

# The Labour Market and Settlement Outcomes of Migrant Partners in New Zealand



**Ministry of Business,  
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# 1. Introduction

Analysis of LisNZ data to date has primarily explored skilled principal migrants and their settlement and labour market outcomes. However, the settlement of family members and the labour market outcomes of partners are equally as important to understand.

The presence of family members alongside the principal migrant plays an important role in the settlement process by providing social and economic support and assistance.<sup>1</sup> In addition, children in particular have been found to increase the social connectedness of principal migrants and therefore support positive settlement outcomes.<sup>2</sup> Understanding the settlement of partners and children is important as it has been identified that if a partner and family are not happy, then the retention of the skilled principal migrant is unlikely.<sup>3</sup> Facilitating employment opportunities and settlement services for partners of skilled migrants may be just as important as those developed for skilled principal migrants.

The settlement of families who migrate to New Zealand is increasingly important given the demographic challenges facing the country. Taking a longer-term view, retaining migrants who have partners and children benefits New Zealand not only by gaining the skills we need immediately from the parent(s), but also by potentially increasing the number of New Zealand educated workers when their children eventually enter the labour force. This may be particularly valuable as 'baby boomers' increasingly retire over the next 20 years.

By understanding the factors that influence the successful settlement of families, we can better improve or target settlement services and policies, therefore maximising economic contribution.

## 2. The current study

The purpose of this report is to describe the settlement and labour market outcomes of migrant partners and the factors related to the settlement of families (partners and children).

Whilst previous reports based on LisNZ have highlighted some outcomes of skilled secondary and family partner migrants, the current study focusses exclusively on migrant partners and their children in order to gain a more complete picture of their labour market and settlement outcomes.

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<sup>1</sup> Department of Immigration and Citizenship. (Nd). *Regional retention of migrants: Critical success factors [working draft]*. Canberra: Department of Immigration and Citizenship.

<sup>2</sup> Wulff, M and Dharmalingam, A. (2008). 'Retaining Skilled Migrants in Regional Australia: The Role of Social Connectedness'. *International Migration & Integration*, 9, 147 – 160.

<sup>3</sup> Department of Immigration and Citizenship. (2007). *Evaluation of Skilled Migration to the Riverina*. Canberra: Department of Immigration and Citizenship. Accessed from: [http://www.immi.gov.au/media/publications/research/\\_pdf/evaluation-skilled-migration-to-riverina.pdf](http://www.immi.gov.au/media/publications/research/_pdf/evaluation-skilled-migration-to-riverina.pdf)

# The Longitudinal Immigration Survey New Zealand

The findings for this report have been derived from the Longitudinal Immigration Survey New Zealand (LisNZ). The LisNZ was a partnership between the then Department of Labour and Statistics New Zealand, and was designed to produce detailed information on the settlement outcomes of migrants over time. The LisNZ surveyed migrants who were approved for permanent residence in New Zealand between 1 November 2004 and 31 October 2005. Migrants were interviewed 6, 18 and 36 months after taking up permanent residence in New Zealand (Waves 1, 2 and 3 respectively).

## Study population

The current study utilised a sub-population of the LisNZ sample to specifically explore the characteristics of migrant partners in New Zealand. This sub-sample (referred to as migrant partners throughout this report) included all LisNZ participants who:

- gained permanent residence as a family partner under the Partnership Category<sup>4</sup>
- were secondary applicants<sup>5</sup> as the partner/spouse of a principal applicant.

The sample consisted of 2,288 'migrant partners' at Wave 3.

The values provided in this report are based on weighted data, and as such can be considered representative of the general migrant partner population. Group comparisons in this report have been tested for statistical significance at the 95 percent confidence level.

The migrant partners included in this analysis were primarily family partner migrants (43 percent) or skilled secondary migrants<sup>6</sup> (40 percent). The remaining 17 percent of migrant partners were approved under a variety of migration categories and for the purposes of this report will be referred to as 'other'.<sup>7</sup>

## 3. Who are migrant partners?

Migrant partners are similar to the migrant population as a whole; however, they do have some unique characteristics. The following section outlines some of the demographic characteristics and living arrangements of migrant partners.

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<sup>4</sup> The partnership category enables the partner (including the spouse, de facto, or same-sex partner) of a New Zealand citizen or resident to apply for residence. Applicants must provide evidence that they have been living in a partnership that is genuine and stable for 12 months or more.

<sup>5</sup> Where applicable principal applicants may include their spouse or partner and dependent children in their application as secondary applicants.

<sup>6</sup> Skilled secondary migrant in this report refers to migrants who were approved as the partner of a skilled principal migrant, under the skilled migrant category.

<sup>7</sup> 'Other' migrants consist of migrant partners who were approved under: business, family other, family parent, general skills, pacific access, Samoan quota, talent and 'other' categories.

## Demographic characteristics

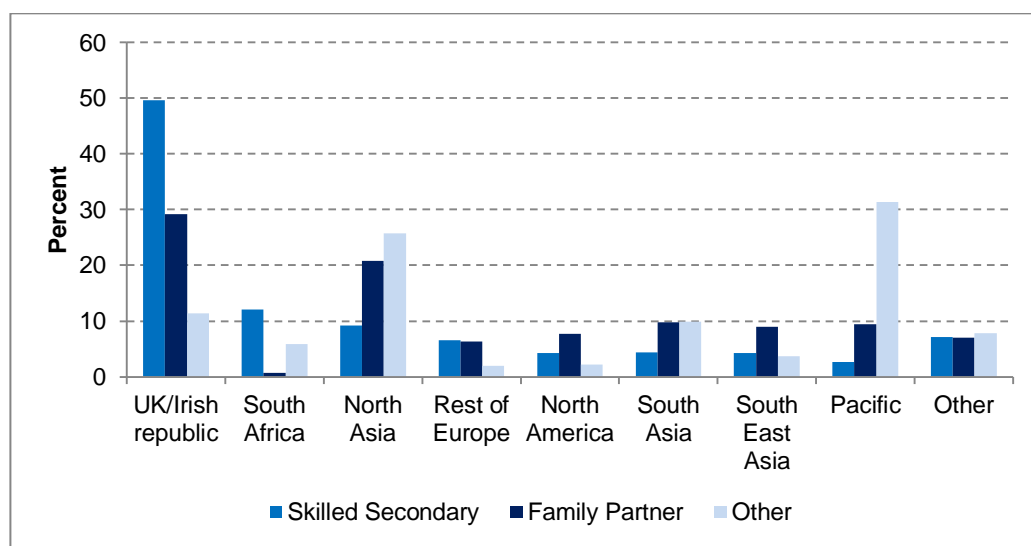
### Age and Sex

A large proportion of migrant partners were female (69 percent). Most migrant partners were aged between 25 and 44 years; 39 percent were aged between 25-34 years and 34 percent were aged 35-44 years.

