



Australian Government  
Department of Home Affairs

# Continuous Survey of Australia's Migrants

**Cohort 4 Report—Introductory survey 2016**

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# Introduction

The Department of Home Affairs' Continuous Survey of Australia's Migrants (CSAM) examines labour market and other settlement outcomes of recently arrived migrants. It comprises an introductory survey at the six-month stage of settlement and a follow-up survey of these same migrants at the 18-month stage of settlement.

This report highlights the main findings from the introductory survey of migrants, surveyed between September and November of 2016. A comparison is also made between findings of all CSAM introductory surveys conducted between 2013 and 2016. In this report, each year's surveyed migrant group are referred to as a cohort, from Cohort 1 (introductory survey of 2013), to Cohort 4 (introductory survey of 2016).

## Labour market outcomes

### Skilled Migrants

At the six-month stage of settlement Skilled Migrants (that is, primary applicant migrants of the Skill stream) demonstrated mixed employment outcomes compared to the Australian general population (Appendix: Table 1). These outcomes, with a comparison to the Australian labour market at the same period, included:

- employment to population ratio—88.4 per cent; 27.5 points above that for the general population
- labour force participation rate—95.1 per cent; 30.6 points above that for the general population
- unemployment rate—7.0 per cent; 1.4 points above that for the general population
- median annual full-time earnings—\$64,300; \$8,400 below that for the general population
- highly skilled employment to population ratio<sup>1</sup>—62.6 per cent.

The reporting categories for Skilled Migrants were Employer Sponsored, State/Territory Nominated, Offshore Independent, Onshore Independent and Other Skilled (Appendix: Table 2) (these categories are described in more detail in the Survey Methodology section of this report). The Employer Sponsored and Onshore Independent migrants recorded better employment outcomes at the six-month stage of settlement than the other reporting categories. These included, respectively:

- employment to population ratio—93.2 per cent and 90.7 per cent
- labour force participation rate—95.1 per cent and 97.0 per cent
- unemployment rate—2.1 per cent and 6.5 per cent.

These relatively positive outcomes are attributable to Employer Sponsored migrants having a job waiting for them, and Onshore Independent migrants having spent time living and possibly working in Australia, before receiving their permanent visa.

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<sup>1</sup> In this report a migrant's level of employment is defined based on their working in occupations defined in the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Namely:

- highly skilled employment if ANZSCO skill level 1 or 2, which requires an Associate Degree, Advanced Diploma or Diploma level qualification, or higher
- semi-skilled employment if ANZSCO skill level 3 or 4, which requires Certificate III or IV level qualification
- low skilled employment if ANZSCO skill level 5, which requires Certificate I or II level qualification, or lower.

Although Offshore Independent migrants underwent a similar selection process to the Onshore Independent group, they had the highest unemployment rate of all Skilled Migrants at 17.5 per cent—three times higher than for the general population. This finding was offset by this group having the highest incomes of all Skilled Migrants, with median annual full-time earnings of \$75,000.

The high rate of unemployment and high income may be attributable to several characteristics. For example, most of these migrants arrived in Australia without a job-offer so finding work will take time, and as these migrants are selected, in part, on the basis of their employment experience and specialist skills, they may be prepared to wait things out until the right sort of job comes along. Consequently, when they do find work, they tend to end up in better paying jobs. This is supported by previous CSAM follow-up surveys, which found substantially improved employment outcomes for Offshore Independent migrants after an additional 12 months in Australia.

## **Migrating Unit Spouses and Partner Migrants**

Also included in CSAM were Migrating Unit Spouses (secondary applicants from the Skill stream) and Partner Migrants (primary applicant migrants from the Partner visa category of the Family stream). These categories reported less favourable outcomes compared to other surveyed categories, and mixed outcomes compared to the general population (Appendix: Table 1).

### **Migrating Unit Spouses**

- employment to population ratio—60.4 per cent (commensurate with that for the general population)
- unemployment rate—19.3 per cent (over three times above that for the general population)
- labour force participation rate—74.8 per cent (10.3 percentage points above that for the general population)
- median annual full-time earnings—\$52,000 (\$20,700 below that for the general population).

### **Partner Migrants**

- employment to population ratio—61.4 per cent (commensurate with that for the general population)
- unemployment rate—17.8 per cent (around three times above that for the general population)
- labour force participation rate—74.6 per cent (10.1 percentage points above that for the general population)
- median annual full-time earnings—\$51,800 (\$20,900 below that for the general population).

In summary, Skilled Migrants have better labour market outcomes, followed by cohorts comprised of Australian citizens/residents (that is, Non-Migrating Unit Spouses and Spouses of Partner Migrants). That Migrating Unit Spouses and Partner Migrants have less favourable outcomes to Skilled Migrants is not unexpected, as they were not selected for migration on the basis of their skills or employability, and are more likely to have family caring duties—supported by data from previous CSAM follow-up surveys.<sup>2</sup>

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<sup>2</sup> Based on data from CSAM cohorts 1 to 3, 54.2 per cent of Migrating Unit Spouses and 43.1 per cent of Partner Migrants, performed unpaid family care duties, compared to 30.6 per cent for Skilled Migrants (that is, in the two weeks preceding the survey they provided unpaid care for a child and/or elderly/disabled/ill family member).

## Australian resident/citizen spouses

CSAM includes Non-Migrating Unit Spouses of Skilled Migrants, and Spouses of Partner Migrants. These people were either born in Australia or migrated to Australia at an earlier time than their spouse. These two categories reported outcomes less favourable than Skilled Migrants and more similar to the Australian general population (Appendix: Table 1).

### Non-Migrating Unit Spouses

- employment to population ratio—76.0 per cent (15.1 percentage points above that for the general population)
- unemployment rate—10.0 per cent (4.4 percentage points above that for the general population)
- proportion in full-time employment—64.5 per cent (23.1 percentage points above that for the general population).

### Spouses of Partner Migrants

- employment to population ratio—82.1 per cent (21.2 percentage points above that for the general population)
- unemployment rate—6.1 per cent (0.5 percentage points above that for the general population)
- proportion in full-time employment—68.9 per cent (27.5 percentage points above that for the general population).

Although Non-Migrating Unit Spouses, in general, reported comparable employment outcomes to Spouses of Partner Migrants, unlike Spouses of Partner Migrants, their unemployment rate was closer to the average of recent migrants than to the general population.

# Labour market outcomes of Skilled Migrants by cohort over 2013 to 2016

CSAM provides a time series of outcomes for different cohorts of migrants, based on their year of settlement (Appendix: Figure 1). Using the four **introductory surveys** of late 2013, 2014, 2015 and 2016 (cohorts 1-through-4) a comparison of the main findings is made between:

1. cohorts by skilled visa category
2. Skilled Migrants (overall) and the general population (extracted at the corresponding points in time).

## Comparisons between skilled categories by cohort

### Employment to population ratio:

- decreased for the Employer Sponsored, State/Territory Nominated and Offshore Independent categories
- relatively unchanged for Other Skilled, but with some fluctuation between the four cohorts.

### Proportion in highly skilled employment:

- increased for the State/Territory Nominated and Onshore Independent categories
- decreased for Employer Sponsored, Offshore Independent and Other Skilled categories.

