.1). Immigration to Australia is meticulously planned in that the government sets a target and planning levels for each component of the migration program each year based on economic conditions. Furthermore the targets and levels are regularly revised (IOM 2003; Birrell et al. 2005; Vanstone 2005; Hugo 2006b). The policies are mainly focused on skills in migrant selection and in the development of business migration programs to attract entrepreneurs with substantial sums to invest, in order to achieve national economic development goals. Quotas of permanent migration to Australia are allocated and adjusted by the Australian government each year (Phillips 2005, 2008). Figure 2.1 also illustrates the number of visas granted in 2007-08 under the Skill and Business Long Stay categories.

Figure 2.1 Permanent program outcomes and temporary entry visa grants 2007-08

Source: DIAC 2009a p.25

NOTE:
This figure is included on page 24 of the print copy of
the thesis held in the University of Adelaide Library.

2.2.1 The Regional Sponsored Migration Scheme

In recent years, a major shift in Australia immigration policy has put some focus on locating migrants away from the large cities and into regional areas to help matching migrants to skills shortages and economic needs in their areas, in 2004, special visa class were introduced for skilled workers who do not quite meet the national Points Test Pass Mark (Hugo 2002; Kirk & Vanstone 2004, <http://www.abc.net.au>). Applicants usually need a sponsor, or recognized Australian qualification, must be under 45 years of age, and are required to live and work in regional Australia for the first two years before they are eligible to apply for a permanent visa (Hugo 2002; Kirk & Vanstone 2004, <http://www.abc.net.au>). States that want skilled migrants have the opportunity to sponsor them, and there are special arrangements for employers in regional and low population growth areas across Australia (Burrow 2006; Khoo et al. 2007; McDonald and Withers 2008) under this particular visa. The State-Specific and Regional Migration (SSRM) initiatives enable state/territory governments, regional employers and development bodies to pursue regional development objectives and employment and business outcomes through the use of more flexible program provisions and threshold criteria for skilled migrants (DIAC 2007b, p.30; DIAC 2009a, p.33).

The SSRM initiatives apply not only to States and State Governments but also to regional and regional development organizations. Carefully designed incentives and concessions are given to skilled migrants who meet mandatory health and character requirements and are willing to locate to areas of Australia that seek more migrants through recognition of family linkages (Hugo 2002; Kirk & Vanstone 2004). Table 2.1 shows the key milestones in State-Specific and Regional Migration initiatives.

Table 2.1: Key milestones in State-Specific and Regional Migration initiatives:

Source: DIAC 2007b, p.32

NOTE:

This table is included on page 26 of the print copy of the thesis held in the University of Adelaide Library.

DIMIA (2005) in a 2004 survey found that 91 per cent of Regional Sponsored Migration Scheme applicants between January 2000 and December 2003 remained within their initial region (DIMIA 2005, p.3), with unemployment rates which were extremely low, far less than 1 per cent (DIMIA 2005, p.22).

A few years ago it was reported that:

The Productivity Commission (PC 2006) found that immigrants under all schemes have relatively better employment outcomes in regional areas compared to immigrants in major cities. However, immigrants tend to have poorer employment outcomes than the Australia born population in all areas except remote Australia. The PC has also noted that skilled designated area sponsored immigrants have been shown to have worse labour outcomes 6 months after arrival than other skilled immigrants (2006) (BTRE 2006, pp.47-48).

To channel more migrants to live and work in the specified designated area before becoming eligible for permanent residence, the Skilled Designated Area Sponsored (SDAS) visa was introduced in July 2006, giving eligible applicants significant selection concessions (DIAC 2007b, p.31).

Because South Australia has experienced a population growth rate less than half the national average in the last intercensal period (see Chapter 1, and also Hugo 2008a, pp.20-21), it is classified as a 'low population growth' region. Migrants need lower point scores to gain entry into South Australia compared to some other Australian major cities (<http://www.immi.gov.au/index.htm>). The whole of South Australia has been included on the list of the Regional Subclass 457 program and Regional Sponsored Migration Scheme (see DIAC, Eligible postcodes for the Regional Subclass 457 program and Regional Sponsored Migration Scheme). Hence Adelaide is the only capital city which is eligible to receive all SSRM Categories of Settlers. Table 2.2 summarises the requirements for selected State Specific and Regional Migration Scheme Visa.

Table 2.2: Requirements for Selected State Specific and Regional Migration Scheme Visa subclasses:

Source: Hugo 2008a, p.19

NOTE:

This table is included on page 28 of the print copy of the thesis held in the University of Adelaide Library.

Regional arrangements assist employers seeking an exemption from the minimum skill or minimum salary requirements if a regional certifying body certifies that the full-time position located in a regional area cannot reasonably be filled by Australian employees and is available for at least 2 consecutive years (Khoo et al. 2007; DIAC, <http://www.immi.gov.au/skilled/skilled-workers/rsms/how-the-visa-works.htm>). There are specific processes that need to be followed in order to obtain a visa under the Regional Sponsored Migration Scheme (Table 2.3).

Table 2.3: The process for obtaining a visa under the Regional Sponsored Migration

Source: DIAC, <http://www.immi.gov.au/skilled/skilled-workers/rsms/how-the-visa-works.htm>

NOTE:

This table is included on page 29 of the print copy of the thesis held in the University of Adelaide Library.

Regional Certifying Bodies are organizations that:

- have knowledge of the skills shortages in their local area
- know whether a business is actively operating in their local area
- are able to assess positions under the legislative requirements of the scheme.

There are a number of Regional Certifying Bodies throughout Australia. All Regional Certifying Bodies are endorsed by the relevant state or territory government and many are branches of the State or Territory regional development portfolio (Source: DIAC, <http://www.immi.gov.au/skilled/skilled-workers/rsms/how-the-visa-works.htm>).

Skill level, age and English are very important competitive components in the Australian labour market and hence are three very important measures in Australia's immigration selection processes. However,

under the Regional Sponsored Migration Scheme, skill level, age and English requirements could be waived under certain circumstances. Table 2.4 shows the skill level exceptional circumstances, Table 2.5 indicates the exceptional circumstances for age and Table 2.6 illustrates the exceptional circumstances for the functional English requirement. This suggests people who enter Australia under the Regional Sponsored Migration Scheme are often less competitive in the Australian labour market under normal circumstances in comparison to other skilled immigrants.

Table 2.4: Circumstances for Skill Level Exceptions

Source DIAC, <http://www.immi.gov.au/skilled/skilled-workers/rsms/exemptions.htm>

NOTE:

This table is included on page 30 of the print copy of the thesis held in the University of Adelaide Library.

Table 2.5: Circumstances for Age Exceptions

Source DIAC, <http://www.immi.gov.au/skilled/skilled-workers/rsms/exemptions.htm>

NOTE:

This table is included on page 31 of the print copy of the thesis held in the University of Adelaide Library.

Table 2.6: Circumstances for Functional English Exceptions

Source DIAC, <http://www.immi.gov.au/skilled/skilled-workers/rsms/exemptions.htm>

NOTE:

This table is included on page 31 of the print copy of the thesis held in the University of Adelaide Library.

2.2.2 South Australia's Immigration Policy

Hugo (2002, p.3) stated that 'the South Australia Government has made a substantial investment in attempts to attract more international migration'. The number of immigrants with visas granted under the State Regional Specific Migration Mechanisms increased significantly between 2001-02 and 2005-06. The SSRM has become an important immigration component in South Australia; and the proportion of immigration through this scheme continues to increase from 16.6 per cent in 2003-04 to 29.8 per cent in 2005-06 and has remained at a high level since then (Table 2.7). Under the State Regional Specific Migration Mechanisms, South Australia has significant higher percentage of Non Humanitarian intake than Australia as a whole.

Table 2.7: Numbers of Immigrants with Visas Granted Under the State Regional Specific Migration Mechanisms and Their Proportion of the Total Non Humanitarian Intake, 1997-98 to 2006-07

Source: Hugo 2008a

NOTE:
This table is included on page 32 of the print copy of
the thesis held in the University of Adelaide Library.

In response to the slow population growth, low fertility, ageing population, high out flow of young people and steadily falling overseas migration in 2004 (Department of Premier and Cabinet 2004, pp.2 & 4), the South Australian Government announced that:

'South Australia will increasingly rely on migration to support population and labour force growth, augment skill development, and counter our continuing low fertility level.'
(Department of Premier and Cabinet 2004, p.10)

Since slow population growth and the net loss of young South Australians were seen to be important constraints on the prosperity of the State, South Australia was the first Australian state to promulgate a population policy targeting to (Hugo 2008b, p.133):

1. To increase the State's population from 1.58 million in 2006 to 2 million by 2050 rather than the population decline which was projected by the Australian Bureau of Statistics.
2. To reduce the current net interstate migration loss to zero by 2008 and reverse it to a positive net gain from 2009.
3. Increase South Australia's share of the national immigration gain to its share of the national population by 2014 (around 7.5 percent).
4. Maintain and develop viable populations for sustainable regional communities.

The State government initiated a number of strategies to achieve an increase in international migration (Table 2.8).

Table 2.8 South Australia: Actions to Attract and Retain International Migrants

Source: Department of Premier and Cabinet 2004, pp.11-12

NOTE:

This table is included on page 33 of the print copy of the thesis held in the University of Adelaide Library.

The State government has allocated resources in to identifying and meeting emerging workforce demands through immigration (DFEEST 2008a). An organization called Immigration SA has been set up within the Department of Trade and Economic Development to coordinate and drive the State's immigration programs with a major focus on skill shortages and economic growth through sponsorship of eligible skill and business migration to facilitate visa grants from the Australia Department of Immigration and Citizenship (DIAC). Skill shortages and business growth have also become the major focus for Business South Australia and the Australian Chamber of Commerce and Industry (ACCI) employment and training policy reforms (DEST 2008) to help new business migrants seek business opportunities and connect business migrants with the State's business sector. Education Adelaide has been set up to increase the State's international student intake. Offices have been set up in key origin countries of immigration to increase settler intake. Migration Officers have been appointed to assist regional and local governments and employers to bring in migrants (Hugo 2008b, p.133).

New visas were introduced in the second half of 2004 and have become the key immigration strategy for meeting the State's overseas immigration targets (Department of Premier and Cabinet 2004, p.10). Supported by commercial representation the State government undertook targeted promotion in selected markets, including the United Kingdom, South Africa, India, China and New Zealand, focusing on:

South Australia's competitive advantages in lifestyle, cost of living, housing affordability, and education, business and employment opportunities' and 'integrated with other promotional activity for education, tourism and economic development (Department of Premier and Cabinet 2004, p.10).

Business migrants, independent skilled migrants and humanitarian migrants were the three main objectives of the State's migration strategy (Department of Premier and Cabinet 2004, p.11).

A temporary 4-year visa namely Investor (Retirement) Temporary and a Skilled – Independent Regional (SIR) (Provisional) visas were introduced in the second half of 2004. Applicants for the Investor (Retirement) Temporary were 'required to invest in State bonds/projects, maintain health

insurance and be financially independent (Department of Premier and Cabinet 2004, p.11). The Skilled – Independent Regional (SIR) (Provisional) was:

a two-stage visa involving a 3-year temporary stage requiring the applicant to live and work in regional Australia and pathways to permanent residence if they comply with the requirements of the temporary visa. This visa is available to applicants who fall short of the General Skilled pass mark. It will also provide the only on-shore visa option to some overseas students (Department of Premier and Cabinet 2004, p.11).

Immigration SA was then established to 'work with the Export Council, Business South Australia, other industry associations and local government to identify capacity constraints and promote and support targeted business migration as a possible solution' (Department of Premier and Cabinet 2004, p.12). With the change of strategy the proportion of immigrants through this scheme has significantly increased since 2004-05 (Table 2.7). Table 2.9 shows that since 2004 South Australia has been the second largest recipient state of SSRM visa grants.

Table 2.9: Distribution of State-Specific and Regional Migration Visa Grants

Source: DIAC Population Flows: Immigration Aspects, various issues

NOTE:

This table is included on page 35 of the print copy of the thesis held in the University of Adelaide Library.

South Australia is heavily relying on the SSRM Scheme to achieve its population and immigration goal. Figure 2.2 shows South Australia has a significantly higher proportion of settler arrivals (exclude onshore migrants) under the SSRM Scheme than any other states. In fact SSRM is the main immigration component in South Australia. It comprised 71.1 per cent of South Australian Settler

Arrivals compared to only 4.3 per cent in NSW, 10.8 per cent in Qld, 15.3 per cent in WA and 26.5 per cent in Vic. This indicated South Australia has been struggling to attract high Point Tests Scored immigrants and relies heavily on the SSRM to bring in lower Point Tests Scored immigrants to keep up its Settler intake.

Figure 2.2: Australia: Settler Arrivals by State by State Specific and Regional Migration Scheme Migrants or Other Migrants, 2006-07

NOTE:
This figure is included on page 36 of the print copy of
the thesis held in the University of Adelaide Library.

Source: Hugo 2008a, p.21

2.3 Chinese Migration to Australia

Chinese immigrants from mainland China came to Australia as early as the 1840s (Lung 2008, p.52). They were fishermen and were among the earliest non-white immigrants to the colony. In 1848, there were only 18 Chinese settlers in Australia (NMA 2008) and they were indentured labourers responding to a shortfall in the labour supply in Australia. Between the years 1849 and 1887, more labourers came from the densely populated southern Chinese provinces to Australia partly because of the push of limited resources and foreign invasions, rebellions, severe floods and famines (NMA 2008) in those

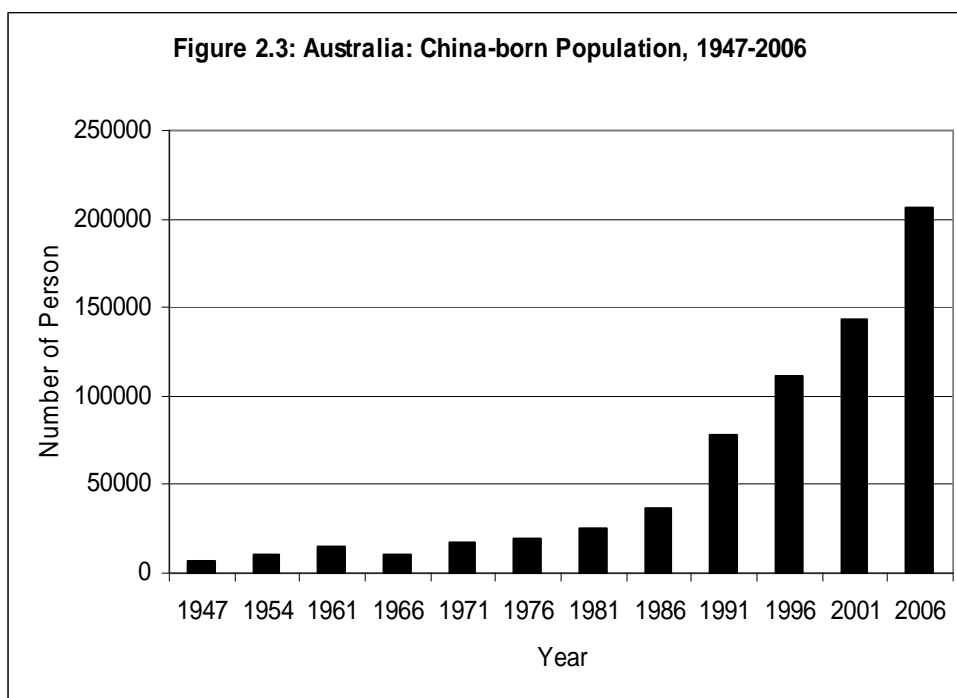
provinces. They took up numerous jobs including clearing the bush, digging wells and irrigation ditches, and working as shepherds on new pastoral properties (NMA 2008).

When gold was discovered in Australia, massive numbers of coolies and uneducated China-born people from Guangdong came to Australia as labourers in the latter half of the 19th century (AHC, 2002; Gao 2006; NMA 2008; Lung 2008). Many of them were heavily in debt and had an obligation to help support their families in China. When they came to Australia they worked very hard, living in the cheapest arrangements possible and were willing to accept any work available. In order to survive, many Chinese people took on employment not generally wanted by European Australians. They took on jobs which were often underpaid and did not require the ability to speak English (NMA 2008). They worked in a range of occupations including carpenters, farm-hands, family cooks, railway line constructors, furniture makers, mining, herbalists and doctors of traditional Chinese medicine (AHC 2002; NMA 2008). After the gold rush in the 1850s, the level of immigration decreased but many immigrants remained in rural areas and took up farming or turned to new mining enterprises, ran small businesses in towns and cities and many turned to market gardening which became a mainstay of the urban food supply in most cities and towns in the second half of the nineteenth century (AHC 2002). They ran general stores, laundries, boarding houses, furniture factories and tailoring shops (AHC 2002, NMA 2008). The exclusion policies of the second half of the 19th century and the introduction of the "White Australia" policy in 1901 (Gao 2006; Ip, Lui & Chui 2007) resulted in a sharp decline in the Chinese population, which only revived after the Second World War. Records of the first Chinese person in South Australia - a carpenter named Tim San - can be traced back to 1836 when the State of South Australia was proclaimed (Association of South Australian Chinese Writers, 2006). Chinese immigrants had made a large contribution to the development of the southern region of the continent (NMA 2008).

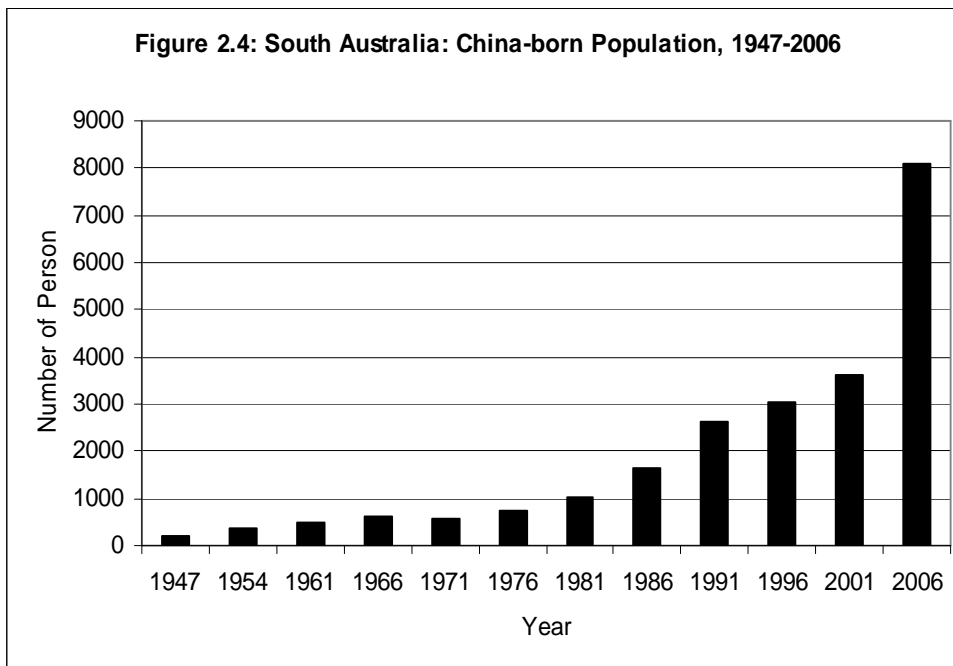
With the abolition of the White Australia policy in the early 1970s, the ethnic Chinese population in Australia started to increase (Lung 2008). However, this group mainly came to Australia from the countries in South East Asia. With the implementation of economic reforms in the People's Republic of

China (PRC) and the relaxation of restrictions on foreign travel, a new wave of Chinese migration from mainland China took place during the late 1980s (Ip, Lui & Chui 2007).

The People's Republic of China (PRC) was officially recognized by the Whitlam government, and the early 1970s witnessed the introduction of the 'Australian-Chinese Family Reunion Agreement' (Lung 2008, pp.52-53) as well as complex international developments. Thus the number of China-born migrants to Australia increased rapidly during the early 1970s (Ip 2001; Lung 2008). Over the 1980s the number of Chinese-born people in the Australian population almost doubled (NMA 2008). Figure 2.3 shows that the China-born population in Australia has increased rapidly since 1986. Figure 2.4 show that the China-born population in South Australia did not grow as much as in the nation until between 2001 and 2006 when it more than doubled. South Australia has experienced rapid China-born population growth since the beginning of the early 21st century.



Source; ABS, Australian Historical Population Statistics, 2008



Source; ABS, Australian Historical Population Statistics, 2008

From the mid-twentieth century, Chinese immigrants to Australia have come from diverse ethnic, linguistic, political and religious groups and from various geographical locations in China and South-East Asia (AHC 2002). Their employment patterns have also spread from the traditional businesses of restaurants and market gardens to the professions including engineering, science, medicine, teaching, law and politics and leading Chinese professionals included influential doctors, scientists and musicians (NMA 2008).

With the improvement in diplomatic relations between the Hawke Labour government and the Chinese government in the mid-1980s, the Chinese government relaxed its control over Chinese students studying overseas and the Australian government also actively promoted education service exports to China (Lung 2008, p.53). A large group of China-born people were attracted to Australia by the English Language Intensive Courses for Overseas Students (ELICOS) scheme (Ip 2001; Gao 2006; Ip, Lui & Chui 2007; Lung 2008). It was believed that most of them were more interested in finding opportunities to work and taking advantage of the Onshore Migration Program to settle in Australia rather than studying English (Ip 2001, p.3). China-born immigrants who arrived in the mid-1980s and 1990s were predominantly international students who financed their studies by going heavily into debt

(Lung 2008, p.53). However, 'their visa status restricted their ability to work in Australia' (Lung 2008, p.53) and their permanent residence status was not certain until 1994 (Lung 2008, p.54).

Strong economic growth, social structure reform and the rise of a new middle class in China during the last two decades, has created the current trend of business and investment immigration to the Western world (Lung 2008, p.54). Chinese mainlanders migrating to Australia on business permits started to increase since 1993 (Gao 2006; Ip 2001). The new China-born migrants differed from those who came earlier. They came from different regions in China and many of them were well-educated, affluent professionals, managers, entrepreneurs and were extremely mobile. Instead of struggling to survive, they were looking for new business opportunities, lifestyle, good education for their children, and personal and political security (Li & Teixeira 2007).

2.4 Problems of Chinese Migrants in the Australian Labour Market

Researchers have documented problems with language difficulties, discrimination, and other problems in transferring careers across borders (Ho 2006a, p.1). In earlier years, The National Council for the International Year of the Family (NCIYF 1994), found that English language acquisition, reduced employment status, lack of recognition of overseas qualifications and experience of isolation and social dislocation were the major migration and resettlement problems of immigrants from non-English speaking backgrounds in Australia. Earlier research (Wooden et al. 1994; VandenHeuvel & Wooden 1999) also indicated the problems experienced by new immigrants in the Australian labour market which include difficulties with language, recognition of qualifications, lack of knowledge of the labour market and lack of local contacts. However, in the study on labour market outcomes for new migrants, Cobb-Clark (2004) found that there was no evidence that English ability was significantly related to the labour force participation or employment experience of male migrants at the end of the 1990s.

Gao (2006) found that China-born migrants continued to encounter significant difficulties in accessing the labour market. Early studies indicated that China-born migrants had a significantly higher

unemployment rate than Australians (Ip 2001; Hon & Coughlan 1997), others held jobs for which they were over-qualified, and suffered social exclusion. Coughlan (1998) and Zhao (2000a) found the sex-ratio of China-born immigrations was weighted towards women (Coughlan 1998; Zhao 2000a). The Productivity Commission (PC 2006) found that immigrants tend to have poorer employment outcomes than the Australia-born population in all areas except remote Australia. They also found that skilled designated area sponsored immigrants had worse labour outcomes 6 months after arrival than other skilled immigrants (BTRE 2006, p.35). The results from the third longitudinal survey of immigrations to Australia (LSIA 3) demonstrated that migrants from Non-English Speaking Countries had much lower labour force participation and employment rates (especially those who came through the Family Stream) after they had been settled in Australia for one and a half years (DIAC 2007a).

Previous studies have reported that overseas-born migrants were more exposed to precarious employment and had fewer prospects for improving their situation; and were disproportionately concentrated in the manufacturing industry (Makkai & McAllister 1993; Hugo 2006a). High unemployment was found particularly in unskilled NESC migrants during periodic economic downturns (Toner 2001). Chiang (2004, p.153) noted that:

Taiwanese immigrants found it difficult to secure employment, start profitable businesses, and to adapt to the host society; and their integration challenges included: lack of fluency in English, different social and cultural milieu, lack of familiarity with Australian business culture and labour relations, complex rules and regulations governing the establishment of business enterprises, small size of the market, high taxes, and lack of willingness to take up work not commensurate with their education and economic background.

Evidence that migrants' skills and knowledge were under-utilized and undervalued in the Australian workforce, particularly in the case for women who typically experienced blocked or downward occupational mobility and a re-orientation away from paid work and towards the domestic sphere, have also been well documented in Australia and other Western countries (Ho 2006 p.1). Hon and Coughlan (1997) found that despite many of the China-born migrants being highly educated; they had low occupational status. An evaluation of immigrants' risk of occupational over-qualification in 2000 highlights the fact that Chinese immigrants were particularly exposed to over-qualification compared to

the average over-qualification rate for native-born Australians; 31.5% for PRC-born people while 12.9% of people born in Australia were over-qualified (OECD 2007, p.142).

Ho (2006) found that occupational and industry segmentation remained evident in the current labour market and was more complex than three to four decades ago; and this segmentation applies especially to NESC migrants. Toner (2001) discovered that there was an over-representation of NESC migrants in certain lower skilled occupations. In their study of labour force experience of new migrants, Richardson et al. (2001) reported that migrants in all occupations experienced downward mobility; managers and administrators in particular suffered the greatest when entering the Australian labour market. Professionals and tradespersons had the greatest occupation stability. Wu et al. (1998) stated that Chinese women face greater difficulties than men in having their qualifications recognized and had experienced serious downward mobility in occupational and social terms. Recent studies by Yan (2005) and Ho (2004) had similar findings.

Part of the explanation for poorer results for migrants may be due to discrimination on the basis of origin or class (OECD 2007, p.143). In case studies of four regional communities (Kalgoorlie, Griffith, Robinvale and Shepparton) DOTARS (2005) found evidence that due to social exclusion, communities failed to utilize the skills of immigrants. A BTRE (2005) report provides evidence of a low tolerance of diversity in some small Australian communities, and Miles et al. (2004) found that some immigrants were not welcomed into Queensland rural communities. Gao (2006) studied more than 130 China-born migrants over 10 to 15 years in Australia and found that despite various efforts made by those Chinese migrants including attempting to obtain locally recognized qualifications, they were convinced that they were only needed in non-skilled work such as dishwashers, cleaners, vegetable growers and many came to believe that their difficulties were socio-political, rather than cultural in nature. However, Sakamoto et al. (1998, 1999 and 2000) concluded that with better education opportunities the net effects of being a racial or ethnic minority on income and occupational attainment levels declined.

2.5 Current Research Problems and Gaps

Although Chinese people have been arriving in Australia for almost 200 years (AHC 2002), knowledge of their activities in Australia, their employment situation and the places linked with them is very patchy. Research is still lacking in regard to Chinese migrant adjustment, both in terms of their settlement and their employment situation. A number of studies of Chinese communities in Australia has been undertaken in recent years (for example, Zhao 2000a, 2000b; Chiang 2004; Ip 2001, 2007). However, not many of them specifically focused on the China-born. Most recent studies in regard to the China-born migration were conducted in Sydney, Melbourne or Brisbane (for example: Yan 2005; Gao 2006) and none has been done in South Australia nor specifically on employment issues. Recent research (such as DIAC 2007b; Matthews 2000; Khoo et al. 2004; Khoo et al. 2005; Hugo 2006a, 2007; Khoo's 2007; Khoo et al. 2007) on Australian immigrants and/or their employment situation, did not focus in detail on China-born migrants. The area of Chinese migrants and their employment situation in South Australia has received limited attention and this study intends to fill these gaps. The LSIA focused on a sample of migrants who arrived within the last 3 months. The study did not focus on comparing the China-born migration situation with other populations in Australia. This present study covers all China-born Settler and Long-term Arrivals in 2003-04 to 2007-08 and all China-born people in South Australia. It compares the situation of China-born migrants to Australia with China-born and other migrants in South Australia.

Most current theories of international migration focus on low skilled migration from developing to developed countries (Khoo et al. 2007). More attention must be paid to addressing the issues of increased demand for specialized and skilled labour arising from technological change, the ageing population and economic growth and how that demand is met through the mobility of skilled labour between advanced economies as well as from developing to developed countries. This present study addresses such issues with regard to the rapid increasing migration of China-born people to South Australia. Previous studies have explored the impact of migration on Australian labour markets (Wooden 1994; VandenHeuvel & Wooden 1999), and the scale and nature of the impact of non-

permanent migration in the labour force (Hugo 2006a). This study pays particular attention to both Permanent and Long-term China-born migration, and specifically in South Australia.

