



Australian Government
Department of Home Affairs

Continuous Survey of Australia's Migrants

Cohort 6 Report—Introductory survey 2018

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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 and their spouses. 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. In the 2018 introductory survey, 10,158 primary applicant migrants were surveyed, with responses also obtained for their 8409 migrant and non-migrant spouses, providing a total of 18,567 survey responses.

This report highlights some of the main findings from the introductory survey of migrants, surveyed around November 2018. A comparison is also made between findings of all CSAM introductory surveys conducted between 2013 and 2018. In this report, each year's surveyed migrant group is referred to as a cohort, from Cohort 1 (introductory survey of 2013), to Cohort 6 (introductory survey of 2018).

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—89.3 per cent (27.0 points above that for the general population)
- labour force participation rate—95.2 per cent (29.6 points above that for the general population)
- unemployment rate—6.2 per cent (1.2 points above that for the general population)
- median annual earnings—\$70,000 (\$12,100 above that for the general population), comprised of:
 - full-time—\$73,000 (\$3,300 below that for the general population)
 - part-time—\$40,000 (\$9,900 above that for the general population)
- highly skilled employment to population ratio¹—67.5 per cent.

The reporting categories for the 7807 Skilled Migrants were Employer Sponsored (1594 respondents), State/Territory Nominated (2759 respondents), Offshore Independent (1012 respondents), Onshore Independent (1644 respondents) and Other Skilled (798 respondents) (Appendix: Table 2).² These categories constitute only primary applicants and are described in more detail in the Survey Methodology section of this report). Amongst these categories at the six-month stage of settlement, better employment outcomes were recorded by:

- Employer Sponsored and Onshore Independent migrants, based on levels of employment and unemployment
- Offshore Independent migrants, based on median annual income.

These findings have been consistent across all introductory surveys (2013 through to 2018) (Appendix: Figure 1).

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

- 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 if the occupation is classified as ANZSCO skill level 3 or 4, which requires Certificate III or IV level qualification
- low skilled if the occupation is classified as ANZSCO skill level 5, which requires Certificate I or II level qualification, or lower.

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

Employer Sponsored

- employment to population ratio—93.7 per cent (4.4 points above the average for all skilled categories)
- labour force participation rate—95.6 per cent (0.4 points above the average for all skilled categories)
- unemployment rate—1.9 per cent (4.3 points below the average for all skilled categories)
- highly skilled employment to population ratio—72.7 per cent (5.2 points above the average for all skilled categories).

Onshore Independent

- employment to population ratio—93.5 per cent (4.2 points above the average for all skilled categories)
- labour force participation rate—97.4 per cent (2.2 points above the average for all skilled categories)
- unemployment rate—4.0 per cent (2.2 points below the average for all skilled categories)
- highly skilled employment to population ratio—72.7 per cent (5.2 points above the average for all skilled categories).

Offshore Independent

- employment to population ratio—82.2 per cent (7.1 points below the average for all skilled categories)
- labour force participation rate—95.1 per cent (0.1 points below the average for all skilled categories)
- unemployment rate—13.6 per cent (7.4 points above the average for all skilled categories)
- highly skilled employment to population ratio—71.7 per cent (4.2 points above the average for all skilled categories).

The strong employment outcomes for Employer Sponsored and Onshore Independent migrants 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. This is particularly the case with New Zealand citizens moving on to permanent residency via the Onshore Independent category. These migrants have only been included in Australia's Migration Program from 2017–18, and their inclusion has had a major impact on Onshore Independent earnings—increasing the category's annual full-time earnings by \$7,200. This may be partially explained by some of the characteristics of New Zealand Onshore Independent migrants, compared to migrants from all other countries. Namely New Zealand Onshore Independent migrants had:

- a higher proportion working full-time (91.3 per cent compared to 82.1 per cent, respectively)
- greater job stability:
 - (82.3 per cent held the same job over the preceding 12 months, compared to 68.9 per cent, respectively); and
 - (94.2 per cent had held a job for 12 months out of the 12 months preceding the survey, compared to 77.7 per cent, respectively); and
- migrated from an English speaking country (99.8 per cent indicated that English is their best or only language spoken, compared to 60.7 per cent, respectively).

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 13.6 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 \$89,600.

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 supported this hypothesis, 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 the survey were 4877 Migrating Unit Spouses (secondary applicants from the Skill stream) and 2351 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—62.5 per cent (0.2 points above that for the general population)
- labour force participation rate—78.8 per cent (13.2 points above that for the general population)
- unemployment rate—20.7 per cent (15.7 points above that for the general population)
- median annual earnings—\$50,000 (\$7,900 below that for the general population)
- proportion in full-time employment—42.6 per cent (0.2 points below that for the general population).

Partner Migrants

- employment to population ratio—65.8 per cent (3.5 points above that for the general population)
- labour force participation rate—78.0 per cent (12.4 points above that for the general population)
- unemployment rate—15.7 per cent (10.7 points above that for the general population)
- median annual earnings—\$45,000 (\$12,900 below that for the general population)
- proportion in full-time employment—40.3 per cent (2.5 points below that for the general population).

Australian resident/citizen spouses

The survey also included 1236 Non-Migrating Unit Spouses of Skilled Migrants, and 2296 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

- employment to population ratio—81.2 per cent (18.9 points above that for the general population)
- labour force participation rate—85.4 per cent (19.8 points above that for the general population)
- unemployment rate—4.8 per cent (0.2 points below that for the general population)
- median annual earnings—\$65,000 (\$7,100 above that for the general population)
- proportion in full-time employment—65.8 per cent (23.0 points above that for the general population).