### Unemployment rate:

- increased for the Employer Sponsored, State/Territory Nominated, Offshore Independent and Onshore Independent categories
- decreased for the Other Skilled category.

### Labour force participation rate:

- relatively unchanged for all categories.

### Median annual full-time earnings:

- increased for the State/Territory Nominated, Onshore Independent and Other Skilled migrant categories
- decreased for the Employer Sponsored and Offshore Independent categories.

### Proportion in full-time employment:

- decreased for the Employer Sponsored, State/Territory Nominated and Offshore Independent categories
- relatively unchanged for the Onshore Independent and Other Skilled migrant categories.

## Comparison between Skilled Migrants and the Australian general population by cohort

### Employment to population ratio:

- decreased 1.7 percentage points for Skilled Migrants
- increased 0.8 percentage points for the general population.

The difference in the employment rate for Skilled Migrants and the general population remained large, with an average rate over the four years of 89.1 per cent compared to 60.7 per cent.

### Unemployment rate:

- increased 1.0 percentage points for Skilled Migrants
- decreased 0.2 percentage points for the general population.

The difference in the unemployment rate for Skilled Migrants and the general population remained similar—7.0 per cent compared to 5.6 per cent in November 2016.

### Labour force participation rate:

- decreased 0.8 percentage points for Skilled Migrants
- decreased 0.3 percentage points for the general population.

The difference in the participation rate for Skilled Migrants and the general population remained large—95.1 per cent compared to 64.5 per cent in November 2016.

### Median annual full-time earnings:

- increased \$1,400 per year on average for Skilled Migrants—over 3 years
- increased \$1,500 per year on average for the general population—over 2 years.<sup>3</sup>

The difference in the median annual full-time earnings for Skilled Migrants and the general population increased—\$5,900 for in 2014, compared to \$8,600 for in 2016.

### Full-time employment to population ratio:

- fell by 3.0 percentage points for Skilled Migrants
- decreased by 0.7 percentage points, for the general population.

The difference in the full-time employment rate for Skilled Migrants and the general population remained large—76.2 per cent compared to 41.8 per cent in November 2016.

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<sup>3</sup> Data source is Australian Bureau of Statistics (ABS) 6306.0 May 2014 and May 2016 (biennial release), the most comparable Australian population data, to the dates the CSAM introductory surveys were run (October to December of 2013, 2014, 2015 and 2016).



# Occupation, industry and job characteristics

The introductory survey provides detailed data at the occupation and industry level, including the proportion of Skilled Migrants who are working in their nominated occupation at the time of the survey (Appendix: Table 3). It also collects information on the employment characteristics of recent migrants, such as hours worked and proportion who are self-employed (Appendix: Table 4).

## Occupational outcomes

At the six-month stage of settlement almost half (49.1 per cent) of employed Skilled Migrants were working in a professional field, performing the analytical, conceptual and creative tasks that require at least a Bachelor level qualification. This was more than twice the rate for Australian employees aged 15 years and over (23.2 per cent) and well above the rate for most other surveyed categories. The rates of Skilled Migrants working as managers (12.6 per cent) and technicians and trades workers (16.4 per cent) were similar to Australian workers (13.0 per cent and 14.1 per cent respectively).

## Industry of employment

The health care and social assistance industry was the main employer of surveyed migrants (16.8 per cent), accounting for 18.1 per cent of jobs held by Skilled Migrants, 18.7 per cent of jobs held by Migrating Unit Spouses and 14.7 per cent of jobs held by Partner Migrants—compared to 12.8 per cent of Australian workers working in this industry. Skilled Migrants were almost twice as likely to be employed in professional, scientific and technical services (15.5 per cent) than the general population (8.5 per cent), and were more likely to be employed in accommodation and food services (10.1 per cent) than the general population (7.1 per cent).

## Specific occupation

The most common occupations for Skilled Migrants at the six-month stage of settlement were most often found working as registered nurses (7.4 per cent) and software and applications programmers (6.8 per cent).

At the time of the survey, more than two-thirds (68.9 per cent) of the Skilled Migrant population were employed in either their nominated occupation (55.9 per cent) or an occupation of equivalent or higher skill level (13.0 per cent). One-in-five (20.6 per cent) were working at a lower skill level.<sup>4</sup>

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<sup>4</sup> When applying for skilled migration, the vast majority of applicants are required to nominate an occupation that conforms to their skills and experience and which appear on a skilled occupations list. These lists are aligned with different categories of skilled visas, and having a nominated occupation that matches one of these lists is essential for all but Business, Innovation and Investment visas.

## Job characteristics

Of the Skilled Migrant population, 83.5 per cent were employees working for wages and salaries and 76.2 per cent were working full-time, that is, working 35 hours or more per week. This rate of full-time employment was substantially higher than that of other migrant categories and 34.8 percentage points higher than that of Australian workers (as measured by the Australian Bureau of Statistics Labour Force survey in November 2016).

Rate of self-employment was lowest for recently arrived Skilled Migrants (4.9 per cent). All other surveyed categories also had a rate lower than that for the Australian population (10.3 per cent), with the exception of Spouses of Partner Migrants (11.6 per cent). This could reflect that Spouses of Partner Migrants were already established in Australia—either born in Australia or having migrated to Australia at an earlier time than their spouse—and therefore would have somewhat more similar characteristics to those of the general population.

## Migration, demographic and language characteristics

CSAM collects information on migrants' characteristics and social integration (Appendix: Tables 5 to 9). Detailed multifactor analysis is out of scope for this report, such as labour market outcomes by age, English proficiency or Australian qualifications, however, some factors are examined independently, providing an indication of the richness of the CSAM dataset.

### English proficiency

Despite few Skilled Migrants coming from mainly English-speaking countries, more than half (56.5 per cent) of Skilled Migrants and one-third (34.4 per cent) of Partner Migrants spoke English as their main or only language at home. Furthermore, almost all (98.0 per cent) Skilled Migrants and the majority (80.6 per cent) of Partner Migrants claimed a good knowledge of English, that is, either English was their best or only language, or they were able to speak English well or very well.

### Year of Arrival

Around one-quarter (23.5 per cent) of Skilled Migrants and a similar proportion (26.2 per cent) of Partner Migrants had arrived in Australia during 2016 (the same year as the survey)—this includes both onshore and offshore visa category migrants. The remainder had arrived prior to 2016, with 11.5 per cent of Skilled Migrants and 6.7 per cent of Partner Migrants having arrived at least 5 years before their introductory survey.

## The migrating unit

Almost half of all Skilled Migrants (43.8 per cent) were travelling alone, with the remainder travelling as part of a family unit, half of those with children. Almost all Partner Migrants (92.3 per cent) were travelling alone.

Excluding migrants travelling alone, Skilled Migrants arrived with, on average, 2.6 dependants in their migrating unit (including children over 18 years of age), while Partner Migrants arrived with, on average, 1.7 dependants. The difference in the number of dependants between these two groups of migrants was mostly due to Partner Migrants joining their partner who was already residing in Australia—they would not be considered part of their migrating unit.