2.6 Conclusion

Australian society has been shaped by a long history of immigration and has ongoing access to a highly skilled labour force through large-scale, explicitly skill selective, immigration policies and programs for more than three decades. Considering the needs of the workforce has been at the forefront of Australian immigration policy during the entire post-war period (Hugo 2006b). In recent years, skill, education, Australian qualifications, ability to speak English and work experience have been the main criteria in migration selection. The Australian government recognizes that a balanced migration program plays an important role in contributing to the economic, demographic and social development of regional Australia and low population growth areas such as South Australia. The introduction of the State-Specific and Regional Migration (SSRM) initiatives enables migrants who meet the minimum points test requirement but could not pass the points test mark to seek sponsorship from Immigration South Australia to gain entry into South Australia. Migrants coming through the SSRM have become one of the most important sources identified by the State government for increasing the labour force, resolving the problem of low population growth and the net loss of young working people in South Australia.

South Australian communities had very limited workplace or social interaction experience with China-born migrants before 2002 because there were only a small number of China-born migrants in South Australia. The changes in state and federal immigration policies have resulted in the number of China-born migrants increasing significantly. Since the mid-twentieth century, China-born migrants to Australia have come from various areas of China; and have also moved away from the traditional businesses of restaurants and market gardens to professional occupations.

However, not all immigrants enter the work force after arrival. Research indicates that English language acquisition, reduced employment status, lack of recognition of overseas qualifications and experience isolation and social dislocation are some of the problems that China-born migrants face in Australia (NCIYF 1994). There has been little research on Chinese migrants or their employment situation in South Australia. This study focuses on understanding the scale, nature and composition of the China-born population in South Australia and their employment status and experiences. It provides advice on possible policy strategies to meet South Australia's population and labour market needs.

3 METHODOLOGY

3.1 Introduction

Understanding Chinese immigrants' employment situation requires firstly an understanding of the shifting magnitude and component of their migration to Australia. This present study also investigates what implications for population and labour force situation from China-born migrants to South Australia. It is important to make some comments on the sources of data that are used to address these research questions. Accordingly, this chapter examines and assesses the data sources used in the analysis of Settler and Long-term Arrivals and their employment situation. This study employs secondary data sources to investigate Chinese migrants' employment situation in the South Australian labour market. Firstly, it uses the Movement Data Base of the Department of Immigration and Citizenship (DIAC) to investigate the flow of China-born migrants to Australia. Secondly, it uses the 2006 Census statistics to investigate the China-born population's employment situation by comparing their labour force status with other migrant and Australian-born population groups.

3.2 DIAC Movements Data Base and Data Quality

According to Hugo (also see Hugo 2003, 2004b, 2004c, 2009),

Australia has one of the most comprehensive collections of data relating to population flows to and from the country of any of the world's nations. This is partly facilitated by the island nature of the country which makes it possible to ensure that all persons entering or leaving the country complete an arrival or a departure card. Data from these cards are collected by the DIAC and the Australian Bureau of Statistics (ABS) to provide accurate information on the numbers of people entering or leaving the country.

An important distinction is made in this data between short-term, Long-term and Permanent movements. Permanent Movement comprises Permanent Arrivals (Settler Arrivals) and Permanent Departures. Settler Arrivals are people who hold migrant visas and New Zealand citizens and indicate their intention of settling in Australia; and those who are otherwise eligible to settle such as overseas-born children of Australian citizens. Permanent Departures are Australian residents (including former

settlers) who indicate their intention of not returning to Australia on their departure. Net Permanent Movement is the difference between these two components (DIAC 2009a, p. 154). However, data are also collected on temporary movements which are organized as follows. Firstly, Long-term Movement comprises Long-term Arrivals and Long-term departures, Australian residents who intend to stay abroad for 12 months or more (but not permanently) and overseas visitors departing who stayed 12 months or more in Australia (DIAC 2009a, p 153). Secondly, Short-term Movement comprises: Short-term Arrivals, overseas travellers who indicate their intention to stay in Australia for less than 12 months and Australian residents returning after an absence of less than 12 months overseas; and Short-term departures, Australian residents who intend to stay abroad for less than 12 months and overseas entrants departing who stayed less than 12 months in Australia (DIAC 2009a, p. 154).

Particular focus in this study is placed on:

- a) China-born migrants who have come to Australia as Settlers and Long-term Arrivals. There are different ways in which the China-born (and other groups) can gain permanent residence in Australia: (DIAC, www.immi.gov.au):

1. Being accepted as a settler through one of the elements in the Australian Immigration

Program:

- Economic migrant - sits the points assessment test and receives the required number of points needed for permanent settlement.
- Family migrant - meets requirement of being sponsored by an eligible relative living in Australia.
- Refugee/Humanitarian migrant - meets the criteria to be considered under this program.
- Special Cases - apply for, and obtain, residence on other bases.
- Via New Zealand - persons have permanently migrated to and gained citizenship in New Zealand and hence can move freely to Australia.

2. Undergo a “Change of Status”: persons already in Australia on a temporary residence visa apply for, and obtain, permanent residence.

The migration trend analysis in this study focuses on the following variables:

1. Arrival years – involves investigation of patterns and trends of the changing scale and composition of the South Australia China-born Settler and Long-term Arrivals in 2003-04 to 2007-08. It then compares the trends with the Australia China-born and Australia Settler Arrivals in order to understand the situation of China-born in South Australia.
2. Sex – involves comparing China-born females to males
3. Age – focuses on population and labour force implications
 - In relating to the population implications, 5-year age groups (up to people aged 65) are used to investigate the Age-Sex Profile.
 - Ages are also grouped in dependent children (ages under 15 years); young working age group and most often still at school (ages 15-19 years); working age group and within normal tertiary education age range (ages 20-24 years); working age group, usually finished tertiary education, and within skilled migration focus ages (ages 25-44 years); mature working age group and within Business migration focus ages (ages 45-54 years); close to retirement age group and could be migrants’ parents or Parent migrants (ages 55-64 years); and retirement age group (65+)
4. Migration Streams are investigated in depth to compare their entry requirements, changing scales, composition of Settler Arrivals and Long-term Arrivals. The analysis separates Settler Arrivals into five major migration streams: Family Migration, General Skill Migration, Special Eligibility Migration, Non-Program Migration (Mainly China-born New Zealand Citizens) and Humanitarian Migration. The analysis also separates Family Migration into Spouse & Fiancées, Parent and Other Family sub-stream; and the Skill Migration into: Australian linked or Sponsored, Regional Designated Area Sponsored, Employer Nomination Scheme, Business Skills, Independent, State/Territory

Nominated Independent, Skilled Independent Regional/Regional Sponsored. All the migration streams are defined in later chapters accordingly.

5. Occupations are investigated to compare their changing scales and composition by using the Australian Standard Classification of Occupations 93 Second Edition (ASCO2). This replaced the First Edition on 1 July 1997. In the Second Edition, the number of major groups has increased from eight to nine, namely:

- Managers and Administrators
- Professionals
- Associate Professionals
- Tradespersons and Related Workers
- Advanced Clerical and Service
- Intermediate Clerical, Sales and Service
- Intermediate Production and Transport
- Elementary Clerical, Sales and Service
- Labourers and Related Workers.

6. Labour force status at arrival – to determine the migrants' pre-migration labour force status, whether a person was working, unemployed or not in the labour force, based on the individual migrant's employment situation as indicated on their arrival card. There are two labour force measures used in this study: firstly, the unemployment/employment rate; and secondly, labour force participation rate. These are worked out based on the labour force variables as follows:

Labor Force Population – people aged 15 years or more but less than 65 years

Labor Force = number unemployed + number employed

Labor Force Participation Rate = Labor Force / Labor Force Population

Unemployment Rate = number unemployed / Labor Force

Employment Rate = number employed / Labor Force

3.3 Population Census Data and Data Quality

While the Movement Data Base indicates the size and composition of flows of migrants from China to Australia, the population census is the major source of information on the stocks of migrants in Australia. The Australian population census has been undertaken every five years since 1961 and is a full count of the population in Australia on the night of the census to accurately measure the number and key characteristics of people in Australia on census night (ABS 2006b, p.1). Information is available in a range of demographic, social and economic data from all people and dwellings

(excluding diplomatic personnel and dwellings) in Australia on census night and 'provides a reliable basis for the estimation of the population of each of the states, territories and local government areas (ABS 2006b, p.1).

This study first analyses the population distribution of China-born migrants in Statistical Divisions (SD) within South Australia (see Figure 3.1). Since 94.6 per cent (see Chapter 7) of the China-born migrants are living in Adelaide, it then investigates the distribution characteristics of different Adelaide Statistical Subdivisions (SSD): Northern, Western, Eastern and Southern Adelaide (see Figure 3.2).

Figure 3.1 South Australia Statistical Division (SD)

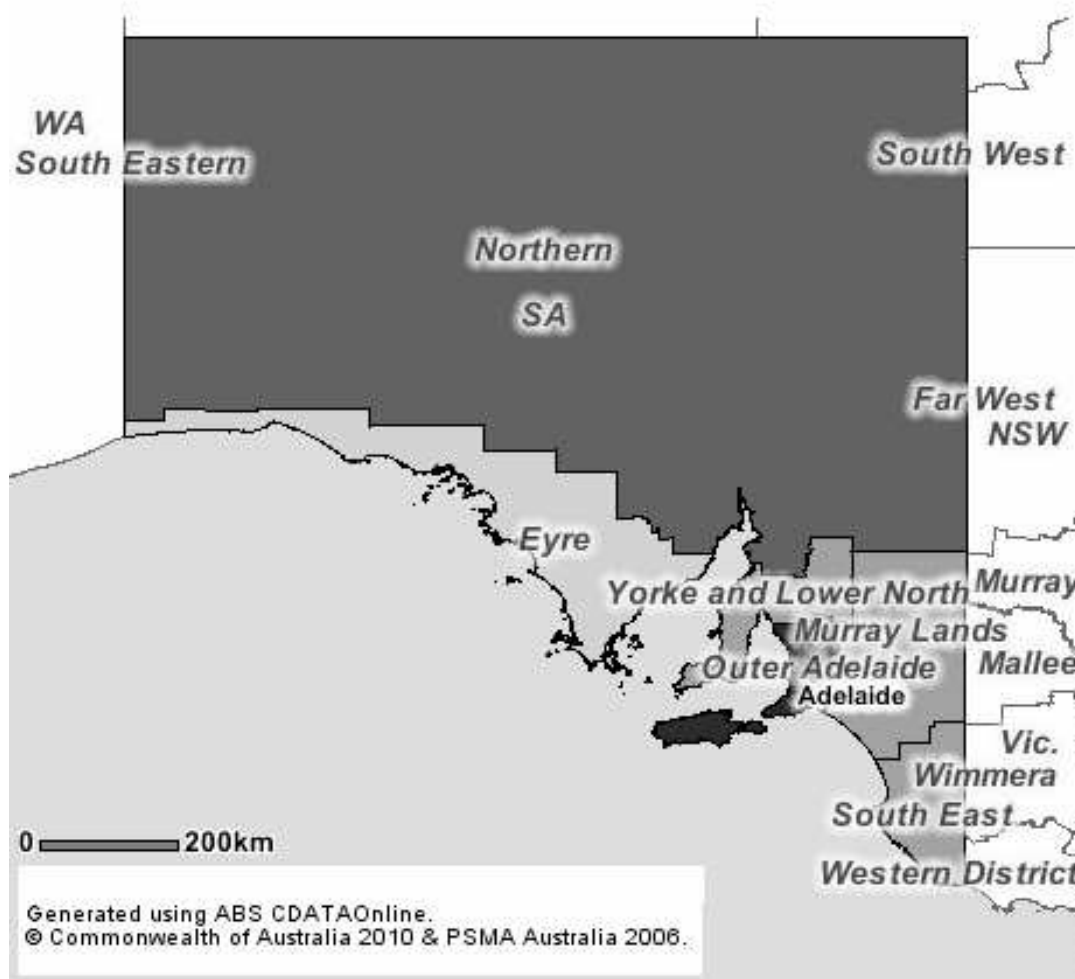


Figure 3.2 Adelaide Statistical Subdivision (SSD)



Prior to 1986 the census included all persons according to where they were on the night of the census. However, since then the count has also been made to allocate people to their usual place of residence. Much of the information made available in the census (e.g. the CDATA product) is the de facto population minus overseas visitors. The Australian Census is of high quality with an under enumeration rate of around 2 per cent (ABS 2006b).

In recognition of Australia being a country of immigration, the population census includes several questions concerning migration. Apart from the variables of age and sex, the 2006 census focused on the following questions of relevance to identifying migrants: birthplace, birthplace of parents, citizenship, ancestry, ability to speak English, usual language spoken at home, and religion. This means that groups on birthplace can be placed against other variables. In the case of this thesis those relating to the labour force are of particular significance.

3.4 CDATA

This thesis heavily relies on 2006 Census data which was collected through CDATA:

The CDATA Online product was jointly developed by the Australian Bureau of Statistics (ABS) and Space-Time Research (STR). It combines comprehensive information on Australian society available from the Census of Population and Housing, with web-based mapping and graphing capability. CDATA Online provides access to a range of person, family and dwelling data including age, religion, education, qualification, employment, housing, and family characteristics. The data are available for a single Collection District through to a complete State/Territory, or Australia as a whole. CDATA Online allows users to design and build their own tables of Census data. Users have the ability to manipulate the layout of data within the tables, and are able to add additional classifications and geographic areas (ABS 2009a, p. 3).

Various variables used in the thesis are also customised through the CDATA system.

1. To ensure maximum coverage of the labour market, the birthplace variables have been provided in customised tables:

- 1). China-born – as defined in Chapter 1

- 2). Chinese Asia (excludes China)-born – includes all migrants born in Chinese Asian countries as classified in the ABS CDATA system but excludes China-born.
 - 3). Asia (excludes Chinese Asia)-born – includes all migrants born in Asian countries as classified in the ABS CDATA system but excludes migrants born in 1) and 2).
 - 4). UK-born – includes all migrants born in the United Kingdom as classified in the ABS CDATA system.
 - 5). Australia-born – includes all migrants born in Australia as classified in the ABS CDATA system.
 - 6). Europe (excludes UK)-born– includes all migrants born in Europe as classified in the ABS CDATA system but excludes migrants in 4)
 - 7). Non-Europe (excludes Asia)-born – includes all migrants born but excludes 1) to 6), people whose birthplace was classified as Not Stated or Supplementary Code in the ABS CDATD system.
 - 8). The population of the particular geographic division in South Australia.
2. Postgraduate and Graduate Non-School Qualification are combined into one:
- Graduate/Postgraduate = Postgraduate Degree Level + Graduate Diploma and Graduate Certificate Level
3. The Labour Force variables are also put together as follows:
- Employed = Employed, worked full-time + Employed, worked part-time + Employed, away from work
 - Unemployed = Unemployed, looking for full-time work + Unemployed, looking for part-time work

3.6 Data Limitations

The main source of international migration flow data is the Passenger Arrival and Departure Cards completed by all people coming into, or leaving, the country. The DIAC arrival cards include a question on “intended state/territory of residence” so it is possible to use the Movers Data Base to examine the scale and composition of migration of the China-born who nominate South Australia as their destination on their arrival cards and those leaving the country who nominate the state or their place of residence in Australia. The cards completed by arrivals and departures collect limited information on them, normally their age, gender, occupation, citizenship, and intended length of stay, place of residence in Australia and details of origin/destination. However, the intentions of where people intend to move do not necessarily represent where they always end up settling. Nevertheless, they give a good indication of the migrant flow into South Australia. The classifications of Long-term and Short-term movements represents a significant constraint because there is considerably ‘category jumping’ between the categories of mover. People’s actual duration of stay may differ from their intention to stay (Hugo 2008b; ABS 2003; Khoo and McDonald 2000). Of particular significance are people intending to stay / depart for more than 12 months may actually depart/return in less than 12 months or vice versa.

Table 3.1, for example, shows the numbers of Permanent Settler Arrivals who came from China and also the numbers who changed their residency status from Temporary (i.e. Long-term or Short-term Arrivals) to Permanent. The latter are labelled Onshore Migration. As we can see a significant amount of China-born Permanent Additions were coming from the Onshore Program. Unfortunately we did not have access to the South Australia China-born Onshore Migration data at the time of this study.

Table 3.1: Australia: Permanent Additions, 2001-2 to 2008-09

Source: DIAC Immigration Update, and Settler Arrivals, varies issues

NOTE:

This table is included on page 55 of the print copy of the thesis held in the University of Adelaide Library.

Changes in status have more than doubled in Australia since 2000. Many labour shortages are currently being met by temporary migrants (Khoo et al. 2007; McDonald & Withers 2008) and for many:

The temporary period operates as a trial period for both sides: to enable temporary immigrants to assess whether they want to stay permanently and for the Australian authorities to better assess the person's suitability for permanent residence (McDonald & Withers 2008, p.15).

Table 3.1 illustrates that China-born migrants represent a significantly higher percentage of people taking advantage of the Onshore Programs to gain permanent residency when compared to South Australia and Australia Permanent Additions. In 2006-07, 45 per cent of China-born Permanent Additions in Australia out of the total Permanent Additions were Onshore Categories compared to only

22.8 per cent who were onshore in South Australia and 27.0 per cent in Australia respectively. Even though the Onshore Programs percentage of China-born decreased to 33.3 per cent in 2008-09, it was still significantly higher than for South Australia and Australia. In South Australia there were 507 and 456 China-born Onshore Skilled Migrants in 2007-08 and 2008-09, which represented 47.8 per cent and 33.5 per cent of China-born permanent additions in 2007-08 and 2008-09 respectively. It indicates that for the China-born the ratio of Onshore Settlers to Offshore is greater than the average in South Australia. This point to the greater significance of temporary migration has been a driver of China-born settlement in Australia and especially in South Australia. This is commonly the case among China-born students studying in South Australia changing their residence status from temporary to permanent.

There is another problem with the migration flow data. As the main source of the Settler and Long-term Arrivals is the arrival card, it does not indicate who intends to work in Australia. Even though there is occupation information on the arrival card, people who worked in their original country may have no intention of working in Australia. On the other hand, people who do not work in their country of origin may come to Australia looking for work.

Census data is also subject to a number of sources of error, especially for analyses of small groups or very detailed cross-classifications. A small number of people could be missed or counted for more than once. People may not answer all the questions that apply to them and the 'not stated' code was allocated when the answer to a question is missing, except for age, sex, marital status and the statistical local area (SLA) of usual residence. These are imputed in according to these variables at the previous Census. As with any other data, census data is also subject to various processing errors (ABS 2006b, pp.18-19).

Small cell values from the CDATA system have been randomly adjusted, which could cause various random errors and as a result small numbers in cells are not accurate:

...tables which contain similar data may show some minor discrepancies' and 'tables at the higher geographic level may not be equal to the sum of the tables for the component geographic units (ABS 2006c, p.201).

It is only since the beginning of the 21st century that there has been a rapid increase in the number of China-born migrations to South Australia. At the time of study, the best China-born migration flow to South Australia data we had was China-born Settler Arrivals from 2003-04 to 2007-08. However, we could not break down the data into either the SSRM Scheme or non- SSRM Scheme. Neither could we break down the Long-term migration data into Long-term visa subcategories. Finally, we did not have access to data on China-born Onshore nor Interstate Migration.

3.7 Conclusion

This study uses secondary data from DIAC and ABS to investigate the shifting magnitude and components of China-born migrants to South Australia. It examines the China-born population's employment in the South Australian labour market. It assesses population and immigration policy and seeks possible strategies to improve their labour force integration in South Australia. The outcomes of this research will have significant policy implications for the Australian government, employment strategy implications for employers and China-born migrants especially in South Australia.

4 SETTLER ARRIVALS FROM CHINA TO AUSTRALIA AND SOUTH AUSTRALIA

4.1 Introduction

There are five main migration streams of Settlers arriving in Australia and South Australia: Family Migration, General Skilled Migration, Special Eligibility, Non-Program Migration, and Humanitarian Migration.

- Family Migration – The Family Stream in Australia's Migration Program is for reunion of immediate family members such as spouses, fiancé(e)s, interdependent partners, dependent children, adopted children, and certain other members of extended families such as parents, orphan relatives, carers, aged dependent relatives, and remaining relatives (DIAC 2007b, p.38). There are conditions applied to those who are not immediate family and restrictions on older parents. There is no assessment on qualifications, working experience or labour market competency under the Family stream. However, all applicants must be sponsored by an Australian citizen or permanent resident, or an eligible New Zealand citizen, who have to undertake certain sponsorship obligations. The sponsor must give a written undertaking to provide support, accommodation and financial assistance for the applicant, and any accompanying dependent family members, for their first two years of residence in Australia (see <http://www.immi.gov.au/migrants/family/>).
- General Skilled Migration – The Skilled Stream components of the migration program mainly focus on contributing to Australia's economic growth (DIAC 2008d, pp.51-2). It consists of a number of categories for prospective migrants with particular occupational skills, outstanding talents or business skills which are in demand in Australia.
- Special Eligibility – for Settler Arrivals within the Migration Program but not included in the Family or Skill Streams such as former resident of Australia, citizen of Australia and family of New Zealand citizen (DIAC, <http://www.immi.gov.au>).

- Non-Program Migration – mainly New Zealand citizens.
- Humanitarian Migration – for refugees, or people ‘subject to substantial discrimination amounting to a gross violation of their human rights in their home country’ (DIAC <http://www.immi.gov.au/visas/humanitarian/offshore/>).

This chapter traces the changing size and composition of the South Australian China-born Settler Arrivals according to migration stream, and compares them to Australia as a whole.

4.2 Settler Arrivals

Table 4.1 shows that the number of South Australia China-born Settler Arrivals qualifying through the Skilled Stream increased more rapidly than those in the Family Stream. The change in immigration policy in the early 2000s involved an aggressive effort to increase the State's share of migration through the SSRM program. The South Australia government has put significant effort in attracting Skilled Migration from China since then. The SSRM scheme is restricted to Skilled Migrants and the State government lobbied the federal government to expand the SSRM categories. Because Adelaide was the only mainland state capital to be classified as ‘regional’, it was able to attract SSRM migrants wishing to settle in a larger city. In 2003-04 Skilled Migration made up 52.4 per cent of the China-born Settler Arrivals and by 2005-06 this had increased to 85.6 per cent (Table 4.2). The share of Family Migration in China-born Settler Arrivals in South Australia, however, declined from 47.1 per cent in 2003-04 to less than 14.0 per cent in 2005-06. Table 4.1 also shows that the growth rate of South Australia's China-born Skilled migrants was higher than that of the South Australia Skilled migrants between 2004-05 and 2006-07. Yet in 2007-08, China-born Skilled migrants in South Australia decreased by 2.3 per cent despite the Skilled Settler Arrivals in South Australia increasing by 1.4 per cent. On the other hand, China-born Family Settler Arrivals in South Australia have grown since 2005-06. This is to be expected as more China-born people settle in South Australia, they will sponsor family migration from China.

Table 4.1: South Australia and South Australia China-born : Settler Arrivals, Composition and Growth, 2002-03 to 2006-07

Source: DIAC Settler Arrivals 2006-2007 and 2007-2008 and DIAC unpublished data

NOTE:

This table is included on page 60 of the print copy of the thesis held in the University of Adelaide Library.

Table 4.1 also shows only a few China-born Settler Arrivals in South Australia came through the Other Migration Category between 2003-04 and 2007-08, and 17 out of the 21 were New Zealand citizens. This pattern of Asian migrants moving from first to New Zealand then qualifying for their New Zealand residency, and then using the Trans-Tasman Travel Arrangement to enter Australia, is a substantial trend (DIAC Fact Sheet 17). However, South Australia tends to get few migrants from New Zealand compared to other states. The number of China-born Humanitarian Settlers was insignificant; only 4 out of 3738 Settler Arrivals as would be expected given the lack of refugee-creating events in China. China-born Settlers Arrivals in South Australia came mainly through the Family Migration and Skilled Migration Streams, especially the latter, so we will focus on them. The flow has been increasing for both categories since 2004-05.

Table 4.2 shows that there were more females than males among China-born Settler Arrivals. There was a proportional shift from the Family Migration to Skilled Migration since 2003-04. Moreover, Family and Skilled Migration accounted for 99 per cent of the China-born Settler Arrivals from 2003-04 to 2007-08. The relatively low levels of China-born Family Settler Arrivals in South Australia is due to

the shift of immigration policy favouring the Skilled Stream in recent years, as well as due to relatively few China-born migrants residing in South Australia who were eligible to sponsor family member to come to Australia under the Family Migration Category. However, with the increase in China-born Settler Arrivals in South Australia, it can be expected that the demand of the China-born for Family Migration in South Australia would gradually increase. Nonetheless the number of arrivals could be controlled through immigration quotas set by DIAC concerning the number of Family Migration Visas granted each year. In this context it is important to ask how well the economic situation and qualifications of people coming through the Family Stream complement the South Australian labour market. A previous study (DIAC 2007a) showed that migrants came through the Family Stream had lower labour participation and employment rates.

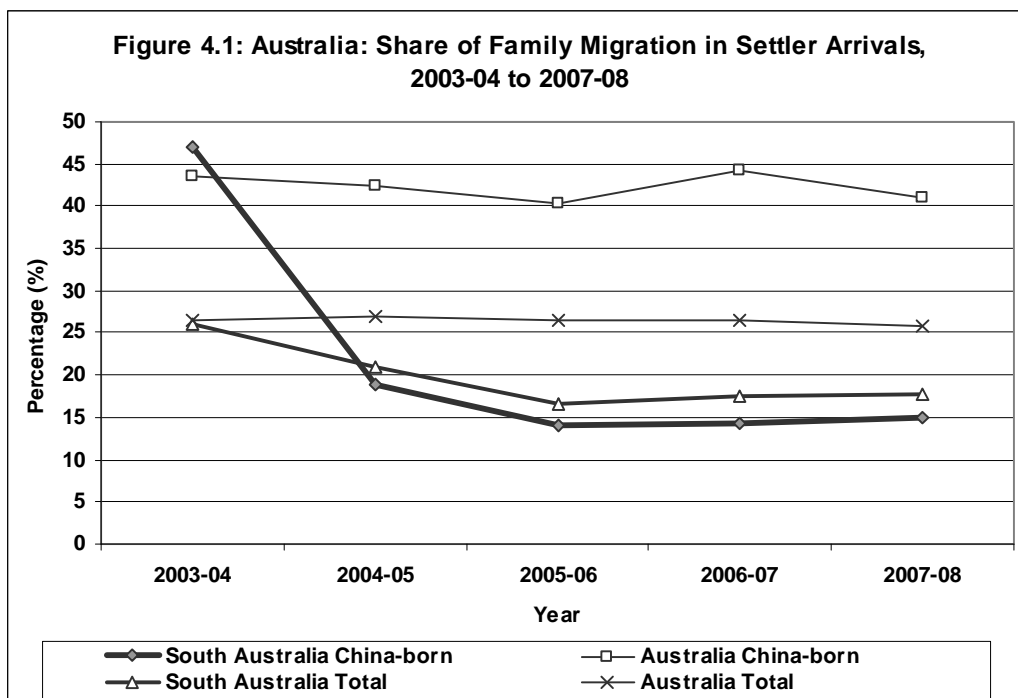
Table 4.2: South Australia China-born: Settler Arrivals by Eligibility Category by Sex Ratio, 2003-04 to 2007-08

Source: DIAC unpublished data

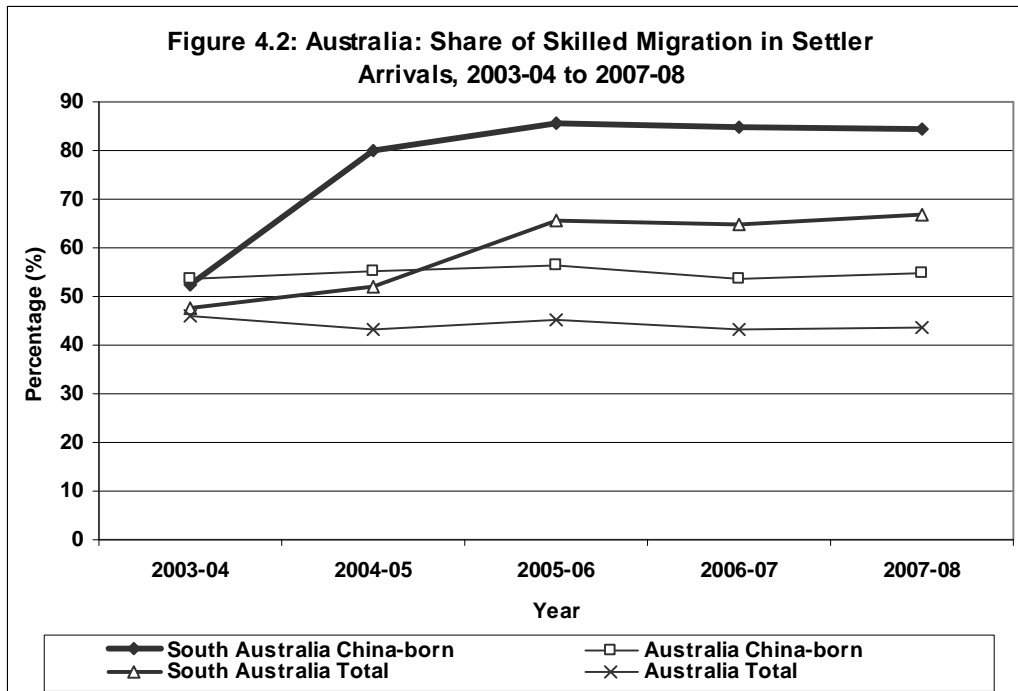
NOTE:
This table is included on page 61 of the print copy of
the thesis held in the University of Adelaide Library.

