



Australian Government  
Department of Home Affairs

# Continuous Survey of Australia's Migrants

**Cohort 5 Report—Introductory survey 2017**

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# Introduction

The Department of Home Affairs' Continuous Survey of Australia's Migrants (CSAM) examines employment 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 around November 2017. A comparison is also made between findings of all CSAM introductory surveys conducted between 2013 and 2017. In this report, each year's surveyed migrant group is referred to as a cohort, from Cohort 1 (introductory survey of 2013), to Cohort 5 (introductory survey of 2017).

## Employment 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 employment outcomes, with a comparison to the Australian employment outcomes at the same period, included:

- employment to population ratio—88.8 per cent (26.9 points above that for the general population)
- labour force participation rate—95.6 per cent (30.1 points above that for the general population)
- unemployment rate—7.1 per cent (1.6 points above that for the general population)
- median annual earnings—\$65,000 (\$7,100 above that for the general population) comprised of:
  - full-time—\$68,500 (\$7,800 below that for the general population)
  - part-time—\$39,000 (\$8,900 above that for the general population)
- highly skilled employment to population ratio<sup>1</sup>—63.6 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).<sup>2</sup> The Employer Sponsored and Onshore Independent migrants recorded, on average, better employment outcomes at the six-month stage of settlement, than the other reporting categories.

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<sup>1</sup> Skill level of employment is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Namely:

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

<sup>2</sup> 'Offshore' and 'Onshore' refer to the location of the migrant at the time of their visa grant, for example, migrants in Australia on a temporary visa who are granted an Independent skilled visa, would be classified as an Onshore Independent migrant.

### **Employer Sponsored**

- employment to population ratio—94.2 per cent (5.4 points above the average for all skilled categories)
- labour force participation rate—95.9 per cent (0.3 points above the average for all skilled categories)
- unemployment rate—1.8 per cent (5.3 points below the average for all skilled categories)
- highly skilled employment to population ratio—67.0 per cent (3.4 points above the average for all skilled categories).

### **Onshore Independent**

- employment to population ratio—90.4 per cent (1.6 points above the average for all skilled categories)
- labour force participation rate—97.5 per cent (1.9 points above the average for all skilled categories)
- unemployment rate—7.3 per cent (0.2 points above the average for all skilled categories)
- highly skilled employment to population ratio—70.9 per cent (7.3 points above the average for all skilled categories).

These relatively positive employment 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.

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 16.3 per cent—almost three times higher than for the general population. Offsetting their less favourable unemployment outcome was that Offshore Independent migrants also had the highest incomes of all Skilled Migrants, with median annual full-time earnings of \$82,000.

The high rate of unemployment and high income may be attributable to several characteristics. For example, Offshore Independent migrants are likely to have arrived in Australia without a job-offer, and finding work can take time. In addition, as these migrants are in part selected based on their employment experience and specialist skills, they may be prepared to wait until the right job comes along. Consequently, when they do find work they tend to work in better paying jobs. Previous CSAM follow-up surveys support this, and consistently 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 employment outcomes compared to other surveyed categories, and mixed employment outcomes compared to the general population (Appendix: Table 1).

### **Migrating Unit Spouses**

- employment to population ratio—60.2 per cent (1.7 points below that for the general population)
- unemployment rate—20.0 per cent (14.5 points above that for the general population)
- labour force participation rate—75.3 per cent (9.8 points above that for the general population)
- median annual full-time earnings—\$52,000 (\$24,300 below that for the general population).

### **Partner Migrants**

- employment to population ratio—66.1 per cent (4.2 points above that for the general population)
- unemployment rate—14.6 per cent (9.1 points above that for the general population)
- labour force participation rate—77.3 per cent (11.8 points above that for the general population)
- median annual full-time earnings—\$52,000 (\$24,300 below that for the general population).

## **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 to their spouse. These two categories reported outcomes less favourable than Skilled Migrants (Appendix: Table 1).

### **Non-Migrating Unit Spouses**

- employment to population ratio—81.9 per cent (20.0 points above that for the general population)
- unemployment rate—6.8 per cent (1.3 points above that for the general population)
- proportion in full-time employment—64.6 per cent (21.9 points above that for the general population).

### **Spouses of Partner Migrants**

- employment to population ratio—85.5 per cent (23.6 points above that for the general population)
- unemployment rate—4.8 per cent (0.7 points below that for the general population)
- proportion in full-time employment—70.8 per cent (28.1 points above that for the general population).

## **Summary**

In general, Skilled Migrants had better employment outcomes than other surveyed groups, followed by Australian citizens/residents (that is, Non-Migrating Unit Spouses and Spouses of Partner Migrants).

That Migrating Unit Spouses and Partner Migrants had the least favourable employment outcomes was not unexpected. This is likely because they were:

1. not selected for migration on the basis of their skills or employability, as opposed to Skilled Migrants
2. more likely than most other surveyed categories to have family caring duties—supported by data from previous CSAM follow-up surveys.<sup>3</sup>
3. relatively new to Australia, with all of the inherent employment integration challenges this includes, as opposed to Non-Migrating Unit Spouses and Spouses of Partner Migrants, who were either born in Australia or had migrated to Australia at an earlier time.

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<sup>3</sup> Based on data from CSAM cohorts 1 to 4, 56.2 per cent of Migrating Unit Spouses and 45.1 per cent of Partner Migrants performed unpaid family care duties (that is, in the two weeks preceding the survey they provided unpaid care for a child and/or elderly/disabled/ill family member). By comparison, 31.4 per cent for Skilled Migrants, 44.9 per cent of Spouses of Partner Migrants, and 29.2 per cent of Non-migrating Unit Spouses 29.2 per cent, performed unpaid family care duties.

# Employment outcomes of Skilled Migrants by cohort over 2013 to 2017

CSAM provides a time series of outcomes for different cohorts of migrants, based on their year of settlement (Appendix: Figure 1). Using the five introductory surveys from 2013 to 2017 (cohorts 1-through-5), comparisons are provided of employment outcomes between:

- skilled reporting categories—using a linear trend (presented in order of the category with the least, to most, absolute value change in outcomes)
- Skilled Migrants and the general population—using change in outcomes between the 2013 and 2017 surveys.