Based on migrating units with children, there was an average of 1.7 children per migrating unit across all migrant categories, with most of these children living at home at the time of the survey (Appendix: Figure 2). These children were mostly young, with the average migrating unit comprising 1.4 children aged less than 18 years and 0.3 children aged 18 years or over.

## Educational profile

A high level of education is typical for recently arrived Skilled Migrants and Partner Migrants, and compared to the Australian population<sup>5</sup>, at the six-month stage of settlement:

- 94.8 per cent of Skilled Migrants and 70.0 per cent of Partner Migrants had a post-school qualification—compared to 59.3 per cent for the Australian population
- 77.7 per cent of Skilled Migrants and 46.5 per cent of Partner Migrants had a university degree—compared to 26.0 per cent for the Australian population.

Many of these qualifications were attained in Australia, and based on their highest level of education, at the six-month stage of settlement:

- 53.4 per cent of Skilled Migrants and 30.4 per cent of Partner Migrants had an Australian qualification
- 79.4 per cent of all Skilled Migrants and 63.2 per cent of all Partner Migrants had an overseas qualification.

## Carer duties

More than half (51.3 per cent) of Migrating Unit Spouses had provided care or assistance to someone in the last two weeks—substantially more than any other migrant category—of which:

- 49.8 per cent had provided unpaid care to children
- 6.2 per cent had provided unpaid care to other family members (that is, elderly / ill or disabled)
- 4.7 per cent had provided unpaid care to both children and other family members.

Partner Migrants were also likely to have provided unpaid care or assistance to someone in the last two weeks, albeit at a lower level.

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<sup>5</sup> Based on the 2016 Census of those not in full-time study and aged 15 years and over.

# Survey methodology

## About the survey

This report relates to the second iteration of CSAM, with the first iteration run between 2009 and 2011. The second iteration commenced in 2013, and is run every 12 months. It comprises two surveys run concurrently. These are an **introductory survey**, for migrants at the six-month stage of settlement, and a **follow-up survey**, for those who had taken part in the introductory survey 12 months earlier.

The population file included migrants who had been in Australia since mid-April 2015 (that is, six months before the introductory survey)—the eligible window was approximately three-months either side of this time point and was determined differently for migrants with visas granted offshore and onshore:

- Offshore visa—date of arrival: 1 January 2016 to 31 July 2016
- Onshore visa—date of visa grant: 1 January 2016 to 31 July 2016.

The population file consisted of 71,821 sample records, which after data cleansing left 71,696 records as the population frame. The sample selection process was conducted in two stages: initially delivering 16,332 sample records across the target markets (a market being one of the six reporting categories within a state or territory); and a redistribution of surplus sample records that resulted in a sample of 20,000 records. Of these, 3179 sample records were matched to state and territory records. For further information see the [CSAM Methodology Paper](#), available on the Department's website.

A total of 10,060 migrants completed the introductory survey for Cohort 4—a response rate of 50.3 per cent.

Results in the tables and figures have been weighted to help account for any discrepancies between the profile of the 20,000 migrants invited to participate in the introductory survey and the 10,060 migrants completing the introductory survey. This reduces the effects of any respondent bias in the data, so that results can be more easily generalised to the in-scope population.

## Reporting categories used in the survey

A general understanding of the structure of Australia's permanent Migration Program is necessary to understand the results of CSAM. Australia's permanent Migration Program has two major streams:

The **Skill stream** focuses on economic migration by facilitating the migration of people who have the skills, proven entrepreneurial capability or outstanding abilities that will contribute to the Australian economy.

The **Family stream** enables family reunion by allowing the migration of family members such as spouses, children, parents and certain other members of extended families.

CSAM includes people from both streams of the Migration Program.

Within the Family stream, CSAM includes migrants who were granted a Partner visa, that is, those who were married, intending to marry or in a de facto relationship with an eligible Australian resident or citizen. It therefore excludes migrants on Parent, Child or other Family stream visa categories.

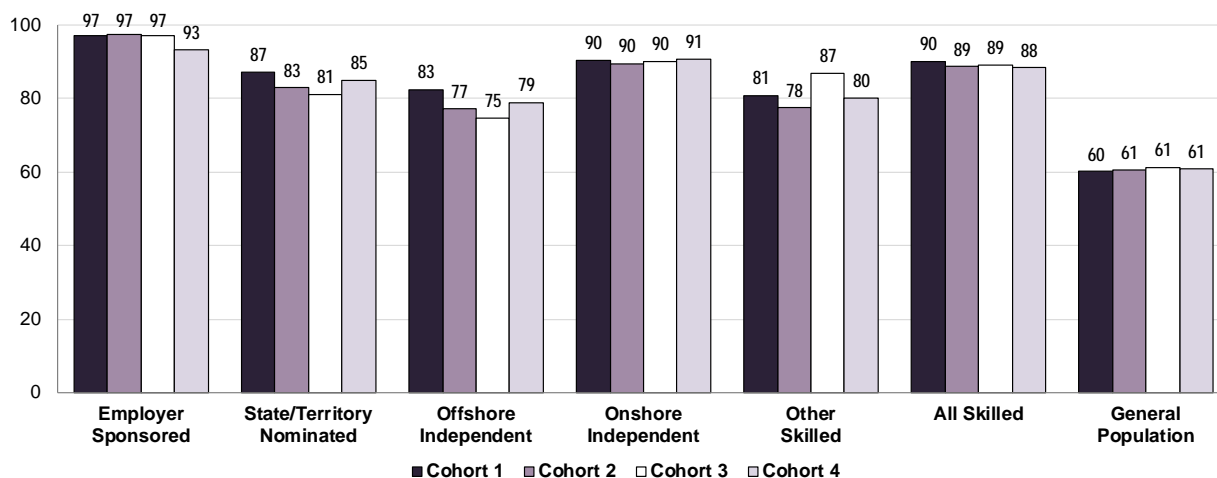
Within the Skill stream, CSAM includes migrants who were granted one of the following visas:

- **Employer Sponsored visa**—granted to applicants sponsored by an Australian employer to fill a genuine skilled vacancy in the employer's business.
- **Offshore Independent visa**—granted to applicants who applied from outside of Australia, and passed a points test (based on an individual's skills and characteristics, such as their age, English ability, qualifications and work experience).
- **Onshore Independent visa**—granted to applicants who applied from within Australia and passed a points test. As they are already in Australia on a temporary visa they may already be working at the time of application.
- **State/Territory Nominated visas**—granted to applicants nominated by a state/territory government, who passed a points test, and have an occupation on that state's/territory's skilled occupation list.
- **Other Skilled visa**—all other visas granted through the Skill stream of the Migration Program.