Even though the number of China-born Family Settler Arrivals was increasing, Figure 4.1 shows that their share in China-born Settler Arrivals in South Australia dropped between 2003-04 and 2005-06, when it was relatively stable in South Australia and Australia as a whole. On the other hand, Figure 4.2 shows the share of the China-born Skilled Settler Arrivals increased significantly over the same period. The decrease in the share of Family Settler Arrivals, especially among the China-born, in South Australia between 2003-04 and 2005-06 was mainly due to the rapid increase in the Skilled Migration during that period, and reflects the effects of the SSRM program initiatives. The steady increase in the share of the Family Settler Arrivals afterwards reflects the increasing demand in family

settlement from the increasing number of China-born residents in South Australia and those eligible to sponsor their family members. Figures 4.2 and 4.3 also show that this situation was exclusive to South Australia and particularly to the China-born. It suggests that South Australia's immigration policy is doing very well in attracting China-born Skilled Settler Arrivals.



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and unpublished data



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and unpublished data

4.3 Family Stream Settler Arrivals

The Family Migration Stream consists of a number of visa categories. The South Australia China-born Family Settler Arrivals in recent years has been driven mainly by the Spouses & Fiancées sub-stream (Table 4.3).

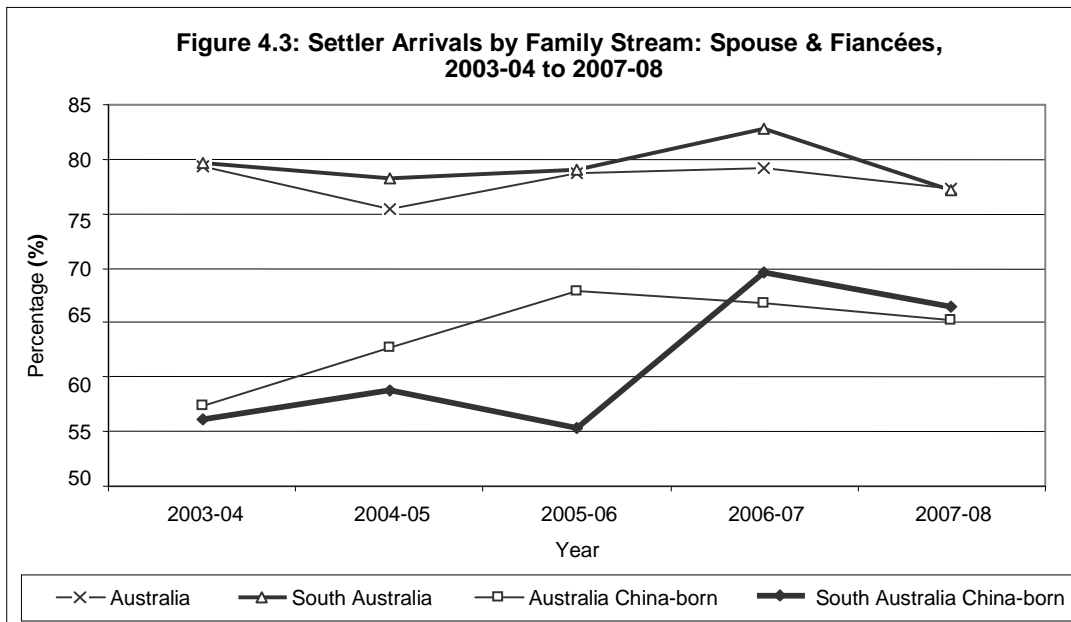
Table 4.3: South Australia China-born: Settler Arrivals by Family Sub-Category, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:
This table is included on page 63 of the print copy of the thesis held in the University of Adelaide Library.

4.3.1 Spouses & Fiancées

In recent years the Spouses & Fiancées Category has increasingly dominated Family Migration in Australia (Figure 4.3). The Spouses & Fiancées Category is for Australian citizens; Australian permanent residents or eligible New Zealand citizens to provide sponsorship for their overseas partners to come to Australia for permanent residency. They will usually obtain a temporary visa to stay with their partner until the decision regarding the permanent visa is made. If after two years, their relationship is ongoing, the permanent visa may be granted (see <http://www.immi.gov.au>). The Points Test is not applicable to this category.



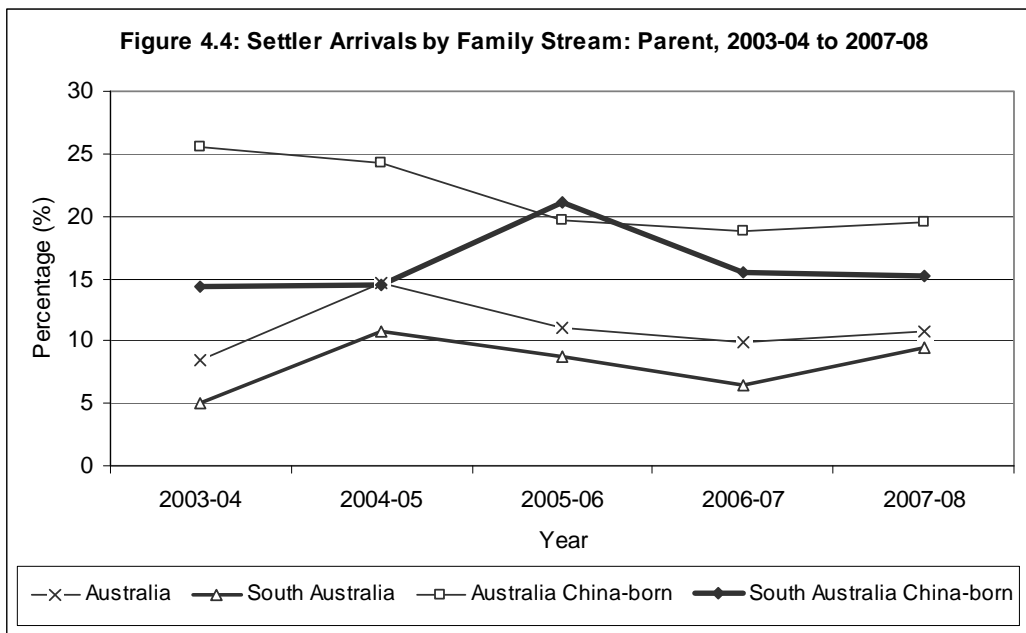
Source: DIAC: Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and unpublished data

The share of China-born Spouses & Fiancées Settler Arrivals in South Australia rose from 56.1 per cent in 2003-04 to 66.5 per cent in 2007-08 (Table 4.3). Even though the share of the Spouses & Fiancées Category among the South Australia China-born Settler Arrivals did increase, Figure 4.3 shows that China-born Settler Arrivals in South Australia has the lowest share of the Spouses & Fiancées Category compared to South Australia and Australia until 2006-07. Between 2005-06 and 2006-07, it increased significantly and eventually became higher than the Australia China-born

Spouses & Fiancées Settler Arrivals. This reflects the increasing number of China-born spouses or fiancées resident in South Australia and eligible to sponsor their partners.

4.3.2 Parents

The Parent Category is for Australian citizens; Australian permanent residents or eligible New Zealand citizens to provide sponsorship for their parents to migrate to Australia. The parent must pass the balance of family test and meet age requirements in some cases. There is a quota for this category in each program year. Applicants may have to wait many years before being granted non-contributory parent visas. For contributory parent visas the waiting period is much shorter as there are more places available. The non-contributory parent visas applicants pay a much larger visa application charge and place a larger amount of Assurance of Support bond. Migrants from this category have to wait for two years for most social security payments and ten years for age and disability pension payments (exemptions may apply, see <http://www.immi.gov.au/migrants/family/>).



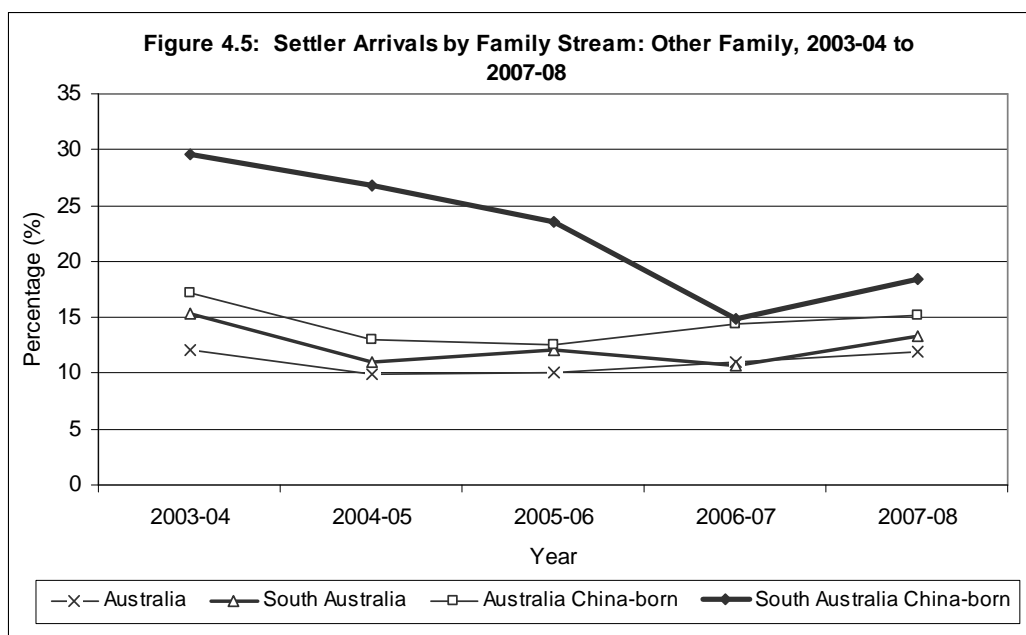
Source: DIAC: Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and unpublished data

The share of the Parent Settler Arrivals in China-born Settler Arrivals has been low for several years (Table 4.3). It was lower than in the total Australia China-born Family Settler Arrivals (Figure 4.4). However, it was higher than in the South Australia and Australia Family Settler Arrivals. China-born in South Australia has been gaining a higher share of Parent Settler Arrivals than the State and the nation as a whole.

4.3.3 Other Family

The Other Family Categories are for Australian citizens; Australian permanent residents or eligible New Zealand citizens to provide sponsorship for their children from overseas who are natural, adopted or step child, aged dependent relatives, remaining relatives and carers. The applicants must meet the corresponding particular visa requirement to migrate to Australia (<http://www.immi.gov.au/migrants/family/>). The Other Family sub-stream in Table 4.3 includes all Family categories except under the Partner and Parent sub-streams. Table 4.3 shows that the number of Other Family in China-born Family Settler Arrivals was small.

Figure 4.5 indicates that the share of the Other Family in China-born Family Settler Arrivals was high compared to Australia as a whole, South Australia as a whole and the total of Australia China-born Family Settler Arrivals. However, it decreased significantly in recent years, suggesting the demand in family reunion from these categories is low and may probably be partly due to 'the one child policy' in China.



Source: DIAC: Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and unpublished data

4.4 Skilled Stream Settler Arrivals

Skilled people usually enter Australia through The General Skilled Migration Program (GSM). Table 4.4 shows the Skill Migration Sub-categories for particular skills. The GSM is for people who have skills in particular occupations that are required in Australia and listed on Australia's Skilled Occupations List (SOL) (DIAC 2009a, pp.29-30). The SOL excludes all unskilled and semi-skilled and clerical occupations (Birrell et al. 2005), as well as some higher level occupations, including university lecturers and religious professionals. Applicants must be over 18 and under 45 years of age, with good English language ability, and recent skilled work experience or a recently completed eligible Australian qualification (<http://www.immi.gov.au/skilled/general-skilled-migration/>). All secondary applicants in the visa must also meet all of the location, English language ability, health, character, Australian Values statements where applicable. Potential applicants could have their qualifications and employment history listed on the DIAC Skill Matching Database (<http://www.immi.gov.au/skilled/regional-employment/applicants.htm>, accessed 26/05/2010). A key advantage is that the database is accessed by employers and State and Territory governments who may then nominate the interested parties for migration and the potential applicant may find a job before

arriving in Australia. The General Skilled Migration Program operates as the balancing component in the Skilled Stream by adjusting the General Skilled Migration Program planning levels for each sub-category (DIAC 2008e, p.10).

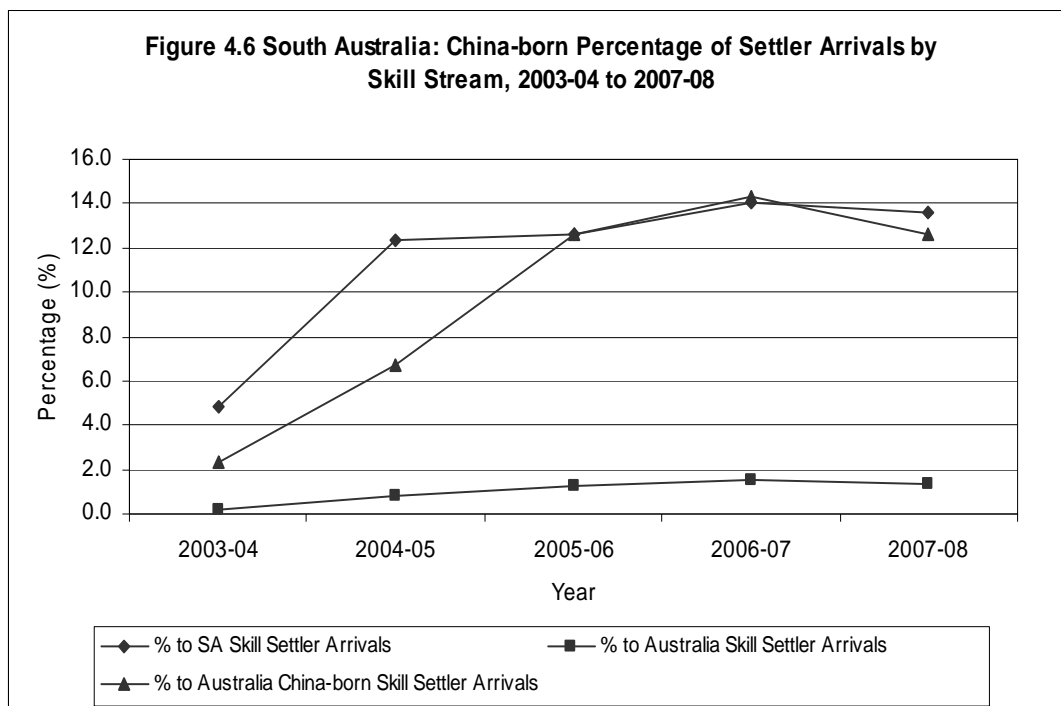
Table 4.4: Skilled Migration Sub-categories

Source: DIAC: <http://www.immi.gov.au/skilled/general-skilled-migration/>

NOTE:
This table is included on page 68 of the print copy of
the thesis held in the University of Adelaide Library.

4.4.1 The SSRM

As mentioned previously the SSRM is for skilled workers who do not quite meet the national Points Test Pass Mark but are willing to live and work in regional Australia for the first two to three years before they are eligible to apply for a permanent visa (see also www.immi.gov.au/skilled/regional-employment/index.htm for details). The applicants must meet a range of basic requirements as well as the requirements set by the regional government for each sub-category.



Source: DIAC, Settler Arrival 1997-98 to 2007-08 Australia States and Territories, and unpublished data

Between 2003-04 and 2007-08, the share of China-born Skilled Settler Arrivals in South Australia increased from 4.8 per cent to 13.5 per cent and their share in Australia China-born increased from 2.3 per cent to 12.6 per cent (Figure 4.6). The substantial increase in China-born Skilled Settler Arrivals in South Australia in recent years was mainly driven by the Business Skills and Skilled Independent Regional/Regional Sponsored sub-streams (Table 4.5). The shares of Business Skills in China-born Skilled Settler Arrivals were significantly higher than in South Australian Skill Settler Arrivals. This indicates the proportion of Skilled Migration who can potentially instantly contribute to South Australia by setting up a business and creating employment in China-born Skilled Settler Arrivals was higher than in the State's intake as a whole. However, the China-born Business Skills Settler Arrivals in South Australia declined and has lost its first place to the Skilled Independent Regional/Regional Sponsored sub-stream since 2006-07. This could be a sign of high competition for Business Skilled migrants from other states and/or market readjustment due to difficulties in fulfilling the business commitments faced by Business Skills Migrants in South Australia. However, further research into this issue is required. The Skilled Independent Regional/Regional Sponsored increased to top share of China-born Skilled Settler Arrivals in South Australia and Business Skills fell back to second following

the Skilled Independent migrants in 2007-08. The share of Skilled Independent migrants among China-born Skilled Settler Arrivals in South Australia was lower than for the State as a whole and rapidly decreasing. This indicates that the State has been taking good advantage of the SSRM Program to get skilled migrants in order to achieve immigration targets. As a result, China-born Skilled Settler Arrivals in South Australia have been shifting from Business Skills and the Skilled Independent to Skilled Independent Regional/Regional Sponsored Settler Arrivals in recent years. This was also a general trend among South Australian Skilled Settler Arrivals.

Table 4.5: South Australia: Total and China-born Skill Settler Arrivals by Eligibility Sub-Category, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

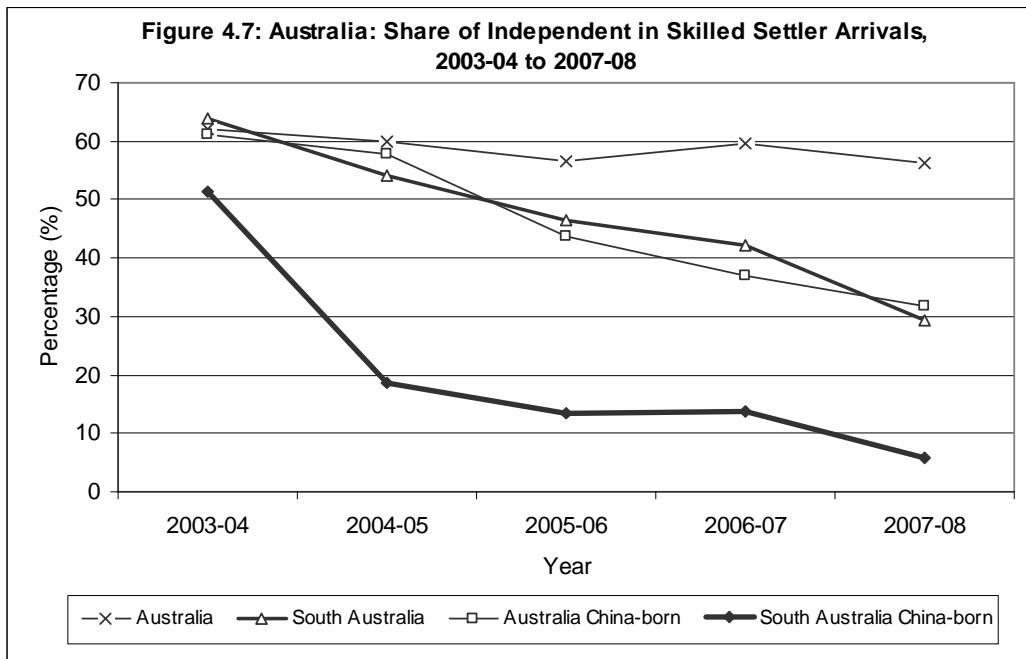
This table is included on page 70 of the print copy of the thesis held in the University of Adelaide Library.

4.4.2 Independent

The Skilled Independent Visa is a permanent visa which allows the holder to live and work in any part of Australia and engage in any type of employment. It is for people with skills in demand in the Australian labour market (<http://www.immi.gov.au/skilled/general-skilled-migration/>). Applicants are not sponsored and are strictly assessed under 17 basic eligibility requirements and must pass the Points Test to ensure they have got most of Australia's labour market desirable components and the characteristics that will help them find a full-time job in an occupation that matches their skills and is required in Australia. In addition, successful applicants have to pass a professionally administered test of their English language skills.

Even though the number of South Australia China-born Settler Arrivals through the Skilled Independent Stream rose until 2007-08 when it dropped to below the 2003-04 level (Table 4.5), their share in China-born Skilled Settler Arrivals in South Australia decreased. This is due to a rapidly increasing share of Skilled Independent Regional/Regional Sponsored in China-born Skilled Settler Arrivals in South Australia.

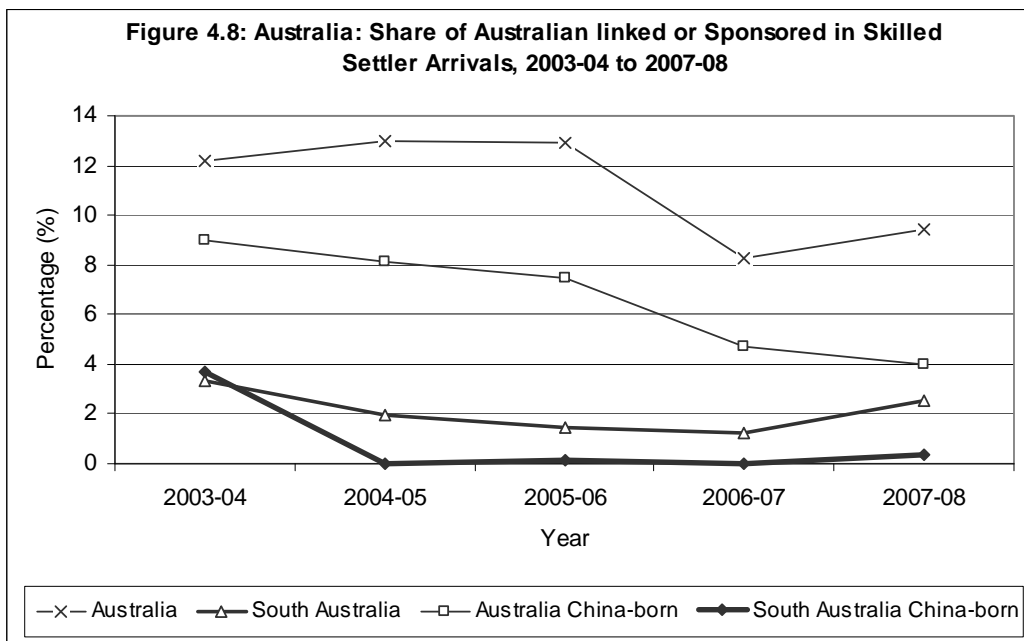
Compared to Australia China-born, South Australia and the Australia Skilled Settler Arrivals, the share of Skilled Independent in China-born Skilled Settler Arrivals in South Australia was the lowest (Figure 4.7) and fell rapidly. This indicates that South Australia experienced difficulties in retaining its share of Independent Settler Arrivals, and especially from China-born, although this was compensated for by successfully attracting SSRM settlers. The rapidly decreasing share of Skilled Independent in China-born Skilled Settler Arrivals in Australia also suggests there was an issue of keeping up the share of Skilled Independent Settler Arrivals in Australia as a whole.



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and DIAC unpublished data

4.4.3 Australian Linked/Sponsored

Skilled-Australian Sponsored (previously known as Concessional Family to 30/6/97 then as Australian Linked to 30/6/99) allows Australian citizens or residents to sponsor their parents, brothers, sisters, nephews, nieces and non-dependent children (DIAC 2008d, p.62) to live as permanent residents in Australia with similar conditions as the Independent Visa (<http://www.immi.gov.au/skilled/general-skilled-migration/>). The applicants must be either sponsored by an eligible relative living in Australia or nominated by a participating State or Territory government. The number of China-born Settler Arrivals through this category was insignificant as was their shares in China-born Skilled Settler Arrivals (Table 4.5). Figure 4.8 shows that this category had been largely neglected and under-used by South Australia in its efforts to gain China-born skilled migrants. This is probably because the number of eligible sponsors was small in South Australia as has been discussed earlier.



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and DIAC unpublished data

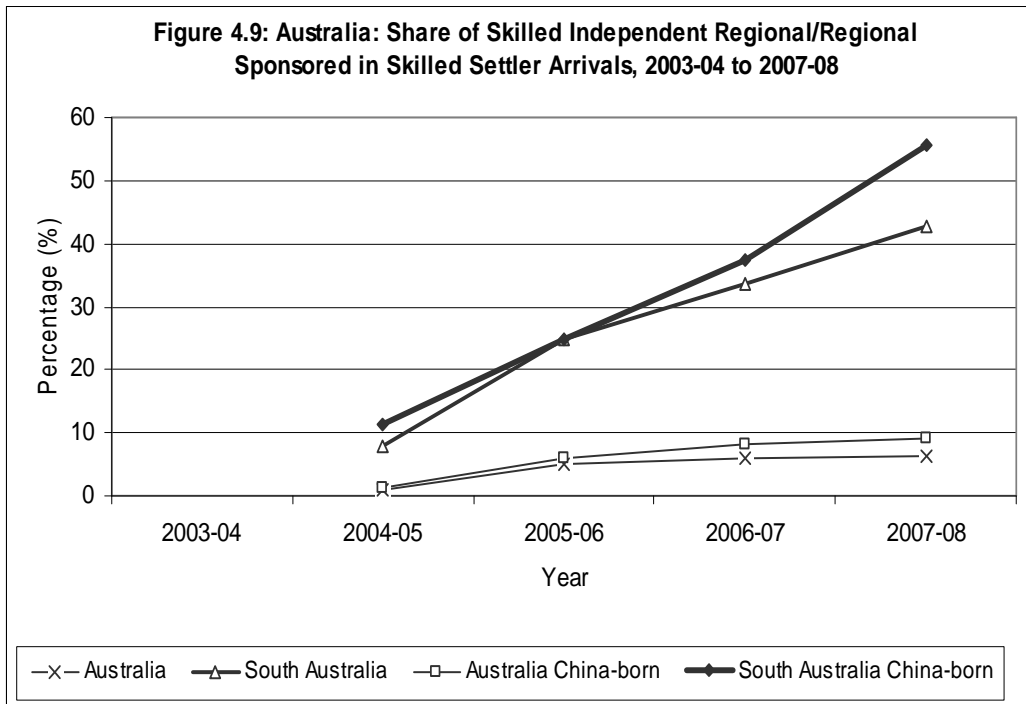
4.4.4 Skilled Independent Regional/Regional Sponsored

The Regional Sponsored visa was introduced in 1/9/2007 under the SSRM Program. It is one of the SSRM initiatives to attract skilled persons who are unable to meet the Points Test Pass Mark to live in a Specified Regional Area of Australia for two years and work for at least 12 months (DIAC 2008d, p.51). The applicant must be nominated either by a participating state or territory government agency or sponsored by an eligible relative living in a designated area of Australia. Since 1 July 2004, skilled people who wish to live in regional Australia have been able to apply for a Skilled-Independent Regional (Provisional) visa (DIAC 2007b, p 35; see also <http://www.immi.gov.au/skilled/general-skilled-migration/>). Applicants for The SIR (Provisional) visa are still required to meet the threshold criteria of the GSM Points Test but the Pass Mark for the SIR (Provisional) visa is slightly lower than the Skilled Independent. From 1 July 2005, applicants are eligible to receive 10 bonus points if they are sponsored by an authorised state or territory government agency (DIAC 2007b p.35).

There are a range of concessions for SIR (Provisional) visa holders to apply for permanent residency under the Regional Sponsored Migration Scheme (RSMS), State/Territory Nominated Independent (STNI) or the State/Territory Sponsored Business Owner (STSBO) visa categories.