## Comparisons between cohorts for skilled categories

### Employment to population ratio:

- downward trend for Offshore Independent (marginal)<sup>4</sup>, Employer Sponsored and State/Territory Nominated
- upward trend for Onshore Independent (marginal) and Other Skilled.

### Proportion in highly skilled employment:

- downward trend for Employer Sponsored
- upward trend for Offshore Independent (marginal), Other Skilled, State/Territory Nominated, and Onshore Independent.

### Unemployment rate:

- downward trend for Other Skilled
- upward trend for Offshore Independent (marginal), Onshore Independent (marginal), Employer Sponsored (marginal) and State/Territory Nominated.

### Labour force participation rate:

- downward trend for Offshore Independent (marginal), State/Territory Nominated (marginal), and Employer Sponsored
- upward trend for Other Skilled (marginal) and Onshore Independent (marginal).

### Median annual full-time earnings:

- upward trend for Employer Sponsored (marginal), Offshore Independent (marginal), Onshore Independent, State/Territory Nominated and Other Skilled.

### Proportion in full-time employment:

- downward trend for State/Territory Nominated and Employer Sponsored
- upward trend for Offshore Independent (marginal), Onshore Independent (marginal) and Other Skilled.

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<sup>4</sup> 'Marginal' descriptor indicates slope of linear trend line is between +/-0.5.

## Comparison between Cohorts 1 and 5 for Skilled Migrants and the Australian general population

### Employment to population ratio:

- decreased 1.4 percentage points for Skilled Migrants
- increased 1.0 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 five years of 89.0 per cent and 61.1 per cent, respectively.

### Unemployment rate:

- increased 1.1 percentage points for Skilled Migrants
- decreased 0.4 percentage points for the general population.

The difference in the unemployment rate for Skilled Migrants and the general population increased between 2013 and 2014. In 2013, the unemployment rate for Skilled Migrants was commensurate with that for the general population, at 6.0 per cent and 5.8 per cent respectively. From 2014 to 2017, the difference was greater and relatively constant, with an average rate over the four years of 7.4 per cent and 5.8 per cent, respectively.

### Labour force participation rate:

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

The difference in the participation rate for Skilled Migrants and the general population remained large, with an average rate over the five years of 95.9 per cent and 64.9 per cent, respectively.

### Median annual full-time earnings:

- increased \$2,100 per year on average for Skilled Migrants
- increased \$1,600 per year on average for the general population.<sup>5</sup>

Some caution needs to be taken in comparing the median annual full-time earnings for Skilled Migrants and the general population as the date of the data extractions do not align. Nevertheless, a degree of convergence over the four years has been observed.

### Full-time employment to population ratio:

- decreased by 0.5 percentage points for Skilled Migrants
- increased by 0.2 percentage points for the general population.

The difference in the full-time employment rate for Skilled Migrants and the general population remained large, with an average rate over the five years of 77.8 per cent and 42.3 per cent, respectively.

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<sup>5</sup> Source: Australian Bureau of Statistics (ABS), Employee Earnings and Hours, Australia, May 2018 release, 6306.0, data presented is based on May 2014 and May 2018—the closest dates to when the CSAM introductory surveys were run.



# 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 and Table 4). It also collects information on the employment characteristics of recent migrants, such as hours worked and proportion who are self-employed (Appendix: Table 5).

## Occupation

At the six-month stage of settlement almost half (44.4 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 almost twice the rate for Australian workers (23.6 per cent) who were aged 15 years and over, and well above the rate for most other surveyed categories. The rates of Skilled Migrants working as managers (15.8 per cent) and as technicians and trades workers (18.4 per cent) were slightly higher than for Australian workers (12.5 per cent and 14.4 per cent respectively).

Of those Skilled Migrants employed at the six-month stage of settlement, the two most common occupations were software and applications programmer (6.7 per cent) and registered nurse (5.5 per cent).

At the time of the survey, more than two-thirds (69.4 per cent) of the Skilled Migrant population were employed in either their nominated occupation (54.8 per cent), or in an occupation of equivalent or higher skill level (14.6 per cent). One-in-five (20.4 per cent) were working at a lower skill level.<sup>6</sup>

## Industry

The health care and social assistance industry was the main employer of surveyed migrants, accounting for 14.8 per cent of jobs held by Skilled Migrants, 18.3 per cent of jobs held by Migrating Unit Spouses and 13.5 per cent of jobs held by Partner Migrants—compared to 13.3 per cent for Australian workers employed in this industry. Skilled Migrants were almost twice as likely to be employed in professional, scientific and technical services (16.3 per cent) than the general population (8.2 per cent), and were more likely to be employed in accommodation and food services (10.4 per cent) than the general population (7.2 per cent).

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<sup>6</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 skilled occupation lists align with different categories of skilled visas, and having a nominated occupation that matches one of these lists is required for all but Business, Innovation and Investment visas.

## Job characteristics

At the six-month stage of settlement, 82.5 per cent of Skilled Migrants were employees working for wages and salaries and 6.3 per cent were business owners (with the remaining 11.2 per cent not working). The rate of business ownership was lower for each of the surveyed categories than it was for the Australian population (10.6 per cent), with the exception of Spouses of Partner Migrants (14.8 per cent). Similarly, when the examination is limited to only those actually working, the proportion of business owners was 7.1 per cent for Skilled Migrants, 17.1 per cent for the Australian population, and 17.3 per cent for Spouses of Partner Migrants.

The proportion of business owners amongst Spouses of Partner Migrants was higher than for Skilled Migrants, reflecting that Spouses of Partner Migrants were already established in Australia—either born in Australia or having migrated to Australia at an earlier time to their spouse.

At the six-month stage of settlement, 78.7 per cent of Skilled Migrants were working full-time, that is, working 35 hours or more per week, and 10.1 per cent were working part-time (with the remaining 11.2 per cent not working). This rate of full-time employment was substantially higher than that of other migrant categories (ranging from 7.9 percentage points to 38.8 percentage points higher) and was 36.0 percentage points higher than that for the general population.

