



Australian Government
Department of Home Affairs

Continuous Survey of Australia's Migrants

Cohort 6 Report—Change in outcomes 2019

Continuous Survey of Australia's Migrants was prepared by:

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Department of Home Affairs

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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 settled migrants, and of their spouses. CSAM is comprised of an **Introductory Survey** at a migrant's six-month stage of settlement, with a **Follow-up Survey** of these same migrants at their 18-month stage of settlement.¹ From 2019, a **Further Follow-up Survey** was introduced to capture outcomes for migrants at their 2.5-year stage of settlement. This provides for recently arrived migrants to be surveyed on three occasions, 12 months apart, with each survey conducted concurrently around November each year.

This report, "Cohort 6 Report—Change in outcomes 2019" highlights some of the main findings from the Follow-up Survey of migrants at their 18-month stage of settlement, and their spouses who were surveyed around November 2019, with a comparison to their outcomes from their Introductory Survey conducted 12 months earlier. The survey included 9,030 primary applicant migrants being surveyed, with responses also obtained for their 6,922 migrant and non-migrant spouses, providing a total of 15,952 survey responses.

A comparison is also made between findings of all CSAM Follow-up Surveys conducted from 2014 to 2019. In this report, each year's surveyed migrant group is referred to as a cohort, from Cohort 1 (Follow-up Survey of 2014) to Cohort 6 (Follow-up Survey of 2019).²

Employment outcomes

Skilled Migrants

Between the six-month and 18-month stages of settlement, Skilled Migrants (that is, primary applicant migrants of the Skill stream) demonstrated improved employment outcomes. These improvements were well above any improvements for the Australian general population over this same 12-month period (Appendix: Tables 1 and 2).³ These employment outcomes for Skilled Migrants included:

- employment to population ratio—up 3.0 percentage points; from 89.4 per cent to 92.4 per cent (compared to an increase of 0.2 points for the general population)
- unemployment rate—down 2.9 percentage points; from 6.1 per cent to 3.2 per cent (compared to an increase of less than 0.1 points for the general population)
- labour force participation rate—up 0.2 percentage points; from 95.2 per cent to 95.4 per cent (compared to an increase of 0.3 points for the general population)
- median annual full-time earnings—up \$10,000; from \$74,000 to \$84,000 (compared to an estimated increase of \$2,200 for the general population)
- highly skilled employment to population ratio⁴—up 2.7 percentage points; from 67.8 per cent to 70.6 per cent.

¹ Between 2009 (the first CSAM) and 2011, the Follow-up Survey was conducted at the migrant's 12-month settlement period, and from 2013, this was changed to 18-month settlement period (no CSAM was conducted in 2012).

² Data obtained from a survey is different from a "true" value for the population and any comments throughout the report on results being lower (or higher) are not referring to a statistical significance of the difference.

³ The term 'general population' in this report refers to the Australian civilian population aged 15 years and over.

⁴ Skill level of employment is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO):

- highly skilled if the occupation is classified as 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.

The reporting categories for Skilled Migrants were Employer Sponsored, State/Territory Nominated, Offshore Independent, Onshore Independent and Other Skilled (Appendix: Table 2).⁵ These categories constitute only primary applicants and are described in more detail in the Survey Methodology section of this report. Between the six-month and 18-month stages of settlement, migrants from all categories reported improved employment outcomes apart from Employer Sponsored migrants. There was little change in employment outcomes for Employer Sponsored migrants, given there was less room for improvement as they already had very strong employment outcomes at the six-month stage of settlement, such as near full-employment of 93.8 per cent.

Migrants from the Offshore Independent and State/Territory Nominated categories had, on average, greater improvement in employment outcomes than those from other reporting categories (Appendix: Table 2). Improvements for migrants granted an Offshore Independent visa included:

- employment to population ratio—up 7.1 percentage points; from 82.7 per cent to 89.8 per cent
- unemployment rate—down 6.7 percentage points; from 13.1 per cent to 6.3 per cent
- proportion in highly skilled employment—up 8.1 percentage points; from 72.1 per cent to 80.2 per cent.

Improvements for migrants granted a State/Territory Nominated visa included:

- employment to population ratio—up 6.6 percentage points; from 85.2 per cent to 91.8 per cent
- unemployment rate—down 7.0 percentage points; from 11.6 per cent to 4.7 per cent
- proportion in highly skilled employment—up 5.9 percentage points; from 64.8 per cent to 70.8 per cent.

Migrating Unit Spouses of Skilled Migrants, and Partner Migrants

Also surveyed in CSAM were Migrating Unit Spouses of Skilled Migrants (secondary applicants from the Skill stream) and Partner Migrants (primary applicant migrants from the Partner visa category of the Family stream). Both these categories reported improved employment outcomes between the two surveys, with mixed employment outcomes at the 18-month settlement period when compared to the general population (Appendix: Table 1).

Migrating Unit Spouses of Skilled Migrants

- employment to population ratio—up 7.2 percentage points, from 62.4 per cent to 69.6 per cent (6.8 points above that for the general population of 62.8 per cent)
- unemployment rate—down 7.3 percentage points, from 20.8 per cent to 13.6 per cent (8.8 points above that for the general population of 4.8 per cent).

Partner Migrants

- employment to population ratio—up 5.5 percentage points, from 65.4 per cent to 70.9 per cent (8.1 points above that for the general population of 62.8 per cent)
- unemployment rate—down 5.9 percentage points, from 16.0 per cent to 10.1 per cent (5.4 points above that for the general population of 4.8 per cent).

⁵ '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 were granted an Independent skilled visa, would be classified as an Onshore Independent migrant.

Australian resident/citizen spouses

The 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 employment outcomes less favourable than Skilled Migrants (Appendix: Table 1).

Non-Migrating Unit Spouses of Skilled Migrants

- employment to population ratio—up 0.2 percentage points, from 83.0 per cent to 83.2 per cent
- unemployment rate—up 1.2 percentage points, from 4.0 per cent to 5.2 per cent.

Spouses of Partner Migrants

- employment to population ratio—down 1.8 percentage points, from 87.2 per cent to 85.3 per cent
- unemployment rate—down 0.6 percentage points, from 4.9 per cent to 4.2 per cent.