Spouses of Partner Migrants

- employment to population ratio—85.7 per cent (23.4 points above that for the general population)
- labour force participation rate—90.5 per cent (24.9 points above that for the general population)
- unemployment rate—5.3 per cent (0.3 points above that for the general population)
- median annual earnings—\$62,400 (\$4,500 above that for the general population)
- proportion in full-time employment—70.6 per cent (27.8 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 these migrants were:

- not selected for migration on the basis of their skills or employability, unlike Skilled Migrants
- more likely than most other surveyed categories to have family caring duties—supported by data from previous CSAM follow-up surveys³
- relatively new to Australia, with all of the inherent employment integration challenges this includes, unlike Non-Migrating Unit Spouses and Spouses of Partner Migrants, who were either born in Australia or had migrated to Australia at an earlier time.

³ Based on data from CSAM cohorts 1 to 5, 56.5 per cent of Migrating Unit Spouses and 45.4 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, 32.3 per cent of Skilled Migrants, 44.7 per cent of Spouses of Partner Migrants, and 30.3 per cent of Non-migrating Unit Spouses, performed unpaid family care duties.

Employment outcomes of Skilled Migrants by cohort over 2013 to 2018

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 introductory surveys from 2013 to 2018 (cohorts 1-through-6), 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 employment outcome)⁴
- Skilled Migrants and the general population—using change in employment outcomes between the 2013 and 2018 surveys.

Comparisons between cohorts for skilled categories

Employment to population ratio:

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

Proportion in highly skilled employment:

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

Unemployment rate:

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

Labour force participation rate:

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

Median annual full-time earnings:

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

Proportion in full-time employment:

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

⁴ A descriptor of 'marginal' indicates slope of linear trend line is between 0.1 and 0.5 or -0.1 and -0.5 (inclusive). A descriptor of 'unchanged' indicates slope of linear trend line is between -0.1 to 0.1 (not inclusive).

Comparison between Cohorts 1 and 6 for Skilled Migrants and the Australian general population

Employment to population ratio:

- decreased 0.9 percentage points for Skilled Migrants
- increased 1.4 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 six years of 89.1 per cent and 61.4 per cent, respectively.

Unemployment rate:

- increased 0.2 percentage points for Skilled Migrants
- decreased 0.8 percentage points for the general population.

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. Then from 2014 to 2018 the unemployment rate for Skilled Migrants was consistently higher than for the general population, with an average rate over the five years of 7.2 per cent and 5.7 per cent, respectively.

Labour force participation rate:

- decreased 0.7 percentage points for Skilled Migrants
- increased 1.0 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 six years of 95.8 per cent and 65.1 per cent, respectively.

Median annual full-time earnings:

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

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 six years has been observed.

Full-time employment to population ratio:

- increased by 1.1 percentage points for Skilled Migrants
- increased by 0.4 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 six years of 78.2 per cent and 42.4 per cent, respectively.

⁵ 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 Cohort 1 and Cohort 6 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 the proportion who are self-employed (Appendix: Table 5).

Occupation

At the six-month stage of settlement almost half (48.4 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 more than twice the rate for the Australian general population (23.7 per cent), and well above the rate for most other surveyed categories. The rates for Skilled Migrants working as managers (16.6 per cent) and as technicians and trades workers (14.2 per cent) were slightly higher than for the Australian general population (12.5 per cent and 14.0 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 (8.9 per cent) and registered nurse (5.6 per cent).

At the time of the survey, almost three-quarters (71.8 per cent) of the Skilled Migrant population were employed in either their nominated occupation (57.6 per cent), or in an occupation of equivalent or higher skill level (14.2 per cent). Almost one-in-five (18.6 per cent) were working at a lower skill level.⁶

Industry

At 16.2 per cent, the health care and social assistance industry was the main employer of surveyed migrants. This was comprised of 15.1 per cent of Skilled Migrants, 18.2 per cent of Migrating Unit Spouses and 16.5 per cent of Partner Migrants, working in this industry—compared to 13.2 per cent of the Australian general population working in this industry at the time of the survey.

The main industries of employment for Skilled Migrants were professional, scientific and technical services (17.2 per cent), the aforementioned health care and social assistance (15.1 per cent), accommodation and food services (10.3 per cent), Education and Training (8.0 per cent) and Manufacturing (7.9 per cent). In total, 58.5 per cent of Skilled Migrants were working in these five industries—14.4 points higher than for the general population.

The other reporting categories were also concentrated in a handful of industries. The proportion working in each reporting category's top five industries ranged from 52.3 per cent for Spouses of Partner Migrants, to 61.1 per cent for Partner Migrants—7.4 points and 15.2 points higher, respectively, than the proportion for the general population. As a comparison, although not shown in Appendix: Table 4, Australia's general population is also concentrated in a handful of industries (although slightly less so than those surveyed) with, at the time of the survey, 49.3 per cent working in just five industries.

⁶ 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, 83.3 per cent of Skilled Migrants were employees working for wages and salaries and 5.9 per cent were business owners (with the remaining 10.7 per cent not working). The rate of business ownership was lower for each of the surveyed categories than it was for the Australian population (10.3 per cent), with the exception of Spouses of Partner Migrants (11.9 per cent).

The proportion of business owners amongst Non-Migrating Unit Spouses and Spouses of Partner Migrants (that is, those who were either born in Australia or migrated to Australia at an earlier time to their surveyed spouse) was higher than for Skilled Migrants, Migrating Unit Spouses and Partner Migrants, reflecting that it takes time to establish a business.

At the six-month stage of settlement, 80.3 per cent of Skilled Migrants were working full-time, that is, working 35 hours or more per week, and 8.9 per cent were working part-time (with the remaining 10.7 per cent not working). This rate of full-time employment was substantially higher than that of other migrant categories (ranging from 9.7 percentage points to 40.1 percentage points higher) and was 37.5 percentage points higher than that for the general population.