## Migration, demographic and language characteristics

CSAM collects information on the characteristics and social integration of migrants (Appendix: Tables 6 to 10). Detailed multifactor analysis is out of scope for this report, such as employment outcomes by age, English proficiency or Australian qualifications, however, examined independently are some factors 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 (55.2 per cent) of Skilled Migrants and more than one-third (36.2 per cent) of Partner Migrants spoke English as their main or only language at home. Furthermore, almost all (97.8 per cent) Skilled Migrants and the majority (83.2 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 (26.4 per cent) of Skilled Migrants and almost one-in-five (18.0 per cent) of Partner Migrants had arrived in Australia during 2017 (the same year as the survey)—this includes migrants that were granted a visa onshore as well as those granted their visa while they were offshore. The remainder had arrived before to 2017, with 11.7 per cent of Skilled Migrants and 8.9 per cent of Partner Migrants having arrived at least 5 years before their introductory survey.

## The migrating unit

Around four-in-ten of all Skilled Migrants (40.1 per cent) were travelling alone, with the remainder travelling as part of a family unit, and more than half of those with children. Almost all Partner Migrants (94.1 per cent) were travelling alone.

Excluding migrants travelling alone, Skilled Migrants arrived with, on average, 2.7 dependants in their migrating unit (including children over 18 years of age), while Partner Migrants arrived with, on average, 1.6 dependants. The difference in the number of dependants between these two groups of migrants is largely because Partner Migrants migrate to join their Australian resident partner (who is already in Australia and thus not part of the migrating unit).

Based on migrating units with children, there was an average of 1.8 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 minors, with the average migrating unit comprising 1.4 children aged less than 18 years and 0.4 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>7</sup>, at the six-month stage of settlement:

- 95.7 per cent of Skilled Migrants and 73.3 per cent of Partner Migrants had a post-school qualification—compared to 59.3 per cent for the Australian population
- 77.6 per cent of Skilled Migrants and 51.4 per cent of Partner Migrants had a university degree—compared to 26.0 per cent for the Australian population.<sup>8</sup>

Many of these qualifications were attained in Australia, and at the six-month stage of settlement:

- 49.3 per cent of Skilled Migrants and 33.4 per cent of Partner Migrants had an Australian qualification
- 82.1 per cent of Skilled Migrants and 63.0 per cent of Partner Migrants had an overseas qualification.

## Carer duties

More than half (53.5 per cent) of Migrating Unit Spouses provided care or assistance to someone in the two weeks before they were surveyed—substantially more than any other migrant category, namely:

- 51.9 per cent had provided unpaid care to children
- 6.5 per cent had provided unpaid care to other family members (that is, elderly / ill or disabled)
- 5.6 per cent had provided unpaid care to children as well as to other family members.

Of the remaining categories, Partner Migrants were the most likely to have provided unpaid care or assistance to someone in the last two weeks, albeit at a lower level of 37.1 per cent.

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<sup>7</sup> Based on the 2016 Census of those not in full-time study and aged 15 years and over.

<sup>8</sup> “Post-school—qualification level unknown” response (see Appendix: Table 7) have been proportioned evenly across all post-school qualifications levels.

# 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: 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 settled in Australia mid-April 2017, with the eligible window approximately three-months either side of this time point, and determined differently for migrants with visas granted offshore and onshore:

- Offshore visa—date of arrival: 1 January 2017 to 31 July 2017
- Onshore visa—date of visa grant: 1 January 2017 to 31 July 2017.

The population file consisted of 69,165 sample records, which after data cleansing left 69,088 records as the population frame. The sample selection process was conducted in two stages: initially delivering 15,993 sample records distributed 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, 3516 sample records were matched to state and territory records. For further information see the [CSAM Methodology Paper](#) on the Department's website.

A total of 9382 migrants completed the introductory survey for cohort 5—a response rate of 46.9 per cent.

Results in the tables and figures were weighted to help account for any discrepancies between the profile of the 20,000 migrants invited to participate in the introductory survey and the 9382 migrants completing the introductory survey. This reduced 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:

1. **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.
2. **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.

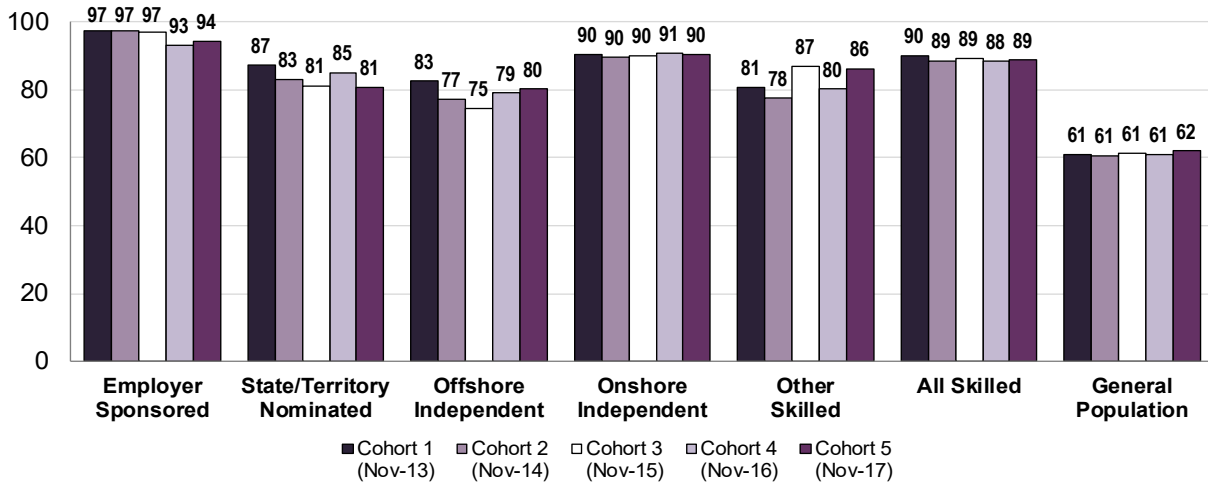
Within the Skill stream, CSAM includes migrants granted one of the following visas:

- **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.