Summary

Based on findings from the 2019 CSAM, Skilled Migrants had better employment outcomes than any of the other surveyed categories, at both the six-month and 18-month stages of settlement. Notwithstanding this, Migrating Unit Spouses of Skilled Migrants and Partner Migrants—two categories with similar employment outcomes to each other—had a larger improvement in their unemployment rates than the other reporting categories, including that of Skilled Migrants. Non-Migrating Unit Spouses of Skilled Migrants and Spouses of Partner Migrants also had employment outcomes more similar to each other than to any other reporting category. A notable exception is that, after spending an additional 12 months in Australia (between their Introductory Survey and the Follow-up Survey) of all the reporting categories, only Non-Migrating Unit Spouses of Skilled Migrants underwent an increase in their unemployment rate—consistent with findings from all previous CSAMs (that is, from 2014 onwards).

Employment outcomes of Skilled Migrants by cohort over 2014 to 2019

The CSAM provides a time series of employment outcomes for different cohorts of migrants, based on their year of settlement (Appendix: Figure 1). Using the six Follow-up Surveys from 2014 to 2019 (cohorts 1-through-6), comparisons are provided of employment outcomes between the skilled reporting categories, and between Skilled Migrants and the general population.

Comparison between cohorts for skilled categories—at 18-month stage of settlement

Employment to population ratio:

- downward trend for Employer Sponsored and Offshore Independent
- upward trend for Onshore Independent and Other Skilled
- trend relatively flat for State/Territory Nominated.

Unemployment rate:

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

Median annual full-time earnings:

- upward trend for each of the skilled categories.

Proportion in full-time employment:

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

Comparison between Cohorts 1 and 6 for Skilled Migrants and the Australian general population—at 18-month stage of settlement

Employment to population ratio:

- decreased 0.8 percentage points for Skilled Migrants, from 93.2 per cent to 92.4 per cent
- increased 2.1 percentage points for the general population, from 60.7 per cent to 62.8 per cent.

With no significant change over the six years from 93.2 per cent, the employment to population ratio for Skilled Migrants remained substantially higher than for the general population—31.7 percentage points higher on average over the six years.

Unemployment rate:

- increased 0.4 percentage points for Skilled Migrants, from 2.8 per cent to 3.2 per cent
- decreased 1.1 percentage points for the general population, from 5.9 per cent to 4.8 per cent.

Despite the slight convergence over the six years, the unemployment rate for Skilled Migrants remained lower than for the general population—2.1 percentage points lower on average over the six years.

Median annual full-time earnings:

- increased \$3,800 per year on average for Skilled Migrants, from \$65,000 to \$84,000
- increased \$1,900 per year on average for the general population, from \$69,900 to \$79,600.

Some caution needs to be taken in comparing the median annual full-time earnings for Skilled Migrants with that for the general population, as the date of their data extractions do not align (see Figure 1 for information on extraction dates). Nevertheless, a degree of convergence over the six years has been observed.

Full-time employment to population ratio:

- increased 1.3 percentage points for Skilled Migrants, from 83.5 per cent to 84.9 per cent
- increased 0.9 percentage points for the general population, from 42.0 per cent to 42.9 per cent.

With no significant change over the six years, the full-time employment to population ratio for Skilled Migrants remained almost twice that for the general population—39.9 percentage points higher on average over the six years.

Employment transitions between the six-month and 18-month stages of settlement

The CSAM provides information on migrant employment transitions between the six-month and 18-month stages of settlement (Appendix: Figures 2a and 2b). This includes:

- upskilling (or deskilling)—as measured in this report by movement from a low/semi-skilled job, into a highly skilled job that requires a minimum of a Diploma level qualification (or vice versa for deskilling)
- movement into (or out of) the labour force or unemployment.

The overall changes in employment outcomes between the survey periods as described throughout this report are the net result of respondents moving into and out of employment, the labour force, and jobs of varying skill level. This section of the report provides more detail on these net movements, noting that small differences can occur in outcomes reported in Appendix: Figures 2a and 2b with those in the remainder of this report (and in previous CSAM reports).⁶ Also, the analysis within this section is based on outcomes at two distinct points in time, and caution is thus required when making assumptions about employment outcomes in-between these distinct periods.⁷

Skilled Migrants

A majority of Skilled Migrants (64.0 per cent) were in highly skilled employment at **both** stages of settlement, while a further 17.8 per cent remained employed in low/semi-skilled jobs (Appendix: Figure 2a). Further to this, 1.4 per cent remained out of the labour force and 1.0 per cent remained unemployed, at both stages of settlement. In total, 85.9 per cent of Skilled Migrants were working (at some skill level of employment) at both stages of settlement.

The net rate of upskilling for Skilled Migrants was 0.4 per cent. This was comprised of 2.2 per cent who upskilled, less 1.8 per cent who deskilled.

Consistent with the overall fall in unemployment between the two surveys, of those 5.7 per cent of Skilled Migrants who were unemployed at the six-month stage of settlement, 71.2 per cent were subsequently employed at the 18-month stage of settlement—mostly in highly skilled jobs. A similar trend occurred for the 4.2 per cent of Skilled Migrants who were not in the labour force at the six-month stage of settlement, with 58.2 per cent being employed at the 18-month stage and the majority in highly skilled jobs.

Partner Migrants

More than one-in-five (23.0 per cent) Partner Migrants remained in highly skilled jobs at both stages of settlement, while a further 34.1 per cent remained employed in low/semi-skilled jobs (Appendix: Figure 2b). Further to this, 15.2 per cent remained out of the labour force and 3.3 per cent remained unemployed, at both stages of settlement (well above the rates for Skilled Migrants). In total, 61.3 per cent of Partner Migrants were working (at some skill level of employment) at both stages of settlement.

⁶ This transition analysis includes only those primary applicants whose employment status and skill level of employment were captured in both surveys (in contrast with outcomes reported elsewhere in this report, where the respondent only needed to have participated in both surveys).