Migration, demographic and language characteristics

CSAM collects detailed 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 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 few surveyed migrants coming from mainly English-speaking countries, more than half (60.3 per cent) of Skilled Migrants and more than one-third (40.2 per cent) of Partner Migrants spoke English as their main or only language at home. Furthermore, almost all (97.5 per cent) Skilled Migrants and the majority (84.5 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-fifth (21.7 per cent) of Skilled Migrants and about one-in-seven (14.0 per cent) of Partner Migrants had arrived in Australia during 2018 (the same year as the survey). The remainder had arrived before 2018, with 13.9 per cent of Skilled Migrants and 7.4 per cent of Partner Migrants having arrived 5 or more years before their introductory survey.

The migrating unit

Around four-in-ten of all Skilled Migrants (39.4 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 (91.8 per cent) were travelling alone.

Excluding migrants travelling alone, Skilled Migrants arrived with, on average, 2.6 dependants (that is, secondary applicants) in their migrating unit (includes children over/under 18 years of age and spouses), while Partner Migrants arrived with, on average, 1.7 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, compared to the Australian population⁷. At the six-month stage of settlement:

- 94.1 per cent of Skilled Migrants and 76.1 per cent of Partner Migrants had a post-school qualification—compared to 59.3 per cent for the Australian population
- 79.4 per cent of Skilled Migrants and 53.5 per cent of Partner Migrants had a university degree—compared to 26.0 per cent for the Australian population.

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

- 45.6 per cent of Skilled Migrants and 34.9 per cent of Partner Migrants had an Australian qualification
- 82.4 per cent of Skilled Migrants and 65.2 per cent of Partner Migrants had an overseas qualification.

Carer duties

More than half (52.8 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:

- 50.5 per cent had provided unpaid care to children
- 7.5 per cent had provided unpaid care to other family members who were elderly / ill or disabled.

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 38.0 per cent.

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

Survey methodology

About the survey

This report relates to the second iteration of CSAM, with the first iteration run between 2009 and 2011. The second iteration commenced in 2013, and is run every 12 months. It is comprised of 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 for the 2018 introductory survey included migrants who settled in Australia mid-April 2018, with the eligible window approximately three-months on either side, and 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 a state or territory); and a redistribution of surplus sample records that resulted in a sample of 20,000 records. Of these, 3868 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 10,158 primary applicant migrants completed the introductory survey for Cohort 6—a response rate of 50.8 per cent. Responses were also obtained for their 8,409 migrant and non-migrant spouses, providing a total of 18,567 survey responses.

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 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, the 2018 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