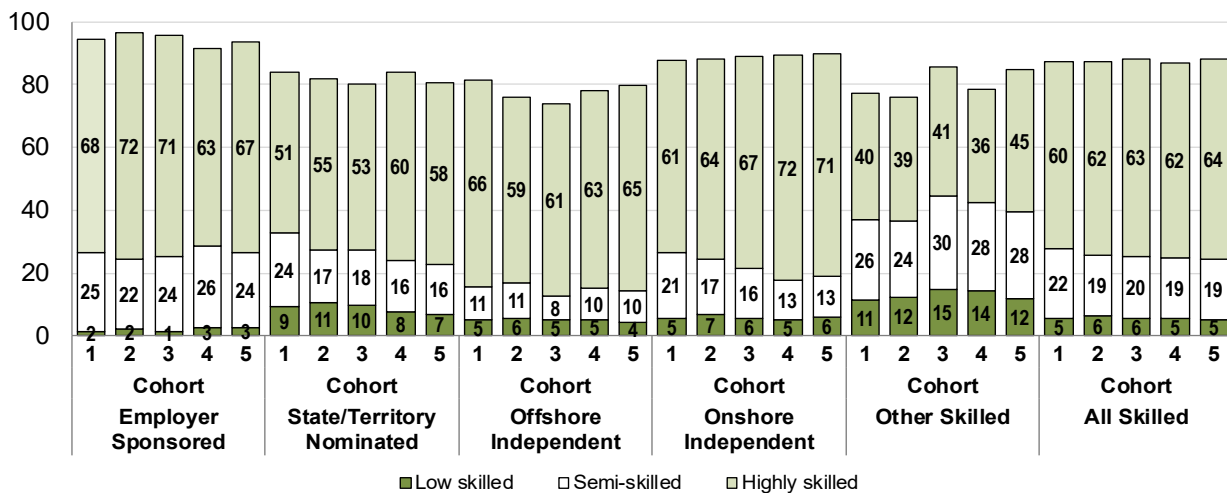
# Appendix: Figures and tables

Figure 1: Comparisons of key employment outcomes between survey cohorts (primary applicants) and the Australian general population, by settlement period

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)

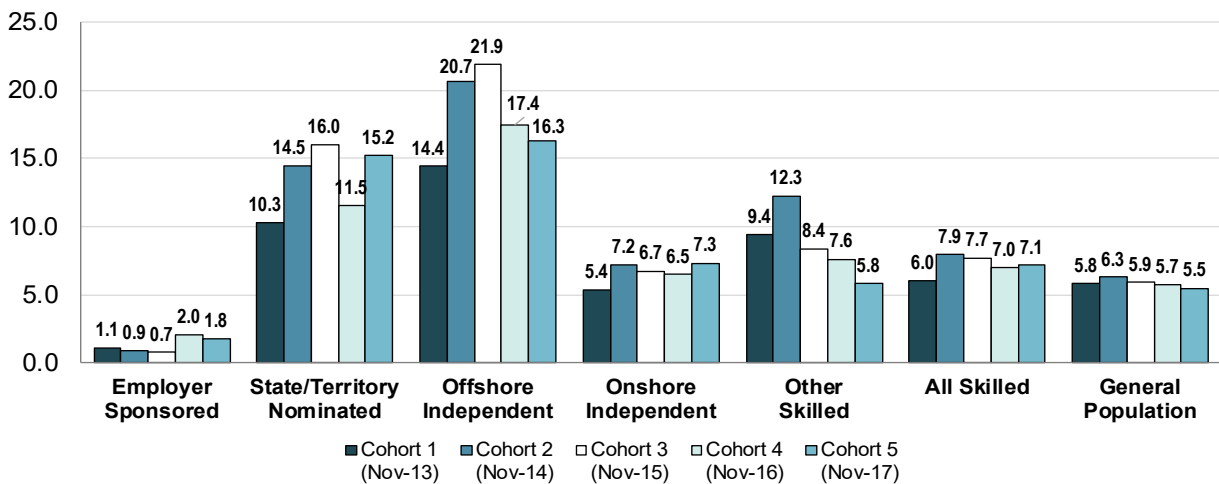
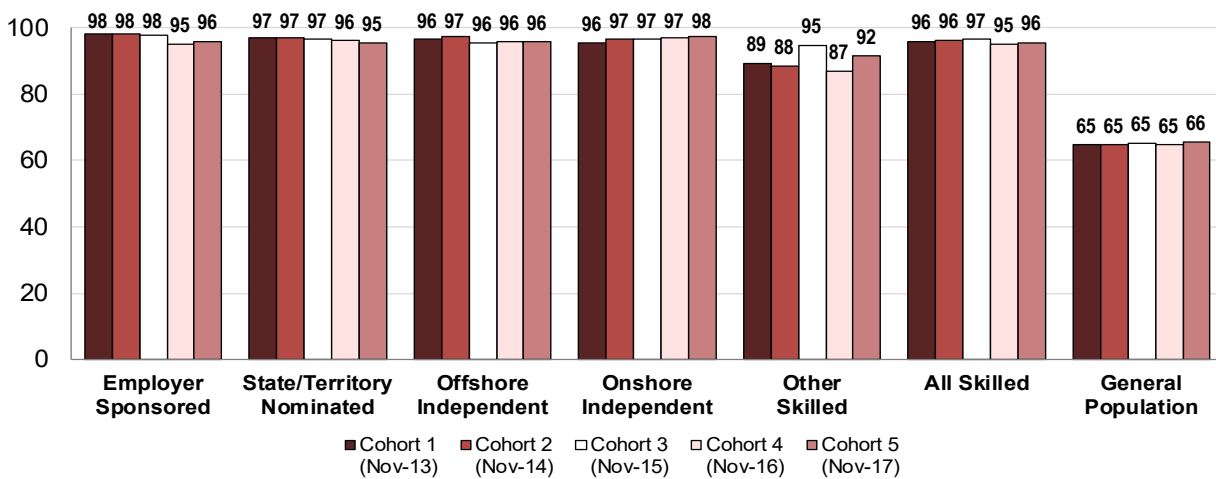
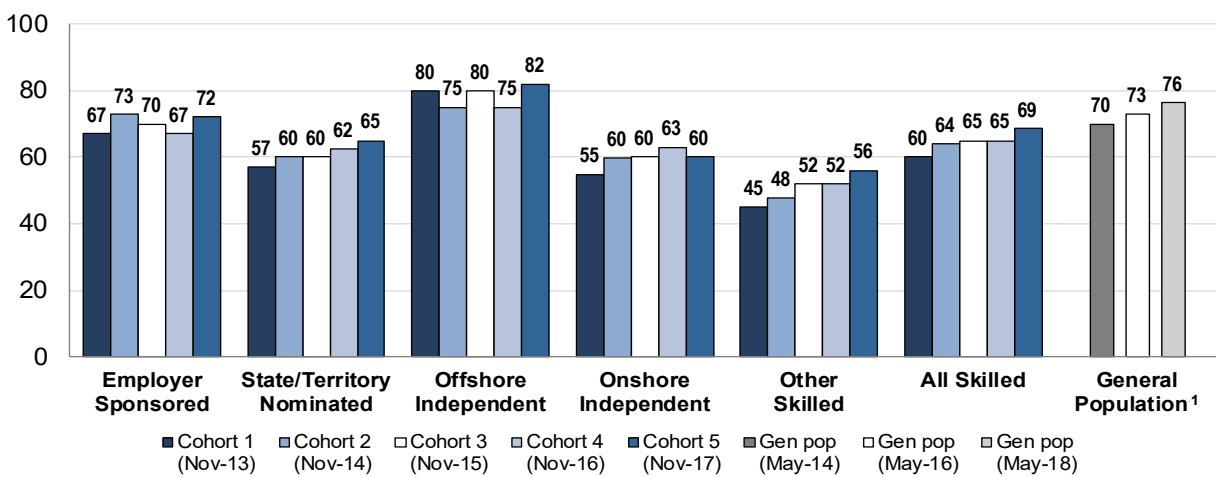