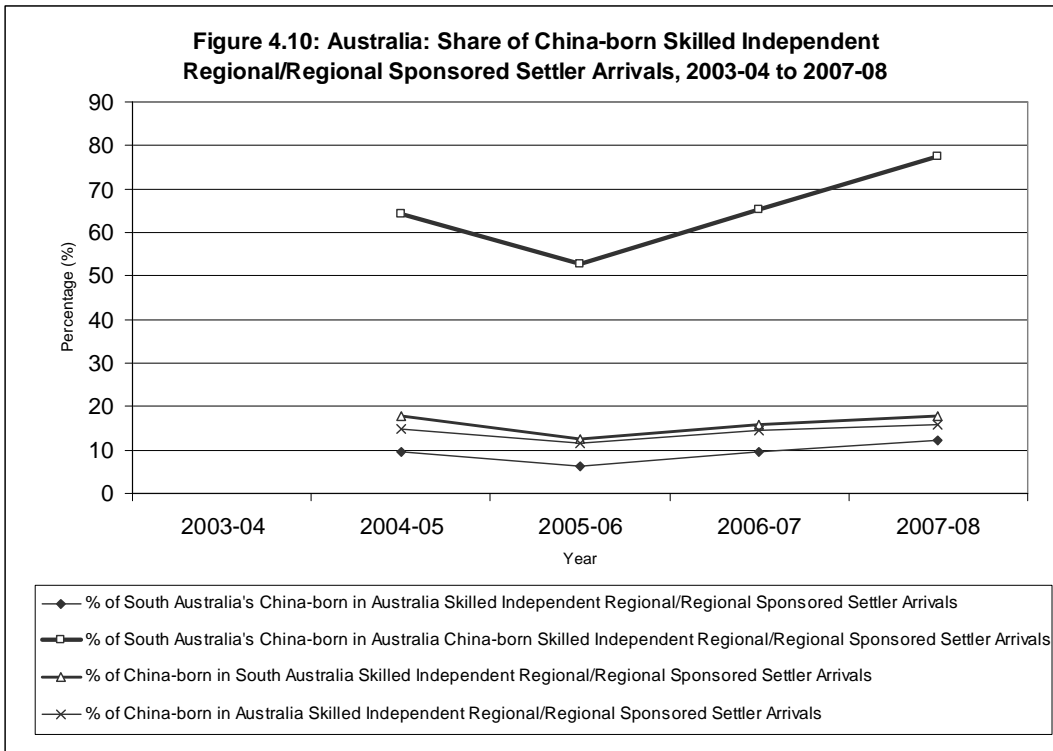
This 'enables states, territories and regions to promote themselves to prospective migrants, target particular skills in short supply and give potential migrants information about living in their jurisdiction to help them settle (DIAC 2007b p.36).

The SSRM has been playing an important role in reaching the targets set by South Australia's immigration policy. Immigration SA has been playing a key role in setting criteria and assessing sponsorship applications. Particular sponsorship criteria set by Immigration South Australia SA are often higher than the DIAC basic requirements and are much more focused on specific occupations and skills. The number of China-born Settler Arrivals through this sub-stream in South Australia has been increasing rapidly since 2004-05 (Table 4.5). The Skilled Independent Regional/Regional Sponsored was the most important source of not only the China-born Skilled (55.8 per cent in 2007-08) but also the overall China-born Settler Arrivals (47.1 per cent in 2007-08) in South Australia. The share of Skilled Independent Regional/Regional Sponsored in China-born Skilled Settler Arrivals in South Australia was the highest in comparison to Australia China-born, South Australia and Australia Skilled Settler Arrivals since 2004-05 (Figure 4.9) and was increasing more rapidly.



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and DIAC unpublished data

Figure 4.10 shows that the shares of China-born Settler Arrivals in South Australia, Australia China-born and Australia Skilled Independent Regional/Regional Sponsored Settler Arrivals have been increasing since 2005-06. In fact, 77.4 per cent of China-born Skilled Independent Regional/Regional Sponsored Settler Arrivals in Australia came through South Australia. This suggests that South Australia was the major gateway for China-born Settler Arrivals wanting to gain Australian residency through the Skilled Independent Regional/Regional Sponsored program.



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and DIAC unpublished data

4.4.5 Business Skills

Business Skills are for successful business persons with established skills in business and are genuinely committed to establish, own and be actively involved in managing a business in Australia (DIAC 2008d). The majority of all Business Skills migrants enter Australia initially on a provisional (temporary) visa for four years (DIAC, Fact Sheet 27) and, after satisfactory evidence of a specified level of business or investment activity; they may apply for permanent residence. These arrangements provide for the entry of business owners, senior executives and investors.

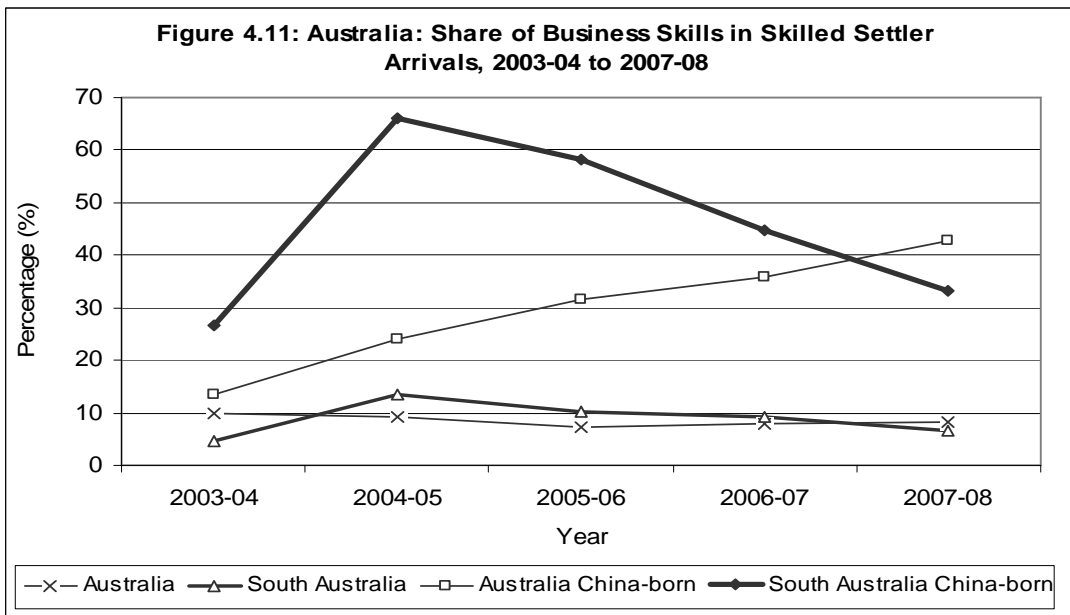
The State/Territory Sponsored Business Skills visa is not points-tested (see DIAC, Fact Sheet 2). It allows Immigration SA to sponsor Business Skills migrants who do not quite meet all the national Business Skills migration criteria but are willing to set up and actively manage their business in South Australia for at least two years within the first five years of arrival (see DIAC, Fact Sheet 26, 27). Criteria concessions in age, business assets, English language ability, business turnover and

investment levels are given to applicants at both the provisional and permanent residence stage. They generally need to be less than 55 years of age, unless the business is determined to be of exceptional economic benefit.

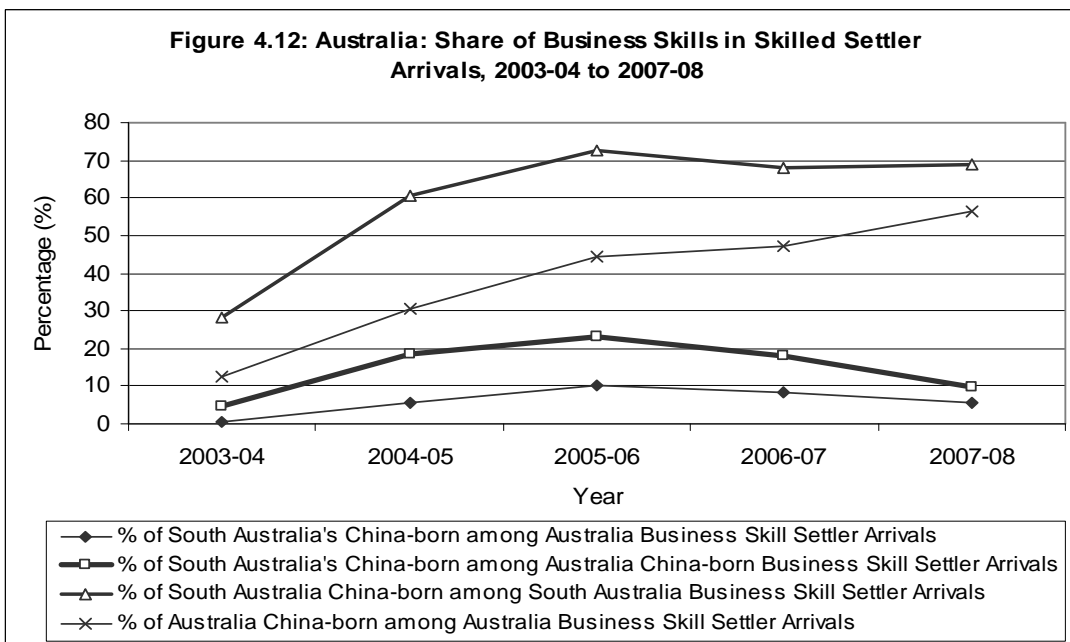
The Business Migration Team of Immigration SA takes an active role in promotion, assessment and granting sponsorship to business migration applications. Certain sponsorship criteria such as financial requirements established by the State are higher than DIAC's basic requirements. Much focus has been put on the benefits to South Australia. Applicants must demonstrate their genuine financial, residential and active business management commitment that would at least bring one of four benefits to South Australia: export from South Australia; employ at least one full-time Australia citizen or permanent resident or New Zealand citizen who lives in South Australia; introduce technology that is new to South Australia; or invest a significant amount of money in business in South Australia and actively manage the business on a day-to-day basis.

The number of Business Skills among China-born Skilled Settler Arrivals in South Australia increased almost 15 times from 2003-04 to 2004-05 (Table 4.5). The criteria concessions in South Australia also allow more business people in China to be eligible when applying for sponsorship especially when the English requirement is waived. However, the number of Business Skills China-born Settler Arrivals in South Australia fell to 296 in 2007-08. This could be a sign of market adjustment due to the surfacing of business difficulties China-born migrants faced in South Australia. The decrease in the share of Business Skills in China-born Skilled Settler Arrivals in South Australia since 2004-05 was also a result from the increase in Skilled Independent Regional/Regional Sponsored Settler Arrivals among them (Figure 4.11). Figure 4.12 shows China-born in South Australia has been rapidly losing its share in Business Skills in Australia China-born and Australia Skilled Settler Arrivals. This indicates other states were more successful in attracting China-born Business Skills than South Australia. However, the share of Business Skill Settler Arrivals in South Australia remains higher than in Australia and South Australia as a whole (Figure 4.11). This demonstrates China-born Skilled Settler Arrivals in South Australia possess a higher proportion of the Business Skills components. The China-born migrants have been playing a significant role in Business Skilled Settler Arrivals in South Australia.

Their share of Business Skilled Settler Arrivals in South Australia was as high as 69 per cent in 2007-08, revealing that China-born migrants were the main source of Business Skills in South Australia and they are crucial to maintaining South Australia's business development.



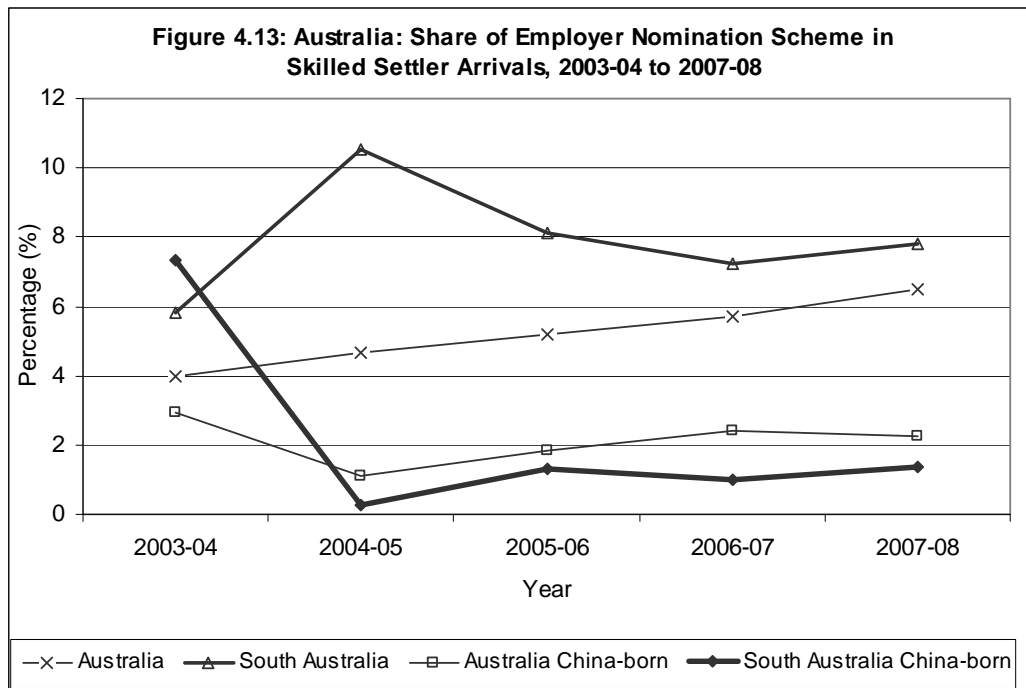
Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and DIAC unpublished data



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and DIAC unpublished data

4.4.6 Employer Nomination Scheme

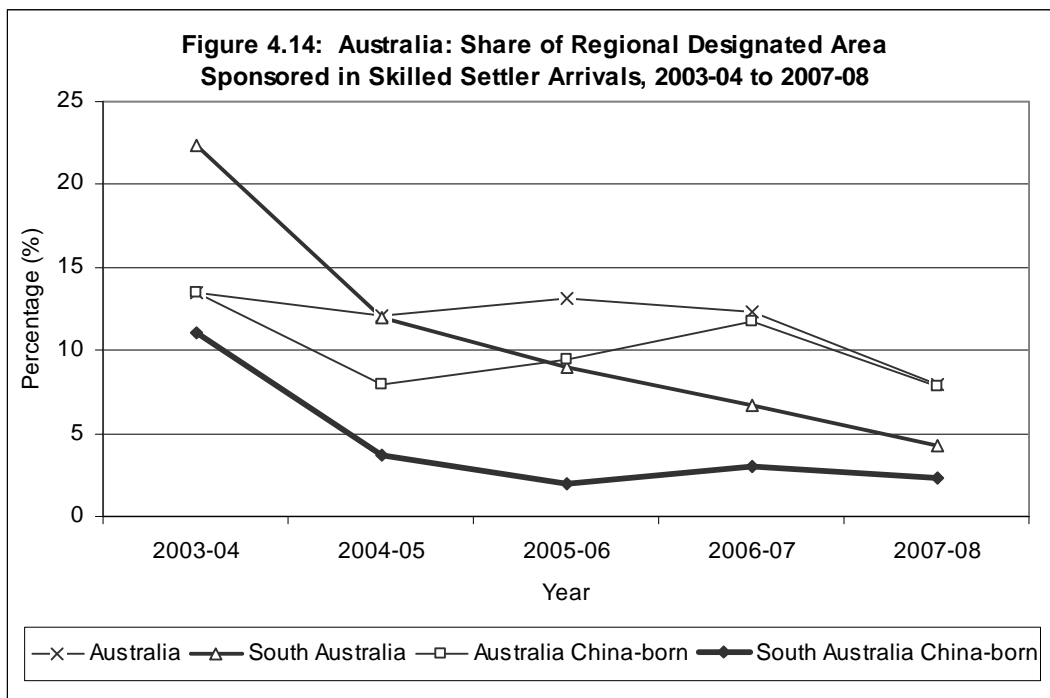
The Employer Nomination Scheme encourages Australian employers to sponsor migrants for a permanent visa to work in Australia, to fill full-time highly skilled positions which cannot be filled by the Australian labour market (see <http://www.immi.gov.au/skilled/skilled-workers/visa-permanent.htm>). The Regional Sponsored Migration Scheme (RSMS) is for employers in regional Australia or low population growth areas of Australia, to fill skilled positions they are unable to fill using the local labour market (see <http://www.immi.gov.au/skilled/general-skilled-migration/> for detail). The number (Table 4.5) and share (Figure 4.13) of Employer Nomination Scheme in China-born Skilled Settler Arrivals in South Australia was very small. The share of Employer Nomination Scheme in Skilled Settler Arrivals of China-born in South Australia was the lowest when compared to all South Australia Skilled, Australia China-born and Australia Skilled Settler Arrivals. Since the Employer Nomination Scheme reflects employers' attitudes and commitment to migrant employees, this indicates a lack of market confidence in employing China-born skilled migrants in South Australia. It may also reflect the long period of low levels of China-born migration in South Australia so employers were not familiar with their skills.



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and DIAC unpublished data

4.4.7 Regional Designated Area Sponsored

Skilled Designated Area Sponsored (Regional Linked from 1/11/96 to 30/6/99) for sponsorship of skilled relatives to designated areas of Australia. Both applicants and sponsors must satisfy certain criteria. The sponsor must be a usual resident in one of the designated areas which include anywhere in South Australia (DIAC 2008d, p.51; also see <http://www.immi.gov.au/skilled/general-skilled-migration/designated-areas.htm> for details). The Regional Sponsored visa (from 1/9/2007) is for skilled persons who are unable to obtain the pass mark for a Skilled Independent visa and wish to live for two years and work for at least 12 months in a Specified Regional Area of Australia and obtain sponsorship from an eligible relative living in a designated area of Australia. The number and share of this category in China-born Skilled Settler Arrivals in South Australia were also very low (see Table 4.4, Figures 4.7 and 4.8) and much lower than in South Australia, Australia China-born and Australia Skilled Settler Arrivals (Figure 4.14). This was also explained by the lack of eligible sponsorship due to the small number of eligible China-born migrants in Regional Designated Area such as South Australia.



Source: DIAC Immigration update 2006-2007, 2007-2008; Settler Arrivals 1995-96 to 2005-06, Australia States and Territories and DIAC unpublished data

4.4.8 State/Territory Nominated Independent

State/Territory Nominated Independent (a new category from 2007-08) is for persons who are interested in settling in states or territories where their skills are in demand and who have a sound chance of gaining employment in that State or Territory soon after their arrival (DIAC 2009a, p.36). Skill Matching is included under this category and there were 12 South Australia China-born Settler Arrivals who came through this sub-stream in 2007-08. This represents only 1.34 per cent of the South Australia China-born Skilled Stream and is much lower than that of the Australia (5.25 per cent), the South Australia (6.95 per cent) and the Australia China-born (2.31 per cent) Streams.

4.5 Conclusion and Discussion

South Australia has been very successful in taking advantage of the SSRM Scheme to raise the number of China-born Settler Arrivals. China-born Settler Arrivals have been increasing not only in the state but nationally as well since 2003-04. In 2003-04 to 2007-08 China-born Settler Arrivals in South Australia mainly came through the Family and Skill Streams. The number and share of China-born skilled migrants was significantly higher than Family Settler Arrivals. When compared with total South Australia, Australian China-born and total Australia Settler Arrivals, China-born Settler Arrivals in South Australia had a low share of Family and a high share of Skilled Settler Arrivals. As Skilled migrants were strictly assessed to ensure they possess the required skills and human capital to benefit South Australia's labour market, it suggests that on average China-born Settler Arrivals in South Australia should be more labour market competitive than the Australian China-born, South Australia and Australia Settler Arrivals as a whole.

However, the rapid declining share of Independent and Business Skills in China-born Skilled Settler Arrivals to Skilled Independent Regional/Regional Sponsored, the small share of Employer Nomination and State/Territory Nominated Independent in the China-born Skilled Settler Arrivals in South Australia, also indicates they possess lower labour market value or less labour market confidence than the South

Australia, Australia China-born and Australia Skilled Settler Arrivals. In terms of such a measure, China-born Settler Arrivals in South Australia could be less labour market and economically competitive than South Australia, Australia China-born and Australia Settler Arrivals as a whole.

5 CHINA-BORN SETTLER ARRIVALS IN SOUTH AUSTRALIA: CHARACTERISTICS AND EMPLOYMENT SITUATION

5.1 Introduction

This chapter analyses the changing scale and demographic characteristics of China-born Settler Arrivals in South Australia and their employment situation based on the occupation indicated on their arrival cards. It analyses males and females separately. The Australian government contends:

The economic benefits of immigration are highest when immigrants are young, skilled and have high labour force participation and employment rates...Australia's immigration policies are delivering increasing numbers of migrants with these characteristics (DIAC 2007, <http://www.immi.gov.au/media/publications/statistics/popflows2006-7/ch6pt05.pdf>).

The DIAC Report on the Migration Program in 2008–09 shows that

At the Australian Standard Classification of Occupations (ASCO) major group level, Professionals formed the largest component with an outcome of 31,685 (62.6 per cent of the Skill Stream) followed by Tradespersons & Related Workers (11,544), Managers and Administrators (3,452) and Associate Professionals (2,760) (DIAC 2008g, p.11).

Birrell et al. (2006) indicated that the professional component was the main driver of the Australia's net gain from international movement of skilled persons. Most of the skilled China-born demand for permanent entry to Australia came from the ranks of professionals. Furthermore they showed there are increasing numbers of skilled settlers in Australia in a narrow range of occupations.

Australia is a major net gainer as a result of overseas movements of skilled persons (defined as movers indicating that their occupation was as a manager, professional, associate professional or tradesperson)...In overall terms, Australia's net gain from international movement of skilled persons has nearly doubled since the end of the 20th Century, with the most rapid growth occurring amongst professionals (Birrell et al. 2006, p. 3).

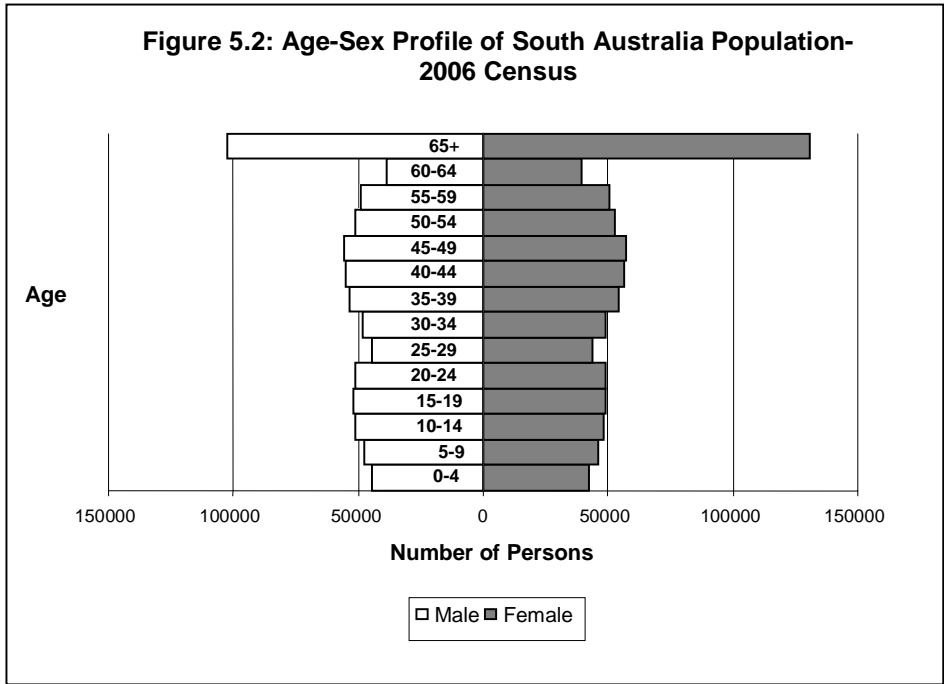
5.2 Age and Sex Profile of Settler Arrivals

China-born Settler Arrivals in South Australia were dominated by young adults (Figure 5.1) and with significantly higher proportions of females, especially in the child-bearing ages of 25-39 years. Compared to the age-sex profile of the total South Australian population in Figure 5.2, China-born had a significantly lower proportion of people ages 65+ years, and a significantly higher proportion of young working age adults. The high proportion aged 65+ shown in Figure 5.2 indicates the serious problem regarding the ageing population in South Australia. China-born Settler Arrivals in South Australia clearly had a much younger age-sex profile than the South Australian population as a whole.

**Figure 5.1 Age-Sex Profile of South Australia
China-born Settler Arrivals, 2003-08**

NOTE:
This figure is included on page 84 of the print copy of
the thesis held in the University of Adelaide Library.

Source: DIAC unpublished data



5.2.1 Family Stream Settler Arrivals

China born Family Settler Arrivals in South Australia include a higher proportion of younger age migrants than China-born Family Settler Arrivals in Australia as a whole. Many Chinese men bring spouses and fiancées to South Australia and Australia. There was a significantly higher proportion of female to male China-born Settler Arrivals in South Australia than in Australian as a whole; with a sex ratio of 37.5 Male/100 Female compared to 56.6 Males/100 Females in 2003-08. The sex ratios of the China-born Family Settler Arrivals in South Australian increased from 27.3 Males/100 Females in 2003-04 to 49.1 Males/100 Females in 2007-08. The China-born Family Settler Arrivals in South Australia also had a lower proportion in the older age groups than the Australian China-born. This indicates there were fewer bringing in parents. They had a higher proportion of the young adult working age groups and dependent children, while their share of prime working ages 20-54 years rose from around 50 per cent to 60 per cent between 2003-04 and 2007-08. Their share of ages 55-64 and 65+ years declined.

The age profile of China-born Family Settler Arrivals in South Australian was mainly shaped by the female Family Settler Arrivals (Table 5.1). There was a relatively higher proportion of Settler Arrivals aged under 15 and 25-44 years in the South Australian China-born migrants. However, the share of females aged under 15 decreased, while the share of the males aged under 15 and 15-19 rose until 2006-07 then declined. This may be explained by a higher proportion of young males than females in mainland China. There was a proportional shift from persons aged under 15 to persons aged 25-44. This indicates more Spouses & Fiancées come in without or with fewer children (probably due to the 'one child policy' in China).

Table 5.1: South Australia China-born: Share of Family Stream by Age, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 86 of the print copy of the thesis held in the University of Adelaide Library.

The increasing share of Spouses & Fiancées Settler Arrivals and their high representation of young female adults in China-born Family Settler Arrivals in South Australian, suggest that there was a higher number and share of male partners who may have arrived earlier and claimed their residency and earned their eligibility to sponsor their partners to come to South Australia. The sex ratio of Family Settlers Arrivals increased, which indicates that the proportion of males among the China-born Family Settlers Arrivals also increased.

5.2.2 Skilled Stream Settler Arrivals

When comparing Figures 5.3 and 5.4, the China-born in South Australia clearly had a higher proportion of Skilled Settler Arrivals aged under 25 (31.3 per cent) than Australian China-born (25.5 per cent) as a whole. This shows that there was a higher share of young China-born Skilled Settler Arrivals in South Australia than Australia generally. There was a slightly higher proportion of female than male in the South Australian and Australian China-born Skilled Settler Arrivals; with sex ratios of 98.2 and 98.9 respectively. However, the sex ratio of the China-born Skilled Settler Arrivals in South Australia dropped from 109.6 in 2003-04 to 88.8 Males/100 Females in 2007-08. Figures 5.3 and 5.4 show that China-born Skilled Settler Arrivals in South Australia and Australia had a significantly higher proportion aged 25 to 44 years and a lower representation of people who are aged 65+. This reflects the restrictions of the immigration program that a high proportion of 25-44 year old Skilled Settlers have arrived.

**Figure 5.3: Age-Sex Profile of South Australia
China-born Settler Arrivals Skill Stream, 2003-08**

NOTE:
This figure is included on page 88 of the print copy of
the thesis held in the University of Adelaide Library.

Source: DIAC unpublished data

**Figure 5.4: Age-Sex Profile of Australia
China-born Settler Arrivals Skill Stream, 2003-08**

NOTE:
This figure is included on page 88 of the print copy of
the thesis held in the University of Adelaide Library.

Source: DIAC unpublished data

As expected due to the age restriction of immigration policies, the majority of China-born Skilled Settler Arrivals in South Australia were aged 25-44 years (Table 5.2), which was increasing.

Table 5.2: South Australia China-born: Skill Stream Settler Arrivals by Age, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 89 of the print copy of the thesis held in the University of Adelaide Library.

The number of persons aged under 15, 15-19, and 20-24 years were small. The share of persons aged 45-54 was steadily decreasing, while the share of persons aged 55-64 and 65+ were very small. There was a higher share of male than female arrivals in the early years. However, females had outnumbered males in recent years. There were more males than females aged 45-54 years. This suggests a high number of males in Business Skilled Settler Arrivals. The proportion of females aged 15-19 and aged 45-54 dropped while the proportion of females aged 25-44 had risen. This indicates an increasing share of young female arrivals. The proportion of persons aged under 15 was gradually decreasing indicates less young female children dependents. The proportion of males aged under 15 and aged 45-54 were decreasing while the proportion of males aged 25-44 was increasing. This reveals a decline in the number of male children dependents and Business Skills Settler Arrivals. The

number of males aged 25-44 increased more rapidly than females, representing an increasing number of China-born young Skilled Independent Regional/Regional Sponsored Skilled Settler Arrivals in South Australia without/ with less young dependent children. South Australia has been very successful in gaining young working age adult China-born Skill Settler Arrivals. However to what extent they can help solve the local labour shortage problem depends on how well they fit into the labour market.