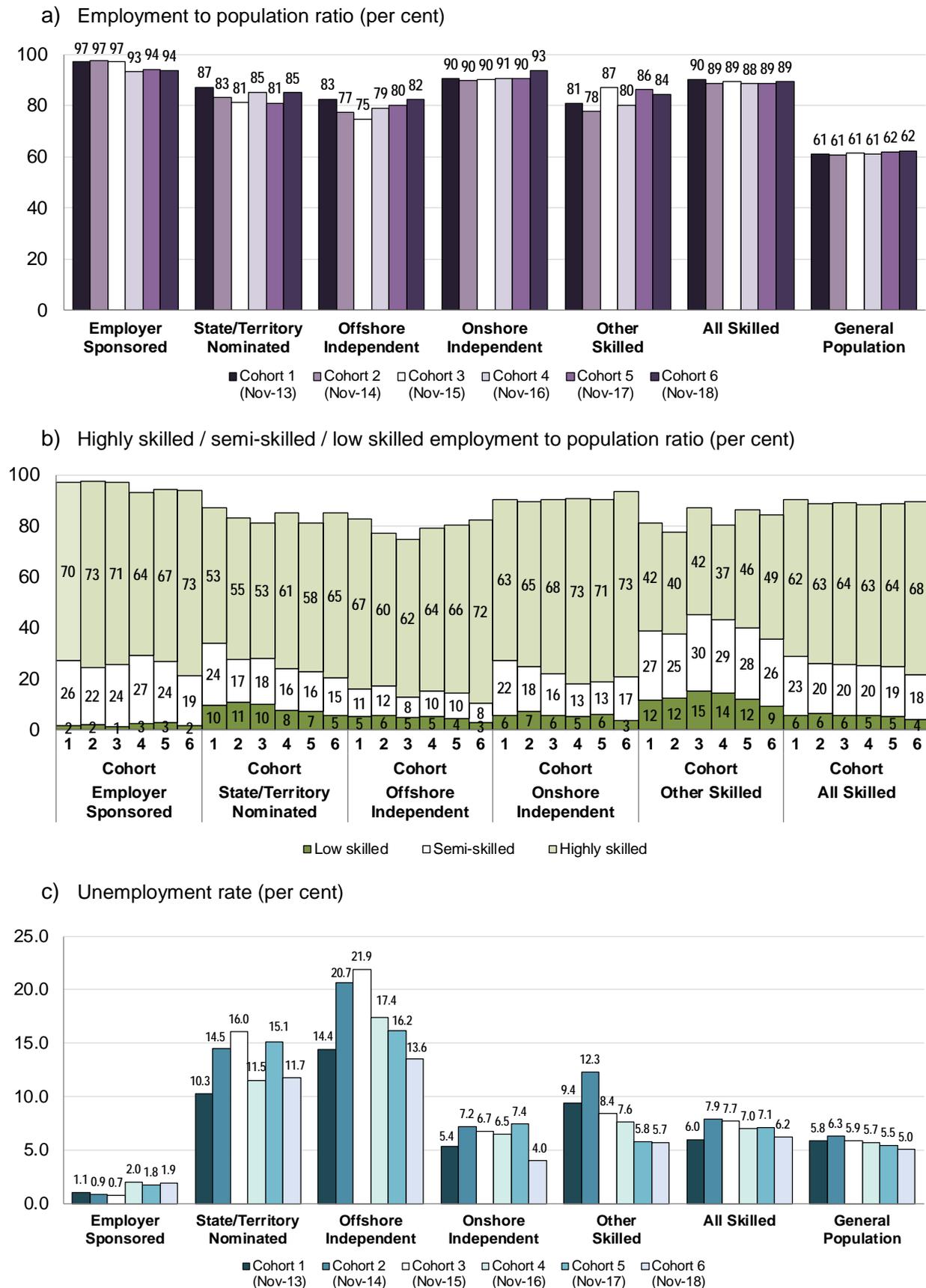
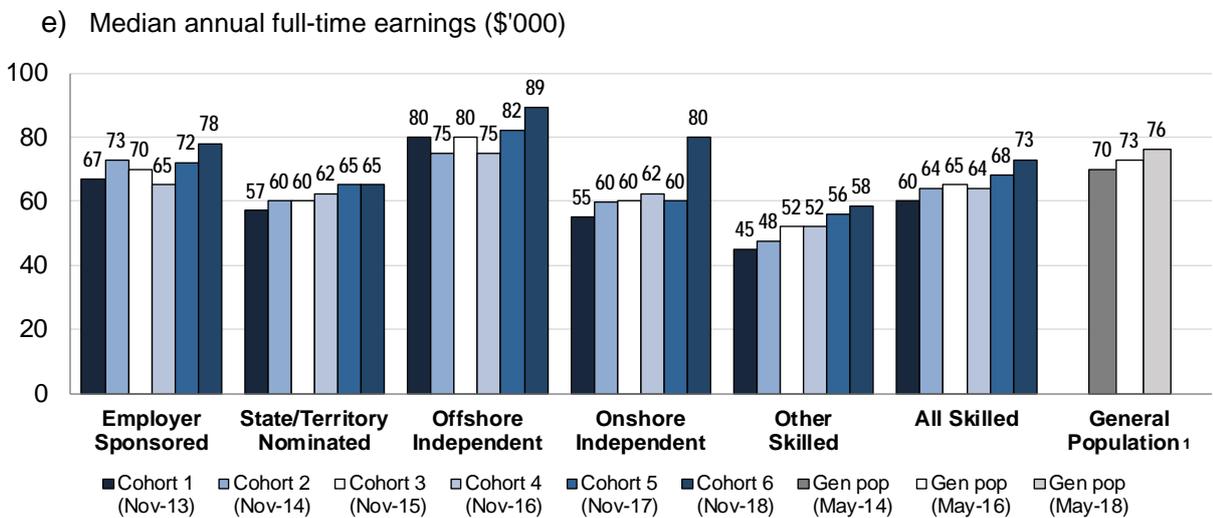
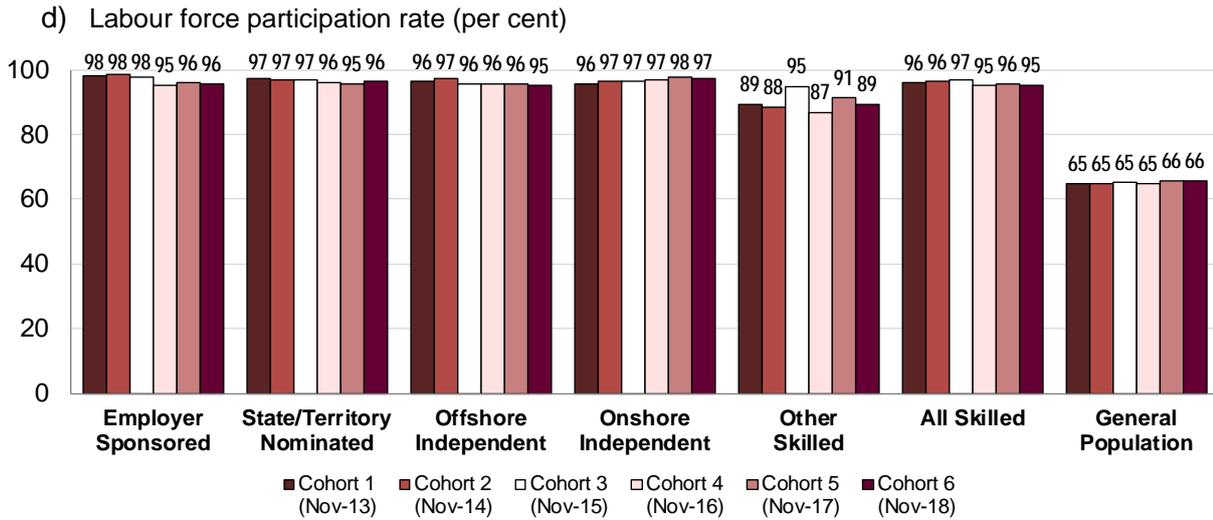
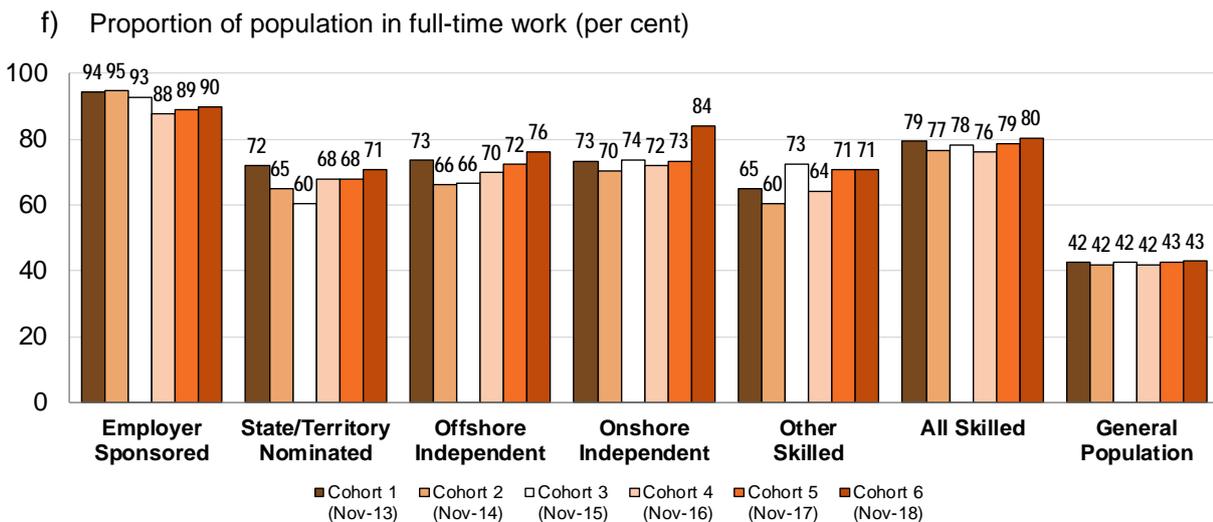


Figure 1 (continued)



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.