Figure 1 (continued)

d) Labour force participation rate (per cent)

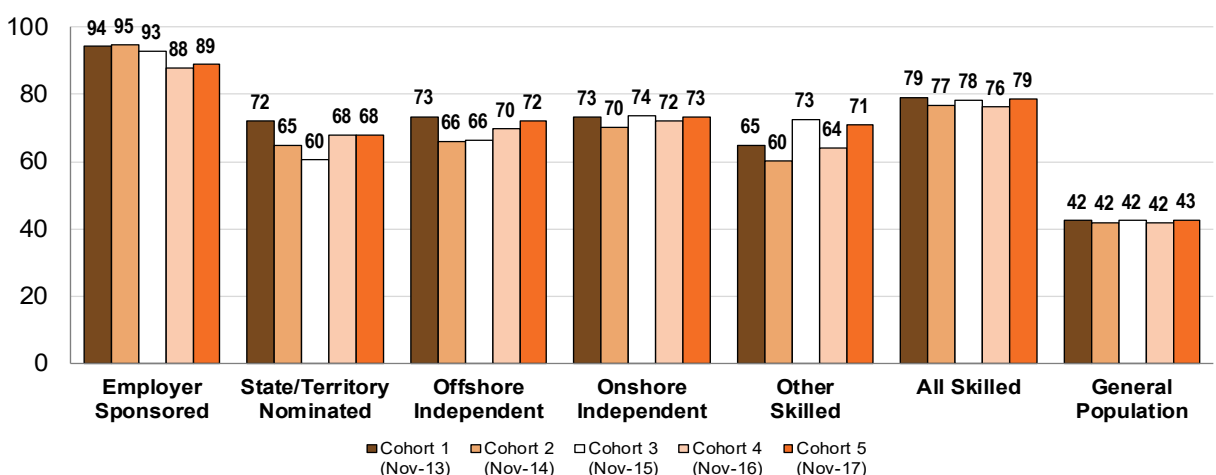


e) Median annual full-time earnings (\$'000)



1. Data for Australian general population is a biennial release (May 2014, May 2016 and May 2018) the closest dates to when the CSAM surveys were run.

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

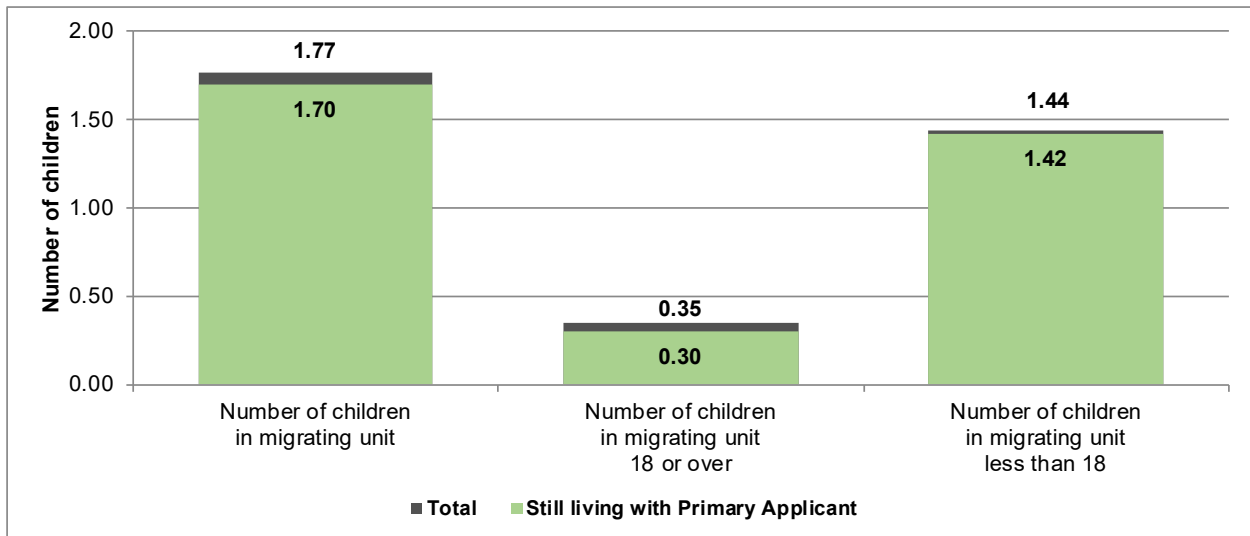


Note: Data reported in Figure 1 may differ slightly from that reported in other CSAM reports, due to:

- subsequent revision of introductory survey data at the time of the follow-up survey. That is, responses are confirmed with the respondents during the follow-up survey where initial employment outcomes were not reported in the introductory survey, or where there was a marked difference in income between the introductory survey and the follow-up survey.
- CSAM introductory reports include all respondents who participated in the introductory survey, whereas CSAM follow-up reports include only those respondents who participated in both the introductory and follow-up surveys.