5.3 China-born Settler Labour Force Arrivals¹

From 2003-04 to 2007-08, the number of female China-born Settler Arrivals who indicated that they were working on arrival was higher than for males across all the years. The labour force sex ratio increased from 78.3 Males/100 Females in 2003-04 to 98.0 Males/100 Females, then decreased to 87.5 Males/100 Females in 2007-08 (Table 5.3). The share of employed persons in China-born Settler Arrivals increased over time. The males had a higher share of employed arrivals than females. However, as the share of the employed females increased from 45.4 per cent in 2003-04 to 58.0 per cent in 2007-08, the share of employed males continually declined from 60.3 per cent in 2003-04 to 58.2 per cent in 2006-07 before increasing again to 62.4 per cent 2007-08; this brought the share of employed females closer to the males. Both the labour force participation² and employment³ rates of males were high but gradually decreased. The males had higher labour force participation rates than the females and higher employment rates until 2007-08. However, the labour force participation rate of the females is approaching that of the males.

1 Labour Force Arrivals = number of persons indicated that they were employed on their arrival card+ number of persons indicated that they were unemployed

2 Labour force participation rate = Labour Force Arrivals/(Labour Force Arrivals + Not in Labour Force(aged 15-64)).

3 Employment rate = number of persons indicated that they were employed on their arrival card / Labour Force Arrivals.

Table 5.3: South Australia China-born Settler Arrivals by Labour Force Status by Sex, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 91 of the print copy of the thesis held in the University of Adelaide Library.

The China-born Settler Arrivals who indicated they were in the labour force on arrival (Labour Force Arrivals) were mainly aged 25-44, being 77.6 per cent among males and 84.8 per cent among females on average (Table 5.4). This was the result of the filtering effect of the immigration age selection process to bring in migrants who are not just of working age but also have employment experience that meets Australia's labour market needs. The primary migration applicants at age 25 have usually finished their first university degree education if they have any, and have already been in the labour force for some time. The percentage of males in this age group among all males increased from 72.3 in 2003-04 per cent to 83.3 per cent in 2007-08. The percentage of females in this age group among all females remained at a high level and increased from 83.3 per cent in 2003-04 to 85.7 per cent in 2007-08. This indicates an increasing share of China-born Settler Arrivals aged 25-44 had work experience. The share of the aged 45-54 in the male labour force decreased from 19.1 per cent in 2003-04 to only 10.3 per cent in 2007-08. This reflects the decreasing Business Skills Settler Arrivals, especially for males.

Table 5.4: South Australia China-born Labour Force Settler Arrivals by Age, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 92 of the print copy of the thesis held in the University of Adelaide Library.

The sex ratio of both Settler and Labour Force Arrivals in Table 5.5 shows that there were more females than males for the under-45 age bracket. The ages 20-24 years labour force had a lower sex ratio than the Settler Arrivals in this age group except for 2004-05. It suggests that males within this age range, if they were not in the labour force they were probably studying, had just finished study or were the dependents of primary migration applicants. The figures suggest that at the ages 20-24 years, China-born females were more likely in the labour force than males. On the other hand, for ages 25-44 years labour force has higher sex ratio than the Settler arrivals in this age group. It suggests that males were more likely to be in the labour force at this age group and females were more likely to be the dependents of the primary applicants. This is consistent with the traditional role

of males being at work and the females staying at home to take care of the family. The sex ratio of Settler Arrivals at ages 45-54 years has been fluctuating and the sex ratio of the Labour Force Arrivals in this age group decreased even faster. It suggests an increasing proportion of males in Settler Arrivals and they were more likely to be in the labour force than females in this age group. The Settler Labour Force Arrivals aged 45-54 had a higher sex ratio than other age groups. This reflects a higher share of males than females in the labour force in the ages 45-54 years. There were two major visa groups within this age group, Family and Business Skill Settler Arrivals (instead of age 45, the cut-off age of Business Skills migration is 55). Thus female Settler Arrivals under these two categories were more than likely not in the labour force.

Table 5.5: South Australia China-born Settler Arrivals Sex Ratio by Age, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 93 of the print copy of the thesis held in the University of Adelaide Library.

Table 5.6 shows that the average age of the China-born Settler Labour Force Arrivals was getting younger between 2004-05 and 2007-08. The labour force participation rate of the China-born Settler Arrivals aged 15-19 was zero (Table 5.5) and for those aged 20-24 was very low; suggesting that a high proportion of China-born Settler Arrivals aged 20-24 years may not have work experience and probably were students. Female China-born Settler Labour Force Arrivals in South Australia had a higher proportion of the age 20-24 years than males. Females in this age group also had a higher labour force participation rate than males. Thus male China-born Settler Arrivals in South Australia in this age group were more likely not to be in the labour force than females.

Table 5.6 South Australia China-born Settler Arrivals Labour Force Status and the Average Age of the Labour Force by Age and by Sex, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 94 of the print copy of the thesis held in the University of Adelaide Library.

Female China-born Labour Force Settler Arrivals in South Australia also had a higher proportion in the group aged 25-44 than males, 84.8 per cent in 2003-08 compared to 77.6 per cent of males. However, the labour force participation rate of males within this age group was higher, 99.3 per cent in 2003-08 compared to 86.8 per cent of females. Thus female China-born Settler Arrivals in this age group were more likely not to be in the labour force than males. The female Labour Force Settler Arrivals in South Australia had a significantly lower share of those aged 45-54 than males and they also had lower participation rates. The proportion in this age group was rapidly falling especially for males, a trend consistent with the decreasing share of Business Skills within the same period of time. The employment rates of all age groups from the age of 25 years to the age of 54 years were high. It suggests that a high proportion of China-born of this age range had work experience.

Even though the arrivals aged under 15 were not in the labour force, this age group could influence labour force participation rates, especially of females. The mothers of these children might have to stay home to take care of them. This age group could still tie up a certain share of Labour Force Arrivals from going to work, especially when the Arrivals might not have much extended family support to take care of their young children. This age group would also have some impact on job creation in childcare and education services. Settler Arrivals within this age group would provide future workers if they remained in South Australia. They could contribute to the labour force especially because they will have acquired Australian cultural habits, practices and education qualifications. They are likely to develop a stronger sense of belonging to Australia than the older generation. In terms of living resources, before they are eligible for Australian government support, or before they can generate enough income in Australia to cover living costs, they will need to rely on money brought from China.

Children at the age of 15-19 years are more independent and demand more education services. They also represent a group of potential future labour force recruitment with not only Australian qualifications, but are well versed in Australian culture, norms and practices. At the same time they could also have good connections with their original country, China; and help in building economic relationships between Australia and China. However, since children at this age are still very attached to their parents and their families, their attitude of staying in Australia or going back to their home

country could be influenced by their parents', families' and friends' attitudes toward Australia as well as their own experience.

The share of the aged 20-24 China-born Labour Force Arrivals had gradually increased (Table 5.6), males increasing more rapidly than females. As mentioned above most China-born within this age range may not have any working experience; it could present an even greater challenge for them to access the South Australian labour market than those already having some work experience. However, if they choose to study, they still could represent a group of part-time workers and a pool of Australian educated labour force in a couple of years.

The share of the aged 25-44 China-born Labour Force Arrivals was gradually increasing (Table 5.7), males more than females. As mentioned above China-born migrants in this age group were more ready to work than those aged 20-24. Although the age criteria of the Skilled Migration Program start from the age of 18, this age group is the main focus of immigration policy. Immigrants coming through the Skilled Migration Program, are expected not only to be able to support their own and their dependents' living, but also to provide some relief of the stress of skill shortages in the South Australian labour market. The China-born aged 25-44, at least the primary applicants, represent a group of young, highly educated, skilled people with proven work experience and have the best potential among migrants to deliver economic value to South Australia.

The aged 25-44 China-born Settler Labour Force Arrivals had the highest labour force participation rates among all China-born Settler Arrivals in South Australia. However, their labour force participation rates decreased over time. The labour force participation rate of males decreased from 96.2 per cent in 2004-05 to 92.7 per cent in 2007-08. Females of these ages had lower labour force participation rates than males. They had, however, the highest labour force participation rate among all female China-born Settler Arrivals in South Australia. The female labour force participation rate also decreased from 90.9 per cent in 2003-04 to 86.5 per cent in 2007-08. This indicates an increasing share of China-born Settler Arrivals aged 25-44 were not in the labour force.

5.4 Settler Arrivals by Occupation

The occupations of China-born Settler Arrivals in South Australia in 2003-04 to 2007-08 were dominated by Managers & Administrators and Professionals; followed by Associate Professionals and Intermediate Clerical, Sales & Service (Table 5.7). This reflects the assessment points system which restricts skilled migration to these four groups. Between 2003-04 and 2007-08, 88.8 per cent (88.7 per cent of the males and 88.9 per cent of the females) employed China-born Settler Arrivals were in these top 4 occupations⁴. The Professionals then outnumber the Managers & Administrators due to the rapid increase of both male and female Professionals and the decline in male Managers & Administrators. Professionals are especially represented among female China-born Settler Arrivals, 38.6 per cent compared to 27.6 per cent of male. Even though the number of female Managers & Administrators rose, their share among the employed Settler Arrivals decreased. The number of female Intermediate Clerical, Sales & Service increased and has outnumbered the Associate Professionals since 2006-07. There was a proportional shift from Managers & Administrators to Associate Professionals and the Intermediate Clerical, Sales & Service among males; and from Managers & Administrators and Associate Professionals to Professionals and Intermediate Clerical, Sales & Service among females. This may reflect the lower pass mark needed under the SSRM program. It could also indicate the emergence of employment difficulties among Managers & Administrators and Associate Professionals and more or better opportunities in the Professionals and Intermediate Clerical, Sales & Service market segment in South Australia.

⁴ Intermediate Clerical, Sales & Service was include in the top 4 Occupations calculation instead of Tradespersons in 2003-04 and 2004-05.

Table 5.7: South Australia China-born: Settler Arrivals by Occupation, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 98 of the print copy of the thesis held in the University of Adelaide Library.

Table 5.8 shows that in 2003-2008, 66.4 per cent of male Managers & Administrators were aged 25-44 and 30.9 per cent aged 45-54; 80.1 per cent of females were aged 25-44 and 16.4 per cent aged 45-54. In addition, 91.8 per cent of male Professionals were aged 25-44 compared to 88.9 per cent of females. The majority of Associate Professionals and the Intermediate Clerical, Sales & Service were

also aged 25-44. There was a proportional shift of Managers & Administrators and the Professionals from aged 45-54 to those aged 25-44.

Table 5.8: South Australia China-born Share of Settler Arrivals by Top 4 occupations Age Group, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 99 of the print copy of the thesis held in the University of Adelaide Library.

There were significantly more males than females among the Managers & Administrators. Their sex ratio increased until 2005-06 then it declined (Table 5.9). This suggests increasing share of females among the recent Managers & Administrators arrivals. On the other hand, the Professionals and the Intermediate Clerical, Sales & Service were dominated by females. The sex ratio of the Professionals was decreasing and the sex ratio of the Intermediate Clerical, Sales & Service had increased. The sex

ratio of the Associate Professionals has significantly changed from being very much dominated by females before 2006-07 to slightly being dominated by males in 2007-08.

Table 5.9: South Australia China-born Settler Arrivals Sex Ratio by Top 4 Occupation, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:
This table is included on page 100 of the print copy of the thesis held in the University of Adelaide Library.

The Managers & Administrators had the highest average age among the top 4 occupations, followed by the Associate Professionals and then by the Professionals (Table 5.10). Male Managers & Administrators and Professionals show signs of getting younger, while the Intermediate Clerical, Sales & Service and the Associate Professionals show signs of getting older. Females in all the top 4 occupations highlighted signs of getting younger.

Table 5.10: South Australia China-born Settler Arrivals Average Age by Top 4 Occupation, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:
This table is included on page 100 of the print copy of the thesis held in the University of Adelaide Library.

5.5 Conclusion and Discussion

China-born Settler Arrivals in South Australia had a much younger age profile than the South Australian resident population. They comprised a high proportion of young and skilled potential human resources that could help in easing the stress of labour shortages in South Australia. There were more females than males, and also a substantial number of children aged under 15, especially aged 0-4. They could potentially become a group of well adjusted employees in the future. However, the share of the aged under 15 has declined.

There were significantly more females than males in the Labour Force Settler Arrivals. In order to benefit from the actual skills and economic benefits that these Settler Arrivals bring with them, it is important to effectively absorb this potential labour force in the South Australian labour market. As mentioned in Chapter 2, previous studies indicated that China-born females found it more difficult to enter the labour market than males; policy-makers may need to address this issue. The significantly lower labour force participation rate of those aged 20-24 and the zero participation rates of those aged under 20 suggests that China-born migrants at these ages may not be ready to enter the labour market. Thus if the focus of the migration program promotion is to immediately solve labour shortages, it would be much more effective to focus on China-born migrants who are aged 25+.

China-born Settler Arrivals in South Australia comprised a narrow range of professional occupations components. A high proportion was Managers & Administrators and Professionals. As the average ages of the Managers & Administrators were mature, i.e. in their early 40s, they might have accumulated employment experience that answers the complex cross-cultural management and administration challenges. However, the South Australian labour market may not be able to absorb such a high injection of Managers & Administrators in such a short period of time. The proportional shift from Managers & Administrators to the Associate Professionals and Intermediate Clerical, Sales & Service groups among males and from Managers & Administrators and Associate Professionals to Professionals and Intermediate Clerical, Sales & Service among females suggest market adjustment may already be taking place. The consequence of the policy shift in South Australia in recent years

has been a high number of China-born Managers & Administrators and Professionals Arrivals entering South Australia's labour market in a short period of time. This may put certain stress on labour absorption in these labour segments.

6 CHINA-BORN LONG-TERM ARRIVALS IN SOUTH AUSTRALIA: CHARACTERISTICS AND EMPLOYMENT SITUATION

6.1 Introduction

Australia's immigration program changed greatly during the mid-1990s when for the first time a suite of non-permanent migration visa categories allowed significant numbers of foreigners to enter Australia to work on temporary bases (Birrell and Healy 1997; Hugo 1999; Khoo et al. 2003, 2007a; Hugo 2006b). This marked a substantial change from the past when there was an almost total focus on permanent settlement migration. A government inquiry in 1996 (Khoo et al. 2007, pp.176-177) recommended that in a globalising world Australia needed to introduce channels to allow temporary skilled people who could move quickly and easily than is the case for permanent settlement. Accordingly, there has been an exponential increase in non-permanent migration to Australia (Khoo et al. 2007; Hugo 2006a). This chapter analyses the extent to which there has been an influx of China-born migrants to South Australia and what impact this has had on the State's labour market.

6.2 Temporary Entry Migration Program

Temporary Entry Programs allow overseas people to enter Australia temporarily. There are 5 broad groups of temporary entrants (DIAC 2009a, p.47):

1. Visitors – for people having a holiday in Australia, visiting friends and relatives, short-term business or pre-arranged medical treatment.
2. Working Holiday Makers – for people having a holiday in Australia and have short-term work or study rights.
3. Overseas Students – for people undertaking full-time study in registered courses.
4. Short-term Business – for people entering Australia for business as their primary purpose and stay for less than 12 months.
5. Long-term Business – for people entering Australia for long-term employment ranging from 12 months to four years.

As mentioned in Chapter 3, there are difficulties in the statistics for Long-term temporary immigrants due to Category Jumping. Long-term Temporary Entry (those here for 12 months or more) are

counted as part of Australia's resident population and included in estimates of net overseas migration (DIAC 2007b). Until 1999-2000, permanent movement represented the major element of net overseas migration (DIAC 2007a, 2007b). However, since 1999-2000, the Long-term movement has been the major element of net overseas migration. Settler Arrivals no longer tell the full story of the immigration movement nor of the immigrant labour force in Australia. The level of Long-term movements is strongly influenced by both domestic and international economic conditions.

The Temporary Business Migrant visa was introduced in 1995 (Hugo 2006b). The skilled temporary visa program represents a new direction in Australia's migration policy and has become a significant component of total Skilled Migration to Australia (Khoo et al. 2007a; Hugo 2006b). This category has gone from zero in the mid-1990s to level of over half of million business migrants in 2007-08:

The Business Visitor visas (Subclass 456, 459, 956, 977) are for people who wish to enter Australia for business purposes (i.e: attending business meetings, events or conferences; pursuing business investment opportunities consistent with their overseas business operations). Some short-term work may also be permitted where it is highly specialised and non-ongoing, and appropriate workers have not been able to be sourced from the Australian job market (DIAC 2009a, p.51).

Australia has modern, flexible and streamlined temporary entry arrangements to assist business people and skilled personnel seeking to stay in Australia for up to four years. The arrangements are designed to cater for the entry of:

- skilled overseas employees for businesses operating in Australia
- personnel from offshore businesses seeking to establish a branch in Australia, participate in joint ventures, transfer personnel between their branches, or fulfil a contract awarded to an offshore company.

The key aim of the Business (Long Stay) visa is to enable business to enhance international competitiveness through the quick and smooth transfer of key skills, while safeguarding employment and training opportunities for Australian workers. This is achieved by ensuring a high skill focus.

The key benefits for Australia under this category include:

- expanding trade
- improving links with international markets
- increasing local industry global competitiveness
- maintaining or increasing local training and employment opportunities (DIAC 2009a, p.58).

In 2007-08, 418 250 Business Visitor visas (DIAC 2009a, p.51) and 110 570 Business (Long Stay) visas were granted; and based on country of citizenship, the PRC comprised 19 per cent (DIAC 2009a, p.51) and 6 per cent (DIAC 2009a, p.58) of these respectively.

The Employer's Sponsored Program allows employers approved by the Department of Immigration and Citizenship (DIAC) to sponsor overseas workers in the first four major occupational groups: managers, professionals, associate professionals, and tradespersons (Khoo et al. 2007a, p.484). Accordingly, skilled migrants under this category would get their jobs at the time of application. The application process for Temporary Migration has been improved since 2003 (Khoo et al. 2007a, p.484). Both sponsorship and visa applications can be done online (see www.immi.gov.au).

Hugo (2006b) asserted that

Temporary migration is more related to the labour market than permanent migration in that most visa categories involve worker movement. Hence, the overall participation of temporary migrants in the workforce is greater than for permanent settlers... younger than both the Australian total population (and workforce) and permanent immigrants (Hugo 2006b, p.127).

...the stream of 457 workers is more skilled than the stream of permanent migrants (Hugo 2006b, p.131).

In 2008-09, the number of 457 visas primary applications granted to South Australia was 2190; China was the fourth largest citizenship country and comprised 7.3 per cent (160) of the total applicants (DIAC 2009b). Table 6.1 shows the number of China-born Temporary Business Entry (457 visa) to South Australia has gradually increased and their annual growth rate was also gradually catching up with the State's growth rate. By 2009 the annual growth rate of China-born Temporary Business Entry (457 visa) to South Australia was higher than the State's growth rate. This is a general pattern for 457s to being 'a fast and efficient process for companies to bring in these overseas employees' (Khoo et al. 2007, p 193) to meet their needs. However, its growth rate has been slowing down since 2006. Compared to Australia China-born 457s, their growth in South Australia China-born was significantly lower until 2009. The number of China-born Temporary Business Entry (457 visa) to Australia underwent significant growth between June 2005 and June 2009, but South Australia's gains were far below the national level. This suggests that more work needs to be done to make South Australia more attractive to China-born Business Entry in order for the growth rate to improve. Table 6.1 shows that between 2008 and 2009, the South Australia China-born migrants had a high growth rate while the number coming to Australia as a whole declined. This suggests South Australia could be on the right track to gaining more China-born Temporary Business Entry migrants.

Table 6.1: Australia: Temporary Business Entry (457 visa) of Intended Residence at 30 June 2005-2009

Source: DIAC Immigration Update varies issues

NOTE:

This table is included on page 106 of the print copy of the thesis held in the University of Adelaide Library.

Table 6.2: South Australia: Overseas and Chinese Student commencements , 2002-09

Source: Australian Education International, International Student Data for 2009-2009 Pivot Tables

NOTE:

This table is included on page 106 of the print copy of the thesis held in the University of Adelaide Library.

Since the deregulation of the educational sector in 1980s, Australia has become a major destination for foreign students (UN 2008, <http://www.un.org/en/>). Foreign students 'have the right to work up to 20 hours week in term time and full-time during breaks' (Hugo 2006b, p.129), and this provides a substantial number of labour force entrants to the labour market especially in the hospitality sector (Hugo 2006b, p.134). In recent years, China has become the biggest source of international students to South Australia. Table 6.2 shows the dramatic growth of Chinese international students in South Australia, especially between 2003 and 2005. On average, Chinese students have represented more than a third of international students in South Australia in recent years. Their representation was more than 10 per cent points higher than the representation of Chinese students in Australia as a whole.

International students as well as temporary highly skilled workers are allowed to apply for permanent residence. After 457 visas holders complete their nominated role they also can apply for permanent residency. According to DIAC Annual Report 2008-09 (DIAC, <http://www.immi.gov.au/>), 91 per cent of previous 457 holders applied for permanent residencies under the Employer Nomination Scheme, Regional Sponsored Migration Scheme, Labour Agreement or Skilled Independent visa programs .

Under the Skilled Independent Overseas Student visa category (BTRE 2006), overseas students who have completed their course can apply for permanent residency (DIAC, <http://www.immi.gov.au/skilled/general-skilled-migration/885/>). The applicants must be under 45 years of age, with good English skills, and have skills which are in needed in Australia (on the SOL). The nominated occupation must be classified as 60 or 50 points occupation such as accounting and computing. The working experience which was required under the GSM is waived (BTRE 2006, p.36).

The Long-term Migration Program provides a trial period for temporary migrants to assess if they want to stay in Australia permanently. Australian employers and authorities could also take advantage of such a period to assess whether the migrant suits their needs (McDonald and Withers 2008, p.15). Skilled Long-term Migrants also help in filling specific skill gaps, and bring with them 'new ideas, international contacts, access to cutting edge technologies and business practices. Many are also helping businesses to train their Australian staff' (DIAC Annual Report 2006-07, <http://www.immi.gov.au/>).

Migrants gaining permanent residency by going through this program were more Australian adjusted and could be better integrated into Australia than the direct permanent migration program (OECD 2007, p.58).

6.3 Age and Sex Profile of Long-Term Arrivals 2003-04 to 2007-08

The Long-term Arrivals include Long-term Resident Returns⁵ and Long-term Visitor Arrivals⁶. From 2003-04 to 2007-08, there was an increase in the numbers of China-born Long-term Resident Returns and Long-term Visitor Arrivals in South Australia (Table 6.3), and their number increased by 238.6 per cent and 283.4 per cent respectively over the 5 years. The number of China-born Long-term Resident Returns and Long-term Visitor Arrivals indicating that they were in the labour force on the arrival cards increased by 250 per cent and 581.1 per cent respectively. Table 6.3 shows that even though there was a large number of Long-term Visitors Arrivals, the number of China-born who revealed that they were in the labour force on their arrival (Labour Force Arrivals) was small. This reflects the large numbers of students among them (see Table 6.2). Compared to Long-term Visitor Arrivals, the Long-term Resident Returns Arrivals were small in number. The rest of this chapter analyses the overall China-born Long-term Arrivals to South Australia: the sum of the Long-term Resident Returns and the Long-term Visitor Arrivals.

⁵ Long Term Resident Return: Australian residents returning after an absence of 12 months or more overseas.

⁶ Long Term Visitor: overseas visitors who intend to stay in Australia for 12 months or more but not permanently.

Table 6.3: South Australia China-born: Long-Term Arrivals, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 109 of the print copy of the thesis held in the University of Adelaide Library.

South Australia China-born Long-term Arrivals were much younger than the Settler Arrivals and most of them were young adults aged 20-24. There formed a high share of arrivals aged 15-19 and scarcity in those aged under 15 (Figure 6.1). This mainly reflects the significantly higher proportion of student arrivals among them which was due to the heavy promotion of education to Chinese students by the Australia government as well as the introduction of the Onshore Program. This program opened an easier path for overseas students to gain permanent residency in Australia as discussed earlier (Ip 2001). Males dominated the very young ages (especially the ages 10-14 years); and the ages 40-64 years especially the ages 55-59 and 45-49 years Long-term Arrivals; females dominated the ages 15-39 years and especially the ages of 25-29 years.

**Figure 6.1: Age-Sex Profile of South Australia
China-born Long Term Arrivals, 2003-08**

NOTE:
This figure is included on page 110 of the print copy of
the thesis held in the University of Adelaide Library.

Source: DIAC unpublished data

Compared to the median age of the South Australia population (39.2) and China-born Settler Arrivals in South Australia (29-30 years), the China-born Long-term Arrivals in South Australia had a much younger median age (21-22 years). This was also due to the high proportion of young students among them. The age and sex profile of the China-born Long-term Labour Force Arrivals in South Australia was more evenly distributed than Long-term Arrivals and had significantly higher proportion of males aged 25-44 especially aged 35-39; and significantly higher proportion of females aged 25-39 especially the aged 25-29 (Figure 6.2).

**Figure 6.2: Age-Sex Profile of South Australia
China-born Labour Force Long Term Arrivals, 2003-08**

NOTE:
This figure is included on page 111 of the print copy of
the thesis held in the University of Adelaide Library.

Source: DIAC unpublished data

6.4 China-born Long-Term Labour Force Arrivals

There have been more females than males in the China-born Long-term Labour Force Arrivals in South Australia in recent years (Table 6.4). However, males had a higher share of employed arrivals than females across all 5 years. The share of employed among the China-born Long-term Arrivals and especially males tended to increase. The labour force participation rate of China-born Long-term Arrivals in South Australia was very low at the time they arrived in South Australia, due to the high proportion of students among Long-term visitor Arrivals. However, their unemployment rate was low as well.

Table 6.4: South Australia China-born Long Term Arrivals by Labour Force Status, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 112 of the print copy of the thesis held in the University of Adelaide Library.

The majority of Long-term Labour Force Arrivals were aged 24-44, 70.8 per cent of males and 80.1 per cent of females on average (Table 6.5). The sex ratio of those Long-term Arrivals aged 45-54 increased, which reflects an increasing proportion of male arrivals in this age group, but interestingly the sex ratio of the Labour Force Arrivals of this age group decreased (Table 6.6). This suggests an increasing proportion of females of this age group were in the labour force. All the age groups had a higher sex ratio in the labour force than the Long-term Arrivals of the respective age groups, except the 20-24 and the 65+ age groups. This suggests males were more likely than females to be in the labour force except for ages 20-24 and 65+ arrivals where females were more likely to be in the labour force. The aged 45-54 Labour Force Arrivals had a significantly higher sex ratio than the Long-term Arrivals of this age group. This was also consistent with the situation among the Settler Arrivals.

**Table 6.5: South Australia China-born Long Term Labour Force Arrivals a) by Age and by Sex,
2003-04 to 2007-08**

Source: DIAC unpublished data

NOTE:

This table is included on page 113 of the print copy of
the thesis held in the University of Adelaide Library.

Table 6.6: South Australia China-born Long Term Arrivals Sex Ratio by Age, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 114 of the print copy of the thesis held in the University of Adelaide Library.

The numbers of Labour Force Arrivals aged under 20 and 55+ were insignificant (Table 6.7). The labour force participation rates of those aged 20-24 and 25-29 Arrivals were very low. This reflects the high proportion of students even in their 20s. The labour force participation rate of the arrivals improved from the age of 30+ years. However, the labour force participation rates of those aged 30-44 Long-term Arrivals were still much lower than for Settler Arrivals. Despite the labour force participation rate of those aged 45-54 arrivals improving, their labour force participation rate was still much lower than of Settler Arrivals. This was probably due to the high mobility of Long-term Arrivals where it is not easy for couples to both find work at the same time when they move around, so only one member (often the main applicant) is engaged in the labour force. However, China-born Long-term Arrivals in South Australia had an employment rate as high as that of the Settler Arrivals.

**Table 6.7: South Australia China-born Labour Force: Long Term Arrivals Employment Situations
by Age, 2003-04 to 2007-08**

Source: DIAC unpublished data

NOTE:

This table is included on page 115 of the print copy of
the thesis held in the University of Adelaide Library.

6.5 Long-Term Arrivals by Occupation

Managers & Administrators, Professionals, Associate Professionals and the Tradespersons were the top 5 occupations of China-born Long-term Arrivals. This is not surprising because high number of 457 visa holders made up these categories. There was a strong representation of Professionals especially among females – 47.0 per cent compared to 32.7 per cent of males. The male China-born Long-term Arrivals in South Australia in 2003-04 to 2007-08 were dominated by Professionals, Managers & Administrators and Tradespersons. The shares of male Professionals and Associate Professionals arrivals were decreasing, but Tradespersons and Managers & Administrators arrivals were increasing. Since 2006-07, the share of male Intermediate Clerical, Sales & Service arrivals also increased (Appendix A1). Female Long-term Arrivals were mainly dominated by those in the Professionals cohort. There was a proportional shift of females from Professionals to Tradespersons arrivals and, by 2007-08, also to Intermediate Clerical, Sales & Service as well. This indicates the immigration policies and especially the Temporary Business Entry policy has been doing very well in attracting China-born skilled migrants and especially Tradespersons. The increase in representation of the Tradespersons category may also be the result of a shift in recent policy due to the lack of tradespersons in South Australia.