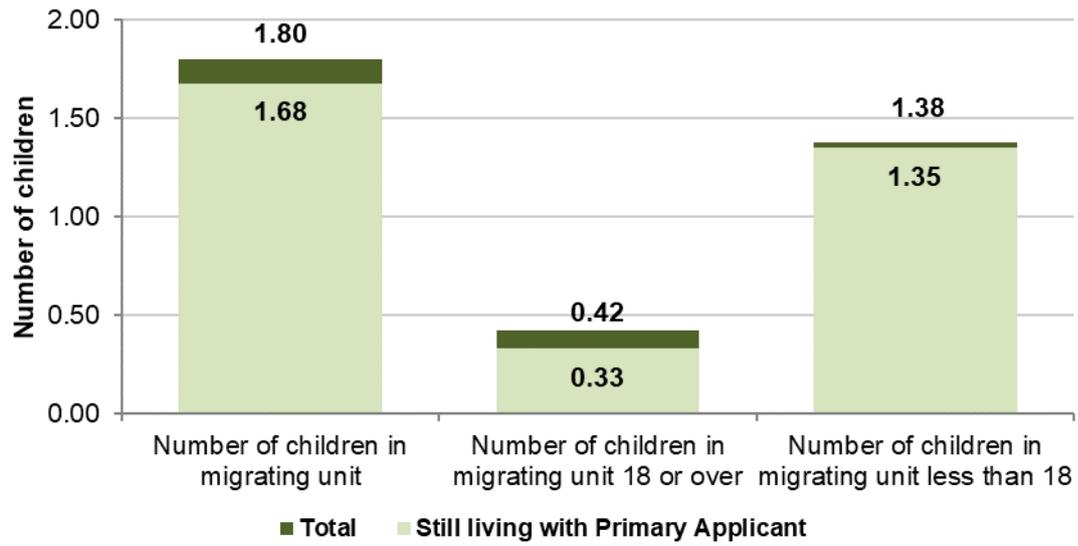


Note: Data reported in Figure 1 may differ slightly from that reported in other CSAM reports, due to:

- 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 2019 release, 6202.0 (Trended) and November 2019 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 differ from previous reports due to ABS revisions.

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



Note: Sample size only includes respondents with at least one child in migrating unit.

Table 1: Employment outcomes by visa stream

	All surveyed migrants ¹	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. ²
Sample size:							
Employment outcomes	15,035	7,807	4,877	1,236	2,351	2,296	N/A
Earnings and hours ³	10,883	6,752	2,676	855	1,455	1,839	N/A
Employment outcomes (weighted) (%)							
Employed	72.6	89.3	62.5	81.2	65.8	85.7	62.3
<i>By skill level (of employed)⁴:</i>							
Highly skilled	39.9	67.5	32.0	51.4	25.7	46.3	N/A
Semi-skilled	21.8	17.8	19.6	23.6	25.1	31.0	N/A
Low skilled	10.8	3.9	10.9	6.3	15.0	8.4	N/A
Unemployed	10.9	5.9	16.3	4.1	12.2	4.8	3.3
Not in labour force	16.4	4.8	21.2	14.6	22.0	9.5	34.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	13.1	6.2	20.7	4.8	15.7	5.3	5.0
Participation rate	83.6	95.2	78.8	85.4	78.0	90.5	65.6
Proportion self-employed	6.3	5.8	6.7	7.8	6.5	11.5	10.3
Proportion in full-time work	53.3	80.3	42.6	65.8	40.3	70.6	42.8
Earnings and hours⁵ (weighted)							
Median annual full-time earnings (\$'000)	62.4	73.0	60.0	71.0	55.0	67.0	76.3
Median annual part-time earnings (\$'000)	31.2	40.0	31.2	32.8	30.0	36.4	30.1
Median annual earnings (\$'000)	54.6	70.0	50.0	65.0	45.0	62.4	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)	28.8	34.6	27.8	32.9	25.7	30.8	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 2019 release, 6202.0 (Trended) and September 2019 release, 6291.0.55.003, data presented is for November 2018. 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 differ slightly from previous reports due to ABS revisions.

3. Sample size excludes respondents not working, for 'Earnings and hours'.

4. Excludes a small number of unknown occupations—totals do not add to per cent 'Employed'. See, footnote 1 in the main body of report for definitions of skill level.