### Region of origin

Reflective of the migrant population generally, a third of migrant partners were from the UK/Irish Republic (34 percent), followed by North Asia (17 percent) and the Pacific (10 percent). There were differences in the region of origin of migrant partners depending on which immigration category they were approved for permanent residence under. As shown in Figure 1, skilled secondary migrants were more likely to be from the UK/Irish Republic than family partner and 'other' migrants, whereas family partner and other migrants were more likely to be from North Asia than skilled secondary migrants. Other migrants were most likely to come from the Pacific.

Figure 1 Region of origin of migrant partners



### Previous time in New Zealand

Many migrants in New Zealand transition to permanent residence from a temporary visa, and may have been in New Zealand for several years before gaining residence.

The current study found that:

- Overall, 88 percent of migrant partners had been to New Zealand before gaining permanent residence.
- Nearly a quarter of migrant partners (23 percent) had spent 1 to 2 years in New Zealand before gaining residence
- A further 29 percent had spent more than 2 years in New Zealand prior to gaining residence.

Previous experience and time spent in New Zealand is an important factor to include in analysis as it is likely that those who have prior experience in New Zealand before gaining permanent

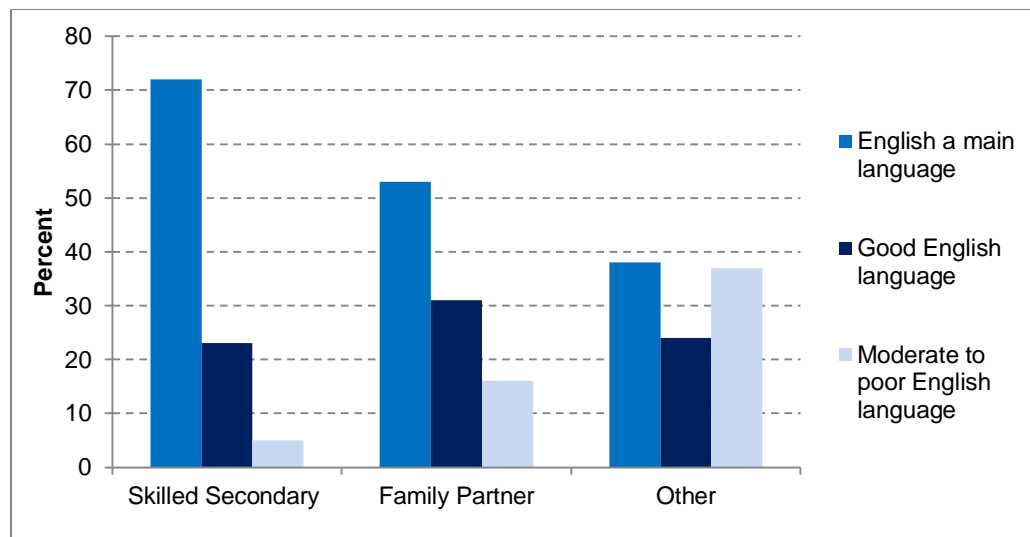
residence have different characteristics to other migrants. In addition, those who have spent longer in the country will have had more time to acclimatise and settle than those who are 'new' to the country.

### English language

At Wave 1, just over half of all migrant partners reported that they spoke English as a main language (58 percent); a quarter (26 percent) reported that they had good English and 15 percent reported moderate or poor English language. There was little variation in English language ability at Wave 3.

There were differences in English language ability depending on the application category migrant partners gained permanent residence under. As shown in Figure 2, skilled secondary migrants had a reasonably high level of English language with 72 percent reporting that it was their main language; compared to 53 percent of family partners and 38 percent of 'other' migrant partners.

Figure 2 English language ability by application category

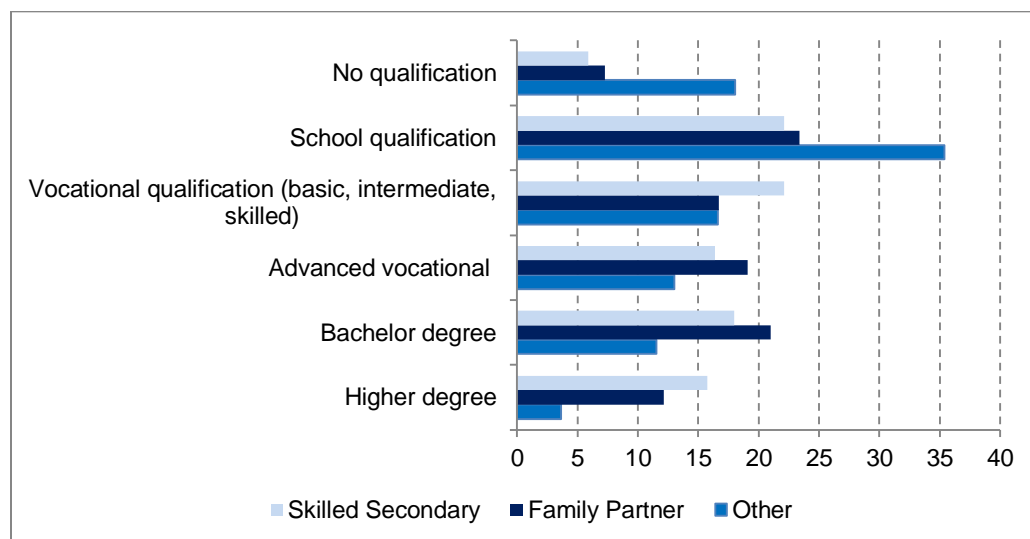


### Qualifications

Many migrant partners are well qualified. Three years after gaining permanent residence, 30 percent of migrant partners' highest qualification was a bachelor or higher degree and a further 36 percent had some form of vocational qualification.