⁷ This transition analysis is based on only two points in time and therefore a person reported, for example, as unemployed at the six-month and 18-month surveys may not have been unemployed for this entire 12-month period.

Despite these outcomes not being as good as they were for Skilled Migrants, the employment outcomes for Partner Migrants do improve with an additional 12 months in Australia. Over one-in-nine (9.3 per cent) of Partner Migrants moved from being unemployed or not in the labour force, into employment by the 18-month stage of settlement, compared to 4.5 per cent moving from being employed into either being unemployed or not in the labour force.

The net rate of upskilling (or deskilling in this case) for Partner Migrants was -0.1 per cent, comprised of 2.0 per cent upskilling and 2.1 per cent deskilling.

Occupation and industry

The CSAM provides detailed data at the occupation and industry level for Skilled Migrants who reported being employed at the time they were surveyed (Appendix: Tables 3 and 4).⁸

Occupation

At the 18-month stage of settlement, almost half (48.9 per cent) of the Skilled Migrants surveyed were working in a professional field, performing the analytical, conceptual and creative tasks that require at least a Bachelor level qualification. Around one-in-six were working as managers (16.6 per cent) and one-in-seven as technicians and trades workers (14.3 per cent). Collectively, more than three-quarters (79.8 per cent) were working in these three skilled and highly skilled fields at the 18-month stage of settlement, compared to just over half (52.0 per cent) for the Australian workforce. The distribution of occupation categories was largely unchanged from the six-month stage of settlement.

The main occupations for Skilled Migrants remained predominantly unchanged between the six-month, and 18-month stages of settlement. In particular:

- of the top 10 occupations at six months, all of these occupations were still in the top 10 at 18 months
- the same occupations constituted the top five occupations at both stages of settlement, and accounted for 30.7 per cent, and 30.5 per cent, respectively. This included business and systems analysts and programmers (11.4 per cent and 11.5 per cent), and midwifery and nursing professionals (5.8 per cent and 5.7 per cent), the most common occupation groups at both survey periods, respectively
- there was very little change in the distribution of occupations, with the standard deviation (1.4) unchanged between the six-month and 18-month surveys.

The proportion of Skilled Migrants employed in their nominated occupation increased with an additional 12 months in Australia.⁹ At the 18-month stage of settlement, 74.4 per cent of the Skilled Migrant population, with an occupation nominated as part of their visa application, were employed in either their nominated occupation (58.3 per cent) or in a field with an equivalent or higher level of skill (16.1 per cent). These percentages were higher than at the six-month stage of settlement, by 2.5 points, 0.5 points and 2.0 points, respectively.¹⁰

Industry

At 17.1 per cent, health care and social assistance was the main industry of employment of surveyed migrants who had a job at the 18-month stage of settlement. This was the main industry of employment for all reporting categories other than Skilled Migrants, for which professional, scientific and technical services was the main industry.

⁸ Within this report 'occupation' is reported at the ANZSCO Minor Group level (3-digit), and 'nominated occupation' at the ANZSCO Unit Group level (4-digit).

⁹ When applying for skilled migration, the vast majority of applicants are required to nominate an occupation that conforms to their skills and experience and appears 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.

¹⁰ Results are based on Skilled Migrants who responded to both the Introductory Survey and Follow-up Survey. Percentages may thus differ slightly from those previously reported.

The main industries of employment for Skilled Migrants at the 18-month stage of settlement were professional, scientific and technical services (17.3 per cent), the aforementioned health care and social assistance (15.5 per cent), accommodation and food services (8.1 per cent), construction (7.5 per cent), and education and training (7.5 per cent). In total, 55.9 per cent of Skilled Migrants were working in these five industries—8.7 points higher than for the general population.

The professional, scientific and technical services industry remained the main employer of Skilled Migrants at both stages of settlement (17.3 per cent at both stages of settlement). There was evidence of some movement between industries over the 12 months. This included decreases in the proportion of Skilled Migrants working in the accommodation and food services, education and training, and manufacturing industries—their third, fifth and seventh largest industries of employment, respectively, at their 18-month stage of settlement.

For the Australian workforce, employment was slightly more dispersed, with its three main industries accounting for 32.6 per cent of workers (that is, the health care and social assistance, retail trade and construction industries).

Migration, demographic and language characteristics

The CSAM collects detailed information on the characteristics and social integration of migrants (Appendix: Tables 5 to 7). Detailed multifactor analysis is out of scope for this report, such as examining employment 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 the diversity of origin countries (with more than 150 countries of birth represented in the 18-month survey), 63.3 per cent of Skilled Migrants and 46.8 per cent of Partner Migrants spoke English as their best or only language. Additionally, the vast majority of all surveyed migrants stated that English was their 'best or only language' or they were able to speak English 'well' or 'very well', including:

- 97.5 per cent of Skilled Migrants,
- 92.6 per cent of their Migrating Unit Spouses of Skilled Migrants
- 87.0 per cent of Partner Migrants.

The higher level of English proficiency for Skilled Migrants, compared to their migrating unit spouses and to Partner Migrants, was expected as most Skilled Migrants were required to pass an English language test as a pre-requisite for migration. What is notable is that the reported level of English did not significantly improve between the six-month and 18-month stages of settlement, and for some respondents it even declined slightly. For example, at the six-month stage of settlement, 81.7 per cent of Skilled Migrants indicated that they spoke English 'very well' or that it was their 'best or only language'; this figure had fallen to 80.3 per cent by the 18-month stage of settlement. For Partner Migrants this figure increased between these two stages of settlement, from 56.6 per cent to 59.0 per cent.¹¹

¹¹ Six-month figures for English proficiency (not presented in Appendix tables) include only those respondents who participated in both the Introductory Survey and the Follow-up Survey, and may thus differ slightly from those previously published.

One explanation for this is that after additional exposure to Australian ways of communicating, and through work and everyday dealings, some new migrants reassessed their English proficiency or underwent a period where they were less confident in their English ability and this was reflected in their survey responses.