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 ¹	General Pop. ²
Sample size:							
Employment outcomes	7,807	1,594	2,759	1,012	1,644	798	N/A
Earnings and hours ³	6,752	1,460	2,298	818	1,524	655	N/A
Employment outcomes (weighted) (%)							
Employed	89.3	93.7	85.0	82.2	93.5	84.3	62.3
<i>By skill level (of employed)⁴:</i>							
Highly skilled	67.5	72.7	64.6	71.7	72.7	48.7	N/A
Semi-skilled	17.8	19.5	15.0	7.8	17.3	26.5	N/A
Low skilled	3.9	1.6	5.5	2.6	3.5	9.1	N/A
Unemployed	5.9	1.8	11.3	12.9	3.9	5.1	3.3
Not in labour force	4.8	4.4	3.7	4.9	2.6	10.7	34.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Unemployment rate	6.2	1.9	11.7	13.6	4.0	5.7	5.0
Participation rate	95.2	95.6	96.3	95.1	97.4	89.3	65.6
Proportion self-employed	5.9	3.3	4.2	1.7	5.3	19.4	10.3
Proportion in full-time work	80.3	89.7	70.8	76.2	83.9	70.5	42.8
Earnings and hours⁵ (weighted)							
Median annual full-time earnings (\$'000)	73.0	78.0	65.0	89.6	80.0	58.3	76.3
Median annual part-time earnings (\$'000)	40.0	46.8	37.4	49.4	44.2	38.1	30.1
Median annual earnings (\$'000)	70.0	75.0	60.0	85.0	78.0	55.0	57.9
Median hours per week (hours/week)	40.0	40.0	38.0	40.0	40.0	38.0	N/A
Median hourly rate of pay (\$/hour)	34.6	36.1	31.3	42.7	38.0	28.0	N/A

Note: 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, November 2019 release, 6202.0 (Trended) and September 2019 release, 6291.0.55.003, data presented is for November 2018. 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 differ slightly from previous reports due to ABS revisions.

3. Sample size excludes respondents not working, for 'Earnings and hours'.

4. See, footnote 1 in the main body of report for definitions of skill level.

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

	All surveyed migrants ¹	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. ²
Sample size							
Occupation category ³	10,883	6,752	2,676	855	1,455	1,839	N/A
Nominated field of work ⁴	N/A	6,500	N/A	N/A	N/A	N/A	N/A
Occupation category (weighted) (%)							
Managers	13.1	16.6	12.7	17.2	10.2	13.8	12.5
Professionals	32.5	48.4	30.5	38.9	19.9	29.5	23.7
Technicians and trades workers	11.6	14.2	7.9	12.9	10.6	17.3	14.0
Other occupations	42.8	20.8	48.8	31.0	59.2	39.4	49.8
Nominated field of work⁵ (weighted) (%)							
Working in nominated field	N/A	57.6	N/A	N/A	N/A	N/A	N/A
Working at the same (or higher) skill level as nominated field	N/A	14.2	N/A	N/A	N/A	N/A	N/A
Working at lower skill level than nominated field	N/A	18.6	N/A	N/A	N/A	N/A	N/A
Not working	N/A	9.6	N/A	N/A	N/A	N/A	N/A

Note: N/A = not available

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

2. General Pop. = General Population. Occupation Category for Australian civilian population aged 15 years and over sourced from ABS, Labour Force, Australia, November 2019 release, 6291.0.55.003, data presented is for November 2018.

3. Sample size excludes respondents not working, for 'Occupation category'.

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

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

Table 4: Most common occupations and industries by visa stream

	CSAM	General Pop. ¹		CSAM	General Pop. ¹
Occupation			Industry		
All surveyed migrants² (weighted) (%)					
Sample size — 10,883					
Software and Applications Programmers	4.6	0.9	Health Care and Social Assistance	16.2	13.2
Sales Assistant (General)	3.6	4.2	Accommodation and Food Services	13.1	7.1
Registered Nurses	2.7	2.1	Professional, Scientific and Technical Services	11.4	8.4
Accountants	2.5	1.5	Education and Training	9.2	8.3
Aged or Disabled Carer	2.4	1.4	Retail Trade	8.8	10.2
Skill stream - primary applicant (weighted) (%)					
Sample size — 6,752					
Software and Applications Programmers	8.9	0.9	Professional, Scientific and Technical Services	17.2	8.4
Registered Nurses	5.6	2.1	Health Care and Social Assistance	15.1	13.2
Accountants	3.6	1.5	Accommodation and Food Services	10.3	7.1
Chef	3.0	0.8	Education and Training	8.0	8.3
Advertising and Sales Managers	2.4	1.1	Manufacturing	7.9	7.1
Skill stream - Migrating Unit Spouse (weighted) (%)					
Sample size — 2,676					
Software and Applications Programmers	4.8	0.9	Health Care and Social Assistance	18.2	13.2
Sales Assistant (General)	3.7	4.2	Retail Trade	11.6	10.2
Nursing Support and Personal Care Workers	2.9	0.8	Accommodation and Food Services	11.0	7.1
Accountants	2.7	1.5	Professional, Scientific and Technical Services	10.6	8.4
Child Carers	2.5	1.1	Education and Training	9.4	8.3
Skill stream - Non-Migrating Unit Spouse (weighted) (%)					
Sample size — 855					
Registered Nurses	3.1	2.1	Health Care and Social Assistance	18.2	13.2
Sales Assistant (General)	2.9	4.2	Professional, Scientific and Technical Services	12.4	8.4
Accountants	2.2	1.5	Construction	11.9	9.1
Management and Organisation Analysts	2.1	0.6	Education and Training	9.6	8.3
Advertising and Sales Managers	2.0	1.1	Retail Trade	8.8	10.2
Family stream - Partner Migrant (weighted) (%)					
Sample size — 1,455					
Sales Assistant (General)	5.5	4.2	Health Care and Social Assistance	16.5	13.2
Aged or Disabled Carer	3.8	1.4	Accommodation and Food Services	16.2	7.1
Waiter	3.0	1.0	Education and Training	10.2	8.3
Nursing Support and Personal Care Workers	2.6	0.8	Retail Trade	9.5	10.2
Commercial Cleaner	2.3	1.2	Manufacturing	8.7	7.1
Family stream - Spouse of Partner Migrant (weighted) (%)					
Sample size — 1,839					
Software and Applications Programmers	2.5	0.9	Health Care and Social Assistance	13.3	13.2
Chef	2.5	0.8	Construction	13.0	9.1
Registered Nurses	2.4	2.1	Professional, Scientific and Technical Services	9.1	8.4
Storeperson	2.2	1.0	Accommodation and Food Services	8.5	7.1
Accountants	2.2	1.5	Manufacturing	8.4	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, November 2019 release, 6291.0.55.003, data presented is for November 2018.