General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from Australian Bureau of Statistics (ABS), Labour Force, Australia, November 2018 release, 6202.0 (Trended) and November 2018 release, 6291.0.55.003. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2018 release, 6306.0. Data may vary from previous reports due to ABS revisions.

**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>13,624</b>	<b>6,643</b>	<b>4,242</b>	<b>989</b>	<b>2,739</b>	<b>2,675</b>	
<b>Employment outcomes (weighted) (%)</b>							
Employed	72.6	88.8	60.2	81.9	66.1	85.5	61.9
<i>By skill level (of employed):</i>							
Highly skilled <sup>4</sup>	37.9	63.6	26.2	47.4	24.4	44.5	N/A
Semi-skilled <sup>4</sup>	22.8	19.3	19.7	21.6	26.5	28.5	N/A
Low skilled <sup>4</sup>	11.0	5.2	12.1	7.1	14.7	8.8	N/A
Unemployed	10.5	6.8	15.1	5.9	11.3	4.3	3.6
Not in labour force	16.9	4.4	24.7	12.2	22.7	10.2	34.5
<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	12.6	7.1	20.0	6.8	14.6	4.8	5.5
Participation rate	83.1	95.6	75.3	87.8	77.3	89.8	65.5
Proportion self-employed	6.4	6.2	5.9	9.3	6.8	14.3	10.6
Proportion in full-time work	56.9	78.7	39.9	64.6	41.4	70.8	42.7
<b>Earnings and hours (weighted)</b>							
Median annual full-time earnings (\$'000)	59.8	68.5	52.0	65.9	52.0	63.5	76.3
Median annual part-time earnings (\$'000)	31.0	39.0	28.5	30.0	28.6	36.0	30.1
Median annual earnings <sup>5</sup> (\$'000)	52.0	65.0	45.0	60.0	43.7	58.2	57.9
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)	26.9	32.0	25.0	30.0	25.0	29.1	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, Labour Force, Australia, November 2018 release, 6202.0 (Trended) and November 2018 release, 6291.0.55.003, data presented is for November 2017. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2018 release, 6306.0, data presented is for May 2018. Data may vary from previous reports due to ABS revisions.

3. Base sizes exclude 'Not answered/known' responses where applicable; results may not sum 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.

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>6,643</b>	<b>1,662</b>	<b>1,997</b>	<b>1,039</b>	<b>1,151</b>	<b>794</b>	
<b>Employment outcomes (weighted) (%)</b>							
Employed	88.8	94.2	80.9	80.1	90.4	86.3	61.9
<i>By skill level (of employed):</i>							
<i>Highly skilled<sup>4</sup></i>	63.6	67.0	57.8	65.2	70.9	45.4	N/A
<i>Semi-skilled<sup>4</sup></i>	19.3	23.9	15.9	10.2	12.9	27.5	N/A
<i>Low skilled<sup>4</sup></i>	5.2	2.7	7.0	4.2	6.0	11.8	N/A
Unemployed	6.8	1.7	14.5	15.6	7.1	5.3	3.6
Not in labour force	4.4	4.1	4.6	4.3	2.5	8.4	34.5
<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	7.1	1.8	15.2	16.3	7.3	5.8	5.5
Participation rate	95.6	95.9	95.4	95.7	97.5	91.6	65.5
Proportion self-employed	6.2	5.0	4.0	2.2	5.4	19.1	10.6
Proportion in full-time work	78.7	88.8	67.8	72.1	73.3	70.8	42.7
<b>Earnings and hours (weighted)</b>							
Median annual full-time earnings (\$'000)	68.5	72.1	65.0	82.0	60.0	56.0	76.3
Median annual part-time earnings (\$'000)	39.0	41.6	36.4	36.4	39.1	36.4	30.1
Median annual earnings (\$'000)	65.0	70.0	60.0	79.8	55.0	52.0	57.9
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)	32.0	33.7	30.9	38.5	28.0	26.6	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, Labour Force, Australia, November 2018 release, 6202.0 (Trended) and November 2018 release, 6291.0.55.003, data presented is for November 2017. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2018 release, 6306.0 data presented is for May 2018. Data may vary from previous reports due to ABS revisions.

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>9,565</b>	<b>5,634</b>	<b>2,196</b>	<b>666</b>	<b>1,735</b>	<b>2,181</b>	
<b>Occupation category (weighted) (%)</b>							
Managers	12.4	15.8	11.2	11.6	9.6	15.0	12.5
Professionals	29.9	44.4	25.4	43.5	17.6	29.3	23.6
Technicians and trades workers	13.6	18.4	8.5	8.2	11.0	17.3	14.4
Other occupations	44.1	21.5	54.9	36.7	61.8	38.4	49.6
<b>Nominated field of work<sup>4</sup> (weighted) (%)</b>							
Working in nominated field	N/A	54.8	N/A	N/A	N/A	N/A	N/A
Working at the same (or higher) skill level as nominated field	N/A	14.6	N/A	N/A	N/A	N/A	N/A
Working at lower skill level than nominated field	N/A	20.4	N/A	N/A	N/A	N/A	N/A
Not working	N/A	10.1	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 for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, November 2018 release, 6291.0.55.003, data presented is for November 2017.