Australian qualifications attained in last 12 months

Around one-in-ten (10.9 per cent) Skilled Migrants and one-in-six (16.2 per cent) of Partner Migrants obtained an Australian post-school qualification between the six-month and 18-month stages of settlement. For Skilled Migrants and Partner Migrants combined, almost three-quarters (72.3 per cent) of these new qualifications were at the Diploma/Certificate level. The main field of study for Australian qualifications obtained during this period was: management and commerce for Skilled Migrants (23.5 per cent) and society and culture for Partner Migrants (27.1 per cent).

Housing

As measured at the 18-month stage of settlement, fewer Skilled Migrants owned the house they were living in compared to Partner Migrants, with correspondingly more renting, that is:

- owned outright—4.1 per cent compared to 7.7 per cent
- owned with mortgage—22.8 per cent compared to 31.0 per cent
- renting—68.9 per cent compared to 48.4 per cent.

Notably, at 11.2 per cent the proportion of Partner Migrants living rent free with family or friends was more than four times that for Skilled Migrants, at 2.5 per cent.

Survey methodology

About the survey

This report relates to the second iteration of CSAM, with the first iteration run every six months between 2009 and 2011. The second iteration commenced in 2013, and is run every 12 months. It is comprised of three surveys run concurrently: an **Introductory Survey** for migrants and their spouses at the migrant's six-month stage of settlement; a **Follow-up Survey** for those who had taken part in the Introductory Survey 12 months earlier; and a **Further Follow-up Survey** for those who had taken part in the Follow-up Survey 12 months earlier. The Further Follow-up Survey, which looks at migrants' 2.5-year stage of settlement, was first introduced to the methodology in 2019 (commencing with Cohort 5).

The population file for the 2019 Follow-up Survey, the main subject of this report, included primary applicant migrants who settled in Australia around mid-April 2018, with an eligible window of three and a half months either side, and the settlement date determined differently for migrants with visas granted offshore and onshore:

- Offshore visa—date of arrival: 1 January 2018 to 31 July 2018
- Onshore visa—date of visa grant: 1 January 2018 to 31 July 2018.

The population file consisted of 72,177 sample records, which after data cleansing left 72,079 records as the population frame. The sample selection process was conducted in two stages, initially delivering 16,489 sample records distributed across the target markets (a market being one of the six reporting categories within each state or territory), followed by a redistribution of surplus sample records that resulted in a total sample of 20,000 records. Of these, 3868 sample records were matched to state and territory records. A total of 13,243 respondents completed the Follow-up Survey for Cohort 6—9030 primary applicant migrants and 6922 spouses.

For further information see the [CSAM Methodology Paper](#), available on the Department's website.

Migrants completing the Introductory Survey (10,141) were contacted to complete an online or Computer Assisted Telephone Interview. A total of 9030 migrants completed the Follow-up Survey for Cohort 6—a response rate of 89.0 per cent.

Results presented in this report were weighted to help account for any discrepancies between the profile of the 20,000 migrants invited to participate in the Introductory Survey and those completing the Follow-up 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.

For every cohort of respondents, each longitudinal survey is weighted separately based only on those who undertook that survey. This is to account for the few Introductory Survey respondents who do not go on to complete the Follow-up Survey, and again for those few who subsequently do not go on to complete the Further Follow-up Survey. Additionally, some six-month and 18-month responses obtained during the Introductory Survey or Follow-up Survey (such as, responses that are outliers, contradictory or classified as unknown/not answered) are subsequently revised using information obtained from these same migrants in their following year's survey.

Due to these revisions and differences in the weightings of each survey, care needs to be taken when using the longitudinal aspect of the CSAM. For example, six-month and 18-month settlement outcomes for Cohort 6 that are presented in this report, may differ slightly from six-month and 18-month settlement outcomes for Cohort 6 presented in previous or any forthcoming reports, because this report has used updated weightings and revised data, and any forthcoming reports will have used further updated weighting and revised data.

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:

- **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.
- **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 major streams of the Migration Program. It does not include those under 18 years of age, and those on a Child visa.

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.

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

- **Partner visa**—granted to applicants who are married to, in a de facto relationship with, or are intending to marry, an eligible Australian resident or citizen.
- **Other Family visa**—all other visas granted through the Family stream of the Migration Program (excludes Child, Dependent Child, Adoption and Orphan Relative visas).

Within the Family stream, prior to 2019, the CSAM only included migrants who were granted a Partner visa. The remaining visas within the Family Stream, such as Parent, Aged Parent, Carer and Remaining Relative visas (but not child visas) have been introduced into the CSAM from the 2019 Introductory Survey, and will therefore be included as part of the reports for the Follow-up Survey and Further Follow-up Survey, from 2020 and 2021 onwards, respectively.