There were no significant differences in the highest qualification of skilled secondary and family partner migrants. However, 'other' category migrant partners were less likely to have a Bachelor or higher degree, and more likely to have no qualification or a school qualification as their highest qualification than skilled secondary and family partner migrants. (See Figure 3).

Figure 3 Highest qualification levels of migrant partners by application category



Note: numbers may not add to 100 due to rounding

## Household characteristics

As would be expected, almost all migrant partners (94 percent) were living in a household with their spouse/partner 3 years after gaining permanent residence in New Zealand. In addition, 9 percent of migrant partners had a parent living in their household.

### Nationality of migrant partners' spouses

The majority of migrant partners had a spouse who was not born in New Zealand at Wave 1 (79 percent). However, this differed depending on application category, with 55 percent of family partners reporting that their spouse/partner was born in New Zealand. In contrast, as would be expected, almost all spouses/partners of skilled secondary and 'other' migrant partners were reported to be born outside of New Zealand.

### Children

At Wave 1, just under half of all migrant partners (49 percent) had dependent children, increasing to 56 percent by Wave 3. Of those that had dependent children almost half (48 percent) had one child, 38 percent had two children, and a further 10 percent had three children at Wave 1.

The age of migrant partners' youngest dependent child was relatively young. At Wave 1, 53 percent of migrant partners' who had children had a child aged under 5 years. A further 38 percent had a youngest child aged between 5 and 12 years. There was no significant change in the age of youngest dependent children between Waves 1 and 3.

## 4. What are migrant partners doing in New Zealand?

Whilst not necessarily selected for their skills and experience, many migrant partners make a contribution to New Zealand. This section outlines the main activities of migrant partners.

# Labour market activity of migrant partners prior to arrival in New Zealand

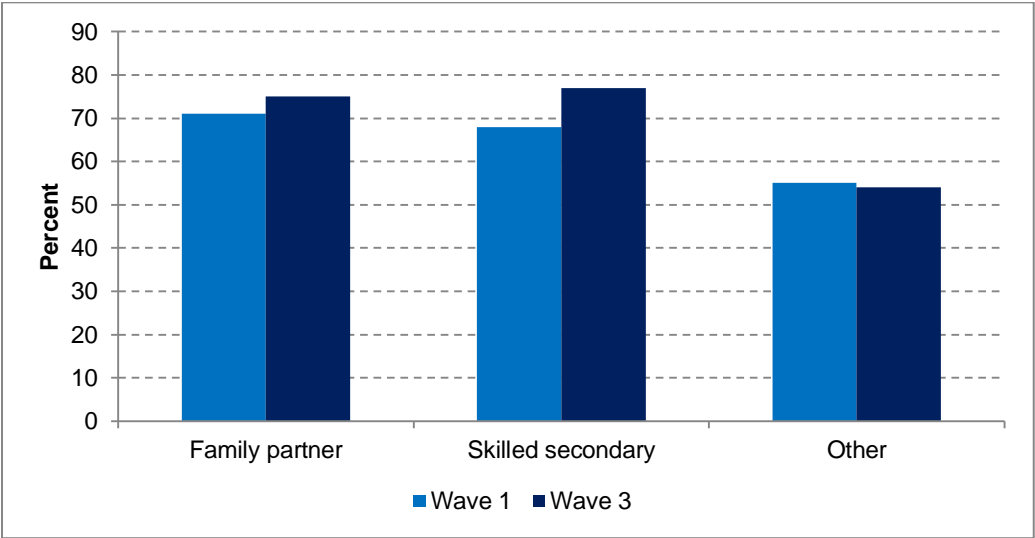
The LisNZ asked migrants who were in their source country in the 2 years before they gained permanent residence in New Zealand what their main activity was in their source country. Of those partners who were in their source country 2 years before gaining permanent residence and who specified what they were doing in their source country, three quarters were in paid employment (77 percent) and 16 percent were doing an ‘other’ activity.

## Labour market activity in New Zealand

Three years after gaining permanent residence in New Zealand, 69 percent of migrant partners were working in paid employment; a further 2 percent reported that they were looking for work, giving a total of 71 percent labour force participation.<sup>8</sup>

There were differences in labour market activity over time depending on the application category migrant partners gained permanent residence under. As shown in Figure 4, skilled secondary migrant partners had the biggest increase in labour force participation over time, increasing from 68 percent at Wave 1 to 77 percent by Wave 3.

Figure 4 Labour force participation of migrant partners by application category and wave



