

RUTHERFORD
DISCOVERY FELLOWSHIPS

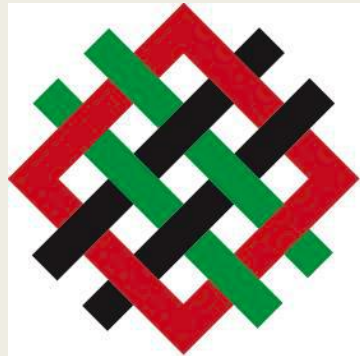
ROYAL
SOCIETY
TE APĀRANGI

MIGRATION, DIVERSITY AND STRATIFICATION

Linking discourse, policy and experience

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Diversity Discourses in Aotearoa-NZ



CaDDANZ

Capturing the Diversity Dividend
of Aotearoa/New Zealand

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S U P E R ·
D I V E R ·
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C E N T R E
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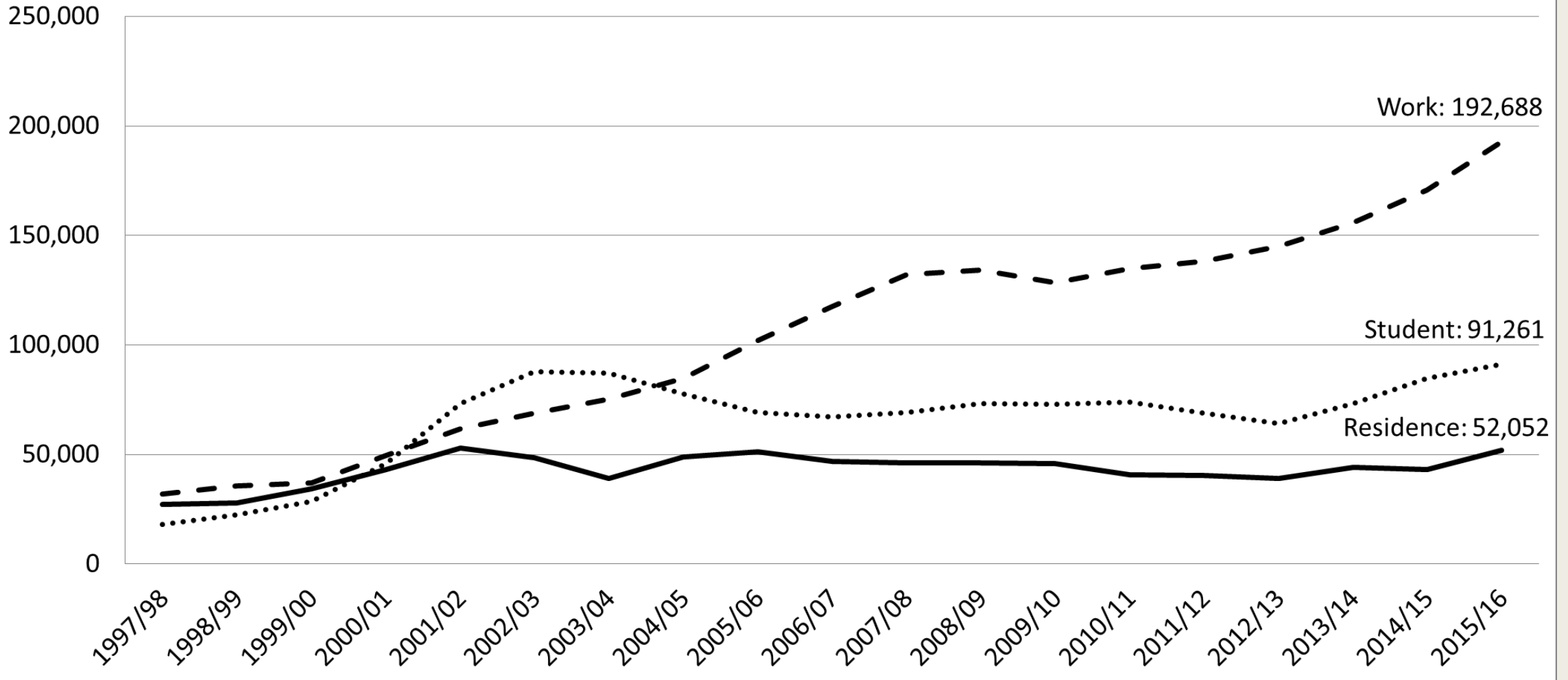
DI  **VERSITY**
W  **ORKS**^{NZ}

*Formerly the Equal Employment
Opportunities Trust*

**Give
nthing
to racism**

Work, Student and Residence Approvals - 1997/98 - 2015/16

— Work Visa ···· Student Visa — Residence



Source: Migration Trends and Outlooks Report, MBIE

Work Visa Policy and Stratification

Skill band	ANZSCO skill level	Remuneration	Maximum duration of visa	Maximum number of visas	Eligible to support partner/child
Higher-skilled	Any	\$36.44 per hour or higher	5 years	Unlimited	Yes
Mid-skilled	1, 2, or 3	\$20.65-36.43 per hour	3 years	Unlimited	Yes
Lower-skilled	4 or 5	Less than \$36.44 per hour	12 months	Up to 3 years	No
Lower-skilled	Any	Less than \$20.65 per hour	12 months	Up to 3 years	No

Migrant stratification and ‘diversity’

Aged or Disabled Carer			
Female	624	Male	239
Philippines	320	Philippines	146
India	133	India	68
Fiji	72	Fiji	9
Nepal	24	Nepal	4
China	10	China	3

Dairy Cattle Farm Worker			
Female	195	Male	1723
Philippines	48	Philippines	881
Germany	16	India	252
Uruguay	16	Chile	95
Argentina	12	Fiji	72
Great Britain	12	Sri Lanka	68

Source: Ministry of Business, Innovation and Employment. W1 Database.

Concluding comments

- Need to address socio-legal multiplicities as part of migrant driven diversity
- Work visas play a role in stratifying migrant populations
- Stratifications work their way into recruitment, management and employment practices