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

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

**Table 4: Most common occupations and industries by visa stream**

	CSAM	General Pop. <sup>2</sup>		CSAM	General Pop. <sup>2</sup>
Occupation			Industry		
<b>All surveyed migrants<sup>1</sup></b>					
<b>Sample size<sup>3</sup> — 9,565</b>					
Sales Assistant (General)	3.7	4.6	Health Care and Social Assistance	14.8	13.3
Software and Applications Programmers	3.7	0.9	Accommodation and Food Services	13.9	7.2
Registered Nurses	3.0	2.2	Professional, Scientific and Technical Services	10.7	8.2
Accountants	2.4	1.5	Retail Trade	9.7	10.6
Chef	2.0	0.8	Manufacturing	8.3	7.0
<b>Skill stream - primary applicant</b>					
<b>Sample size<sup>3</sup> — 5,634</b>					
Software and Applications Programmers	6.7	0.9	Professional, Scientific and Technical Services	16.3	8.2
Registered Nurses	5.5	2.2	Health Care and Social Assistance	14.8	13.3
Chef	3.2	0.8	Accommodation and Food Services	10.4	7.2
Accountants	3.0	1.5	Construction	9.4	9.3
ICT Business and Systems Analysts	2.0	0.2	Manufacturing	8.4	7.0
<b>Skill stream - Migrating Unit Spouse</b>					
<b>Sample size<sup>3</sup> — 2,196</b>					
Sales Assistant (General)	4.6	4.6	Health Care and Social Assistance	18.3	13.3
Software and Applications Programmers	3.7	0.9	Accommodation and Food Services	12.5	7.2
Nursing Support and Personal Care Workers	3.7	0.7	Retail Trade	10.8	10.6
Aged or Disabled Carer	3.1	1.3	Education and Training	9.5	8.4
Commercial Cleaner	3.0	1.3	Manufacturing	9.4	7.0
<b>Skill stream - Non-Migrating Unit Spouse</b>					
<b>Sample size<sup>3</sup> — 666</b>					
Registered Nurses	1.6	2.2	Health Care and Social Assistance	20.8	13.3
Advertising and Sales Managers	1.2	1.0	Accommodation and Food Services	11.5	7.2
Advertising and Marketing Professionals	1.2	0.7	Professional, Scientific and Technical Services	10.7	8.2
Accountants	1.0	1.5	Education and Training	9.8	8.4
Nursing Support and Personal Care Workers	0.9	0.7	Construction	8.9	9.3
<b>Family stream - Partner Migrant</b>					
<b>Sample size<sup>3</sup> — 1,735</b>					
Sales Assistant (General)	5.3	4.6	Accommodation and Food Services	17.8	7.2
Waiter	3.3	1.1	Health Care and Social Assistance	13.5	13.3
Commercial Cleaner	2.9	1.3	Retail Trade	11.7	10.6
General Clerk	2.2	1.8	Education and Training	7.9	8.4
Accountants	2.1	1.5	Manufacturing	7.8	7.0
<b>Family stream - Spouse of Partner Migrant</b>					
<b>Sample size<sup>3</sup> — 2,181</b>					
Registered Nurses	3.2	2.2	Construction	14.0	9.3
Chef	2.9	0.8	Health Care and Social Assistance	11.8	13.3
Software and Applications Programmers	2.8	0.9	Manufacturing	10.1	7.0
Accountants	2.6	1.5	Accommodation and Food Services	8.7	7.2
Sales Assistant (General)	2.4	4.6	Retail Trade	8.5	10.6

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. General Pop. = General Population. Occupation and Industry of Employment for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, November 2018 release, 6291.0.55.003, data presented is for November 2017.

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

**Table 5: 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>13,624</b>	<b>6,643</b>	<b>4,242</b>	<b>989</b>	<b>2,739</b>	<b>2,675</b>	
<b>Employment status (weighted) (%)</b>							
Employee	68.9	82.5	54.2	72.3	59.3	70.7	51.5
Business owner	6.6	6.3	6.0	9.6	6.8	14.8	10.6
Not working	24.5	11.2	39.8	18.1	33.9	14.5	37.8
<b>Full-time, part-time status (weighted) (%)</b>							
Full-time	56.9	78.7	39.9	64.6	41.4	70.8	42.7
Part-time	18.6	10.1	20.4	17.3	24.6	14.8	19.5
Not working	24.5	11.2	39.8	18.1	33.9	14.5	37.8
<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	10.3	N/A	N/A	9.9	N/A	N/A
<b>Number of jobs (weighted)</b>							
Average number of jobs held in last 12 months including current job	1.2	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. Employment Status and Full-time, Part-time status for Australian civilian population aged 15 years and sourced from ABS, Labour Force, Australia, November 2018 release, 6291.0.55.003 (Trended), data presented is for November 2017.

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

**Table 6: 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>13,624</b>	<b>6,643</b>	<b>4,242</b>	<b>989</b>	<b>2,739</b>	<b>2,675</b>
<b>Gender<sup>3</sup> (weighted) (%)</b>						
Male	45.7	68.1	NC	NC	29.8	NC
Female	54.3	31.9	NC	NC	70.2	NC
<b>Age at arrival<sup>3</sup> (weighted) (%)</b>						
Less than 25 years	20.5	15.2	NC	NC	24.3	NC
25 to 34 years	57.0	59.1	NC	NC	55.5	NC
35 to 44 years	16.8	21.2	NC	NC	13.6	NC
45 to 54 years	4.1	3.8	NC	NC	4.4	NC
55 to 64 years	1.2	0.5	NC	NC	1.6	NC
65 years and over	0.4	0.1	NC	NC	0.6	NC
<b>Birthplace<sup>3</sup> (weighted) (%)</b>						
Mainly English speaking countries <sup>4</sup>	16.0	17.5	NC	NC	14.9	NC
Other countries	84.0	82.5	NC	NC	85.1	NC
<b>Main origin countries (weighted) (%)</b>						
India	14.0	23.7	NC	NC	7.1	NC
People's Republic of China	12.1	12.3	NC	NC	11.9	NC
United Kingdom	7.6	9.5	NC	NC	5.9	NC
Philippines	8.8	7.9	NC	NC	9.4	NC
Other countries	57.6	46.5	NC	NC	65.8	NC
<b>Main languages spoken (weighted) (%)</b>						
English	44.7	55.2	47.3	68.2	36.2	71.7
Chinese, nfd	5.9	6.1	5.2	4.1	6.1	4.1
Mandarin	6.6	6.1	5.8	3.4	7.4	4.0
Nepali	1.5	2.1	2.7	2.3	0.7	0.7
Other languages	41.2	30.5	39.1	22.0	49.6	19.4
<b>English proficiency (weighted) (%)</b>						
English best or only language / very well	64.2	78.7	63.8	80.5	53.9	83.1
English spoken well	25.3	19.1	26.4	16.3	29.3	13.2
English spoken not well / not at all	10.5	2.1	9.9	3.2	16.7	3.7

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.

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.