Appendix: Tables and figures

Table 1: Change in employment outcomes by visa stream

Outcomes (weighted)	All surveyed migrants ¹	Skill stream			Family stream		General Pop. ²
		Primary applicant	Migrating Unit Spouse	Non-Migrating Unit Spouse	Partner Migrant	Spouse of Partner Migrant	
Sample size	13,243	7,027	4,213	861	2,003	1,848	N/A
At six months							
Employment (%)							
Employed	72.5	89.4	62.4	83.0	65.4	87.2	62.6
<i>By skill level of job³:</i>							
<i>Highly skilled</i>	40.1	67.8	31.9	51.3	25.7	48.1	N/A
<i>Semi-skilled</i>	21.7	17.7	19.6	25.3	24.8	30.6	N/A
<i>Low skilled</i>	10.8	4.0	10.9	6.4	14.9	8.5	N/A
Unemployed	11.0	5.8	16.4	3.5	12.5	4.5	3.1
Not in labour force	16.5	4.8	21.2	13.5	22.1	8.3	34.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	13.2	6.1	20.8	4.0	16.0	4.9	4.7
Participation rate	83.5	95.2	78.8	86.5	77.9	91.7	65.7
Earnings (\$'000)							
Sample size: employed	9,752	6,153	2,325	628	1,274	1,522	N/A
Median annual full-time earnings	62.4	74.0	60.0	71.0	55.0	67.6	76.3
At 18 months							
Employment (%)							
Employed	77.5	92.4	69.6	83.2	70.9	85.3	62.8
<i>By skill level of job³:</i>							
<i>Highly skilled</i>	42.7	70.6	35.1	52.0	27.9	48.0	N/A
<i>Semi-skilled</i>	24.0	17.6	22.9	24.4	28.3	29.3	N/A
<i>Low skilled</i>	10.8	4.3	11.6	6.7	14.7	8.0	N/A
Unemployed	6.9	3.1	10.9	4.6	8.0	3.8	3.2
Not in labour force	15.6	4.6	19.4	12.2	21.1	10.9	34.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	8.2	3.2	13.6	5.2	10.1	4.2	4.8
Participation rate	84.4	95.4	80.6	87.8	78.9	89.1	65.9
Earnings (\$'000)							
Sample size: employed	10,469	6,405	2,705	627	1,359	1,488	N/A
Median annual full-time earnings	70.0	84.0	65.0	75.0	59.3	75.0	79.6
Change in outcomes							
Employment (%)							
Employed	4.9	3.0	7.2	0.2	5.5	-1.8	0.2
<i>By skill level of job³:</i>							
<i>Highly skilled</i>	2.6	2.7	3.2	0.7	2.2	-0.1	N/A
<i>Semi-skilled</i>	2.3	0.0	3.3	-0.9	3.5	-1.3	N/A
<i>Low skilled</i>	0.0	0.3	0.7	0.3	-0.2	-0.4	N/A
Unemployed	-4.1	-2.8	-5.5	1.1	-4.5	-0.7	0.0
Not in labour force	-0.8	-0.2	-1.7	-1.3	-1.0	2.5	-0.3
Total	0.0	0.0	0.0	0.0	0.0	0.0	N/A
Unemployment rate	-5.0	-2.9	-7.3	1.2	-5.9	-0.6	0.0
Participation rate	0.8	0.2	1.7	1.3	1.0	-2.5	0.3
Earnings (\$'000)							
Median annual full-time earnings	7.6	10.0	5.0	4.0	4.3	7.4	2.2

Note: Table includes only those respondents who participated in both the Introductory Survey and Follow-up Survey, and earnings flagged as outliers or where stated income is markedly different between the surveys, were rectified/confirmed in subsequent surveys—therefore results may differ slightly from any previously published results for 'At six months'. N/A = not available.

1. 'All surveyed migrants' excludes Skill stream Non-Migrating Unit Spouse and Family stream Spouses of Partner Migrants, as these respondents were either born in Australia or migrated to Australia as part of a different migrating unit to their spouse.

2. General Pop. = General Population. Employment Outcome figures for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, released October 2021, data presented is November 2018 and 2019 'Original', for 'At six months' and, 'At 18 months' respectively. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 and May 2021 releases, data presented is May 2018 for 'At six months' and midpoint of May 2018 and May 2021 (that is, Nov 2019) for 'At 18 months', the closest dates to the survey dates for which data is available at time of publication (change in earnings is an annual average).

3. See, footnote 4 in the main body of report for definitions of skill level.

Table 2: Change in employment outcomes for Skilled Migrants (primary applicants)

Outcomes (weighted)	All Skill stream categories	Employer Spon.	State/ Territory Nom.	Offshore Indep.	Onshore Indep.	Other Skilled ¹	General Pop. ²
Sample size	7,027	1,362	2,604	931	1,447	683	N/A
At six months							
Employment outcomes (%)							
Employed	89.4	93.8	85.2	82.7	93.2	84.7	62.6
<i>By skill level of job³:</i>							
<i>Highly skilled</i>	67.8	72.8	64.8	72.1	72.3	49.2	N/A
<i>Semi-skilled</i>	17.7	19.4	15.1	7.8	17.3	25.6	N/A
<i>Low skilled</i>	4.0	1.6	5.2	2.8	3.5	9.9	N/A
Unemployed	5.8	1.8	11.2	12.4	4.1	4.6	3.1
Not in labour force	4.8	4.5	3.6	4.8	2.8	10.7	34.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	6.1	1.8	11.6	13.1	4.2	5.2	4.7
Participation rate	95.2	95.5	96.4	95.2	97.2	89.3	65.7
Earnings (\$'000)							
Sample size: employed	6,153	1,267	2,193	763	1,357	573	N/A
Median annual full-time earnings	74.0	78.0	65.0	89.7	80.3	59.1	76.3
At 18 months							
Employment outcomes (%)							
Employed	92.4	93.7	91.8	89.8	95.7	86.7	62.8
<i>By skill level of job³:</i>							
<i>Highly skilled</i>	70.5	71.2	70.8	80.2	75.5	52.2	N/A
<i>Semi-skilled</i>	17.6	20.3	15.6	6.8	17.0	23.8	N/A
<i>Low skilled</i>	4.3	2.2	5.4	2.8	3.3	10.8	N/A
Unemployed	3.1	1.9	4.5	6.1	1.5	3.7	3.2
Not in labour force	4.6	4.4	3.7	4.1	2.8	9.6	34.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	3.2	2.0	4.7	6.3	1.6	4.1	4.8
Participation rate	95.4	95.6	96.3	95.9	97.2	90.4	65.9
Earnings (\$'000)							
Sample size: employed	6,405	1,257	2,363	835	1,375	575	N/A
Median annual full-time earnings	84.0	90.0	75.0	98.0	90.0	65.0	79.6
Change in outcomes							
Employment outcomes (percentage point)							
Employed	3.0	0.0	6.6	7.1	2.6	2.0	0.2
<i>By skill level of job³:</i>							
<i>Highly skilled</i>	2.7	-1.6	5.9	8.1	3.1	3.0	N/A
<i>Semi-skilled</i>	0.0	0.9	0.5	-1.0	-0.3	-1.8	N/A
<i>Low skilled</i>	0.3	0.6	0.2	0.0	-0.2	0.9	N/A
Unemployed	-2.8	0.1	-6.7	-6.4	-2.6	-1.0	0.0
Not in labour force	-0.2	-0.1	0.2	-0.7	0.0	-1.1	-0.3
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unemployment rate	-2.9	0.1	-7.0	-6.7	-2.6	-1.1	0.0
Participation rate	0.2	0.1	-0.2	0.7	0.0	1.1	0.3
Earnings (\$'000)							
Median annual full-time earnings	10.0	12.0	10.0	8.3	9.7	5.9	2.2

Note: Table includes only those respondents who participated in both the Introductory Survey and Follow-up Survey and earnings flagged as outliers or where stated income is markedly different between the surveys, were rectified/confirmed in subsequent surveys—therefore results may differ slightly from those previously published results for 'At six months'. Spon. = Sponsored, Nom. = Nominated, Indep. = Independent and 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, released October 2021, data presented is November 2018 and 2019 'Original', for 'At six months' and, 'At 18 months' respectively. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, May 2018 and May 2021 releases, data presented is May 2018 for 'At six months' and midpoint of May 2018 and May 2021 (that is, Nov 2019) for 'At 18 months', the closest dates to the survey dates for which data is available at time of publication (change in earnings is an annual average).