In 2005-06, the number and share of Tradespersons increased significantly. Similar to the China-born Settler Arrivals in South Australia, the number and share of the Intermediate Clerical, Sales & Service arrivals were increasing; and by 2007-08 it replaced the Associate Professionals to become the top 4th largest occupation among China-born Long-term Arrivals. The increased share in Tradesperson and Intermediate Clerical, Sales & Service arrivals also indicates more varieties of human capital components among the China-born Long-term Arrivals. This trend may broaden the occupation paths and direct a certain portion of China-born skilled migrants to more labour market segments instead of congesting in the Managers & Administrators and Professionals segments. It could also opportunities of employment after their arrival.

There were significantly more male than female Long-term Arrivals in the Managers & Administrators and the Tradespersons categories. The sex ratio of Managers & Administrators was increasing but the sex ratio of the Tradespersons had fallen (Table 6.8). This reveals there were increasing shares of male Managers & Administrators and increasing shares of female Tradespersons. Females also dominated the Professionals and the Intermediate Clerical, Sales & Service groups. The sex ratios of the Professionals and the Intermediate Clerical, Sales & Service were decreasing. Females are becoming increasingly overrepresented in these two occupations in China-born Long-term Arrivals in South Australia.

Table 6.8: South Australia China-born Long Term Arrivals by Sex Ratio by Top 5 Occupations, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This table is included on page 117 of the print copy of the thesis held in the University of Adelaide Library.

6.6 Conclusion

The South Australia China-born Long-term Arrivals in 2003-04 to 2007-08 were young, highly skilled and had very high employment rates based on the occupations stated on their arrival card. There were significant numbers of students among them. They provide a pool of potential permanent resident workers. There were more female Labour Force Arrivals than male. To maximize their economic contribution to South Australia, it is very important to effectively and efficiently absorb their skills in the South Australian labour market. The high proportion of Managers & Administrators of mature age suggests that they could possess accumulated experience and expertise, and can play a role in a new labour market in South Australia. The increasing numbers and shares of the Tradesperson and the Intermediate Clerical, Sales & Service arrivals among the China-born Long-term Arrivals also provide

broader occupation diversity. Such diversity may increase their employment chances in more labour market segments in South Australia. The increasing spread of occupations among the China-born Long-term Arrivals could also help them open even more paths in the South Australia labour market.

7 CHINA-BORN POPULATION AND THEIR EMPLOYMENT

SITUATION

7.1 Introduction

The Settler and Long-term Arrivals data show the flows of migration to South Australia. While there are rapidly increasing numbers of Settler and Long-term Arrivals, the Settler and Long-term Arrival figures shown in previous chapters only indicate their intentions to stay and their characteristics at the time of their arrival, not their experience after migration. As people are free to stay or go, they might change their intentions or the length of their stay. Thus the flow data does not reflect the number of people actually settled in South Australia. The best available data source reflecting the number of immigrants settling in the population is Census data; it indicates the stock of immigrants in South Australia at a specific point in time. However, Census data are for 5 years intervals and the most recent are for 2001 and 2006. This presents certain technical difficulties in matching the Settler and Long-term data 2003-04 to 2007-08 cited earlier to the 2006 Census data, which is the focus here.

The 2006 Census recorded 8076 (3640 males and 4436 females), China-born in the South Australian population with 3783 (1830 males and 1953 females), in the labour force. This chapter aims to understand the composition and employment situation of China-born migrants settling in South Australia. Data are analysed according to 3 geographic levels: State/Territory (STE): South Australia, Statistical Division (SD) within South Australia, and the Statistical Subdivision (SSD) of Adelaide; and 8 population groups: the China-born, the Chinese Asia (excludes China)-born, the Asia (excludes Chinese Asia)-born, the UK-born, the Australia-born, the Non-Europe (excludes Asia)-born, Europe (excludes UK)-born, and the population of particular geographic divisions in South Australia as defined in Chapter 3. It analyses their age and sex profile, proficiency in spoken English, non-school qualification, labour force status and occupations based on the 2006 Census data. It compares their employment situation through their labour force participation and employment/unemployment.

7.2 Spatial Population Distribution and Employment Situation

Table 7.1 shows that the main distribution feature of the China-born population in South Australia is that they were highly concentrated in the capital city, Adelaide, even more so than the Australia-born and the other populations⁷ in South Australia. The second largest group lived in the Murray Lands because a large number of China-born migrants were working in the meat processing industry which has been the major employer in Murray Bridge. The industries provided jobs and accommodation to their workers (Taylor-Neumann and Balasingam 2009).

Table 7.1: South Australia population by Statistical Division (SD) by Sex Ratio Male/Female, 2006

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

	China-born			Australia-born		Others a)	
	Number of Persons	% of Total	Sex Ratio M/100 Female	% of Total	Sex Ratio M/100 Female	% of Total	Sex Ratio M/100 Female
Adelaide	7,637	94.6	80.8	69.8	95.1	82.0	96.5
Outer Adelaide	53	0.7	65.6	8.8	98.5	6.4	96.6
Yorke and Lower North	12	0.1	100.0	3.3	100.5	1.7	99.5
Murray Lands	224	2.8	119.6	5.0	101.7	2.6	101.5
South East	61	0.8	110.3	4.8	100.4	2.3	102.6
Eyre	7	0.1		2.6	105.1	1.1	100.1
Northern	51	0.6	112.5	5.5	102.0	3.6	112.0
Off-Shore Areas & Migratory	0	0.0		0.0		0.0	
No Usual Address	31	0.4	55.0	0.2	138.8	0.2	125.9
Total	8,076	100	82.0	100.0	96.8	100.0	97.4

a) Others = Total population (excludes Australia-born and China-born)

In 2005, 200 workers from mainland China were brought in on Regional Temporary Business Long Stay visas (Regional 457s) to work as meat processors and by 2009, there were about 350 (Taylor-Neumann and Balasingam, 2009, p.11). The number of China-born migrants in all other Statistical Divisions was very small.

⁷ Others Population include all people in South Australia but excluding Australia-born and China-born.

Within Adelaide, the China-born were significantly overrepresented in Eastern Adelaide (Table 7.2) and underrepresented in Northern Adelaide and Southern Adelaide. There were more females than males in all 4 Adelaide areas. Their sex ratios especially in Eastern Adelaide were lower than the Australia-born and the other populations. However, only around half of them were in the labour force. Since “astronauting”⁸ is a well known practice not only among the Hong Kong movers (Hugo 2009), but in recent years also among the China-born movers, it is well known that there are many Chinese fathers working in China or other countries while mothers and their children stay in Adelaide. This could partly explain the overrepresentation of China-born females in Adelaide.

Table 7.2: Adelaide Population and Labour Force Distribution by Statistical Subdivision (SSD) by Sex, 2006

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

	China-born			Australia-born		Others a)	
	Number of Persons	%	Sex Ratio M/100 Female	%	Sex Ratio M/100 Female	%	Sex Ratio M/100 Female
Northern Adelaide	1,377	18.0	94.2	31.7	97.9	33.0	97.6
Western Adelaide	1,870	24.5	80.3	17.9	95.0	20.0	97.2
Eastern Adelaide	3,000	39.3	75.3	19.7	92.1	20.9	96.4
Southern Adelaide	1,391	18.2	80.6	30.7	94.3	26.0	94.6
Total	7,638	100.0	80.7	100.0	95.1	100.0	96.5
Labour Force							
Northern Adelaide	631	18.1	111.0	30.3	117.6	30.8	120.5
Western Adelaide	824	23.6	91.2	17.8	110.3	17.8	114.9
Eastern Adelaide	1,345	38.5	82.7	21.0	103.8	21.6	107.7
Southern Adelaide	695	19.9	88.3	30.9	109.3	29.9	111.2
Total	3,495	100.0	90.5	100.0	110.7	100.0	113.9

a) Others = Total population (excludes Australia-born and China-born)

More than half of the China-born population living in Adelaide arrived between 2002 and 2006. It reflects the success of the South Australian immigration policy in bringing in such people in recent years. Table: 7.3 shows that instead of spreading out to different locations like the Others populations, China-born in South Australia who arrived during 2002-2006 were more highly concentrated in Eastern Adelaide (44.7 per cent), while 64.4 per cent who lived there were arrived in between 2002 and 2006.

⁸ A term originating in Hong Kong to describe family immigrants with the mother and children who move out of their home country while the father works in the original country or country other than the one his wife or children live in. The father flies back and forth frequently between his working country and the country where his wife and children reside.

The significantly overrepresentation of females and labour force in Adelaide and especially in Eastern Adelaide, could be due to better access to highly recommended schools and colleges in that area.

Table 7.3: Adelaide Population and Labour Force by Statistical Subdivision (SSD) by Year of Arrival by Sex Ratio, 2006

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

	China-born						Others			
	Arrived before 2002			Arrived 2002-06			Arrived before 2002		Arrived 2002-06	
	Number of Persons	Sex Ratio M/100 Female %	Number of Persons	Sex Ratio M/100 Female %	Sex Ratio M/100 Female %	Sex Ratio M/100 Female %	Sex Ratio M/100 Female %	Sex Ratio M/100 Female %		
	Population									
Northern Adelaide	751	24.2	91.1	540	13.5	100.0	34.3	94.4	22.9	112.3
Western Adelaide	852	27.4	82.4	907	22.7	79.6	19.6	93.8	21.0	105.2
Eastern Adelaide	990	31.9	84.0	1,791	44.7	70.9	19.5	94.0	29.9	104.0
Southern Adelaide	513	16.5	87.2	765	19.1	75.9	26.6	92.7	26.3	95.5
Total	3,106	100.0	85.8	4,003	100.0	77.3	100.0	93.8	100.0	103.8
	Labour Force									
Northern Adelaide	388	23.6	111.0	220	12.9	128.2	34.3	124.9	21.9	168.3
Western Adelaide	397	24.1	91.2	398	23.4	102.6	17.0	126.3	20.6	156.9
Eastern Adelaide	561	34.1	82.7	725	42.5	93.4	20.4	118.6	29.8	135.5
Southern Adelaide	299	18.2	88.3	361	21.2	113.6	28.4	115.4	27.7	127.1
Total	1,645	100.0	90.5	1,704	100.0	106.7	100.0	121.1	100.0	143.7

a) Others = Total population (excludes Australia-born and China-born)

Table 7.4 shows the employment situation of the China-born population in Adelaide and Murray Lands, the two highest concentrations. China-born represented 0.65 per cent of the Adelaide's Labour force (0.58 per cent of the males and 0.73 per cent of the females). The labour force participation and employment rates of China-born in Adelaide were worse than in South Australia as a whole. On the other hand, in the Murray Lands, China-born represented 0.56 per cent of the labour force (0.60 per cent of the males and 0.51 per cent of the females) and had a high labour force participation rate (88.3 per cent) and full employment.

Table 7.4: South Australia China-Born: Employment Situation in Adelaide and Murray Lands by Sex, 2006

Counting: Persons, Place of Usual Residence

Data Source: 2006 Census of Population and Housing

	Male		Female		Total	
	Adelaide	Murray Lands	Adelaide	Murray Lands	Adelaide	Murray Lands
Employed	1,386	102	1,490	71	2,876	173
unemployed	274	0	347	0	621	0
Not in the labour force	1,565	9	2,148	14	3,713	23
Participation Rate	51.5%	91.9%	46.1%	83.5%	48.5%	88.3%
Unemployment Rate	16.5%	0.0%	18.9%	0.0%	17.8%	0.0%

Table 7.5 shows that the China-born in Southern Adelaide had the best labour force participation rate than the other three areas in Adelaide, while Western Adelaide had the worst labour force participation rate. For China-born females their labour force participation rates were low in both areas. The males in Southern Adelaide had the highest labour force participation rate compared to males in the other Adelaide areas. Males in the Northern Adelaide had the lowest unemployment rate but the worst was in Western Adelaide. Females in Southern Adelaide also had the lowest unemployment rate in comparison while the highest was in Northern Adelaide. There could be many factors (such as the differences in industry structure, demographics, human capital values and social characteristics, etc.) in addition to spatial factors affecting the employment situation of China-born migrants. Some of them may contribute to the differences in employment outcomes of males compared to females.

Table 7.5: Adelaide Statistical Subdivision (SSD) China-born Labour Force Status by Sex, 2006

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

Eastern Adelaide							
	Employed	Employment Rate	Unemployed	Unemployment Rate	Participation Rate	Not in the Labour Force	Labour Force
Male	493	81.2%	114	18.8%	50.1%	604	607
Female	594	80.7%	142	19.3%	45.9%	867	736
Total	1,087	80.9%	256	19.1%	47.7%	1,471	1,343
Sex Ratio	83.0		80.3			69.7	82.5
Western Adelaide							
Male	310	78.9%	83	21.1%	49.4%	403	393
Female	354	81.8%	79	18.2%	43.9%	553	433
Total	664	80.4%	162	19.6%	46.4%	956	826
Sex Ratio	87.6		105.1			72.9	90.8
Southern Adelaide							
Male	284	87.4%	41	12.6%	55.7%	258	325
Female	303	82.6%	64	17.4%	51.2%	350	367
Total	587	84.8%	105	15.2%	53.2%	608	692
Sex Ratio	93.7		64.1			73.7	157.8
Northern Adelaide							
Male	300	89.6%	35	10.4%	52.8%	300	335
Female	239	80.2%	59	19.8%	44.1%	378	298
Total	539	85.2%	94	14.8%	48.3%	678	633
Sex Ratio	125.5		59.3			79.4	112.4

7.3 Labour Force Status

Table 7.6 shows that in 2006 the China-born only represented 0.5 per cent of the South Australian labour force (0.5 per cent of the males and 0.6 per cent of the females). It shows that the China-born population had the second lowest labour force participation rate but one that was close to the Chinese Asia (excludes China)-born population.

Table 7.6: South Australia: Employment Situation by Selected Birthplaces by Sex, 2006

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

	Labour Force (Number)			Labour Force (Percentage)		
	Male	Female	Total	Male	Female	Total
China (excludes SARs and Taiwan Province)	1,830	1,953	3,783	0.5	0.6	0.5
Chinese Asia (excludes China)	718	716	1,434	0.2	0.2	0.2
Asia(excludes Chinese Asia)	12,773	11,174	23,947	3.3	3.3	3.3
United Kingdom	33,972	28,544	62,516	8.7	8.5	8.6
Australia	301,196	263,426	564,622	77.0	78.2	77.5
Non Europe (excludes Asia)	12,498	9,722	22,220	3.2	2.9	3.1
Europe (excludes UK)	19,708	14,531	34,239	5.0	4.3	4.7
South Australia	391,014	337,061	728,075	100.0	100.0	100.0

	Participation Rate			Unemployment Rate		
	Percentage			Percentage		
	Male	Female	Total	Male	Female	Total
China (excludes SARs and Taiwan Province)	53.3	47.0	49.8	14.9	18.2	16.6
Chinese Asia (excludes China)	51.4	49.6	50.5	9.7	7.7	8.7
Asia(excludes Chinese Asia)	68.7	52.5	60.1	9.5	10.1	9.8
United Kingdom	60.6	48.0	54.1	4.5	4.2	4.3
Australia	72.6	60.2	66.2	5.3	4.6	5.0
Non Europe (excludes Asia)	72.5	57.8	65.2	7.7	7.5	7.6
Europe (excludes UK)	45.9	33.1	39.4	4.7	4.4	4.6
South Australia	68.7	56.1	62.2	5.5	4.9	5.2

The labour force participation rate of the China-born males was 7.3 percentage point below the UK-born males and 16.6 below the Australia-born; the China-born female participation rate was just 1 per cent point below the UK-born and 13.2 below the Australia-born. China-born females had a lower labour force participation rate than males when compared to the other population groups in Table 7.6 except for the Chinese Asia (excludes China)-born and the Europe (excludes UK)-born group. The labour force participation rate of China-born males was higher than the Chinese Asia (excludes China)-born and the Europe-born males. The China-born males had higher labour force participation rates than the females, and the difference between the China-born males and females was just around 6 per cent, which was much less than the 13 per cent difference between males and females for the UK-born, Australia-born and the South Australian populations. The Australia-born population had the highest labour force participation rate 66.2 per cent (72.6 per cent for males and 60.2 per cent for

females), which was closely followed by the Non-Europe (excludes Asia)-born population. The Europe (excludes UK)-born population had the worst labour force participation rate 39.4 per cent (45.9 per cent for males and 33.1 per cent for females). This is because these are longer-term migrant groups who have now aged.

The China-born population had significantly lower labour force participation and employment rates than the China-born Settlers on their arrival as reflected in 2003-08 flow data (see Chapter 5). However, we cannot conclude that there were large numbers of China-born Settler Arrivals who left the labour force after their arrival because there were substantial numbers of China-born Long-term Temporary Residents, especially students, presented among the population. This would push the population labour force participation rate down. The sex ratio of the China-born population labour force was 93.7 Male/100 Female, which was higher than the 90.5 Male/100 Female of the China-born Settler Labour Force Arrivals in 2003-08. It was; however, lower than the China-born Long-term Labour Force Arrivals (95.1 Male/100 Female).

Table 7.4 also shows that the unemployment rate of the China-born population was significantly higher than any of the other population groups. The unemployment rate for males was 14.9 per cent compared to 4.5 per cent in UK-born and 5.3 per cent in Australia-born males; for females it was 18.2 per cent compared to 4.2 per cent in UK-born and 4.6 per cent for Australia-born females. This indicates a high proportion of China-born skilled human resources not being employed in South Australia's labour market.

Table 7.7 shows the employment situation of the China-born population in South Australia. Only 24.1 per cent of China-born males and 15.9 per cent of females were full-time employed, another 15.4 per cent of males and 17.2 per cent of the females were working part-time. This means that only 39.1 per cent of the China-born population were employed compared to 47.1 per cent who were not in the labour force. The significantly low labour force participation was probably mainly due to the high proportion of tertiary students among the China-born population.

Table 7.7: South Australia China-born: Labour Force Status by Sex

Counting: Persons, Place of Usual Residence

Source: ABS CDATA, 2006 Census of Population and Housing

	Male		Female		Total	
	Number	%	Number	%	Number	%
Employed, worked full-time	877	24.1	705	15.9	1,582	19.6
Employed, worked part-time	560	15.4	761	17.2	1,321	16.4
Employed, away from work	120	3.3	132	3.0	252	3.1
Unemployed, looking for full-time work	92	2.5	106	2.4	198	2.5
Unemployed, looking for part-time work	181	5.0	249	5.6	430	5.3
Not in the labour force	1,602	44.0	2,205	49.7	3,807	47.1
Not stated	42	1.2	58	1.3	100	1.2
Not applicable	166	4.6	220	5.0	386	4.8
Total	3,640	100.0	4,436	100.0	8,076	100.0

The figures in Tables 7.6 and 7.7 suggest the unemployment situation of the China-born population was very poor when compared to the other 7 population groups, especially for females. The UK-born population had the best employment rate followed by the Europe (excludes UK)-born group, then the Australia-born population. The employment rate for Chinese Asia (excludes China)-born and the Asian-born population falls between the UK-born and the China-born, while the Non-Europe (excludes Asia)-born population is between the Asia-born and the Europe (excludes UK)-born populations. This indicates that China-born migrants shared some of the same employment characteristics of being immigrants, being Asians, and even being Chinese. Yet there were also some characteristics unique to the China-born migrants that significantly affected their unemployment rate.

Table 7.8 shows the labour force participation rate according to selected birthplace and year of arrival in Australia from 2001 to 2006. The earlier the migrants arrived in Australia, the higher labour force participation rates they had, except for the Europe-born (excludes UK) group. However, since the labour force participation rate can easily be pushed up and down by the number of people entering the aged 15+ but not yet ready for work and the number of migrants who were not in the labour force, there is insufficient evidence to show that the longer the migrants stayed in Australia the better their labour force participation rate.

Table 7.8: South Australia: Labour Force Participation Rate by Selected Birthplace by Year of Arrival in Australia by Sex, 2001-06

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

Percentage (%)	2001	2002	2003	2004	2005	2006
	Male					
China (excludes SARs and Taiwan Province)	55.2	58.2	59.5	50.4	50.5	37.3
Chinese Asia (excludes China)	44.9	34.7	27.0	23.4	17.8	23.3
Asia(excludes Chinese Asia)	71.0	70.3	70.8	68.7	66.2	55.5
United Kingdom	83.3	83.2	88.1	87.2	85.8	83.4
Non Europe (excludes Asia)	76.7	72.0	74.8	66.0	66.4	57.0
Europe (excludes UK)	63.0	63.6	71.9	74.8	80.4	62.1
South Australia	71.5	70.0	72.0	67.7	66.8	57.9
	Female					
China (excludes SARs and Taiwan Province)	57.4	53.2	51.5	52.7	49.1	33.6
Chinese Asia (excludes China)	47.8	44.4	35.9	30.6	19.6	17.0
Asia(excludes Chinese Asia)	53.6	60.2	45.6	46.5	42.2	29.8
United Kingdom	70.5	69.3	69.5	66.2	67.0	54.3
Non Europe (excludes Asia)	62.0	60.6	55.1	52.0	44.4	37.3
Europe (excludes UK)	47.0	52.1	59.3	59.8	56.1	47.3
South Australia	57.1	58.8	53.7	52.2	48.6	36.4
	Total					
China (excludes SARs and Taiwan Province)	56.3	55.4	55.0	51.7	49.8	35.2
Chinese Asia (excludes China)	46.3	39.7	31.8	26.8	18.6	20.4
Asia(excludes Chinese Asia)	62.7	64.3	57.9	58.3	54.7	43.0
United Kingdom	77.6	77.1	79.0	77.3	76.9	69.5
Non Europe (excludes Asia)	69.8	66.4	65.1	59.4	55.5	46.8
Europe (excludes UK)	54.2	57.3	65.3	66.7	67.2	54.0
South Australia	64.5	64.1	62.7	60.2	57.8	47.0

Table 7.9 shows that the earlier female migrants arrived in Australia, the lower their unemployment rates. However, such trends did not develop among males. As expected all of the population groups who had just arrived in 2006 had a low labour force participation rate and high unemployment rates. The unemployment rate (33.9 per cent) is noticeably high for those China-born migrants who arrived in 2006. Given that this is the first year after their arrivals, the unemployment rate is expected to be considerably reduced in the subsequent years. Furthermore, China-born migrants are highly mobile people and may leave the labour market after a period of unemployment; and as discussed earlier there are many students who arrived in South Australia as temporary residents. They may spend a few years studying before entering the labour market. All these could easily push the unemployment

rate up and down. So there is insufficient evidence to show that the longer the migrants stay in Australia, the better access they had to the labour market.

Table 7.9: South Australia: Unemployment Rate by Selected Birthplace by Year of Arrival in Australia by Sex, 2001-06

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

Percentage (%)	2001	2002	2003	2004	2005	2006
Male						
China (excludes SARs and Taiwan Province)	10.9	20.0	16.0	23.2	19.1	31.6
Chinese Asia (excludes China)	27.3	23.1	33.3	11.5	15.4	35.7
Asia(excludes Chinese Asia)	15.1	6.0	11.6	8.7	9.0	27.8
United Kingdom	2.6	5.1	2.4	4.3	4.7	18.3
Non Europe (excludes Asia)	8.0	9.0	11.6	13.7	15.6	36.4
Europe (excludes UK)	7.1	6.8	7.2	3.0	9.9	18.1
South Australia	10.5	9.1	9.7	9.2	10.0	24.0
Female						
China (excludes SARs and Taiwan Province)	12.8	19.8	24.0	16.3	25.5	35.8
Chinese Asia (excludes China)	0.0	13.9	27.0	26.7	28.6	0.0
Asia(excludes Chinese Asia)	11.6	11.2	14.8	15.6	20.3	47.8
United Kingdom	3.2	5.5	4.3	7.4	10.4	31.5
Non Europe (excludes Asia)	8.0	9.0	11.6	13.7	15.6	36.4
Europe (excludes UK)	13.7	6.2	8.2	10.8	15.9	27.6
South Australia	9.0	9.5	12.8	13.4	17.5	38.5
Total						
China (excludes SARs and Taiwan Province)	12.0	19.9	20.2	19.2	22.5	33.9
Chinese Asia (excludes China)	13.6	17.7	29.5	19.6	21.3	21.7
Asia(excludes Chinese Asia)	13.7	8.9	12.9	11.3	13.2	34.6
United Kingdom	2.9	5.3	3.2	5.5	7.0	23.2
Non Europe (excludes Asia)	9.2	10.0	11.2	11.9	13.9	27.7
Europe (excludes UK)	10.2	6.5	7.7	6.7	12.6	22.7
South Australia	9.9	9.3	11.1	11.0	13.1	29.6

7.4 Age and Sex

Table 7.10 shows the China-born population in 2006 had a significantly higher proportion of population aged 20-24 than the rest of the population. The significantly high proportion of young aged 15-29 population reflects the large number of students among the China-born population. The high proportion aged 25-45 also reflects the effects of the immigration selection process in recent years. The China-born population in South Australia had a median age of 29.2 years (age 28.8 years for males and 29.5 for females) which was significantly much younger than the median age of 39.2 years

(38.1 years for males 40.2 for females) of the South Australia population. There was a significantly higher proportion of aged 20-24 in the China-born population, 24.9 per cent among the China-born compared to only 7.2 per cent in Australia-born, 4.5 per cent in the Others populations and 6.6 per cent in the overall South Australia population. The shares of the aged 15-19 and 25-29 were also much higher than the other populations.

The large proportion of aged 20-24 reflects the large number of students as temporary residents distorting the age structure of the China-born population. They may leave after they finish their studies, however, as mentioned earlier, large numbers of those students have taken advantage of the Onshore Migration program and obtain permanent residency after they finish. The scarcity of the young children among the China-born population in South Australia may have an impact similar to a population with very low fertility, unless young child-bearing aged females will enjoy a good fertility rate or the China-born migrants bring in more children. The China-born migrants could also represent a population that could put further stress on an ageing population in South Australia in the long run. However, immigration policy could counter this by attracting young China-born people to South Australia through the Permanent Onshore or Offshore Migration programs as well as the Long-term Migration Program.

Table 7.10: South Australia: Population Distribution by Age and by Sex Ratio, 2006

Counting: Persons, Place of Usual Residence

Source: ABS CDATA, 2006 Census of Population and Housing

	China-born		Australia-born		Others a)		South Australia Total	
	Population		Population		Population		Population	
	Age	Sex Ratio	Age	Sex Ratio	Age	Sex Ratio	Age	Sex Ratio
	Distribution	M/100F	Distribution	M/100F	Distribution	M/100F	Distribution	M/100F
	%				%		%	
0-4	1.3	31.2	7.2	105.5	1.6	110.0	5.8	105.7
5-9	1.6	85.5	7.6	104.2	2.3	107.2	6.2	104.5
10-14	1.9	118.3	8.0	105.2	2.6	108.6	6.6	105.5
15-19	10.7	94.1	7.8	106.4	3.3	109.4	6.7	106.6
20-24	24.9	82.3	7.2	101.6	4.5	116.4	6.6	103.6
25-29	11.6	84.8	6.3	100.3	4.5	110.7	5.9	102.1
30-34	7.3	75.4	6.9	99.5	5.1	96.3	6.4	98.7
35-39	8.1	66.9	7.3	98.1	6.6	99.7	7.1	98.2
40-44	8.0	74.5	6.9	98.1	8.6	97.5	7.4	97.7
45-49	5.5	89.0	6.9	96.5	9.0	99.8	7.4	97.4
50-54	4.6	95.2	6.3	95.7	8.7	98.7	6.9	96.6
55-59	3.7	77.6	5.7	95.5	9.4	100.2	6.6	97.1
60-64	2.8	91.7	4.3	96.2	7.7	97.7	5.1	96.8
65-69	2.3	90.8	3.1	92.2	7.1	95.1	4.1	93.4
70-74	2.1	90.1	2.5	86.5	6.3	94.8	3.5	90.3
75-79	1.6	76.7	2.5	74.1	5.6	93.8	3.3	82.1
80-84	1.1	85.4	2.0	60.7	4.2	75.5	2.5	66.7
85-89	0.5	81.8	1.1	49.8	2.0	63.2	1.3	54.7
90-94	0.3	50.0	0.5	32.3	0.7	47.2	0.5	37.2
95-99	0.1	0.0	0.1	26.6	0.2	29.3	0.1	27.9
100 and over	0.0		0.0	40.0	0.0	32.9	0.0	36.4
Total	100.0	82.0	100.0	96.8	100.0	97.4	100.0	96.9

a) Others = Total population (excludes Australia-born and China-born)

7.5 Language

Table 7.11 shows that most of the China-born population in South Australia spoke Mandarin (63.5 per cent) at home. Cantonese (language mostly spoken in Southern China) was the second popular language (17.5 per cent). Only 5.3 per cent of the China-born population spoke English at home. This

suggests that a large proportion of the China-born population may not have much practice in speaking English in their daily lives.