2. '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.

Table 5: Employment: Full-time or part-time status by visa stream

	All surveyed migrants ¹	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. ²
Sample size:							
Employment and number of jobs ³	15,035	7,807	4,877	1,236	2,351	2,296	N/A
Working hours and time held job ⁴	10,883	6,752	2,676	855	1,455	1,839	N/A
Employment status (weighted) (%)							
Employee	66.2	83.3	55.7	73.2	59.3	73.8	52.3
Business owner	6.4	5.9	6.8	8.1	6.5	11.9	10.3
Not working	27.4	10.7	37.5	18.8	34.2	14.3	37.4
Full-time and part-time status (weighted) (%)							
Full-time	53.3	80.3	42.6	65.8	40.3	70.6	42.8
Part-time	19.3	8.9	19.9	15.5	25.5	15.1	19.7
Not working	27.4	10.7	37.5	18.8	34.2	14.3	37.4
Working hours (weighted) (hours/week)							
Median working hours	38.0	40.0	38.0	40.0	38.0	40.0	N/A
Time held job (weighted) (month)							
Average number of months held a job in last 12 months including current job	10.4	10.6	NC	NC	10.3	NC	N/A
Number of jobs (weighted)							
Average number of jobs held in last 12 months including current job	1.1	1.3	NC	NC	1.0	NC	N/A

Note: NC = not collected. 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. 'All surveyed migrants' excludes Migrating Unit Spouse when information was not collected for those respondents.

2. General Pop. = General Population. Employment Status and Full-time, Part-time status for Australian civilian population aged 15 years and over and sourced from ABS, Labour Force, Australia, November 2019 release, 6291.0.55.003 (Trended), data presented is for November 2018.

3. Sample size for 'Employment and number of jobs' covers subheadings of 'Employment status', 'Full-time and part-time status' and 'Number of jobs'.

4. Sample size excludes respondents not working, for 'Working hours' and 'Time held job'.

Table 6: Demographic and language characteristics by visa stream

	All surveyed migrants ¹	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
Sample size	15,035	7,807	4,877	1,236	2,351	2,296
Gender² (weighted) (%)						
Male	43.0	65.9	NC	NC	29.0	NC
Female	57.0	34.1	NC	NC	71.0	NC
Age at arrival² (weighted) (%)						
Less than 25 years	18.8	14.2	NC	NC	21.6	NC
25 to 34 years	56.9	57.2	NC	NC	56.7	NC
35 to 44 years	17.1	22.2	NC	NC	14.0	NC
45 to 54 years	5.2	5.0	NC	NC	5.3	NC
55 to 64 years	1.5	1.2	NC	NC	1.7	NC
65 years and over	0.4	0.1	NC	NC	0.6	NC
Birthplace² (weighted) (%)						
Mainly English speaking countries ³	16.0	18.9	NC	NC	14.2	NC
Other countries	84.0	81.1	NC	NC	85.8	NC
Main origin countries⁴ (weighted) (%)						
India	14.2	25.8	NC	NC	7.1	NC
People's Republic of China	11.0	11.5	NC	NC	10.7	NC
United Kingdom	8.2	8.0	NC	NC	8.2	NC
Philippines	9.0	7.5	NC	NC	9.9	NC
Other countries	57.6	47.1	NC	NC	64.0	NC
Main languages spoken⁴ (weighted) (%)						
English	48.5	60.3	51.4	70.5	40.2	73.9
Mandarin	6.1	5.7	5.7	2.9	6.5	2.9
Chinese, nfd	5.1	4.5	5.1	2.9	5.5	3.6
Portuguese	1.8	1.7	1.9	1.6	1.7	0.4
Other languages	38.5	27.7	35.8	22.0	46.1	19.2
English proficiency (weighted) (%)						
English best or only language / very well	66.2	81.8	67.2	81.3	56.2	86.2
English spoken well	23.6	15.7	24.3	15.1	28.3	10.7
English spoken not well / not at all	10.2	2.4	8.5	3.6	15.6	3.1

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. 'All surveyed migrants' excludes Migrating Unit Spouse when information was not collected for those respondents.

2. Gender, age and birthplace distributions for 'All surveyed migrants' exclude Migrating Unit Spouse.

3. 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.

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

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

	All primary applicants	Skill stream	Family stream - Partner Migrant
Sample size	10,158	7,807	2,351
Year of arrival (weighted) (%)			
2018	17.0	21.7	14.0
2017	23.1	30.8	18.4
2016	23.1	16.7	27.0
2015	17.0	10.9	20.7
2014	10.0	6.0	12.5
2013 or earlier	9.8	13.9	7.4
Main reason for migration (weighted) (%)			
Better future for me or my family	27.0	51.7	11.8
A higher standard of living	5.4	11.3	1.9
Australia's features—beaches, climate, lifestyle, etc.	5.9	11.1	2.6
To join my partner, family or relatives	51.5	3.7	80.9
Work or business opportunities	8.5	20.4	1.2
Education/study	1.2	1.0	1.3
Other reason	0.5	0.7	0.4
Visa reporting category (weighted) (%)			
Employer Sponsored	N/A	34.1	N/A
State/Territory Nominated	N/A	22.2	N/A
Offshore Independent	N/A	10.3	N/A
Onshore Independent	N/A	20.0	N/A
Other Skilled	N/A	13.4	N/A
Partner Migrant	N/A	N/A	100.0
Type of migrating unit (weighted)			
Couple only (%)	N/A	25.9	N/A
Couple with children (%)	N/A	33.2	N/A
Single migrant with children (%)	5.6	1.4	8.2
Single migrant without children (%)	71.8	39.4	91.8
<i>Average number of dependants¹ (no.)</i>	<i>2.4</i>	<i>2.6</i>	<i>1.7</i>

Note: N/A = not available.