3. See, footnote 4 in the main body of report for definitions of skill level.

Table 3: Employment characteristics for Skilled Migrants (primary applicants)

	At six months	At 18 months	Change in outcomes
Sample size: employed¹	6,153	6,405	N/A
Occupation category³ (weighted) (%)			
Managers	16.9	16.6	-0.1
Professionals	48.2	48.9	1.1
Technicians and trades workers	14.5	14.3	-0.4
Other occupations	20.5	20.2	-0.6
How occupation was found^{4,5} (weighted) (%)			
Through a general Internet vacancy / job search site (e.g. Seek)	N/A	38.4	N/A
Heard about the job from a friend or family member	N/A	18.3	N/A
Other internet site	N/A	10.8	N/A
Was approached by employer	N/A	8.9	N/A
Employment agency	N/A	8.5	N/A
Earnings and hours⁶ (weighted)			
Median annual full-time earnings (\$'000)	74.0	84.0	10.0
Median annual part-time earnings (\$'000)	39.0	41.6	2.6
Median annual earnings (\$'000)	70.0	80.0	10.0
Median hourly rate of pay (\$/hour)	34.6	38.5	3.9
Nominated field of work⁷ (weighted) (%)			
Sample size (nominated occupation)²	6,760	6,821	N/A
Working in nominated field	57.8	58.3	0.5
Working at the same (or higher) skill level as nominated field	14.1	16.1	2.0
Working at lower skill levels than nominated field	18.5	18.8	0.3
Not working	9.6	6.8	-2.8

Note: Table includes only those skilled migrant respondents who participated in both the Introductory Survey and Follow-up Survey—results at six months may differ slightly from those previously published. N/A = not available.

1. Sample size excludes respondents not working, for 'Occupation, industry, earnings and hours'.

2. Sample size excludes respondents without a nominated occupation and include respondents not working, for 'Nominated field of work'.

3. Percentage calculation for occupation category excludes unknowns: 22 (at six months) and 124 (at eighteen months).

4. Top five occupations at time of the Follow-up Survey was unchanged from at time of the Introductory Survey.

5. Multiple responses were accepted. Only responses greater than 5 per cent are shown in the table.

6. Records flagged as outliers and records where stated income is markedly different between the Introductory Survey and Follow-up Survey were flagged to phone interviewers during the Follow-up Survey, whereby respondents were asked to confirm or rectify their income information.

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

Table 4: Most common occupation groups and industries by visa stream at 18-month stage of settlement

Occupation ²	General Pop. ¹		Industry ²	General Pop. ¹	
	CSAM			CSAM	
All surveyed migrants²					
Sample size: employed³ — 10,469					
Business and Systems Analysts, and Programmers	6.2	1.4	Health Care and Social Assistance	17.1	13.7
Personal Carers and Assistants	5.3	2.7	Professional, Scientific and Technical Services	11.1	8.8
Sales Assistants and Salespersons	4.5	5.3	Accommodation and Food Services	11.1	7.1
Food Trades Workers	3.5	1.6	Education and Training	8.7	8.4
Cleaners and Laundry Workers	2.9	2.3	Retail Trade	8.5	9.8
Skill stream - Primary applicant					
Sample size: employed³ — 6,405					
Business and Systems Analysts, and Programmers	11.5	1.4	Professional, Scientific and Technical Services	17.3	8.8
Midwifery and Nursing Professionals	5.7	2.7	Health Care and Social Assistance	15.5	13.7
Engineering Professionals	5.0	1.3	Accommodation and Food Services	8.1	7.1
Food Trades Workers	4.7	1.6	Construction	7.5	9.1
Accountants, Auditors and Company Secretaries	3.6	1.7	Education and Training	7.5	8.4
Skill stream - Migrating Unit Spouse					
Sample size: employed³ — 2,705					
Business and Systems Analysts, and Programmers	6.3	1.4	Health Care and Social Assistance	19.4	13.7
Personal Carers and Assistants	6.3	2.7	Retail Trade	9.7	9.8
Sales Assistants and Salespersons	4.8	5.3	Professional, Scientific and Technical Services	9.4	8.8
Cleaners and Laundry Workers	4.3	2.3	Accommodation and Food Services	9.3	7.1
Child Carers	3.0	1.1	Education and Training	8.9	8.4
Skill stream - Non-Migrating Unit Spouse					
Sample size: employed³ — 627					
Information and Organisation Professionals	3.8	1.4	Health Care and Social Assistance	20.4	13.7
Midwifery and Nursing Professionals	3.7	2.7	Accommodation and Food Services	10.8	7.1
Sales Assistants and Salespersons	3.5	5.3	Education and Training	10.8	8.4
Engineering Professionals	3.0	1.3	Construction	9.3	9.1
Personal Carers and Assistants	2.8	2.7	Retail Trade	8.7	9.8
Family stream - Partner Migrant					
Sample size: employed³ — 1,359					
Personal Carers and Assistants	8.1	2.7	Health Care and Social Assistance	17.7	13.7
Sales Assistants and Salespersons	7.0	5.3	Accommodation and Food Services	14.2	7.1
Cleaners and Laundry Workers	4.3	2.3	Retail Trade	9.9	9.8
Hospitality Workers	3.6	2.3	Education and Training	9.5	8.4
Food Trades Workers	3.1	1.6	Manufacturing	7.1	7.1
Family stream - Spouse of Partner Migrant					
Sample size: employed³ — 1,488					
Food Trades Workers	3.3	1.6	Health Care and Social Assistance	13.6	13.7
Business and Systems Analysts, and Programmers	3.2	1.4	Construction	11.7	9.1
Engineering Professionals	3.0	1.3	Professional, Scientific and Technical Services	9.4	8.8
Midwifery and Nursing Professionals	2.8	2.7	Manufacturing	8.6	7.1
Accountants, Auditors and Company Secretaries	2.8	1.7	Accommodation and Food Services	8.0	7.1

1. General Pop. = General Population. Occupation and Industry of Employment for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, 6202.0 and Detailed (Original), released October 2021. Data presented from the 'Detailed' release is for November 2019.