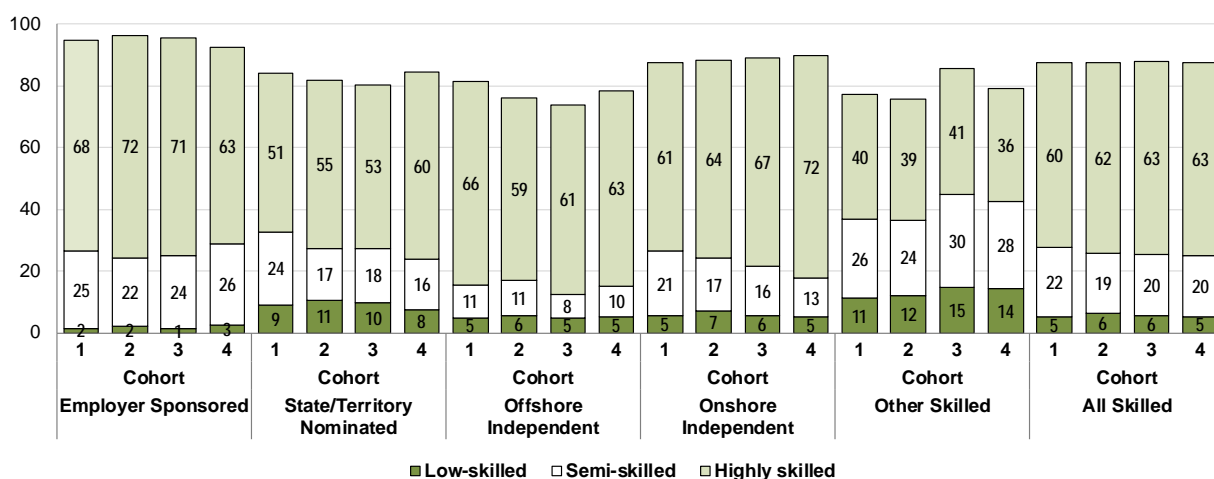
# Appendix: Figures and tables

Figure 1: Comparisons of key employment outcomes

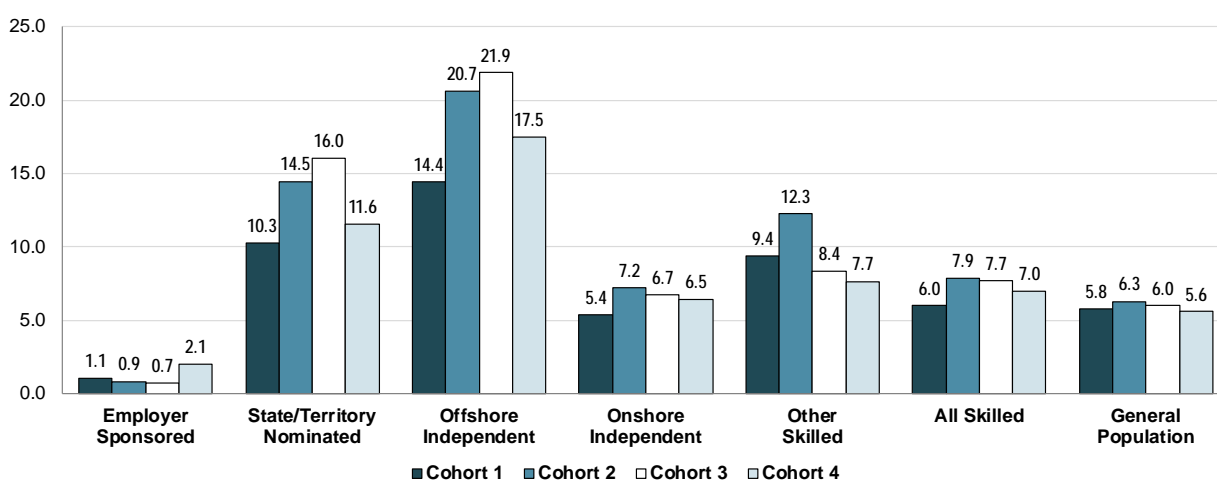
a) Employment to population ratio (per cent)



b) Highly skilled / semi-skilled / low skilled employment to population ratio (per cent)



c) Unemployment rate (per cent)

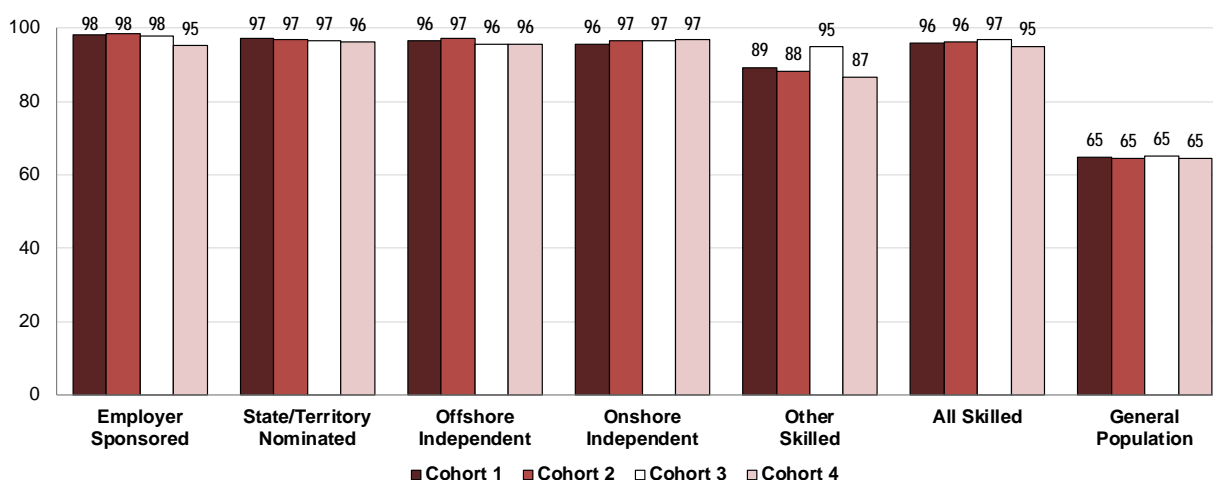


Note: Data reported in Figure 1 may differ slightly from that reported in previous CSAM reports due to revision of data, that is, where initial employment outcomes were not reported at the six-month stage, or there was a marked difference in income between the initial survey and the follow-up survey.

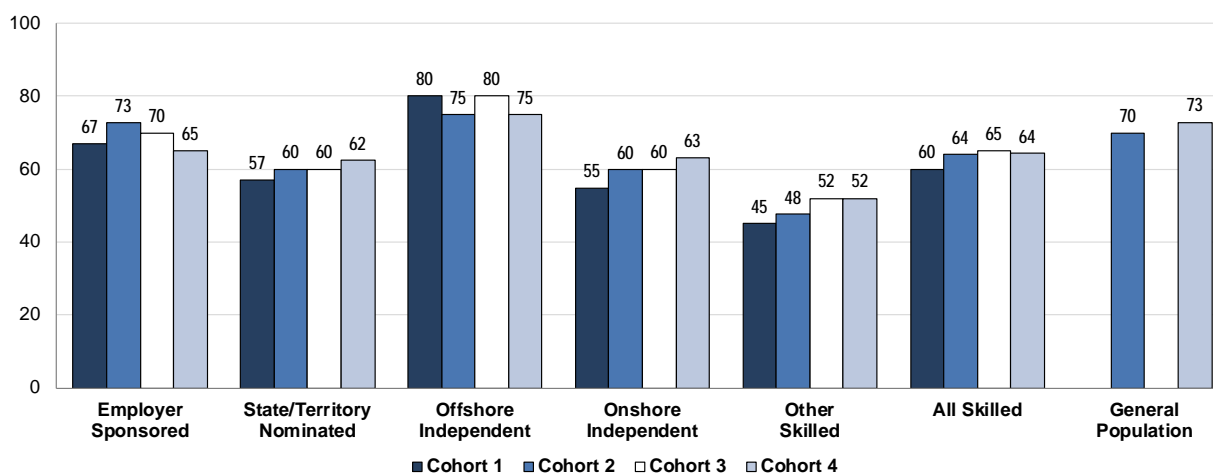
Key: Cohort 1—surveyed in 2013; Cohort 2—surveyed in 2014; Cohort 3—surveyed in 2015; Cohort 4—surveyed in 2016.