1. '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
Sample size:			
Education attainment	10,158	7,807	2,351
Field of study (Australian qualification) ¹	4,376	3,594	782
Field of study (overseas qualification) ²	7,987	6,472	1,506
Country of post-school education attainment (weighted) (%)			
Australian qualification only	11.1	11.6	10.7
Overseas qualification only	44.0	48.5	41.2
Both Australian and overseas qualification	27.9	34.0	24.2
No post-school qualification	17.0	5.9	23.9
Highest education attainment (weighted) (%)			
Doctoral degree	2.3	4.3	1.1
Master degree	19.6	28.7	14.0
Other postgraduate qualification	4.2	4.4	4.1
Bachelor degree	37.3	42.1	34.4
Diploma/Certificate level	18.5	14.3	21.2
Other post-school qualification	1.0	0.4	1.4
No post-school qualification	17.0	5.9	23.9
Field of study (Australian qualification)³ (weighted) (%)			
Management and Commerce	34.8	31.9	37.1
Health	14.2	16.0	12.7
Engineering and Related Technologies	9.8	14.7	5.8
Information Technology	6.1	10.9	2.1
Other field	35.2	26.4	42.3
<i>Australian qualification attained</i>	39.0	45.6	34.9
Field of study (overseas qualification)³ (weighted) (%)			
Engineering and related technologies	15.8	25.8	7.9
Management and commerce	25.5	20.7	29.3
Information technology	11.1	15.3	7.7
Health	11.2	11.2	11.2
Other field	36.4	27.0	43.9
<i>Overseas qualification attained</i>	71.8	82.4	65.2

1. Sample size only includes respondents where they have an Australian post-school qualification, for 'Field of study (Australian qualification)'.
2. Sample size only includes respondents where they have an overseas post-school qualification, for 'Field of study (overseas qualification)'.
3. Selection is based, and sorted, on the main responses of the Skill stream.

Table 9: Highest education attained by field of study for Skill stream and Family stream Partner Migrants (primary applicants)

	Postgraduate qualification ¹	Bachelor degree	Diploma/Certificate level
Sample size²:			
Highest field of study (highest qualification)	3,495	4,055	1,462
Highest field of study (Australian qualification) ³	1,691	925	1,586
Highest field of study (overseas qualification) ⁴	2,275	4,354	1,185
Highest education attained by field of study⁵ (weighted) (%)			
Management and commerce	34.5	27.0	25.9
Information technology	12.9	11.7	5.8
Society and Culture	12.8	13.3	14.6
Health	10.9	13.7	7.4
Engineering and Related Technologies	10.5	16.0	15.5
Natural and physical sciences	5.2	4.6	0.3
Education	5.2	4.5	4.0
Architecture and Building	3.8	1.6	4.5
Food, Hospitality and Personal Services	1.7	1.4	16.1
Creative Arts	1.3	4.6	3.2
Agriculture, Environmental and Related Studies	1.0	1.6	1.8
Mixed Field Programs	0.2	0.0	0.9
Highest education attained by field of study (Australian qualification)⁵ (weighted) (%)			
Management and commerce	44.1	42.1	29.1
Information technology	13.1	7.8	2.0
Health	10.3	24.3	11.0
Engineering and related technologies	10.0	9.0	10.0
Society and Culture	7.8	7.1	23.7
Natural and Physical Sciences	4.1	1.5	0.2
Education	3.6	2.1	2.1
Architecture and Building	3.2	2.1	3.0
Creative Arts	1.5	2.1	1.6
Food, Hospitality and Personal Services	1.1	1.0	15.6
Agriculture, Environmental and Related Studies	1.1	1.0	1.5
Mixed Field Programs	0.0	0.0	0.3
Highest education attained by field of study (overseas qualification)⁵ (weighted) (%)			
Management and commerce	28.2	24.6	25.6
Society and Culture	14.9	14.6	7.9
Information Technology	12.4	11.7	8.4
Engineering and Related Technologies	12.0	17.5	17.3
Health	11.7	12.4	7.9
Natural and physical sciences	6.2	5.6	0.5
Education	6.1	4.8	4.9
Architecture and Building	3.7	1.5	5.5
Food, Hospitality and Personal Services	2.1	1.5	14.6
Creative Arts	1.4	4.4	4.4
Agriculture, Environmental and Related Studies	1.0	1.5	2.0
Mixed Field Programs	0.3	0.0	0.8

Note: Field of study ordered by Postgraduate qualification.

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

2. Sample size excludes respondents with no post-school qualification.

3. Sample size only includes respondents with an Australian qualification as their highest post-school qualification, for 'Highest field of study (Australian qualification)'.

4. Sample size only includes respondents with an overseas qualification as their highest post-school qualification, for 'Highest field of study (overseas qualification)'.

5. Sorted in descending order on 'Postgraduate qualification'.

Table 10: Activities in last two weeks by visa stream

	All surveyed migrants ¹	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
Sample size	15,035	7,807	4,877	1,236	2,351	2,296
Provision of unpaid care or assistance² (weighted) (%)						
To elderly, ill or disabled family members	6.1	3.9	7.5	5.5	6.9	5.9
To own or other children	35.2	27.7	50.5	23.7	34.4	33.0
<i>To own children</i>	32.5	25.8	48.9	21.8	30.9	30.4
<i>To other people's children</i>	3.2	2.2	2.5	2.5	4.0	3.2
To anyone (total)	38.1	29.9	52.8	26.9	38.0	36.3
Other activities in last two weeks² (weighted) (%)						
Unpaid domestic work for household	56.1	48.5	59.1	53.7	59.6	56.9
Voluntary work through an organisation/group	6.7	7.6	7.1	5.9	6.0	4.5
Full/part-time study	12.7	9.9	10.5	10.5	15.1	8.6
None	36.7	44.1	34.5	39.5	33.0	37.8

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. Multiple responses were accepted.