2. Occupations are at ANZSCO minor group (three digit) level. Industries are at the ANZSIC division (one digit) level.

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

Table 5: Language characteristics by visa stream at 18-month stage of settlement

Characteristic			
Main language spoken¹ (weighted %)		Spoken English proficiency (weighted %)	
All surveyed migrants²			
Sample size — 13,243			
English	53.4	Best or only	53.0
Mandarin	6.4	Very well	14.3
Chinese	4.1	Well	23.9
Vietnamese	2.5	Not well	7.8
Cantonese	2.0	Not at all	0.9
Skilled Migrants			
Sample size — 7,027			
English	63.3	Best or only	62.8
Mandarin	6.0	Very well	17.4
Chinese	3.7	Well	17.2
Portuguese	1.6	Not well	2.3
Filipino	1.5	Not at all	0.2
Migrating Unit Spouse of Skilled Migrants			
Sample size — 4,213			
English	55.0	Best or only	54.6
Mandarin	5.9	Very well	14.0
Chinese	3.9	Well	24.1
Hindi	2.8	Not well	6.9
Portuguese	1.9	Not at all	0.5
Non-Migrating Unit Spouse of Skilled Migrants			
Sample size — 861			
English	73.5	Best or only	73.2
Mandarin	3.1	Very well	10.8
Italian	2.0	Well	13.4
Chinese	1.7	Not well	2.4
Nepali	1.7	Not at all	0.2
Partner Migrant of Family stream			
Sample size — 2,003			
English	46.8	Best or only	46.5
Mandarin	6.8	Very well	12.5
Chinese	4.3	Well	28.0
Vietnamese	3.6	Not well	11.5
Thai	3.3	Not at all	1.5
Spouse of Partner Migrant of Family stream			
Sample size — 1,848			
English	77.8	Best or only	77.7
Chinese	3.0	Very well	9.9
Mandarin	3.0	Well	9.6
Cantonese	1.8	Not well	2.5
Vietnamese	1.3	Not at all	0.2

Note: Table includes only those respondents who participated in both the Introductory Survey ('At six months') and Follow-up Survey ('At 18 months').

1. Selection is based on main responses of Skill stream primary applicants.

2. 'All surveyed migrants' excludes Skill stream Non-Migrating Unit Spouse and Family stream Spouses of Partner Migrants, as these respondents were either born in Australia or migrated to Australia as part of a different migrating unit to their spouse.

Table 6: Australian qualification attained in last 12 months by visa stream (primary applicants) at 18-month stage of settlement

	All primary applicants	Skill stream primary applicant	Family stream - Partner Migrant
Sample size:			
Education attainment	9,030	7,027	2,003
Qualification and field of study¹	1,157	814	343
Education attainment (weighted) (%)			
Australian qualification attained in last 12 months	14.2	10.9	16.2
Qualification level (%)			
Doctoral degree	0.1	0.3	0.0
Master degree	0.9	1.4	0.6
Other postgraduate qualification	0.5	0.9	0.2
Bachelor degree	1.8	1.6	1.9
Diploma / Certificate level	10.2	6.2	12.7
Other post-school qualification	0.6	0.4	0.7
Field of study² (%)			
Management and Commerce	25.1	23.5	25.8
Health	13.7	16.9	12.3
Engineering and Related Technologies	8.0	16.0	4.7
Society and Culture	23.4	14.7	27.1
Information Technology	5.2	8.7	3.8
Food, Hospitality and Personal Services	7.0	8.2	6.5
Architecture and Building	4.3	5.3	3.9
Education	10.4	4.1	13.1
Agriculture, Environmental and Related Studies	0.9	1.2	0.7
Natural and Physical Sciences	0.5	1.1	0.2
Creative Arts	0.8	0.3	1.0
Mixed Field Programs	0.7	0.1	0.9

Note: Table includes only those respondents who participated in both the Introductory Survey ('At six months') and Follow-up Survey ('At 18 months').