## Labour market activity by previous experience in New Zealand

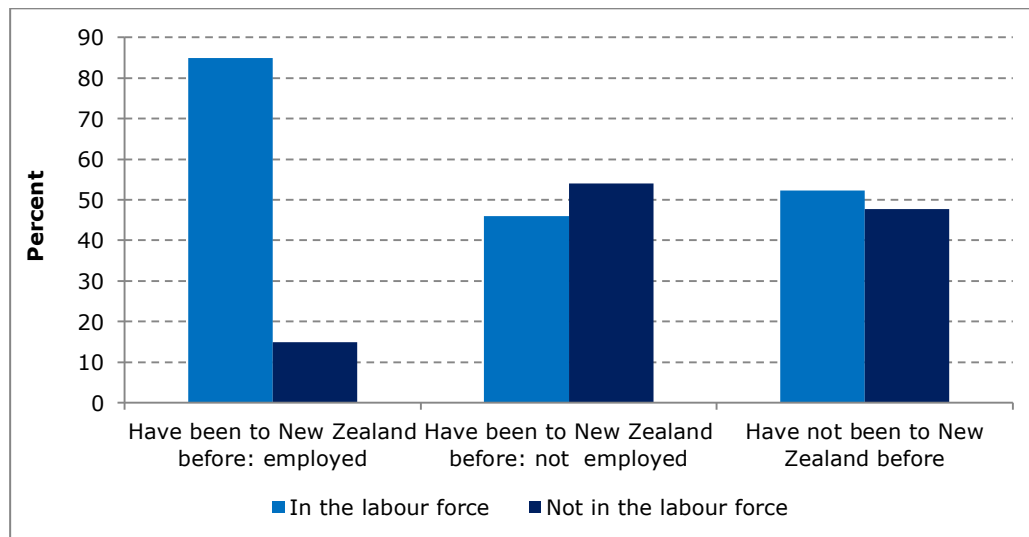
There were also differences in labour force participation depending on migrant partners’ previous experience in New Zealand. Migrant partners who had been in New Zealand and been employed prior to gaining residence had a high rate of labour force participation (85 percent) at Wave 1; highlighting the importance of New Zealand work experience.

<sup>8</sup> Those employed and those looking for work are considered to be participating in the labour force.



Migrant partners who had been to New Zealand before but not been employed and migrant partners who had no prior experience in New Zealand had similar levels of labour force participation at Wave 1 (46 percent and 52 percent respectively). See Figure 5.

Figure 5 Labour force participation of migrant partners by prior experience in New Zealand



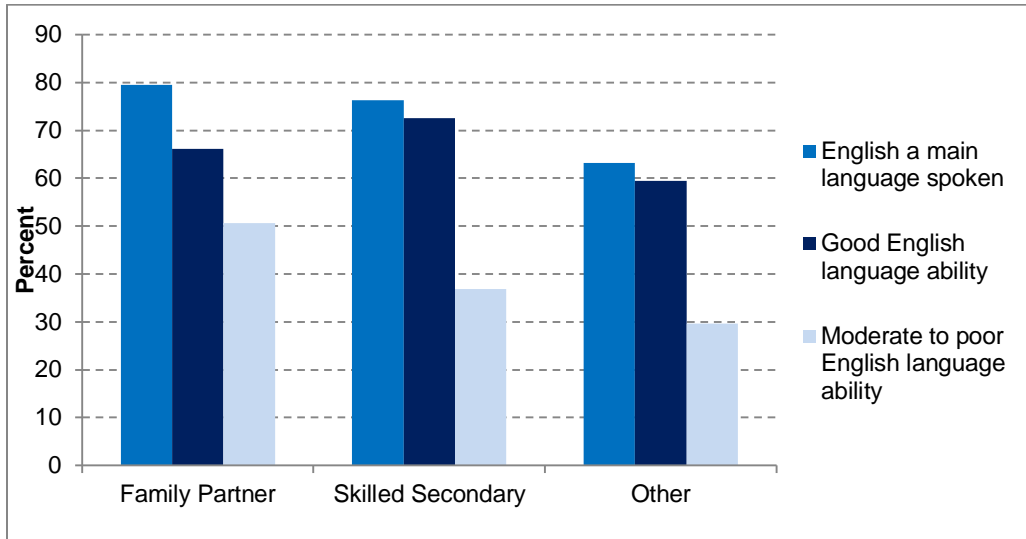
## Employment rate by English language ability

English language ability can affect the labour market outcomes of migrants. Migrants who gain residence through the Skilled Stream must have a minimum standard of English proficiency; however, there is no such requirement for family partner migrants. Previous reports using LisNZ data have found English language ability to be a predictor of employment outcomes, particularly for female migrants.<sup>9</sup>

As shown in Figure 6, 80 percent of family partner migrants, 76 percent of skilled secondary migrants and 63 percent of 'other' migrants who came from English speaking backgrounds were in paid employment. In contrast, those who reported that their English language was moderate to poor were less likely to be employed at Wave 3.

<sup>9</sup> Masgoret, A-M, McLeod, K, Tausi, M, Ferguson, B, Plumridge, E, Duke, T. 2012. *Labour Market Integration of Recent Migrants in New Zealand*. 2012. Wellington: Department of Labour.

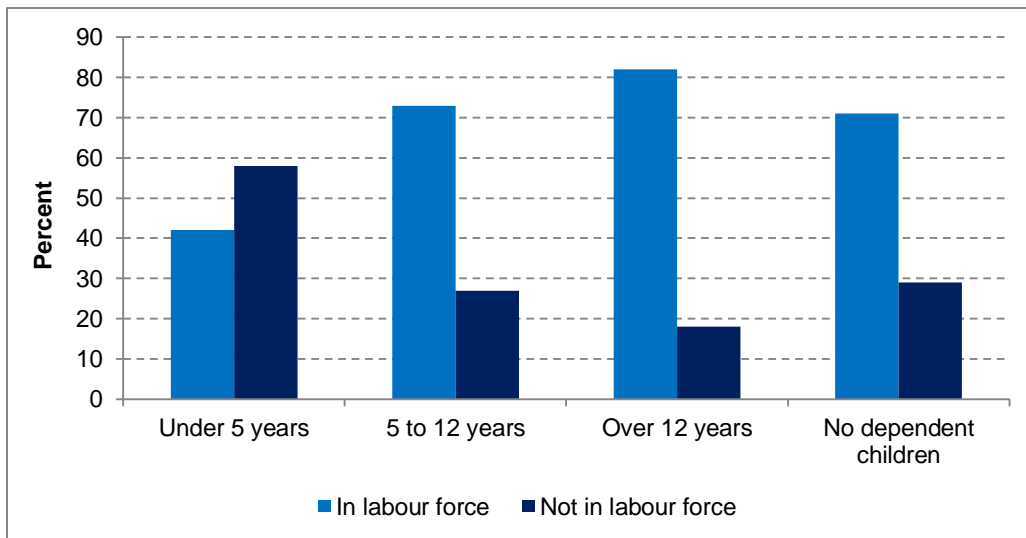
Figure 6 Employment rates at Wave 3 of migrant partners by English language ability and application category



## Labour force participation by age of youngest dependent child

Children can also have an impact on labour force participation, especially for females.<sup>10</sup> The labour force participation rates of female migrant partners at Wave 3 were found to differ significantly depending on the age of their youngest dependent child. As shown in Figure 7, 46 percent of female migrant partners whose youngest dependent child was pre-school-aged were participating in the labour force, compared to 88 percent of those whose youngest child was aged over 12 years of age and 74 percent of those with no dependent children.