**Figure 1 (continued): Comparisons of key employment outcomes**

**d) Labour force participation rate (per cent)**

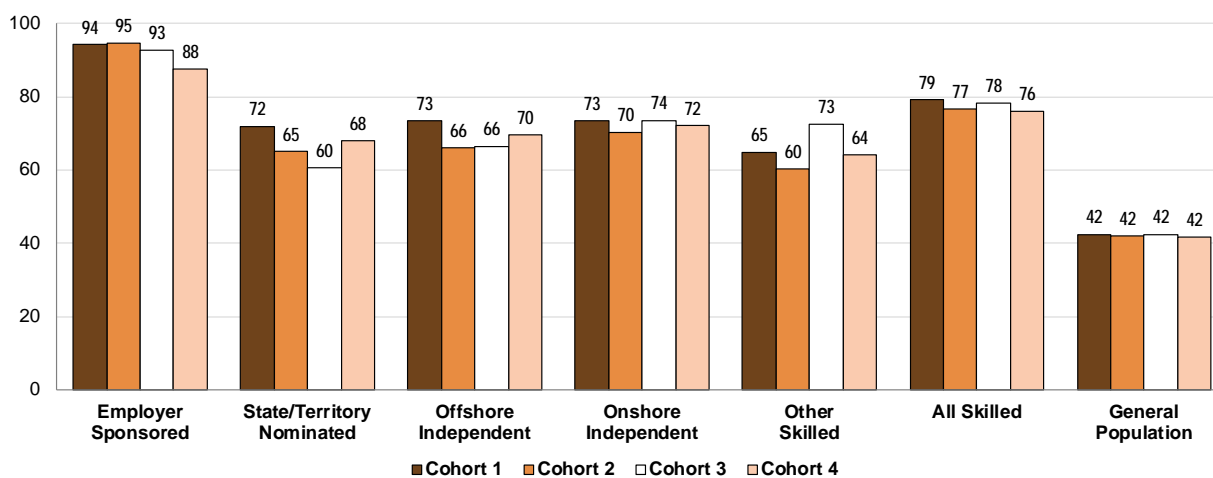


**e) Median annual full-time earnings (\$'000)**



Note: ABS 6306.0 Median full-time earnings data for Australian general population is a biennial release (November 2014 and November 2016 shown).

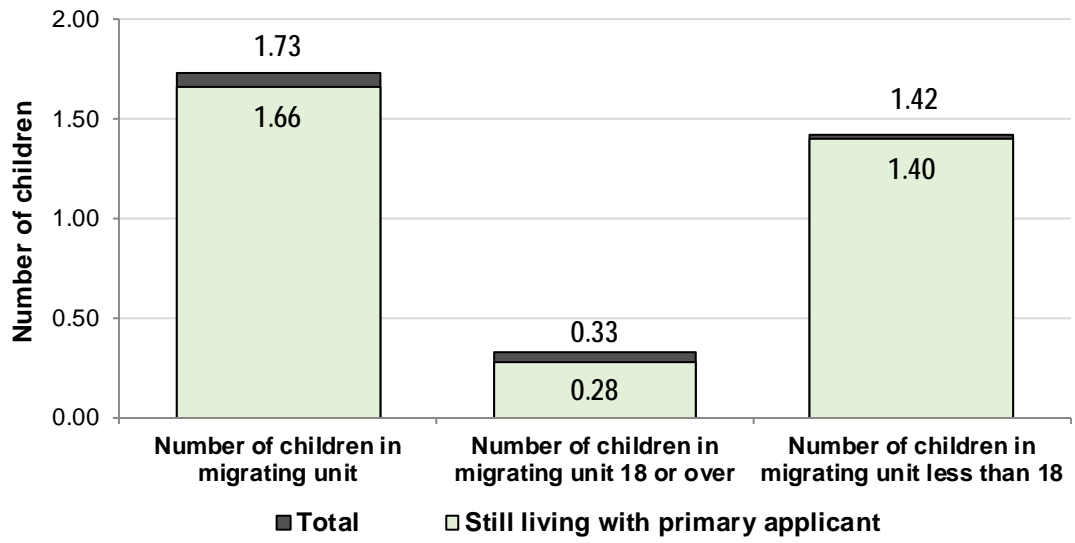
**f) Proportion of population in full-time work (per cent)**



Note: Data reported in Figure 1 may differ slightly from that reported in previous CSAM reports due to revision of data, that is, where initial employment outcomes were not reported at the six-month stage, or there was a marked difference in income between the initial survey and the follow-up survey.

Key: Cohort 1—surveyed in 2013; Cohort 2—surveyed in 2014; Cohort 3—surveyed in 2015; Cohort 4—surveyed in 2016.

Figure 2: Number of children in migrating unit—total and still living with primary applicant



Note: Base sizes exclude 'Not answered/known' responses where applicable; base sizes include respondents with at least one child in migrating unit.



**Table 1: Employment outcomes by visa stream**

	All surveyed migrants <sup>1</sup>	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant	General Pop. <sup>2</sup>
<b>Sample size<sup>3</sup></b>	<b>14,319</b>	<b>7,336</b>	<b>4,259</b>	<b>1,124</b>	<b>2,724</b>	<b>2,641</b>	
<b>Employment outcomes (weighted) (%)</b>							
Employed	70.7	88.4	60.4	76.0	61.4	82.1	60.9
<i>By skill level (of employed):</i>							
Highly skilled <sup>4</sup>	36.1	62.6	25.6	43.9	20.2	38.2	N/A
Semi-skilled <sup>4</sup>	23.1	19.5	21.8	20.2	26.3	33.2	N/A
Low skilled <sup>4</sup>	10.5	5.4	11.2	6.5	14.2	7.5	N/A
Unemployed	11.2	6.7	14.5	8.4	13.2	5.3	3.6
Not in labour force	18.2	4.9	25.2	15.6	25.4	12.6	35.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	13.6	7.0	19.3	10.0	17.8	6.1	5.6
Participation rate	81.8	95.1	74.8	84.4	74.6	87.4	64.5
Proportion self-employed	5.9	4.9	5.7	6.4	6.6	11.6	10.3
Proportion in full-time work	53.9	76.2	39.9	64.5	37.0	68.9	41.4
<b>Earnings and hours (weighted)</b>							
Median annual full-time earnings (\$'000)	57.2	64.3	52.0	62.9	51.8	62.2	72.7
Median annual part-time earnings (\$'000)	30.0	35.0	28.6	30.0	27.8	36.0	28.1
Median annual earnings <sup>5</sup> (\$'000)	51.0	60.0	44.2	56.0	41.7	57.2	54.9
Median hours per week (hours/week)	38.0	40.0	38.0	40.0	38.0	40.0	N/A
Median hourly rate of pay (\$/hour)	26.7	30.0	25.0	28.8	24.6	28.3	N/A

Note: N/A = not available.