1. Sample size excludes respondents with no post-school qualification, for 'Field of study'.

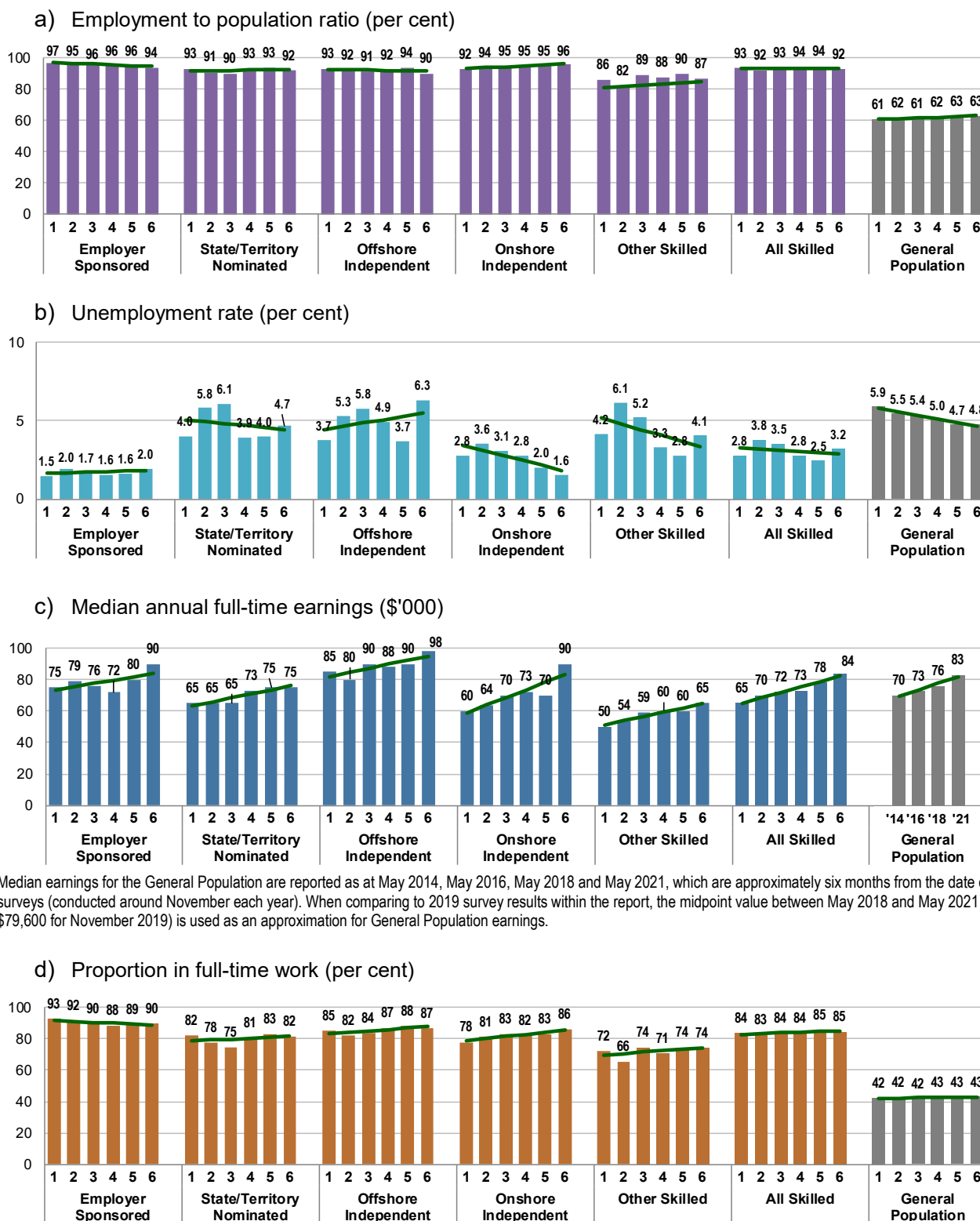
2. Sorted on the Skill stream.

Table 7: Housing arrangements by visa stream (primary applicants) at 18-month stage of settlement

Current housing arrangements (weighted) (%)	All primary applicants	Skill stream	Family stream - Partner Migrant
Sample size	9,030	7,027	2,003
Own outright	6.3	4.1	7.7
Pay mortgage	27.8	22.8	31.0
Pay rent	56.4	68.9	48.4
Living with family / friends rent free	7.8	2.5	11.2
Accommodation provided by employer	1.0	1.4	0.8
Other	0.7	0.3	0.9

Note: Table includes only those respondents who participated in both the Introductory Survey ('At six months') and the Follow-up Survey ('At 18 months').

Figure 1: Comparisons of employment outcomes between survey cohorts (primary applicants) at 18-month stage of settlement and the Australian general population



Median earnings for the General Population are reported as at May 2014, May 2016, May 2018 and May 2021, which are approximately six months from the date of the surveys (conducted around November each year). When comparing to 2019 survey results within the report, the midpoint value between May 2018 and May 2021 (that is, \$79,600 for November 2019) is used as an approximation for General Population earnings.

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 Survey reports include all respondents who participated in the Introductory Survey, whereas CSAM Follow-up Survey reports include only those respondents who participated in both the Introductory Survey and Follow-up Survey.
- In the x-axis the numbers 1 to 6 refer to Cohorts (2014 to 2019).

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, released October 2021. Data presented is November 'Original' for each year spanning 2014 to 2019. Earnings figures for Australian employees sourced from ABS, Employee Earnings and Hours, Australia, May 2014, 2016, 2018, and 2021 releases (estimates for Nov-2019). Data may differ from previous reports due to ABS revisions.

Figure 2: Employment transitions between six-month and 18-month stages of settlement (primary applicants)

a) Skilled Migrants

Labour market outcome at six months					Outcome at 18 months
In highly skilled job (68.7%)	In semi-skilled/low skilled job (21.4%)	Not in labour force (4.2%)	Unemployed (5.7%)		
↓	↓	↓	↓	⇒	In highly skilled job 70.6%, up 1.9 pp
64.0%	2.2%	1.5%	2.8%	⇒	In semi-skilled/low skilled job 21.8%, up 0.3 pp
1.8%	17.8%	0.9%	1.2%	⇒	Not in labour force 4.5%, up 0.3 pp
1.8%	0.8%	1.4%	0.6%	⇒	Unemployed 3.1%, down 2.6 pp
1.1%	0.6%	0.4%	1.0%		

b) Partner Migrants

Labour market outcome at six months					Outcome at 18 months
In highly skilled job (26.4%)	In semi-skilled/low skilled job (39.5%)	Not in labour force (22.2%)	Unemployed (11.9%)		
↓	↓	↓	↓	⇒	In highly skilled job 27.7%, up 1.3 pp
23.0%	2.0%	1.2%	1.5%	⇒	In semi-skilled/low skilled job 42.9%, up 3.4 pp
2.1%	34.1%	2.5%	4.2%	⇒	Not in labour force 21.3%, down 0.9 pp
0.8%	2.2%	15.2%	3.1%	⇒	Unemployed 8.1%, down 3.9 pp
0.4%	1.1%	3.3%	3.3%		

Note: Figure 2 includes only those respondents who participated in both the Introductory Survey and Follow-up Survey. To enable cross-tabulation between the Introductory Survey and Follow-up Survey, an invalid response in either survey removes that person's response from both surveys; hence, some percentages differ slightly from those presented in Tables 1 and 2. pp = percentage points.