Table 7.11: South Australia China-born: Language Spoken at Home

Counting: Persons, Place of Usual Residence

Source: ABS CDATA, 2006 Census of Population and Housing

2006	Number	%
Chinese, nfd	549	6.8
Cantonese	1,414	17.5
Hokkien	5	0.1
Mandarin	5,127	63.5
Teochew	22	0.3
Wu	23	0.3
English	427	5.3
Others	509	6.3
Total	8,076	100.0

A high proportion of the China-born population claimed that they had high proficiency in spoken English. Table 7.12 shows that 34.2 per cent of them claimed very well while 48.3 per cent claimed well in proficiency in spoken English. In fact, China-born people had the highest proportion of people who claimed either very well or well in proficiency in spoken English than all the other analysed population groups⁹. This indicates lack of proficiency in spoken English should not be their major obstacle in access to the South Australian labour market. However, how we measure proficiency in spoken English may vary throughout local communities and according to their circumstances.

⁹ Excludes people who speak English only at home.

Table 7.12: South Australia Population Share by Proficiency in Spoken English by Selected Birth Places by Sex, 2006

Counting: Persons, Place of Usual Residence
Data Source: ABS CDATA, 2006 Census of Population and Housing

	Very well	Well	Not well	Not at all	Others (excludes not applicable)	Total
China	34.2	48.3	15.4	1.2	0.8	100.0
Chinese Asia (excludes China)	21.7	46.5	22.5	7.6	1.6	100.0
Asia (excludes Chinese Asia)	41.6	32.9	19.5	4.1	1.9	100.0
United Kingdom	58.4	4.2	1.5	0.7	35.2	100.0
Australia	68.3	9.6	4.5	3.2	14.5	100.0
Non Europe (excludes Asia)	51.7	29.5	12.6	3.2	3.0	100.0
Europe (excludes UK)	42.5	35.3	18.6	2.2	1.4	100.0
South Australia Population	40.4	20.3	10.5	2.5	26.3	100.0

7.6 Non-School Qualification

Table 7.13 shows that the South Australia China-born population have attained high levels of education. In 2006, 29.9 per cent of China-born males and 29.2 per cent of females had degrees or higher qualifications.

Table 7.13: South Australia China-born: Non-School Qualification: Level of Education by Sex, 2006

Counting: Persons, Place of Usual Residence
Source: ABS CDATA, 2006 Census of Population and Housing

	Male		Female		Total	
	Number	%	Number	%	Number	%
Postgraduate Degree Level	339	9.3	347	7.8	686	8.5
Graduate Diploma and Graduate Certificate Level	29	0.8	60	1.4	89	1.1
Bachelor Degree Level	720	19.8	890	20.1	1,610	19.9
Sub-total	1,088	29.9	1,297	29.2	2,385	29.5
Advanced Diploma and Diploma Level	226	6.2	449	10.1	675	8.4
Certificate Level	303	8.3	137	3.1	440	5.4
Level of education not stated	241	6.6	299	6.7	540	6.7
Level of education inadequately described	54	1.5	68	1.5	122	1.5
Not applicable	1,726	47.4	2,188	49.3	3,914	48.5
Total	4,726	129.9	5,735	129.3	10,461	129.5

Among the population groups shown in Table 7.14 the China-born had the highest proportion of Graduate/Postgraduate Degree; the third highest proportion of the Bachelor Degree; average proportion of Advanced Diploma or Diploma and a significantly lower proportion of Certificate holders. The post-school qualification distribution pattern of the China-born was similar to the Chinese Asia (excludes China)-born and the Asia (excludes Chinese Asia)-born populations. They all had a significantly higher proportion of Bachelor Degree education levels or above than the rest of the population groups. Compared to China-born males, China-born females had a higher proportion of the Advanced Diploma or Diploma and a lower proportion of the Certificate holders. In terms of education qualifications China-born people are as competitive as the Chinese Asia (excludes China)-born and the Asia (excludes Chinese Asia)-born populations; and more competitive than the rest of the populations; and yet they had the highest overall unemployment rate.

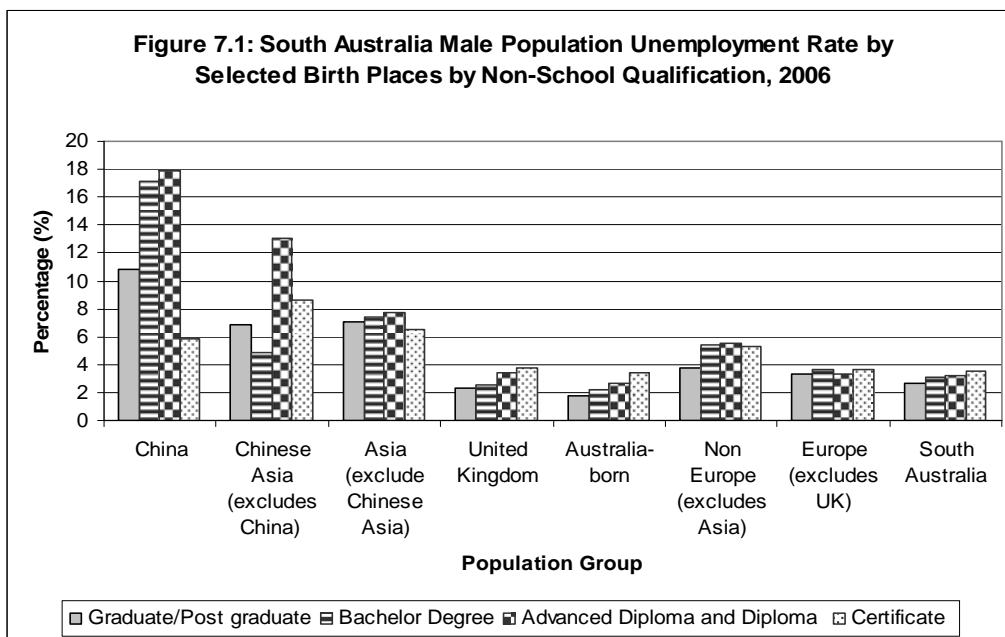
Table 7.14: South Australia: Population Share of Non-School Qualification by Selected BirthPlaces by Sex, 2006

Counting: Persons, Place of Usual Residence

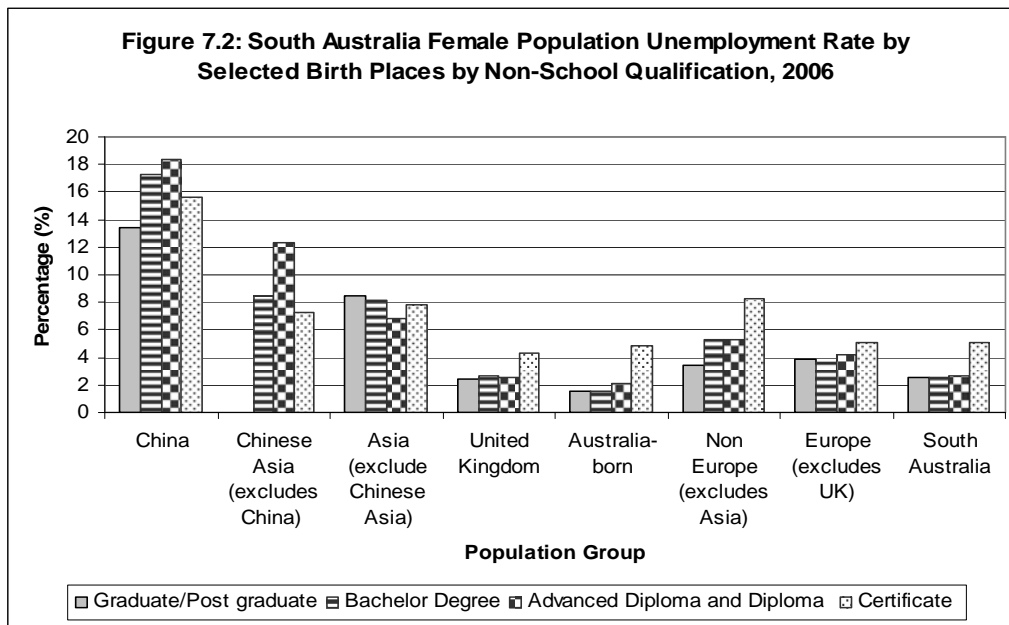
Data Source: ABS CDATA, 2006 Census of Population and Housing

	Sex	Graduate/Post graduate(a)	Bachelor Degree(b)	Advanced Diploma Diploma	and Certificate	Others (Exclude Not Applicable)	Total	(a)+(b)
China	Male	19.2%	37.6%	11.9%	15.9%	15.5%	100.0%	56.8%
	Female	18.0%	39.6%	20.0%	6.1%	16.3%	100.0%	57.6%
	Total	18.6%	38.7%	16.3%	10.6%	15.9%	100.0%	57.2%
Chinese Asia (Exclude China)	Male	15.4%	42.0%	18.6%	12.3%	11.8%	100.0%	57.4%
	Female	13.1%	43.5%	18.8%	12.4%	12.2%	100.0%	56.5%
	Total	14.2%	42.7%	18.7%	12.4%	12.0%	100.0%	56.9%
Asia (exclude Chinese Asia)	Male	16.5%	40.0%	12.0%	16.0%	15.6%	100.0%	56.4%
	Female	11.7%	44.8%	13.6%	12.8%	17.1%	100.0%	56.5%
	Total	14.0%	42.4%	12.8%	14.4%	16.4%	100.0%	56.5%
United Kingdom	Male	7.0%	13.6%	12.7%	53.8%	12.8%	100.0%	20.6%
	Female	8.1%	21.8%	19.7%	25.1%	25.4%	100.0%	29.9%
	Total	7.5%	17.1%	15.7%	41.6%	18.2%	100.0%	24.6%
Australia-born	Male	5.7%	18.0%	12.1%	50.4%	13.7%	100.0%	23.8%
	Female	7.1%	26.4%	17.4%	29.7%	19.4%	100.0%	33.5%
	Total	6.4%	22.0%	14.6%	40.6%	16.4%	100.0%	28.4%
Non Europe (exclude Asia)	Male	13.6%	26.4%	13.2%	32.9%	13.8%	100.0%	40.0%
	Female	12.4%	32.6%	18.7%	20.1%	16.1%	100.0%	45.0%
	Total	13.0%	29.3%	15.8%	26.9%	14.9%	100.0%	42.4%
Europe (Exclude UK)	Male	5.6%	12.6%	10.1%	50.4%	21.3%	100.0%	18.2%
	Female	6.9%	18.7%	16.6%	22.5%	35.3%	100.0%	25.6%
	Total	6.2%	15.2%	12.8%	38.6%	27.2%	100.0%	21.3%
South Australia Population	Male	6.1%	16.8%	11.1%	44.9%	21.1%	100.0%	22.9%
	Female	7.1%	24.3%	16.0%	25.2%	27.4%	100.0%	31.4%
	Total	6.6%	20.3%	13.4%	35.7%	24.0%	100.0%	26.9%

Figures 7.1 and 7.2 show that China-born migrants had much higher unemployment rates than all other population groups across all education levels. There is insufficient evidence to show that the higher the education level the lower the unemployment rate. Typically, China-born male Certificate holders had much lower unemployment rates than those with higher education level qualifications. There could be various reasons for this. One of them could be due to a higher population proportion of labour market new entrants with Advanced Diploma and Diploma qualification or higher, such as the skilled Settler and Long-term Arrivals and the students who finished their studies and joined the labour market. Reasons could also include that the China-born certificate holder were more acceptable or a better fit to the market's needs such as those occupations like Labourers & Related Workers where high education qualification are not required. Alternatively, China-born people with higher education levels may be less willing to accept jobs that are not commensurate with their education levels and/or work experience.



Counting: Persons, Place of Usual Residence
 Data Source: ABS CDATA, 2006 Census of Population and Housing



Counting: Persons, Place of Usual Residence
 Data Source: ABS CDATA, 2006 Census of Population and Housing

7.7 Occupation

Table 7.15 shows, in 2006, only 4.9 per cent of the employed China-born population in South Australia were Managers & Administrators and 23.4 per cent were Professionals. The proportion of Managers & Administrators in the China-born labour force in South Australia was also significantly lower than the total Australia China-born, the South Australian and the Australian populations. China-born in Australia had a higher share of Managers & Administrators than in South Australia. This suggests the South Australia labour market may not as ready as the other states in accepting China-born migrants as Managers & Administrators. If the South Australian labour market was/is not ready to accept China-born as Managers & Administrators, more work needs to be done to help South Australia's workplace to develop confidence and recognise the management and administration skills that China-born migrants have. China-born Managers & Administrators entering the South Australian labour market before it is ready may cause labour absorption problems especially when the proportion of the Managers & Administrators in the overall South Australian labour market is small (only 9.3 per cent).

Table 7.15: Australia and South Australia: Total Population and China-born by Occupation, 2006

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

OCC93P Occupation 93 (ASCO2)	South Australia	South Australia	South			
	China-born Settler Arrivals 2003-06	China-born Long Term Arrivals 2003 06	Australia China-born Population	Australia China-born Population	South Australia Total Population	Australia Total Population
Managers & Administrators	360	108	150	5762	63,154	818101
Professionals	306	318	716	20526	124,132	1748218
Associate Professionals	85	81	365	13377	83,250	1090720
Tradespersons	27	187	301	9460	82,650	1102537
Advanced Clerical & Service	18	4	38	2059	19,572	288832
Intermediate Clerical, Sales & Service	59	33	491	14826	116,069	1536824
Intermediate Production & Transport	3	6	170	7183	56,656	736336
Elementary Clerical, Sales & Service	6	4	226	10339	64,531	858674
Labourers & Related Workers	0	1	604	11344	69,220	758351
Sub-total	864	742	3061	94876	679234	8938593
Inadequately Described	22	25	30	1463	5,700	90680
Not stated	71	240	63	1786	4,966	74909
Not applicable	643	5421	4922	108463	824,440	10751105
Total	1600	6428	8076	206588	2,193,574	19855287
	Percentage					
Managers & Administrators	41.7	14.6	4.9	6.1	9.3	9.2
Professionals	35.4	42.9	23.4	21.6	18.3	19.6
Associate Professionals	9.8	10.9	11.9	14.1	12.3	12.2
Tradespersons	3.1	25.2	9.8	10.0	12.2	12.3
Advanced Clerical & Service	2.1	0.5	1.2	2.2	2.9	3.2
Intermediate Clerical, Sales & Service	6.8	4.4	16.0	15.6	17.1	17.2
Intermediate Production & Transport	0.3	0.8	5.6	7.6	8.3	8.2
Elementary Clerical, Sales & Service	0.7	0.5	7.4	10.9	9.5	9.6
Labourers & Related Workers	0.0	0.1	19.7	12.0	10.2	8.5
Total	100.0	100.0	100.0	100.0	100.0	100.0

The China-born population was overrepresented as Professionals and significantly overrepresented as Labourers & Related Workers in comparison to all Australian China-born, the South Australian and the

Australian labour force. It suggests that there are better opportunities for the China-born new arrivals to take advantage of their social networks to enter these market segments in South Australia. There may also be a higher demand in these market segments in South Australia. Table 7.15 also shows that China-born migrants had a lower share of Associate Professionals, Tradespersons, Advanced Clerical & Service, Intermediate Clerical, Sales & Service, Intermediate Production & Transport, and Elementary Clerical, Sales & Service categories than South Australia's labour force. This indicates room for China-born workers to develop in such occupation groups. With the growth of employment in these market segments, there may also be growth in the Managers & Administrators market segment as well.

There were a large number of China-born Managers & Administrators, Professionals, Associate Professionals, Tradespersons and Intermediate Clerical, Sales & Service Settler and Long-term Arrivals in South Australia. However, not all such skills were efficiently absorbed into South Australia's labour market. The China-born Professionals group was the most efficiently absorbed; however, it appears that China-born Managers & Administrators experienced some difficulties in accessing that labour segment.

Table 7.16 (also see Appendix 2) shows that education and occupation mismatch occurred across all population groups. Obviously, the China-born labour force, especially in South Australia, was significantly underrepresented in respect to Managers & Administrators. Table 7.16 also shows that typically in South Australia as the education level raises the representation of Managers & Administrators among the China-born goes down. Managers & Administrators among the China-born labour force with Postgraduate Degree was very low. Only 2.6 per cent of males and 3.3 per cent of females were Managers & Administrators compared to 20.2 per cent of males and 14.2 per cent of females in South Australian; 8.5 per cent of males and 5.5 per cent of females in the total Australian China-born; and 21.4 per cent of males and 14.2 per cent of females in the Australian labour force.

Table 7.16: Australia Share of Non-School Qualification by Occupation, 2006

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

OCC93P Occupation 93 (ASCO2)	South Australia		Australia China-	Australia
	China-born	South Australia	born	
Postgraduate Degree Level				
Managers and Administrators	2.9	17.7	7.1	18.4
Professionals	63.3	67.0	51.5	61.1
Associate Professionals	7.7	6.7	9.7	8.4
Tradespersons and Related Workers	2.5	0.6	2.1	0.8
Advanced Clerical and Service Workers	0.7	0.6	2.5	1.0
Intermediate Clerical, Sales and Service Workers	10.1	3.6	14.3	5.5
Intermediate Production and Transport Workers	2.0	0.9	2.4	0.9
Elementary Clerical, Sales and Service Workers	3.8	1.1	5.7	2.1
Labourers and Related Workers	6.3	1.1	3.4	0.9
Total	100.0	100.0	100.0	100.0
Graduate Diploma and Graduate Certificate Level				
Managers and Administrators	4.3	15.2	6.0	14.0
Professionals	40.0	63.5	44.0	62.8
Associate Professionals	12.9	9.9	12.4	10.1
Tradespersons and Related Workers	4.3	0.7	3.7	1.0
Advanced Clerical and Service Workers	4.3	1.3	3.0	1.7
Intermediate Clerical, Sales and Service Workers	8.6	6.0	14.2	6.7
Intermediate Production and Transport Workers	4.3	0.5	4.6	0.7
Elementary Clerical, Sales and Service Workers	4.3	1.5	6.5	1.8
Labourers and Related Workers	17.1	0.9	4.5	0.7
Total	100.0	100.0	100.0	100.0
Bachelor Degree Level				
Managers and Administrators	4.8	10.6	6.5	11.9
Professionals	35.9	61.3	32.4	56.9
Associate Professionals	12.4	9.8	13.9	10.8
Tradespersons and Related Workers	2.9	1.4	5.4	1.6
Advanced Clerical and Service Workers	2.2	1.6	2.6	2.1
Intermediate Clerical, Sales and Service Workers	15.1	8.7	16.1	9.7
Intermediate Production and Transport Workers	6.7	1.2	5.5	1.4
Elementary Clerical, Sales and Service Workers	6.1	3.1	9.0	3.4
Labourers and Related Workers	13.1	1.8	7.0	1.6
Total	100.0	100.0	100.0	100.0
Advanced Diploma and Diploma Level				
Managers and Administrators	5.2	12.2	5.8	11.2
Professionals	16.3	31.3	13.4	26.9
Associate Professionals	13.7	22.1	15.5	20.6
Tradespersons and Related Workers	8.1	4.7	8.6	5.3
Advanced Clerical and Service Workers	1.0	3.7	3.2	4.6
Intermediate Clerical, Sales and Service Workers	26.7	16.4	19.3	19.2
Intermediate Production and Transport Workers	3.6	2.2	9.6	2.9
Elementary Clerical, Sales and Service Workers	11.1	4.0	11.9	5.5
Labourers and Related Workers	14.3	2.8	11.3	3.0
Total	100.0	100.0	100.0	100.0
Certificate Level				
Managers and Administrators	5.2	7.8	4.8	7.8
Professionals	2.4	6.2	5.0	6.1
Associate Professionals	9.7	14.1	16.4	13.2
Tradespersons and Related Workers	34.5	31.0	26.0	32.8
Advanced Clerical and Service Workers	0.0	2.1	1.6	2.4
Intermediate Clerical, Sales and Service Workers	10.3	17.3	14.9	16.6
Intermediate Production and Transport Workers	3.8	7.4	8.6	8.1
Elementary Clerical, Sales and Service Workers	2.8	6.0	9.6	5.8
Labourers and Related Workers	29.3	7.2	11.7	6.4
Total	100.0	100.0	100.0	100.0

The Managers & Administrators classification used here included different levels of Managers & Administrators in different industries. This could indicate that China-born employees are more acceptable in lower end Managers & Administrators levels where higher qualifications are not needed. On the other hand, China-born people with a Certificate or higher qualifications were significantly overrepresented as Labourers and Related Workers compared to the total South Australian, Australia China-born and the Australian labour force, especially among males with education levels between Certificate and Bachelor Degree. The share of China-born male Labourers and Related Workers with Graduate Diploma and Graduate Certificate were 25.0 percent, Bachelor Degree were 18.2 per cent, and Advanced Diploma and Diploma, 19.0 per cent. These were more than 1.4 per cent, 2.4 per cent and 3.5 per cent respectively for South Australian males. However, China-born people with a Postgraduate Degree Level had a much lower share of the Labourers and Related Workers than China-born people with lower education levels. This indicates a higher proportion of skills that have been wasted among China-born people.

The share of China-born males with a Postgraduate Degree as Professionals (68.6 per cent) in South Australia was highest when compared to the total Australia China-born, South Australian and Australian labour force. China-born females in South Australia across all education Levels were underrepresented in Professionals in comparison to the total South Australian and Australian labour force. Yet on average they were doing well when compared to the total Australia China-born labour force, and so were the China-born males except for those with a Postgraduate Degree level.

There was a high proportion of Professionals among the China-born people with Postgraduate Degrees, 68.6 per cent of males and 57.7 per cent of females. The share of Professionals significantly fell among the China-born males with Graduate Diplomas and Graduate Certificates and Bachelor Degrees, only 25.0 per cent and 29.4 per cent respectively, which were significantly lower than the total Australia China-born, South Australian and Australian males. China-born females in South Australia had a higher share of Professionals than males across all education levels except people with a Postgraduate Degree. China-born females at Bachelor Degree level or the Advanced Diploma and Diploma level in South Australia had a higher proportion of Professionals than the total Australia China-

born. China-born people with a Bachelor Degree or above were overrepresented in the Associate Professional when compared to the total South Australian labour force.

On average China-born females with Diploma or above were overrepresented in Intermediate Clerical, Sales and Service Workers while males were overrepresented in Tradespersons when compared to South Australia and Australia as a whole.

7.8 Conclusion and Discussion

The 2006 Census shows that the China-born population in South Australia was highly concentrated in metropolitan Adelaide and especially in Eastern Adelaide where better facilities and education institutes can be found. They were younger than the South Australian population as a whole, and females outnumbered males. The China-born population represented just around 0.5 per cent of the South Australian labour force. Even though the China-born population had a high proportion of persons with good English skills and the highest share of high level post-school qualifications, their unemployment rate was the highest among all analysed population groups. They had better labour force participation rates than the other Chinese Asia-born and the Europe born except the UK-born population. They had full employment in the Murray Lands. However, in Adelaide, their employment rate was the worst when compared to other population groups. There is insufficient evidence in this study showing that the longer the China-born settled in Australia, the better their proficiency in spoken English or the higher their education level the better access they had to the labour market. At the same time in different areas of Adelaide their employment situations were different. Spatial factors and especially spatial industrial factors affect their employment situation.

Education and Occupation mismatch happened in various degrees across all post-school qualification levels. The education and occupation mismatch situation among China-born was worse when compared to other population labour force groups. Education and occupation mismatch was not as serious among Postgraduate Degree holders as the other education qualification groups in the China-

born labour force. China-born in South Australia was significantly underrepresented in the Managers & Administrators and overrepresented in Labourers and Related Workers and it happened across all education levels Certificate and higher. China-born people with Bachelor Degrees or above had a significantly higher share of Professionals than those with lower education levels. However, on average their share of professionals was lower than the South Australia labour force as a whole at each education level. China-born females of all post-school qualification levels had a higher share of Professionals than males. This reflects a high demand for the Professionals labour segment.

8 CONCLUSION, POLICY ISSUES AND RECOMMENDATIONS

8.1 Introduction

Although Chinese migration to Australia has a long history, it has only been in the last decade or so that it has been most significant (Hugo, 2007). In 1996, there were 111,009 China-born people in Australia and they comprised 0.63 per cent of the population. By 2008 they had almost tripled to 313,572 or 1.46 per cent of the Australian population. They are having an increasing economic and social impact in Australia. In South Australia this impact has been especially significant. The state lagged economically through the 1990s and early 2000s. Its economic strategy has included increasing population growth through migration, and Chinese migration has played an important role in this. This study has sought to analyse the recent increase in China-born migration to South Australia and assess its impact on its labour force. This final chapter summarises the main findings and assesses their implications for Australian and South Australian immigration and settlement policy.

8.2 Summary of Findings

This study found that the number of Settler Arrivals in South Australia has been increasing rapidly since the change in immigration strategies in the early 21st century. The number of China-born Settler Arrivals in South Australia has also followed this trend. Between 2003-04 and 2007-08 China-born Settler and Long-term Arrivals in South Australia have increased substantially.

8.2.1 Scale, nature and composition of China-born Settler Arrivals

Between 2003-04 and 2007-08, China-born Settler Arrivals not only increased their representation in South Australia but also among the Australia Settler Arrivals. The China-born settlers arriving in South Australia were mainly through the Family and Skilled Migration Programs. The share of Skilled Settler Arrivals was significantly higher than the Family Settler Arrivals. The share of Skilled Settler Arrivals

among the China-born in South Australia was higher when compared to the total China-born in Australia, the South Australian and the Australian Settler Arrivals. Consistent with previous findings (Coughlan 1988; Zhao 2000a) China-born Settler Arrivals between 2003-04 and 2007-08 also had more females than males.

When compared to the total South Australia, the total Australia China-born and the total Australia Family Settler Arrivals, the China-born in South Australia had the second lowest share of Spouses and Fiancées Arrivals, just above the Australia China-born; the second highest share of Parent Settler Arrivals, just below the Australia China-born; and the highest share of others Settler Arrivals. China-born Skilled Settler Arrivals to South Australia mainly came through the Skilled Independent Regional/Regional Sponsored sub-category. They had the highest proportion of Skilled Independent Regional/Regional Sponsored Settler Arrivals compared to the total South Australia, the total Australia China-born and the total Australia Skilled Settler Arrivals; the second highest proportion of Business Skills and the lowest proportion of the Skilled Independent, Australian Linked/Sponsored, Employer Nomination Scheme, Regional Designated Area Sponsored and State/Territory Nominated Independent Settler Arrivals. In fact Skilled Independent Regional/Regional Sponsored Settler Arrivals was the main driver of China-born Skilled Migration in recent years. South Australia has been the main gateway for China-born migrants entering Australia through the Skilled Independent Regional/Regional Sponsored migration scheme.

South Australia has been very successful in taking advantage of the SSRM to get more China-born Skilled Settler Arrivals through the Skilled Independent Regional/Regional Sponsored program. However, China-born Business Skills migration to South Australia has decreased most recently, not only in terms of their share among China-born Settler Arrivals but also in terms of their actual numbers. The share of China-born Skilled Independent Settler Arrivals in South Australia declined, and in 2007-08 the actual number of persons dropped below the 2003-04 level.

The majority of China-born Settler Arrivals to South Australia were young people aged between 25-44 years. The share of this age group was increasing while the share of people aged under 20 years and

aged 45-54 years decreased. However, there were more females than males who claimed they were in the labour force on arrival. Of the Labour Force Arrivals 77.6 per cent of males and 84.8 per cent of the females were aged between 25-44 years. Based on the number of persons who claimed they were in the labour force, their participation rates were higher among males than females. A significantly high proportion of Labour Force Arrivals aged 20-24 were female and a significantly high proportion of Labour Force Arrivals aged 45-54 were males.

Consistent with previous findings (Birrell et al. 2006), this study found that professionals were the main drivers of China-born Settler Arrivals to South Australia. Close to 90 per cent of the employed China-born were in 4 occupation groups: Managers & Administrators, Professionals, Associate Professionals and Intermediate Clerical, Sales & Services. There was a high representation of Professionals, especially among females. The average age of the Professionals was early 30s, while that of the Managers & Administrators was early 40s. The representation of Managers & Administrators decreased while the Associate Professionals and Intermediate Clerical, Sales & Service groups increased among males. The representation of Managers & Administrators and Associate Professionals decreased while the Intermediate Clerical, Sales & Service increased among females.