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

	All primary applicants	Skill stream	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>9,382</b>	<b>6,643</b>	<b>2,739</b>
<b>Year of arrival (weighted) (%)</b>			
2017 <sup>2</sup>	21.5	26.4	18.0
2016	22.3	28.3	18.0
2015	22.9	16.0	27.8
2014	14.1	11.3	16.0
2013	9.2	6.3	11.3
2012 or earlier	10.1	11.7	8.9
<b>Main reason for migration (weighted) (%)</b>			
Better future for me or my family	29.5	53.5	12.5
A higher standard of living	6.5	12.0	2.6
Australia's features—beaches, climate, lifestyle, etc.	6.6	11.8	2.9
To join my partner, family or relatives	47.4	2.4	79.4
Work or business opportunities	8.3	18.5	1.1
Education/study	1.3	1.2	1.3
Other reason	0.3	0.5	0.2
<b>Visa reporting category (weighted) (%)</b>			
Employer Sponsored	N/A	42.7	N/A
State/Territory Nominated	N/A	14.2	N/A
Offshore Independent	N/A	13.8	N/A
Onshore Independent	N/A	17.4	N/A
Other Skilled	N/A	11.9	N/A
Partner Migrant	N/A	N/A	100.0
<b>Type of migrating unit (weighted)</b>			
Couple only (%)	N/A	26.2	N/A
Couple with children (%)	N/A	33.1	N/A
Single migrant with children (%)	3.8	0.7	5.9
Single migrant without children (%)	71.9	40.1	94.1
<i>Average number of dependants<sup>3</sup> (no.)</i>	<i>2.5</i>	<i>2.7</i>	<i>1.6</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 2017, and comprise around 75 per cent of the 2017 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 8: Educational characteristics by visa stream (primary applicants)**

	All primary applicants	Skill stream	Family stream - Partner Migrant
<b>Sample size<sup>1</sup></b>	<b>9,382</b>	<b>6,643</b>	<b>2,739</b>
<b>Country of post school education attainment (weighted) (%)</b>			
Australian qualification only	11.6	13.6	10.2
Overseas qualification only	42.5	46.4	39.8
Both Australian and overseas qualification	28.3	35.7	23.1
No post-school qualification	17.4	4.3	26.7
<b>Highest education attainment (weighted) (%)</b>			
Doctoral degree	2.5	4.0	1.4
Master degree	19.9	28.3	13.8
Other postgraduate qualification	4.0	4.0	4.0
Bachelor degree	36.1	41.4	32.4
Diploma/Certificate level	18.6	17.7	19.3
Other post-school qualification	1.4	0.3	2.3
No post-school qualification	17.4	4.3	26.7
<b>Field of study (Australian qualification) (weighted) (%)</b>			
<i>Australian qualification attained</i>	<i>40.0</i>	<i>49.3</i>	<i>33.4</i>
<b>Main field of study for Australian qualification<sup>2</sup></b>			
Management and commerce	33.1	30.0	36.5
Engineering and related technologies	10.6	16.1	4.9
Health	15.3	15.6	15.0
Food, hospitality and personal services	12.0	13.3	10.6
Other field	28.9	25.0	33.0
<b>Field of study (overseas qualification) (weighted) (%)</b>			
<i>Overseas qualification attained</i>	<i>70.9</i>	<i>82.1</i>	<i>63.0</i>
<b>Main field of study for overseas qualification<sup>3</sup></b>			
Engineering and related technologies	16.8	25.0	9.0
Management and commerce	25.6	20.9	30.0
Information technology	11.4	16.7	6.5
Health	11.2	10.5	11.8
Other field	35.0	26.8	42.7

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.

Note: Field of study is sorted in descending order on the Skill stream.



**Table 9: 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>3,035</b>	<b>3,725</b>	<b>1,399</b>
Management and commerce	33.0	27.5	24.5
Information technology	15.3	11.4	4.8
Health	11.2	13.8	9.4
Engineering and related technologies	10.8	15.8	20.6
Society and culture	7.7	10.6	6.0
Natural and physical sciences	6.6	5.0	1.1
Education	6.0	4.1	3.9
Other field	9.3	11.8	29.6
<b>Highest education attained by field of study (Australian qualification) (weighted) (%)</b>			
<b>Sample size<sup>3</sup></b>	<b>1,398</b>	<b>958</b>	<b>1,463</b>
Management and commerce	41.4	37.4	27.2
Information technology	14.0	7.0	2.8
Health	10.9	24.7	13.3
Engineering and related technologies	8.4	10.9	12.3
Education	6.2	2.6	5.5
Natural and physical sciences	6.0	2.5	1.0
Society and culture	4.0	4.0	8.0
Other field	9.0	10.8	29.9
<b>Highest education attained by field of study (overseas qualification) (weighted) (%)</b>			
<b>Sample size<sup>4</sup></b>	<b>2,084</b>	<b>3,841</b>	<b>1,133</b>
Management and commerce	27.0	26.2	24.1
Information technology	15.3	12.1	6.6
Engineering and related technologies	12.6	17.2	23.2
Health	12.4	11.7	9.6
Society and culture	10.2	11.1	4.8
Natural and physical sciences	7.3	6.1	1.9
Education	5.6	4.3	3.7
Other field	9.5	11.3	26.3

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 ordered by Postgraduate qualification.

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 10: 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>13,624</b>	<b>6,643</b>	<b>4,242</b>	<b>989</b>	<b>2,739</b>	<b>2,675</b>
<b>Provision of unpaid care or assistance<sup>3</sup> (weighted) (%)</b>						
To elderly, ill or disabled family members	6.1	3.7	6.5	6.5	7.5	7.8
To own or other children	34.9	27.4	51.9	18.3	33.2	31.0
<i>To own children</i>	32.3	25.4	50.6	15.0	29.4	28.5
<i>To other people's children</i>	3.2	2.4	2.6	3.6	4.1	2.8
<b>To anyone</b>	<b>37.7</b>	<b>29.4</b>	<b>53.5</b>	<b>22.3</b>	<b>37.1</b>	<b>35.6</b>
<b>Other activities in last two weeks (weighted) (%)</b>						
Unpaid domestic work for household	59.0	51.7	62.5	55.3	62.6	58.9
Voluntary work through an organisation/group	7.1	8.0	7.4	5.2	6.3	4.9
Full/part-time study	12.9	9.8	12.0	13.0	15.4	8.5
None	34.0	41.6	30.6	37.4	30.0	36.7

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.

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