Figure 7 Labour force participation of female migrant partners at Wave 3 by age of youngest dependent child



<sup>10</sup> OECD. *Doing better for families*. (2011). Paris: OECD.

## Hours of work of migrant partners

The majority of migrant partners who were in paid employment were working full time<sup>11</sup>, 72 percent at Wave 1, and 76 percent at Wave 3.

There were differences in the hours migrant partners worked depending on which application category migrant partners gained permanent residence under. As shown in Table 1, family partner migrants were more likely to be working in full-time employment at Wave 1 than skilled secondary or other migrants. However, by Wave 3, this difference had almost disappeared.

Table 1 Employment status of migrant partners by application category and wave

Application Category	Full time		Part time	
	Wave 1 (%)	Wave 3 (%)	Wave 1 (%)	Wave 3 (%)
Family partner	80	80	20	20
Skilled secondary	63	71	37	29
Other	66	80	34	20

## Job Satisfaction

The job satisfaction of migrant partners is an important consideration. Findings from the Australian Department of Immigration and Citizenship found that families of principal visa applicants are generally more dissatisfied with their job than their partners. Dissatisfaction with employment was predominantly due to frustration from being in a job where their skills and qualifications were underutilised.<sup>12</sup>

Overall, it was found that migrant partners who were in the labour force were satisfied with their job; at Wave 3, 32 percent reported that they were 'very satisfied' and a further 51 percent said they were 'satisfied' with their current job.

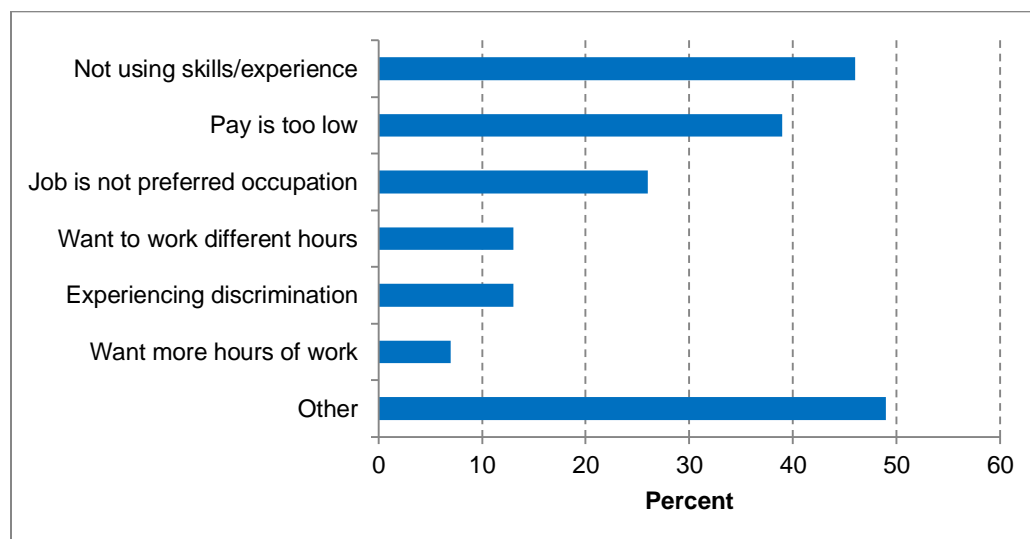
Whilst most migrant partners reported satisfaction with their job, 11 percent reported that they were neither satisfied nor dissatisfied with their job, and 6 percent reported dissatisfaction. As shown in Figure 8, the main reasons for dissatisfaction at Wave 3 were due to:

- not using skills/experience (46 percent)
- low pay (39 percent)
- being in a job that is not a preferred occupation (26 percent)

<sup>11</sup> Full-time work is defined as 30 or more hours per week.

<sup>12</sup> Department of Immigration and Citizenship. (2007). *Evaluation of Skilled Migration to the Riverina*. Canberra: Department of Immigration and Citizenship. Accessed from: [http://www.immi.gov.au/media/publications/research/\\_pdf/evaluation-skilled-migration-to-riverina.pdf](http://www.immi.gov.au/media/publications/research/_pdf/evaluation-skilled-migration-to-riverina.pdf)

Figure 8 Reason for dissatisfaction with job at Wave 3



Note: Migrants could give multiple responses, so percentages may not add to 100.

## Activities of those not in the labour market

Whilst many migrant partners were engaged in paid employment 3 years after gaining permanent residence in New Zealand, just over a quarter of migrant partners (28 percent) were not.

Of those migrant partners who were not in the labour force at Wave 3, most were at home caring for dependents (59 percent). A further 16 percent of migrant partners not in the labour force were studying and around a quarter were doing an 'other' activity.

## Factors associated with labour force participation of migrant partners

The factors associated with the labour force participation of migrant partners at Waves 1 and 3 were explored using a logistic regression model. This technique allows different characteristics associated with labour force participation to be explored whilst controlling for other factors.

The factors found to be significantly associated with migrant partners' labour force participation are outlined below.<sup>13</sup>

### Qualifications

Female migrant partners who had a school qualification as their highest level of qualification were less likely to be in the labour force at both Waves 1 and 3 than female migrant partners who had a bachelor degree.

<sup>13</sup> See Appendix One for full results

### ***Source country labour market activity***

Male and female migrant partners who were in their source country and looking for work during the 2 years prior to gaining residence were less likely to be in the labour force at Wave 1 than those who were engaged in paid employment in their source country.