1. 'All surveyed migrants' includes the following sub-groups: primary applicant and Migrating Unit Spouse from the Skill stream, and Partner Migrant from the Family stream. Non Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated to Australia as part of a different migrating unit.

2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2016 (Trended) and 6291.0.55.003 November 2016. Earnings figures for Australian employees sourced from ABS 6306.0 May 2016.

3. Base sizes exclude 'Not answered/known' responses where applicable; results may not sum to 100 per cent due to rounding. Note: Three spouse responses are missing due to unknown migrating / non migrating unit spouse status.

4. Excludes a small number of unknown occupations—totals do not add to per cent 'Employed'. See Appendix A: Glossary of the [CSAM Methodology Paper](#), for definitions of the skill levels.

5. Records flagged as outliers, or where stated income is markedly different between introductory and follow-up surveys will be flagged to phone interviewers during the follow-up survey whereby respondents will be asked to confirm or rectify their income information.

**Table 2: Employment outcomes for Skilled Migrants (primary applicants)**

	All Skill stream categories	Employer Spon.	State/ Territory Nom.	Offshore Indep.	Onshore Indep.	Other Skilled <sup>1</sup>	General Pop. <sup>2</sup>
<b>Sample size<sup>3</sup></b>	<b>7,336</b>	<b>1,614</b>	<b>2,038</b>	<b>1,045</b>	<b>1,867</b>	<b>772</b>	
<b>Employment outcomes (weighted) (%)</b>							
Employed	88.4	93.2	85.0	78.9	90.7	80.1	60.9
<i>By skill level (of employed):</i>							
<i>Highly skilled<sup>4</sup></i>	62.6	63.4	60.5	63.1	72.0	36.5	N/A
<i>Semi-skilled<sup>4</sup></i>	19.5	26.4	16.3	10.1	12.7	28.4	N/A
<i>Low skilled<sup>4</sup></i>	5.4	2.5	7.6	5.2	5.0	14.3	N/A
Unemployed	6.7	2.0	11.1	16.8	6.3	6.7	3.6
Not in labour force	4.9	4.9	3.9	4.3	3.0	13.2	35.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Unemployment rate	7.0	2.1	11.6	17.5	6.5	7.7	5.6
Participation rate	95.1	95.1	96.1	95.7	97.0	86.8	64.5
Proportion self-employed	4.9	4.2	3.9	2.5	3.7	16.0	10.3
Proportion in full-time work	76.2	87.7	68.0	69.7	72.0	64.0	41.4
<b>Earnings and hours (weighted)</b>							
Median annual full-time earnings (\$'000)	64.3	65.0	62.4	75.0	63.0	52.0	72.7
Median annual part-time earnings (\$'000)	35.0	36.4	32.8	34.3	36.0	33.8	28.1
Median annual earnings (\$'000)	60.0	64.0	56.6	70.0	57.7	50.0	54.9
Median hours per week (hours/week)	40.0	40.0	38.0	40.0	38.0	38.0	N/A
Median hourly rate of pay (\$/hour)	30.0	31.2	29.3	35.4	30.0	25.0	N/A

Note: N/A = not available.

1. Other Skilled category includes family sponsored migrants. Note: Family stream migrants are not presented in this table.

2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2016 (Trended). Earnings figures for Australian employees sourced from ABS 6306.0 May 2016.

3. Base sizes exclude 'Not answered/known' responses where applicable. Results may not sum exactly to 100 per cent due to rounding.

4. Excludes a small number of unknown occupations—totals do not add to per cent 'Employed'. See Appendix A: Glossary of the [CSAM Methodology Paper](#), for definitions of the skill levels.

**Table 3: Occupation, industry and nominated field by visa stream**

	All surveyed migrants <sup>1</sup>	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant	General Pop. <sup>2</sup>
<b>Sample size<sup>3</sup></b>	<b>10,137</b>	<b>6,243</b>	<b>2,281</b>	<b>741</b>	<b>1,613</b>	<b>2,086</b>	
<b>Occupation category (weighted) (%)</b>							
Managers	10.1	12.6	9.8	12.8	7.6	11.9	13.0
Professionals	32.7	49.1	25.9	40.8	17.4	28.0	23.2
Technicians and trades workers	13.5	16.4	8.5	8.9	12.2	19.3	14.1
Other occupations	43.7	22.0	55.8	37.5	62.8	40.9	49.7
<b>Industry of employment (weighted) (%)</b>							
Health care and social assistance	16.8	18.1	18.7	20.1	14.7	11.7	12.8
Professional, scientific and technical services	10.1	15.5	9.7	12.2	4.5	7.0	8.5
Accommodation and food services	12.7	10.1	13.3	9.2	15.4	7.6	7.1
Retail trade	10.4	8.2	11.2	10.0	12.4	7.8	10.2
Construction	8.2	8.2	6.3	8.4	8.9	12.1	8.9
Other industries	41.7	39.9	40.8	40.0	44.1	53.8	52.5
<b>Most common occupations (weighted) (%)</b>							
Registered nurses	4.1	7.4	1.2	3.4	1.5	2.3	N/A
Software and applications programmers	3.6	6.8	3.1	2.0	0.3	2.0	N/A
Chefs	2.6	3.3	1.6	1.8	2.2	2.7	N/A
Accountants	2.1	3.1	1.6	3.2	1.2	3.2	N/A
Generalist medical practitioners	1.3	2.3	0.9	2.0	0.3	0.4	N/A
Other occupations	86.4	77.2	91.6	87.6	94.6	89.6	N/A
<b>Nominated field of work<sup>4</sup> (weighted) (%)</b>							
Working in nominated field	N/A	55.9	N/A	N/A	N/A	N/A	N/A
Working at the same (or higher) skill level as nominated field	N/A	13.0	N/A	N/A	N/A	N/A	N/A
Working at lower skill level than nominated field	N/A	20.6	N/A	N/A	N/A	N/A	N/A
Not working	N/A	10.6	N/A	N/A	N/A	N/A	N/A

Note: N/A = not available

1. 'All surveyed migrants' includes the following sub-groups: primary applicant and Migrating Unit Spouse from the Skill stream, and Partner Migrant from the Family stream. Non Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated to Australia as part of a different migrating unit.

2. General Pop. = General Population. Occupation Category and Industry of Employment for Australian civilian population aged 15 years and over sourced from ABS 6291.0.55.003 November 2016 (supplement to Australian Labour Force Survey).

3. Base sizes exclude 'Not answered/known' responses where applicable; percentage results may not sum exactly to 100 per cent due to rounding. Note: Three spouse responses are missing due to unknown Migrating Unit Spouse status.