8.2.2 Scale, nature and composition of China-born Long-term Arrivals

There has been an exponential increase in temporary migration since Temporary Migration Program was introduced. This study found that in 2003-04 to 2007-08 there has been an influx of China-born Long-term Arrivals to South Australia. China-born Long-term Arrivals comprised a high number of students. The other important component was Temporary Business Entry. In recent years, China has become the biggest source of international students in South Australia. It emerged that Chinese students made up one-third of international students in South Australia in recent years.

South Australia has a higher share of China-born Temporary Business Entrants than Australia as a whole. However, the China-born Temporary Business Entrants to South Australia had a lower annual growth rate than the total South Australia, total Australia China-born and total Australia until 2009. In

2009, the number of China-born Temporary Business Entrants to South Australia increased significantly. This reflects the success of the State government's strategies (Department of Premier and Cabinet 2004, pp.11-12).

The China-born Long-term Arrivals had experienced very high employment rates at their arrival, close to 99 per cent and were highly concentrated in the aged 24-44. This is the result of the immigration selection process. Significantly high proportions of Labour Force Arrivals aged 20-24 were females and a high proportion of those aged 45-54 were males. Consistent with previous findings (Birrell et al. 2006), this study also found that the professional component was the main driver of China-born Long-term Labour Force Arrivals to South Australia. On average 94.2 per cent of the employed China-born Long-term Arrivals were concentrated in the following occupation groups: Managers & Administrators, Professionals, Associate Professionals, Tradesperson and Intermediate Clerical, Sales & Service. There was a high share of Professionals among them and especially females. There was a high share of Tradespersons, of which there was a significantly increased share in 2005-06. The share of Intermediate Clerical, Sales & Service has also been increasing.

8.2.3 Labour Market Impact of China-born in South Australia

The Settler and Long-term Arrivals data shows the inflow of China-born migrants does not reflect the stock of China-born settled in South Australia. The Census population shows the stocks of migrants settling in South Australia. In the 2006 Census there were 8076 (3640 males and 4436 females) China-born in South Australia, but less than 50 per cent of them were working. They represented 0.5 per cent of South Australia's labour force which is consistent with their population representation in South Australia. They were highly concentrated in Adelaide and especially Eastern Adelaide.

The China-born population in South Australia was much younger than the Australia-born and the South Australian population as a whole, and highly concentrated in the 20-24 age bracket, which indicates the high proportion of students among them. The proportions for those under 15 and 64+ years were small. This indicates the China-born population group had a higher proportion of working age people

among them than other population groups, as they were also proficient in spoken English and had high education qualifications. This also indicates that a high proportion of China-born people possess good human capital and are ready to enter the labour market. However, in 2006, they had the highest unemployment rates compared to other population groups. This means a large number of China-born migrants who want to work are being under-utilised. These are also consistent with previous research findings (Chiang 2004; Ip 2001; Hon & Coughlan 1997; PC 2006). On average, the China-born labour force participation rate was better than that of other Chinese Asia (excludes China)-born and the Europe (excludes UK)-born population groups. Their employment situation varied between spatial locations, and there were differences between males and females.

In terms of occupations, consistent with previous findings (Makkai & McAllister 1993; Hugo 2006a), the China-born population was underrepresented for Managers & Administrators and overrepresented for Labourers & Related Workers. However, they had a good share of Professionals when compared to the total Australia China-born, the South Australian and Australian population as a whole. The share of Managers & Administrators as well as Professionals among the China-born population in 2006 was significantly lower than the China-born born Settler and Long-term Arrivals between 2003-04 to 2005-06. Consistent with previous findings (Ip 2001; Hon & Coughlan 1997), investigation of the occupation distribution across post-school qualifications found that education and occupation mismatch happened in various degrees across all post-school qualification levels. The situation of the China-born was worse compared to the total Australia China-born, South Australian and Australian population. This indicates that a higher proportion of the China-born skilled labour force in South Australia was under-utilised. However, the degree of mismatch varies across different education levels. As expected China-born migrants with a postgraduate degree were doing much better at upper occupation levels than those with lower educational levels. Unlike previous findings (Ho 2006), however, there was no evidence to show that China-born females experienced more blocked or downward occupational mobility than males. In fact China-born females in South Australia were more likely to be Professionals than males.

8.3 Policy Implications

How successful the immigration policy works for China-born migration depends on how well migrants fill the skill and labour shortages and contribute to the development objectives of the South Australian government. As indicated in Chapter 2, there are a range of visa categories under which the China-born can be accepted as settlers and several of these came under the State-Specific and Regional Migration (SSRM) Scheme which has played a very important role in South Australian immigration. The SSRM Scheme limits where settlers can live for their first three years in Australia. Regional areas can take advantage of the SSRM Scheme to attract settlers by accepting applicants whose points assessment score is slightly below the pass mark. For the South Australian government this allows them to attract more international migration.

In terms of China-born migration, South Australia was very successful in achieving the South Australian government's targets: 'increase the State's population' and 'increase South Australia's share of the national immigration gain' (Hugo 2008b, p.133). The China-born population in South Australia more than doubled in between 2002 and 2006. South Australia also had a higher share of China-born Settler Arrivals than was the case for Australia since 2005-06. South Australia had a higher share of China-born Temporary Business Entrants than was the case for Australia between 2005 and 2009. In addition, South Australia had a higher share of Chinese new student enrolments between 2002 and 2009 than was the case for Australia. The Settler and Long-term Arrivals provided a pool of young and very highly skilled human resources for South Australia.

Since the China-born population was highly concentrated in Adelaide, this did not help the South Australia government's aim 'to maintain and develop viable populations for sustainable regional communities' (Hugo 2008b, p.133). This study does not address interstate migration. However, a large number of the China-born Settler and Long-term Arrivals were young and highly skilled Managers & Administrators and only a small number of them could access this occupation level in South Australia. This indicates many of them might suffer occupation downward mobility or leave the South Australian labour market including moving to other states.

8.4 Policy Recommendations

Immigration policy plays an important role in helping labour and skill shortages in the short-term and increasing population size to provide economies of scale for tackling the ageing population problem in the long-term (Li & Teixeira 2007; Lung 2008). It is very important that immigrants are carefully selected to meet skill needs. If there is a large number of skill surpluses in the market immigrants may spend long periods being unemployed. Thus, as a positive strategy, it is important to recruit immigrants who meet the market needs so that they will merge smoothly into the Australian labour market.

8.4.1 Permanent Migration Program

People coming through the Skilled Stream are carefully assessed to make sure they can meet economic and labour market needs, but there is no such measure being applied to the Family Migration Stream. A higher share of Skilled China-born Settler Arrivals suggests a higher share of human resources with skills will meet South Australia's labour market and economic needs. In terms of these measures China-born Settler Arrivals between 2003-04 and 2007-08 were more labour market competitive than the total Australia China-born, South Australia and Australia Settler Arrivals as a whole.

With the increase in the number of China-born migrants settling in South Australia, the number of eligible sponsorship increases and the demand for family migration can be expected to rise as well. The increase in the share of family settler arrivals will increase the uncertainty of the labour market value of the Settler Arrivals, and thus increase the uncertainty of their economic contribution. Policy makers may need to judge carefully the entries under the Family and Skill Migration to limit its social, labour market and economic impacts in South Australia.

Increased skilled migration to meet the population and labour demands has been an important focus of the current South Australian immigration policy. The State-Specific and Regional Migration (SSRM)

initiatives enable the South Australian government, employers and development bodies to pursue regional development objectives, employment and business outcomes through the use of the more flexible program provisions and threshold criteria for skilled migrants. Apparently an increase in the Skilled Independent Regional/Regional Sponsored, the Long-term Business and Student Arrivals has been a major strategy for South Australia to push the immigration figures up to meet its population and economic goals.

People coming through the Skilled Independent stream have a higher Points Test Mark. The Points Test has been designed to measure migration applicants' ability to fit into the labour market as well contribute to the economy. It is reasonable to believe that the higher the Points Tests Mark the migrants achieved the more employable they are. The decrease in the share and number of Independent Settlers Arrivals among the China-born between 2003-04 and 2007-08 suggests a decrease in the overall labour market and economic competitive components among them. Furthermore, people coming through the Business Skills stream not only get themselves jobs when they set up their own business but also create jobs for other Australians. The decrease in Business Skills among the China-born Settler Arrivals between 2003-04 and 2007-08 suggests a decrease in the share of China-born Arrivals who could do this.

As a result, even though South Australia could take advantage of the SSRM scheme to gain a high share of China-born Skilled Settler Arrivals, they might not be as competitive as other skilled immigration settlers in South Australia or in Australia. To maintain labour force competitiveness and the economic viability of China-born settlers, it is important to retain the Skill Independent component. China-born Settler Arrivals are the most important Business Skills migration source for South Australia. They bring in capital assets and new technologies, facilitate exports and create employment. It is also very important for South Australia to maintain the growth rate of this category among the China-born. Moreover, the Employer Nomination Scheme ensures applicants' employment opportunities when they actually apply. Encouraging businesses to employ China-born migrants could improve interaction between South Australia employers and China-born skilled workers. This may give employers more confidence in China-born skilled migrants and thus improve the latter's employment opportunities.

8.4.2 Long-term Temporary Migration Program

The Long-term Migration Program provides a trial period for China-born temporary migrants to assess if they want to stay in Australia permanently and Australian employers and Authorities to assess if the migrants suit their needs. Long-term migrants could take advantage of the Onshore Migration Scheme to gain permanent residency and provide a substantial pool of permanent labour for South Australia. China-born Skilled Long-term Migrants could help in filling specific skill gaps, and bring with them new ideas, international contacts especially in China and access to new technologies and business practices. The pool of Chinese students in Australia could also provide a substantial source of skilled workers, and this could lead to mutually beneficial exchanges between China and Australia.

China-born migrants can gain permanent residency by participating in the Long-term program first and could practice their English so that they can better understand South Australia's social, labour market and economic setting. This would create a smoother transition into the South Australian community than the direct permanent migration program. In terms of their skills and economic benefits it is important to maintain the growth of the Long-term Migration and especially the Student and Temporary Business Entry. However, the tightening of the onshore migration criteria announced in early February 2010 may be a step backward (Maslen 2010) regarding China-born Long-term Migration to South Australia; and 'this will increase their desperation to find an alternative pathway to permanent residency' (Birrell and Healy, cited in Maslen 2010).

8.4.3 Labour Market Considerations

Even though China-born Settlers and Long-term Arrivals comprise higher proportion of young adults in their working age than the Australia-born population and the other population groups in South Australia, this study found that they were not absorbed as effectively and efficiently as the other population groups.

Since Managers & Administrators are usually the decision-makers about who would be employed during the employment selection process, they were the employment gate keepers. The under-representation of China-born Managers & Administrators also suggests that the new arrivals may not be able to take advantage of the China-born social networks to find employment. Meanwhile, as there are not many China-born Managers & Administrators in South Australia's labour market, it is also suggested that there is less opportunity for South Australian communities to see or interact with China-born employed as Managers & Administrators in workplaces. Consequently there is less opportunity for Australian communities to have confidence in employing China-born as Managers & Administrators.

The small number of China-born employed as Managers & Administrators indicates that South Australia's labour market may not be as ready as expected to accept them into workplaces. The high number of Managers & Administrators coming through Settler and Long-term Arrivals could cause significant absorption problems in South Australia's labour market. Eventually many of them might experience occupation downward mobility, thereby increasing the qualification and occupation mismatches which would further encourage migrants to leave South Australia. On the other hand, an overrepresentation of China-born migrants in the Professional and the Labourers & Related Workers market segments could provide better social network advantage to entering these market segments in South Australia. Thus China-born Professionals and Labourers & Related Workers arriving may continue to have a better opportunity to find employment.

Like Richardson et al. (2001), this study found that China-born Managers & Administrators might suffer the most occupational downward mobility in the transition to the South Australian labour market, with professionals and tradespersons having the greatest occupation stability. With the growth of the China-born labour force in South Australia and an increase in business activities between South Australia and China, the demand for China-born Managers & Administrators in the South Australian labour market could rise.

8.5 Limitations of the Study

People can leave Australia any time they wish. People who indicated they intended to stay for more than 12 months or permanently may in fact leave Australia before 12 months have elapsed. On the other hand, people who indicated they intended to stay for less than 12 months may stay for more than 12 months or permanently. Census data does not show these types of movements. As a result we cannot match the immigration flow data from DIAC with ABS stock data to estimate the number of Permanent or Long-term migrants remaining in the population. Even though Settler or Long-term Arrivals covered all migrants who want to access the labour market, onshore and interstate migrations are two important characteristics of population and labour force movements that this study did not include.

Different countries will naturally have different educational, cultural and politico-economic systems, so this study does not take account that immigrants may have the same educational qualifications but not the same requirements that are demanded in another country's education system. A comparison of the population labour force participation or the unemployment rates based on the 2006 Census data in this study only reflects their situation at census time and not the situation before or after.

Even though the China-born population have significantly lower labour force participation and higher unemployment rates compared to the other population groups, it is a mistake to jump to conclusions to identify the problems as a huge human resource problem. These could in fact be the solutions needed in the South Australian labour market. Building on this theme, immigrant labour force absorption is a very complex process. There are many other different factors which could contribute to the state of migrants' employment, such as what they bring with them in the way of education, industrial and economic, political technology and social assumptions. Furthermore the qualitative components of the education system, industrial and economic development, political structure, technology and social development in a particular country all directly contribute to the skills that people in a country have. This study does not explore the differences in qualitative human capital in different countries of origin.

8.6 Areas for Further Research

Driven both by immigration policy and rapidly developing technology, globalisation, capital flows, tourism, and trade between Australia and China, China-born immigrants have rapidly increased their importance not only in Australia but also in South Australia since the early 2000s. To meet the emerging challenges and opportunities of the 21st century, being able to understand and value the collaboration of cultures, ideas and different perspectives offered by China-born migrants and employing their skills and knowledge to their fullest is important for South Australia to remain economically strong and internationally competitive. To meet all these challenges it is essential for effective immigration policies together with policies that stimulate economic growth to work together. To address these challenges there is a need for high quality research and innovative applications of knowledge as well as improved understanding of migrants and their employment, and also the problems that occur and their causes.

In terms of labour force input or labour market competitiveness, to better understand the employment situation of migrants from a particular country, it is important to get a full picture of all the components that make up the current overall South Australia's labour market. It is important to understand what is present, what is absent, what is in deficit and what is in surplus regarding employment. In other words, it is important to understand the overall demand and supply situation of the marketplace. Thus, it does not make much sense to evaluate one, or a couple of different birthplace groups as standalone human resources in any particular labour market. The situation of one particular group of people does affect, and will be affected by, other groups of people or communities operating in the same market. The employment outcome of a particular population in a market setting is strongly influenced by the human resources from other countries of birth, and what the market demands. In fact, the overall population is the market that the population labour forces serve. To understand the demand from, and the supply to, the labour market, it is important to study the components and the characteristics of the population, population additions (from immigration) as well as the component and characteristics of the labour force and labour force additions (from immigration) to that market.

In terms of policy planning, it is important to further understand/identify the key factors that contribute to the unusually low participation and employment rates of the China-born population in South Australia. Further investigation of the situation/position and composition of immigration inputs from all birthplace groups is needed so that a better understanding of the overall supply to the labour market as well as the overall market base structure is attained. This would help in understanding the labour market migrant settlement situation for each national population group. Investigation of English language skills, education qualifications, age and sex profile, year of arrivals, occupation, economic and industry structures as well as social setting, not only of South Australia's total labour force, but also that of all immigrant groups, is vital for developing settlement and immigration strategies in the future.

9 APPENDICES

Appendix A1

Table A1: South Australia China-born: Share of Long Term Arrivals by Occupation, 2003-04 to 2007-08

Source: DIAC unpublished data

NOTE:

This appendix is included on page 157 of the print copy of the thesis held in the University of Adelaide Library.

Appendix A2

Table A2: Australia: Share of Non-School Qualification by Occupation by Sex

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

OCC93P Occupation 93 (ASCO2)

Education Level	Occupation	Percentage											
		South Australia China-born			South Australia			Australia China-born			Australia		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Postgraduate Degree Level	Managers and Administrators	2.6	3.3	2.9	20.2	14.2	17.7	8.5	5.5	7.1	21.4	14.2	18.4
	Professionals	68.6	57.7	63.3	64.6	70.4	67.0	52.6	50.3	51.5	57.8	65.7	61.1
	Associate Professionals	7.9	7.4	7.7	6.8	6.6	6.7	10.6	8.7	9.7	9.1	7.4	8.4
	Tradespersons and Related Workers	4.8	0.0	2.5	0.9	0.3	0.6	3.5	0.6	2.1	1.1	0.3	0.8
	Advanced Clerical and Service Workers	0.0	1.4	0.7	0.4	0.9	0.6	0.9	4.3	2.5	0.6	1.5	1.0
	Intermediate Clerical, Sales and Service Workers	3.1	17.7	10.1	2.6	4.9	3.6	9.0	20.0	14.3	4.2	7.2	5.5
	Intermediate Production and Transport Workers	3.9	0.0	2.0	1.4	0.1	0.9	4.1	0.5	2.4	1.5	0.2	0.9
	Elementary Clerical, Sales and Service Workers	3.9	3.7	3.8	1.1	1.1	1.1	4.8	6.7	5.7	2.1	2.1	2.1
	Labourers and Related Workers	5.2	7.4	6.3	1.3	0.9	1.1	4.7	2.0	3.4	1.1	0.6	0.9
	Inadequately described	0.0	1.4	0.7	0.6	0.4	0.6	1.3	1.2	1.3	1.1	0.8	1.0
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Graduate Diploma and Graduate Certificate Level	Managers and Administrators	0.0	6.5	4.3	21.3	11.4	15.2	6.0	6.1	6.0	20.0	10.3	14.0
	Professionals	25.0	47.8	40.0	55.0	68.9	63.5	39.8	47.5	44.0	53.3	68.8	62.8
	Associate Professionals	12.5	13.0	12.9	12.5	8.3	9.9	14.2	10.9	12.4	13.5	7.9	10.1
	Tradespersons and Related Workers	12.5	0.0	4.3	1.4	0.3	0.7	6.6	1.3	3.7	1.9	0.4	1.0
	Advanced Clerical and Service Workers	0.0	6.5	4.3	0.7	1.7	1.3	1.6	4.2	3.0	0.8	2.2	1.7
	Intermediate Clerical, Sales and Service Workers	12.5	6.5	8.6	4.6	6.8	6.0	9.6	18.0	14.2	5.3	7.6	6.7
	Intermediate Production and Transport Workers	12.5	0.0	4.3	1.1	0.1	0.5	8.3	1.6	4.6	1.4	0.2	0.7
	Elementary Clerical, Sales and Service Workers	0.0	6.5	4.3	1.3	1.6	1.5	7.3	5.9	6.5	1.8	1.8	1.8
	Labourers and Related Workers	25.0	13.0	17.1	1.4	0.6	0.9	5.6	3.6	4.5	1.1	0.4	0.7
	Inadequately described	0.0	0.0	0.0	0.6	0.3	0.4	1.1	0.8	1.0	0.8	0.4	0.6
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A2 (Contd): Australia Share of Non-School Qualification by Occupation by Sex

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

OCC93P Occupation 93 (ASCO2)

Education Level	Occupation	Percentage											
		South Australia China-born			South Australia			Australia China-born			Australia		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Bachelor Degree Level	Managers and Administrators	6.4	3.4	4.8	14.8	7.1	10.6	9.0	4.1	6.5	16.2	8.0	11.9
	Professionals	29.4	41.4	35.9	57.5	64.6	61.3	28.3	36.5	32.4	52.9	60.5	56.9
	Associate Professionals	13.4	11.5	12.4	10.7	9.0	9.8	15.8	12.0	13.9	12.2	9.6	10.8
	Tradespersons and Related Workers	5.3	0.9	2.9	2.4	0.5	1.4	9.2	1.6	5.4	2.7	0.7	1.6
	Advanced Clerical and Service Workers	1.1	3.2	2.2	1.0	2.2	1.6	0.7	4.5	2.6	0.9	3.0	2.1
	Intermediate Clerical, Sales and Service Workers	9.1	20.1	15.1	5.9	11.0	8.7	9.9	22.3	16.1	6.7	12.3	9.7
	Intermediate Production and Transport Workers	13.1	1.4	6.7	2.1	0.4	1.2	9.3	1.8	5.5	2.4	0.5	1.4
	Elementary Clerical, Sales and Service Workers	3.2	8.6	6.1	2.6	3.6	3.1	7.1	10.9	9.0	2.9	3.8	3.4
	Labourers and Related Workers	18.2	8.8	13.1	2.4	1.3	1.8	8.9	5.2	7.0	2.0	1.1	1.6
	Inadequately described	0.8	0.7	0.7	0.6	0.3	0.5	1.7	1.2	1.4	1.0	0.6	0.8
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Advanced Diploma and Diploma Level	Managers and Administrators	9.5	3.0	5.2	17.4	7.7	12.2	8.1	3.8	5.8	15.9	7.3	11.2
	Professionals	5.7	21.8	16.3	26.4	35.4	31.3	9.9	16.3	13.4	24.6	28.8	26.9
	Associate Professionals	17.1	11.9	13.7	25.6	19.1	22.1	18.1	13.4	15.5	24.9	17.0	20.6
	Tradespersons and Related Workers	18.1	3.0	8.1	8.8	1.3	4.7	15.4	3.1	8.6	9.6	1.6	5.3
	Advanced Clerical and Service Workers	0.0	1.5	1.0	1.7	5.4	3.7	0.8	5.3	3.2	1.3	7.3	4.6
	Intermediate Clerical, Sales and Service Workers	13.3	33.7	26.7	8.5	23.0	16.4	10.1	26.8	19.3	9.5	27.4	19.2
	Intermediate Production and Transport Workers	7.6	1.5	3.6	4.0	0.7	2.2	15.6	4.7	9.6	5.1	1.0	2.9
	Elementary Clerical, Sales and Service Workers	9.5	11.9	11.1	3.3	4.6	4.0	7.4	15.5	11.9	4.2	6.6	5.5
	Labourers and Related Workers	19.0	11.9	14.3	3.5	2.2	2.8	12.8	10.1	11.3	3.9	2.2	3.0
	Inadequately described	0.0	0.0	0.0	0.8	0.5	0.6	1.8	1.1	1.4	1.2	0.7	0.9
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A2 (Contd): Australia Share of Non-School Qualification by Occupation by Sex

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

OCC93P Occupation 93 (ASCO2)

Education Level	Occupation	Percentage											
		South Australia China-born			South Australia			Australia China-born			Australia		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Certificate Level	Managers and Administrators	5.3	4.6	5.2	9.9	3.4	7.8	6.0	3.0	4.8	9.7	3.6	7.8
	Professionals	1.3	6.2	2.4	5.1	8.5	6.2	3.0	8.1	5.0	5.0	8.5	6.1
	Associate Professionals	9.8	9.2	9.7	12.5	17.5	14.1	19.2	12.0	16.4	11.9	16.0	13.2
	Tradespersons and Related Workers	43.1	4.6	34.5	41.5	8.9	31.0	37.2	8.2	26.0	43.4	8.5	32.8
	Advanced Clerical and Service Workers	0.0	0.0	0.0	0.5	5.3	2.1	0.2	3.8	1.6	0.4	6.8	2.4
	Intermediate Clerical, Sales and Service Workers	2.7	36.9	10.3	7.3	38.3	17.3	5.8	29.2	14.9	6.9	38.6	16.6
	Intermediate Production and Transport Workers	2.7	7.7	3.8	10.2	1.6	7.4	10.4	5.8	8.6	10.8	1.9	8.1
	Elementary Clerical, Sales and Service Workers	2.2	4.6	2.8	3.9	10.5	6.0	5.2	16.5	9.6	3.6	10.7	5.8
	Labourers and Related Workers	31.6	21.5	29.3	8.1	5.4	7.2	11.4	12.2	11.7	7.1	4.8	6.4
	Inadequately described	1.3	4.6	2.1	1.1	0.4	0.9	1.4	1.2	1.4	1.1	0.6	0.9
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Level of education inadequately described	Managers and Administrators	9.7	4.5	7.0	12.0	5.3	8.5	10.0	15.0	12.0	11.5	5.6	8.4
	Professionals	15.1	17.7	16.5	17.1	23.1	20.2	16.7	15.0	16.0	19.4	21.9	20.7
	Associate Professionals	15.6	11.7	13.6	14.3	15.2	14.8	20.0	0.0	12.0	15.6	15.0	15.3
	Tradespersons and Related Workers	15.3	4.3	9.4	13.7	2.4	7.8	20.0	0.0	12.0	12.7	1.9	7.0
	Advanced Clerical and Service Workers	0.6	4.3	2.6	1.8	7.6	4.8	0.0	15.0	6.0	1.0	8.5	4.9
	Intermediate Clerical, Sales and Service Workers	9.3	23.1	16.7	10.0	31.2	21.0	13.3	40.0	24.0	10.3	31.3	21.3
	Intermediate Production and Transport Workers	16.0	6.8	11.1	14.3	1.6	7.7	0.0	0.0	0.0	14.9	1.7	8.0
	Elementary Clerical, Sales and Service Workers	5.2	14.4	10.1	5.7	8.1	7.0	0.0	0.0	0.0	5.8	8.7	7.3
	Labourers and Related Workers	11.1	11.0	11.1	9.7	4.9	7.2	10.0	15.0	12.0	7.2	4.5	5.8
	Inadequately described	1.9	2.1	2.0	1.5	0.6	1.0	10.0	0.0	6.0	1.6	0.9	1.2
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table A2 (Contd): Australia Share of Non-School Qualification by Occupation by Sex

Counting: Persons, Place of Usual Residence

Data Source: ABS CDATA, 2006 Census of Population and Housing

OCC93P Occupation 93 (ASCO2)

Education Level	Occupation	Percentage											
		South Australia China-born			South Australia			Australia China-born			Australia		
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Level of education not stated	Managers and Administrators	6.7	5.3	6.0	11.0	4.7	7.9	9.0	13.5	11.3	9.6	4.6	7.1
	Professionals	8.3	10.2	9.2	8.8	12.2	10.5	13.4	9.5	11.3	8.9	12.6	10.8
	Associate Professionals	17.7	12.5	15.1	10.9	12.3	11.6	13.4	4.1	8.5	10.7	11.4	11.1
	Tradespersons and Related Workers	23.1	4.8	13.9	17.4	3.2	10.5	9.0	5.4	7.1	17.8	3.0	10.3
	Advanced Clerical and Service Workers	0.3	2.4	1.4	0.7	5.7	3.1	0.0	4.1	2.1	0.6	7.3	4.0
	Intermediate Clerical, Sales and Service Workers	9.1	21.4	15.2	7.8	30.4	18.9	4.5	25.7	15.6	8.3	30.5	19.6
	Intermediate Production and Transport Workers	12.6	6.8	9.7	18.1	2.7	10.5	20.9	4.1	12.1	19.3	3.0	11.0
	Elementary Clerical, Sales and Service Workers	6.3	17.0	11.7	6.2	15.2	10.6	4.5	8.1	6.4	7.2	15.7	11.5
	Labourers and Related Workers	13.2	16.6	14.9	16.8	12.4	14.6	25.4	25.7	25.5	15.1	10.2	12.6
	Inadequately described	2.6	3.0	2.8	2.3	1.1	1.7	0.0	0.0	0.0	2.5	1.7	2.1
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Not applicable	Managers and Administrators	6.3	4.1	5.2	11.9	4.6	8.3	6.1	2.6	4.3	9.8	4.5	7.3
	Professionals	3.6	4.7	4.2	4.1	4.1	4.1	1.9	5.0	3.5	4.9	4.7	4.8
	Associate Professionals	19.1	10.2	14.8	9.5	11.5	10.5	19.5	8.2	13.6	10.1	11.0	10.6
	Tradespersons and Related Workers	22.1	5.9	14.4	14.7	2.8	8.9	21.1	4.6	12.6	15.3	2.8	9.2
	Advanced Clerical and Service Workers	0.3	2.3	1.3	0.7	6.6	3.6	0.0	1.2	0.6	0.8	7.2	3.9
	Intermediate Clerical, Sales and Service Workers	8.3	20.3	14.0	9.6	31.7	20.4	10.1	24.7	17.6	10.4	31.8	20.8
	Intermediate Production and Transport Workers	12.0	8.1	10.1	21.1	3.6	12.6	10.1	3.2	6.6	21.1	3.8	12.7
	Elementary Clerical, Sales and Service Workers	8.5	21.0	14.5	8.8	21.1	14.8	5.7	15.5	10.8	9.5	22.2	15.6
	Labourers and Related Workers	18.0	21.9	19.8	18.5	13.4	16.0	23.9	34.1	29.1	16.8	11.1	14.0
	Inadequately described	1.8	1.5	1.6	1.2	0.6	0.9	1.5	1.0	1.2	1.3	0.9	1.1
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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