In addition, female migrant partners who were doing an 'other' activity in their source country prior to gaining residence were less likely to be in the labour force in New Zealand at Waves 1 and 3 than those who were working in their source country.

### ***Experience in New Zealand prior to residence***

Female migrant partners who had not been to New Zealand before they gained residence were less likely to be in the labour force at both Waves 1 and 3 than migrant partners who had been to New Zealand before residence.

### ***Region of origin***

Male migrant partners from North Asia at Wave 1 and female migrant partners from North Asia at Waves 1 and 3 were less likely to be in the labour force than migrant partners from the UK/Irish Republic.

### ***Age of youngest dependent child***

Perhaps unsurprisingly, female migrant partners who had a child aged under 12 years were less likely to be in the labour force than those with no dependent children at both Waves 1 and 3. In addition, male migrant partners who had a child aged between 5 and 12 years of age at Wave 3 were less likely to be in the labour force than their counterparts with no dependent children.

## **5. How much are migrant partners earning?**

The overall average gross hourly income<sup>14</sup> of migrant partners who were engaged in paid employment at Wave 1 was \$16.99, which by Wave 3 had increased to \$20.09.

As shown in Table 2, skilled secondary migrants earned slightly more than family partner migrants, who both earned considerably more than 'other' migrants. There were also differences in income according to sex with male migrant partners earning more than their female counterparts.

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<sup>14</sup> Analysis is based on gross hourly earnings as they are not dependent on the number of hours worked.

Table 2 Gross hourly income of migrant partners

Migrant partner characteristic	Wave 1		Wave 3	
	Average hourly earnings	Median hourly earnings	Average hourly earnings	Median hourly earnings
	(\$)	(\$)	(\$)	(\$)
<b>Application Category</b>				
Family partner	17.10	15.27	20.29	17.90
Skilled secondary	18.79	16.81	21.51	19.52
Other	11.22	12.03	14.71	15.21
<b>Sex</b>				
Male	18.43	15.79	21.31	18.91
Female	16.13	14.91	19.39	17.41
<b>Overall</b>	16.99	15.27	20.09	17.98

## Factors associated with income

A regression model was used to explore the characteristics associated with income of migrant partners.<sup>15</sup> The following were found to be factors<sup>16</sup>:

### ***Previous experience in New Zealand***

Experience in New Zealand prior to gaining residence had an influence on income. Both male and female migrant partners who had not been to New Zealand before gaining residence were earning less at Wave 1 than those who had New Zealand experience.

### ***Qualifications***

Female migrant partners who had no qualifications at Wave 1 earned less than those with a Bachelor's degree. In addition, female migrant partners who had a school qualification as their highest qualification earned less at both Waves 1 and 3 than those with a Bachelor's degree.

### ***Source country labour market activity***

The labour market activity of migrant partners in their source country was also found to be related to income. Both male and female migrants, who had been looking for work in their source country, were earning less at Waves 1 and 3 than those who had been engaged in paid employment in their source country.

Female migrant partners who were doing an 'other' activity in their source country during the 2 years prior to gaining residence were also found to earn less, at Waves 1 and 3, than those who had been in paid work in their source country.

<sup>15</sup> Log of hourly earnings was used as the dependent variable in the model

<sup>16</sup> See Appendix Two for full results

## Region of origin

Male migrant partners from South Africa at Wave 1 and female migrant partners from South Africa at both Waves 1 and 3 were found to earn more than migrant partners from the UK/Irish Republic. In contrast, male and female migrant partners from North Asia earned less than those from the UK/Irish Republic at both Waves 1 and 3.

## English language

English language ability also had some effect on income. That is, male migrant partners who reported moderate to poor English language ability at Wave 1, and female migrant partners who reported moderate to poor English language at Waves 1 and 3 were found to earn less than those who spoke English as their main language.

## Age of youngest dependent child

Consistent with the descriptive findings, female migrant partners who had a child aged under 12 years of age, earned less than those that had no dependent children at both Waves 1 and 3. Interestingly, male migrant partners who had a child aged over 12 years of age were found to have higher earnings at both Waves 1 and 3 than those with no dependent children.

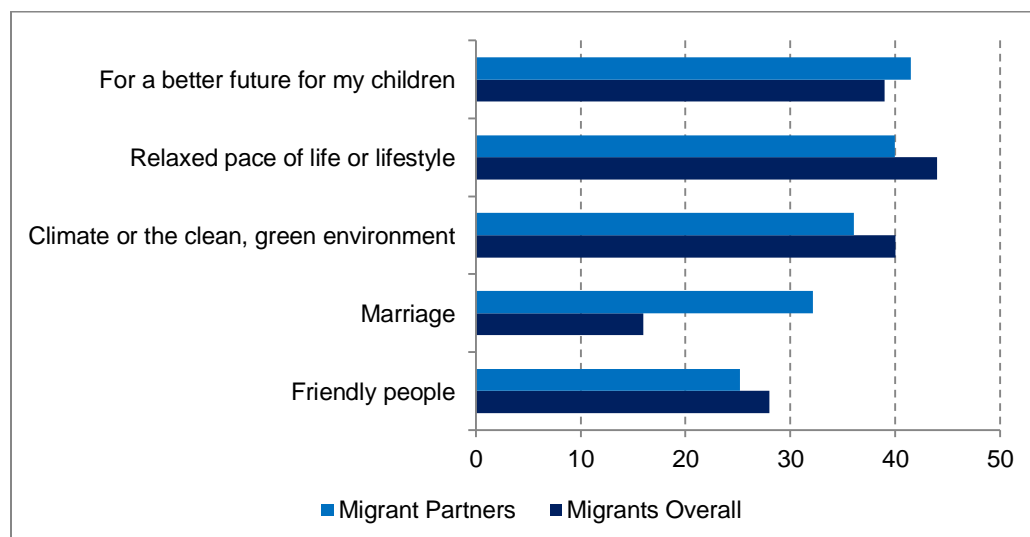
# 6. How settled are migrant partners?