4. Working in nominated field is determined at 4-digit ANZSCO occupation.

**Table 4: Employment: Full-time or part-time status by visa stream**

	All surveyed migrants <sup>1</sup>	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant	General Pop. <sup>2</sup>
<b>Sample size<sup>3</sup></b>	<b>14,319</b>	<b>7,336</b>	<b>4,259</b>	<b>1,124</b>	<b>2,724</b>	<b>2,641</b>	
<b>Employment status (weighted) (%)</b>							
Employee	67.2	83.5	54.7	69.6	54.8	70.5	50.5
Business owner	5.9	4.9	5.7	6.4	6.6	11.6	10.3
Not working	27.0	11.6	39.6	24.0	38.6	17.9	39.1
<b>Full-time, part-time status (weighted) (%)</b>							
Full-time	53.9	76.2	39.9	64.5	37.0	68.9	41.4
Part-time	19.1	12.3	20.5	11.5	24.4	13.2	19.5
Not working	27.0	11.6	39.6	24.0	38.6	17.9	39.1
<b>Working hours (weighted) (hours/week)</b>							
Median working hours	38.0	40.0	38.0	40.0	38.0	40.0	N/A
<b>Time held job (weighted) (month)</b>							
Average number of months held a job in last 12 months including current job	10.1	10.4	N/A	N/A	9.7	N/A	N/A
<b>Number of jobs (weighted)</b>							
Average number of jobs held in last 12 months including current job	1.1	1.3	N/A	N/A	1.0	N/A	N/A

Note: N/A = not available.

1. 'All surveyed migrants' includes the following sub-groups: primary applicant and Migrating Unit Spouse from the Skill stream, and Partner Migrant from the Family stream. Non Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated to Australia as part of a different migrating unit.

2. General Pop. = General Population. Full-time, Part-time status for Australian civilian population aged 15 years and over sourced from ABS 6202.0 November 2016 (Trended). Employment Status for Australian civilian population aged 15 years and over excluding persons living in remote Aboriginal and Torres Strait Islander areas sourced from ABS 6291.0.55.003 November 2016 (supplement to Australian Labour Force Survey)—Base size for calculations derived from estimates of employed persons / not working / civilian population from 6202.0 (see above).

3. Base sizes exclude 'Not answered/known' responses where applicable. Results may not sum to 100 per cent due to rounding. Note: Three spouse responses are missing due to unknown migrating / non migrating unit spouse status.

**Table 5: Demographic and language characteristics by visa stream**

	All surveyed migrants <sup>1</sup>	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant
<b>Sample size<sup>2</sup></b>	<b>14,319</b>	<b>7,336</b>	<b>4,259</b>	<b>1,124</b>	<b>2,724</b>	<b>2,641</b>
<b>Gender<sup>3</sup> (weighted) (%)</b>						
Male	45.1	66.5	NC	NC	28.8	NC
Female	54.9	33.5	NC	NC	71.2	NC
<b>Age at arrival<sup>3</sup> (weighted) (%)</b>						
Less than 25 years	21.9	19.5	NC	NC	23.7	NC
25 to 34 years	56.7	59.1	NC	NC	54.8	NC
35 to 44 years	15.7	17.7	NC	NC	14.3	NC
45 to 54 years	4.2	3.3	NC	NC	5.0	NC
55 to 64 years	1.2	0.3	NC	NC	1.8	NC
65 years and over	0.3	0.1	NC	NC	0.4	NC
<b>Birthplace<sup>3</sup> (weighted) (%)</b>						
Mainly English speaking countries <sup>4</sup>	15.9	17.7	NC	NC	14.5	NC
Other countries	84.1	82.3	NC	NC	85.5	NC
<b>Main origin countries (weighted) (%)</b>						
India	16.3	25.8	NC	NC	9.2	NC
People's Republic of China	11.9	12.0	NC	NC	11.8	NC
United Kingdom <sup>5</sup>	8.2	9.2	NC	NC	7.3	NC
Philippines	8.1	7.5	NC	NC	8.6	NC
Other countries	55.4	45.4	NC	NC	63.1	NC
<b>Main languages spoken (weighted) (%)</b>						
English	44.7	56.5	47.7	65.2	34.4	70.4
Chinese, nfd	5.8	5.8	5.8	3.7	5.8	3.4
Mandarin	6.0	5.3	4.8	4.6	6.9	3.3
Punjabi	2.1	2.2	3.7	2.4	1.4	0.9
Other languages	41.4	30.2	37.9	24.4	51.4	22.2
<b>English proficiency (weighted) (%)</b>						
English best or only language / very well	63.6	78.6	64.5	79.3	51.8	82.5
English spoken well	24.9	19.4	25.9	15.4	28.8	12.6
English spoken not well / not at all	11.4	2.0	9.6	5.3	19.4	4.9

Note: NC = not collected; nfd=not further defined.

1. 'All surveyed migrants' includes the following sub-groups: primary applicant and Migrating Unit Spouse from the Skill stream, and Partner Migrant from the Family stream; Non Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated to Australia as part of a different migrating unit.

2. Base sizes exclude 'Not answered/known' responses where applicable. Results may not sum exactly to 100 per cent due to rounding.

3. Gender, age and birthplace distributions for 'All surveyed migrants' exclude Migrating Unit Spouse. Note: Three spouse responses are missing due to unknown Migrating Unit Spouse status.

4. Mainly English speaking countries refers to: Australia, New Zealand, UK (British Protected Person, British Person, Britain, England, Scotland, Wales, Northern Ireland), Ireland, Ireland (So Stated), Canada, USA, South Africa.

5. 'United Kingdom' includes: England, Scotland, Wales, Northern Island, British Protected Person, British Person and Britain.

**Table 6: Migration characteristics by visa stream (primary applicants)**

	All primary applicants	Skill stream	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>10,060</b>	<b>7,336</b>	<b>2,724</b>
<b>Year of arrival (weighted) (%)</b>			
2016 <sup>2</sup>	25.0	23.5	26.2
2015	22.0	32.4	14.1
2014	21.0	16.3	24.6
2013	15.3	11.2	18.3
2012	7.9	5.1	10.1
2011 or earlier	8.8	11.5	6.7
<b>Main reason for migration (weighted) (%)</b>			
Better future for me or my family	29.1	50.9	12.6
A higher standard of living	6.5	12.6	1.9
Australia's features—beaches, climate, lifestyle, etc.	6.1	10.8	2.5
To join my partner, family or relatives	46.3	2.3	79.7
Work or business opportunities	10.2	21.8	1.5
Education/study	1.4	1.4	1.3
Other reason	0.3	0.2	0.4
<b>Visa reporting category (weighted) (%)</b>			
Employer Sponsored	N/A	37.2	N/A
State/Territory Nominated	N/A	16.6	N/A
Offshore Independent	N/A	11.1	N/A
Onshore Independent	N/A	25.9	N/A
Other Skilled	N/A	9.2	N/A
Partner Migrant	N/A	N/A	100.0
<b>Type of migrating unit (weighted)</b>			
Couple only (%)	N/A	26.9	N/A
Couple with children (%)	N/A	28.3	N/A
Single migrant with children (%)	4.8	1.1	7.7
Single migrant without children (%)	71.4	43.8	92.3
<i>Average number of dependants<sup>3</sup> (no.)</i>	<i>2.4</i>	<i>2.6</i>	<i>1.7</i>

Note: N/A = not available.