## Reasons for migration

There are a variety of reasons why migrants choose to come to New Zealand. How well New Zealand meets the expectations of migrants may impact on their overall satisfaction with the country and overall settlement.

Migrant partners' reasons for migrating to New Zealand are similar to the overall migrant population. As shown in Figure 9 the most commonly stated reason for migrating to New Zealand was for a better future for children (42 percent). In contrast to the overall migrant population, migrant partners were unsurprisingly more likely to move to New Zealand to marry or live with a spouse or partner (32 percent).

Figure 9 Top five reasons for migration by migrant partners and migrants overall



## Overall settlement and satisfaction

Encouragingly, the majority of migrant partners (91 percent) reported feeling settled in New Zealand at Wave 3; 40 percent reported feeling 'very settled' and 51 percent reported feeling 'settled'.

Similarly, most migrant partners (91 percent) reported that they were satisfied with living in New Zealand at Wave 3; 35 percent were 'very satisfied' and 56 percent 'satisfied'.

### Settlement of children

The settlement of children is as important as the settlement of migrant partners, especially as one of the primary reasons given by migrant partners for migrating to New Zealand was for a better future for their children. Migrant partners were asked about the settlement of their children across several domains;<sup>17</sup> findings indicate that at Wave 3:

- All parents (100 percent) reported that their children were settled in New Zealand (69 percent 'very settled', 31 percent 'settled').
- Almost all children (99 percent) were reported to be settled at school; 67 percent 'very settled' and 32 percent 'settled'.

Parents who had school-aged children were also asked how satisfied they were with their child's school. Again, the majority reported satisfaction with 94 percent reporting that they were satisfied with their child's school (49 percent were 'very satisfied' and 45 percent 'satisfied').

## 7. Conclusion

Migrant partners are an important migrant group; however, reports using LisNZ data to date have tended to emphasise principal applicants approved through the Skilled Migrant Category. This report seeks to specifically explore migrant partners, describing who they are and what they are doing in New Zealand.

Migrant partners share many of the same characteristics as migrants as a whole. Findings indicate that whilst not necessarily selected for their economic contribution, many migrant partners are well qualified and working in paid employment in New Zealand.

One of the main distinctions between migrant partners and more 'economic' migrants is the role that children play. Just over half of all migrant partners had one or more dependent children, which was found to significantly influence labour market activity and earnings, especially for females. Female migrant partners who were not working were mostly looking after dependent children; this was especially true for those who had children aged under 5 years.

The findings highlight the importance of previous work experience as a predictor of both labour force participation and income level. That is, migrant partners were more likely to be participating in the New Zealand labour force and earning higher incomes

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<sup>17</sup> Migrant partners reported settlement and satisfaction for each of their children. For those that had more than one child, the results present the lowest settlement/satisfaction rating given.



if they were working in their source country in the two years prior to arrival in New Zealand and/or had previous work experience in New Zealand prior to gaining permanent residence.

The majority of migrant partners who were working were satisfied with their job; however, there was a small proportion who were not satisfied, which was mostly due to not being able to find a job where they could utilise their skills and experience. This is important, as it not only effects satisfaction with life in New Zealand, but also means that the contribution migrant partners could potentially be making to the New Zealand economy is not being fully realised.

However, the findings from this study indicate that overall migrant partners in New Zealand are settled and satisfied with life in New Zealand. In addition, migrant parents report that their children are also settled and that they are satisfied with their children's schooling. This is significant given that many parents' reasons for migrating is for a better future for their children.

The findings reconfirm current immigration policy settings which award bonus points to skilled principal applicants if their partner has a qualification at level 4 or above and/or a skilled job or job offer. Awarding bonus points for partners who have work experience in skilled employment both offshore and in New Zealand may also be of benefit.

In addition, the findings highlight that whilst migrant partners reported being settled in New Zealand, there are some key areas where further provision of information may help to improve employment outcomes in particular. When a migrant's visa is approved, Immigration New Zealand (INZ) sends a 'Welcome to New Zealand' email, which includes general information about living and working in New Zealand. However, more targeted information about working in New Zealand is also provided to some groups of migrants; for example, dairy workers. If targeted information were provided to migrant partners when their visas were approved, it may help to improve their employment outcomes. For example, as many migrant partners are caring for dependent children, it would be helpful for migrant partners who want paid employment to be provided with information on early childhood education and child care options in New Zealand, plus information on flexible working hours, especially part-time work.

There is a lot of information already available to skilled migrants and their employers about the barriers to settlement that they may face and how to overcome them. However, little of this information is focused on migrant partners, the barriers they may face and how their partners and employers can help. INZ is currently working to improve provision in this area; for example, initiatives are already underway in Auckland with some bigger employers, such as the District Health Boards, to help migrant partners find employment. Initiatives focused on assisting migrant partners to gain New Zealand recognition of their qualifications and improve their English language may also help migrant partners to find employment which better matches their skills and experiences. This will likely increase the satisfaction of migrant partners in New Zealand as well as the contribution they can make to the New Zealand economy.

## **8. Future directions**

The current analysis provides a useful overview of migrant partners and their families in New Zealand. Future research will further explore this area with a particular focus on the factors

related to the retention of migrant partners, as well as the migrant population more generally. The information contained within the LisNZ data will also be supplemented by new developments such as the Integrated Data Infrastructure (IDI)<sup>18</sup> which will help to answer a wide range of research questions related to the longer-term outcomes of migrant partners in New Zealand. In addition the Immigration Survey Monitoring Programme (ISMP)<sup>19</sup> asks many of the same core questions as the LisNZ, which will enable further analysis into the outcomes of more recent cohorts of migrant partners.

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<sup>18</sup> For more information on the IDI see: [http://www.stats.govt.nz/browse\\_for\\_stats/snapshots-of-nz/integrated-data/infrastructure.aspx](http://www.stats.govt.nz/browse_for_stats/snapshots-of-nz/integrated-data/infrastructure.aspx)

<sup>19</sup> For more information on the ISMP see: <http://dol.govt.nz/research/migration/ismp/index.asp>

## Appendix One: regression model of labour force participation of migrant partners

Categories	Male		Female	
	Wave 1	Wave 3	Wave 1	Wave 3
	Marginal effect (%)	Marginal effect (%)	Marginal effect (%)	Marginal effect (%)
<b>Experience in New Zealand (compared to experience in New Zealand)</b>				
No experience in New Zealand	-0.0901	-0.0564	* -0.0852	*-0.1080
<b>Application Category (Compared to family partner)</b>				
Skilled secondary	-0.0610	-0.0324	-0.0228	-0.0163
other	-0.0226	-0.0307	0.0778	*0.0881
<b>Highest qualification (compared to bachelor's degree)</b>				
No qualification	0.0578	0.0295	-0.0440	-0.0321
School qualification	*0.0938	0.0703	** -0.0945	*-0.0803
Basic vocational qualification	0.0615	0.0346	-0.0393	-0.0014
Advanced vocational qualification	0.0602	0.0314	-0.0427	-0.0594
Higher degree	-0.0038	-0.0215	0.0418	0.0750
<b>Source country labour market activity (compared to paid work)</b>				
Other combinations	-0.1089	0.0050	-0.0411	0.0077
Looking for work	*-0.3081	-0.3445	** -0.1985	** -0.1626
Other activity	-0.2046	-0.0710	** -0.2068	** -0.2304
<b>Region of origin (compared to UK/Irish Republic)</b>				
South Africa	0.0799	0.0707	0.0901	0.0805
North America	-0.0350	-0.0287	-0.0584	-0.0356
Continental Europe/Russia	-0.0759	0.0331	-0.0355	-0.0470
North Asia	*-0.1444	-0.0910	** -0.2140	** -0.1622
South Asia	0.0187	0.0409	-0.0366	-0.0552
South East Asia	0.0054	0.0270	-0.0333	0.0243
Pacific	0.0210	-0.0212	-0.0626	-0.0668
Other/Unknown	0.0354	0.0637	0.0443	0.0682
<b>English language ability (compared to English as a main language)</b>				
Good English language	-0.0349	-0.0630	-0.0489	-0.0563
Moderate to poor English language	-0.0806	-0.0820	-0.0624	-0.1030

Categories	Male		Female	
	Wave 1	Wave 3	Wave 1	Wave 3
	Marginal effect (%)	Marginal effect (%)	Marginal effect (%)	Marginal effect (%)
<b>Age of youngest dependent child (compared to no dependent children)</b>				
Under 5 years	-0.0546	-0.0595	** -0.3704	** -0.3463
Between 5 to 12 years	-0.0753	* -0.0995	* -0.0900	* -0.0865
Over 12 years	0.0094	0.0159	0.0759	0.0612
<b>Spouse living in the household (compared to spouse in the household)</b>				
Spouse not in household	-0.0045	0.0410	-0.0104	0.0522

\* Significant at the p<0.05 level

\*\* Significant at the p<0.01 level

Note: Age and age squared were also included in the model as continuous variables, but marginal effects could not be easily calculated for these, so they are excluded from the table.

## Appendix Two: regression model of hourly earnings of migrant partners

Categories	Male		Female	
	Wave 1	Wave 3	Wave 1	Wave 3
	Estimate	Estimate	Estimate	Estimate
<b>Experience in New Zealand (compared to experience in New Zealand)</b>				
No experience in New Zealand	*-38.77	-27.81	** -24.59	-21.19
<b>Application Category (Compared to family partner)</b>				
Skilled secondary	-16.49	-7.75	5.17	0.10
other	0.66	7.75	8.18	8.07
<b>Highest qualification (compared to bachelor's degree)</b>				
No qualification	-2.92	-9.92	*-24.38	-20.79
School qualification	-11.51	-2.27	** -26.20	** -25.64
Basic vocational qualification	-25.87	-33.62	-8.09	-6.26
Advanced vocational qualification	14.53	24.92	-2.27	-6.56
Higher degree	5.17	3.58	29.48	36.91
<b>Source country labour market activity (compared to paid work)</b>				
Other combinations	-35.27	-32.59	-18.88	-9.52
Looking for work	** -66.65	** -72.36	** -50.33	* -41.30
Other activity	-25.60	69.45	** -36.67	* -40.59
<b>Region of origin (compared to UK/Irish Republic)</b>				
South Africa	80.39	*94.59	**63.78	**70.04
North America	-2.25	7.76	-16.83	-27.46
Continental Europe/Russia	-21.23	17.15	-19.16	-24.43
North Asia	** -60.68	*-64.51	** -57.20	** -50.58
South Asia	-10.83	-13.14	-16.82	-23.57
South East Asia	-0.18	-10.80	-13.00	-3.53
Pacific	3.76	-13.76	-2.57	-3.02
Other/Unknown	18.26	1.31	4.05	5.93
<b>Age</b>				
Age number	1.95	-0.06	*6.31	*7.23
Age*age	-0.07	-0.05	** -0.12	** -0.13
<b>English language ability (compared to English as a main language)</b>				
Good English language	-6.98	-6.42	-9.59	-13.96
Moderate to poor English language	*-32.52	-29.43	*-20.45	** -31.59

Categories	Male		Female	
	Wave 1	Wave 3	Wave 1	Wave 3
	Estimate	Estimate	Estimate	Estimate
<b>Age of youngest dependent child (compared to no dependent children)</b>				
Under 5 years	-11.07	-12.33	** -63.32	** -63.00
Between 5 to 12 years	-16.23	-6.37	** -34.27	** -38.62
Over 12 years	*88.68	**141.31	2.29	-10.37
<b>Spouse living in the household (compared to spouse in the household)</b>				
Spouse not in household	-10.41	-0.37	-14.23	-6.47

\* Significant at the  $p < 0.05$  level

\*\* Significant at the  $p < 0.01$  level

⇒ More information

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