1. Base sizes exclude 'Not answered/known' responses where applicable; percentage results may not sum exactly to 100 per cent due to rounding.

2. The vast majority of migrants granted an offshore visa arrived in 2016, and comprise 87.5 per cent of the 2016 arrival cohort. The onshore component covers a much wider range of arrival dates.

3. 'Dependants' include spouses / de facto partners and children living with primary applicants.

**Table 7: Educational characteristics by visa stream (primary applicants)**

	All primary applicants	Skill stream	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>10,060</b>	<b>7,336</b>	<b>2,724</b>
<b>Country of highest education attainment (weighted) (%)</b>			
Australian qualification only	12.1	16.2	8.9
Overseas qualification only	41.9	42.2	41.7
Both Australian and overseas qualification	28.3	37.2	21.5
No post-school qualification	17.8	4.4	27.9
<b>Highest education attainment (weighted) (%)</b>			
Doctoral degree	2.3	4.1	1.0
Master degree	19.4	28.1	12.8
Other postgraduate qualification	3.6	3.8	3.4
Bachelor degree	34.7	41.7	29.3
Diploma/Certificate level	18.7	16.4	20.5
Other post-school qualification	2.0	0.6	3.0
No post-school qualification	19.3	5.2	30.0
<b>Field of study (Australian qualification) (weighted) (%)</b>			
<i>Australian qualification attained</i>	<i>40.3</i>	<i>53.4</i>	<i>30.4</i>
<b>Main field of study for Australian qualification<sup>2</sup></b>			
Management and commerce	31.7	27.2	38.0
Engineering and related technologies	13.3	18.9	5.5
Health	13.5	17.4	8.2
Food, hospitality and personal services	9.8	11.2	7.9
Other field	31.7	25.3	40.4
<b>Field of study (overseas qualification) (weighted) (%)</b>			
<i>Overseas qualification attained</i>	<i>70.2</i>	<i>79.4</i>	<i>63.2</i>
<b>Main field of study for overseas qualification<sup>3</sup></b>			
Engineering and related technologies	18.1	28.1	8.3
Management and commerce	23.8	18.2	29.4
Information technology	12.0	16.4	7.6
Health	11.9	12.5	11.4
Other field	34.2	24.8	43.4

1. Base sizes exclude 'Not answered/known' responses where applicable; percentage results may not sum exactly to 100 per cent due to rounding.

2. Base size includes respondents with Australian qualification where field of study for Australian qualification was available.

3. Base size includes respondents with overseas qualification where field of study for overseas qualification was available.

**Table 8: Highest education attained by field of study for Skill stream and Family stream Partner Migrants (primary applicants)**

	Postgraduate qualification <sup>1</sup>	Bachelor degree	Diploma/Certificate level
<b>Highest education attained by field of study (highest qualification) (weighted) (%)</b>			
<b>Sample size<sup>2</sup></b>	<b>3,260</b>	<b>4,029</b>	<b>1,451</b>
Management and commerce	31.8	25.2	24.6
Information technology	14.7	12.2	4.8
Engineering and related technologies	14.1	18.0	17.8
Society and culture	12.2	12.1	11.8
Health	9.1	16.8	8.0
Natural and physical sciences	5.6	3.6	0.8
Food, hospitality and personal services	0.8	1.4	18.9
Other field	11.6	10.7	13.3
<b>Highest education attained by field of study (Australian qualification) (weighted) (%)</b>			
<b>Sample size<sup>3</sup></b>	<b>1,647</b>	<b>1,214</b>	<b>1,561</b>
Management and commerce	36.6	35.4	29.0
Engineering and related technologies	15.2	12.9	12.5
Information technology	14.7	6.8	2.2
Health	8.8	32.2	7.0
Society and culture	7.7	2.9	18.9
Education	4.4	1.7	4.1
Food, hospitality and personal services	0.7	1.8	18.6
Other field	11.8	6.3	7.6
<b>Highest education attained by field of study (overseas qualification) (weighted) (%)</b>			
<b>Sample size<sup>4</sup></b>	<b>2,061</b>	<b>4,065</b>	<b>1,161</b>
Management and commerce	28.6	22.6	21.7
Society and culture	15.1	14.2	8.3
Information technology	14.6	12.9	8.0
Engineering and related technologies	13.4	20.4	20.1
Health	9.4	13.6	10.1
Natural and physical sciences	7.0	4.2	1.0
Food, hospitality and personal services	0.7	1.1	16.3
Other field	11.2	10.9	14.5

Note: Base sizes exclude 'Not answered/known' responses where applicable. Results may not sum exactly to 100 per cent due to rounding. Field of study ranked by Postgraduate qualification excluding 'Food, hospitality and personal services', which is included due to the higher rate of education in this field for at the Diploma/Certificate level.

1. 'Postgraduate qualification' includes doctoral, master and other postgraduate degrees.

2. 'Base size includes primary applicants with Australian and overseas post-school qualifications, and where field of study of qualification is available).

3. 'Base size includes primary applicants with Australian post-school qualifications and where field of study of Australian qualification is available.

4. 'Base size includes primary applicants with overseas post-school qualifications and where field of study of overseas qualification is available.



**Table 9: Activities in last two weeks by visa stream**

	All surveyed migrants <sup>1</sup>	Skill stream - primary applicant	Skill stream - Migrating Unit Spouse	Skill stream - Non-Migrating Unit Spouse	Family stream - Partner Migrant	Family stream - Spouse of Partner Migrant
<b>Sample size<sup>2</sup></b>	<b>14,319</b>	<b>7,336</b>	<b>4,259</b>	<b>1,124</b>	<b>2,724</b>	<b>2,641</b>
<b>Provision of unpaid care or assistance<sup>3</sup> (weighted) (%)</b>						
To elderly, ill or disabled family members	6.2	3.9	6.2	7.0	8.0	7.6
To own or other children	35.5	27.3	49.8	16.4	35.8	35.0
<i>To own children</i>	33.3	25.1	48.8	14.2	33.2	33.1
<i>To other people's children</i>	2.8	2.5	2.1	2.5	3.4	2.3
<b>To anyone</b>	<b>38.4</b>	<b>29.5</b>	<b>51.3</b>	<b>20.6</b>	<b>39.9</b>	<b>39.1</b>
<b>Other activities in last two weeks (weighted) (%)</b>						
Unpaid domestic work for household	61.4	54.6	64.3	56.7	65.3	58.5
Voluntary work through an organisation/group	6.3	7.0	6.0	6.2	6.0	5.0
Full/part-time study	12.3	9.6	9.9	11.3	15.2	7.7
None	32.2	39.4	30.2	36.5	27.6	36.6

1. 'All surveyed migrants' includes the following sub-groups: primary applicant and Migrating Unit Spouse from the Skill stream, and Partner Migrant from the Family stream. Non Migrating Unit Spouses and Spouses of Partner Migrants are excluded as they were either born in Australia or migrated to Australia as part of a different migrating unit.

2. Base sizes exclude 'Not answered/known' responses where applicable. Note: Three spouse responses are missing due to unknown Migrating Unit Spouse status.

3. Sum of responses may exceed totals due to more than one response permitted.