

**Temporary Skilled Migrants' Employment and Residence Outcomes:  
Findings from the follow-up survey of 457 visa holders**

by

Siew-Ean Khoo & Peter McDonald  
Demography and Sociology Program  
The Australian National University

and

Graeme Hugo  
School of Geographical & Environmental Sciences  
The University of Adelaide

Third report on the Australian Research Council Linkage Project  
“Temporary Overseas Migration to Australia”

Prepared for  
The Department of Immigration and Multicultural Affairs

August 2006

**Acknowledgments:**

This study was funded by a Linkage Project grant from the Australian Research Council with the support of the Department of Immigration and Multicultural Affairs (DIMA) as the industry research partner. We thank the staff of DIMA for their collaboration in this research project and especially David Ward for his management of the project. We also thank Karen Ewens for her assistance with the online surveys and data management. Special thanks go to all the skilled temporary migrants who responded to the surveys.

## **Background**

A survey of skilled temporary migrants in Australia on the 457 visa was conducted in 2003-04 by the Australian Centre for Population Research of the Australian National University and the University of Adelaide, with the collaboration of the Department of Immigration and Multicultural and Indigenous Affairs. The survey was an integral part of a major research project on skilled temporary migration to Australia funded by a Linkage Project grant from the Australian Research Council with DIMIA as the Industry Partner. The projects' aims were to examine the factors motivating the temporary migration of skilled workers to Australia, the employment and family circumstances of the temporary migrants and their future migration and residential intentions. Two reports discussing the main findings of the research project are available on DIMIA's website at <http://www.immi.gov.au/research/publications/index.htm>.

Since one of the aims of the research project was to examine the temporary migrants' future migration and residential intentions, respondents to the survey were asked to indicate if they were willing to be contacted again for a follow-up survey one year later. Those who were willing to be contacted were asked to provide their email address.

This report discusses the findings from the follow-up survey of 457 visa holders, focussing on the changes that have occurred in their employment and residence status over the course of a year. It also examines whether their views about their Australian work experience have changed during the one-year period. The follow-up survey also collected information about migrants' contact with various community and government agencies, use of hospital services and receipt of government payments. Findings on these issues are also presented in this report.

### **The 457 visa holders follow-up survey**

A total of 1175 temporary migrants who were holders of the 457 visa responded to the first survey. Although the survey was anonymous, respondents were asked to provide their email contact details and mobile telephone number if they agreed to be contacted by the research team for a follow-up survey one year later. 690 people agreed to be contacted and provided their contact details. They were contacted by email in November 2004, one year after the start of the first survey, and were invited to participate in the follow-up survey. The follow-up survey was in the same format as the first survey. Participants could either go on to the survey website and complete the questionnaire online or they could provide their mailing address and request a paper copy of the survey questionnaire to be mailed to them.

457 visa holders who had changed their visa status (to permanent residence, for example) or left Australia were informed that they could still participate in the follow-up survey. They were encouraged to complete the survey questionnaire to provide information about their change of status and residence as these changes were of interest to the study.

Of the 690 emails sent out, 158 were returned because the email address was no longer valid. Completed survey questionnaires were received from 267 people, which represented 50 per cent of the 532 emails that were sent successfully. Table 1

compares the characteristics of the 267 people who participated in the follow-up survey with the initial group of 1175 respondents in the first survey to examine the follow-up survey sample for any biases.

There was not much difference between the two groups of respondents. The percentage of male respondents was slightly lower and the percentage of female respondents slightly higher in the follow-up survey than in the first survey. The follow-up survey sample had a mean age of 36 years compared with 35 years for the initial survey sample. There was some under-representation of respondents from Melbourne and over-representation of respondents from Brisbane in the follow-up survey in relation to the first survey. The follow-up survey also had a higher percentage of respondents from the UK and other European countries, North America and South Africa and a lower percentage of respondents from Asian countries compared with the first survey. Differences in the two groups in terms of their occupational classification were quite small. Differences in terms of their distribution by industry of employment were also small. The percentages employed in agriculture, mining, construction and health and community services were slightly higher in the follow-up survey than in the first survey, while the percentages employed in accommodation and restaurants, IT and communication and retail trade were slightly lower. These comparisons indicate that the follow-up sample is fairly representative of the respondents in the initial survey.

### **Changes experienced by 457 visa holders**

The information collected in the follow-up survey allows for an examination of the various types of changes that temporary migrants are likely to experience. These include changes in marital status, visa status, employment, income, residential location and housing. Table 2 shows the percentages of survey respondents who experienced some changes in their lives during the one-year period between the first and follow-up surveys.

Over half (57 per cent) of the 267 people who responded to the follow-up survey did not change their usual place of residence during the previous 12 months before the survey. However, one-third had changed their place of residence within Australia and nearly 10 per cent had left the country, 6 per cent to return home and 3 per cent to move to another country. The actual percentage that had left Australia is likely to be greater than this and it is likely that many of those who could not be contacted on their email address had left Australia.

A higher percentage of males than females did not change their place of residence. A higher percentage of males than females had also returned home. A higher percentage of women than men had moved within Australia.

Of those still living in Australia, 10 per cent had experienced a change in their partnering status. Eight per cent had become partnered while 2 per cent had separated from their partner.

Of those still in Australia, about half (46 per cent) reported no change in their visa status during the 12 months preceding the follow-up survey. Nearly 40 per cent had applied for or been granted permanent residence while 12 per cent had applied for

another 457 visa. The percentage who had applied for or been granted permanent residence was slightly higher for women than men. The types of permanent residence visa they applied for is discussed later in the report.

One in six people still in Australia had changed employer and one in five had changed their occupation or job title (Table 2). The most often stated reasons for changing employers were (1) better position, wages and career prospects; (2) career change; and (3) end of contract. Other reasons included unhappiness with the employer, moving interstate and their company being acquired by another. One person changed employer to be sponsored for permanent residence. The most often stated reason for a change in occupation or job title was promotion within the company, followed by company restructure. For those who changed employers, about equal numbers had reported finding their new job through (a) a direct approach to the employer, (b) a direct approach by the employer, (c) family and friends, (d) a personnel recruitment agency, and (e) advertisements in the media.

Over 60 per cent of those still in Australia reported no change in their income category. About one in four moved to a higher income category and just 10 per cent moved to a lower income group. A higher percentage of men than women moved to a higher income group while women were more likely than men to report no change in their income category. Since most people who had changed their occupation or job title had been promoted this was consistent with a higher percentage moving to a higher income group than to a lower income group. It would appear that a significant proportion of 457 visa holders experienced some advancement in their work and income situation during the course of the year.

Most (84 per cent) reported no change in their housing arrangements, with 63 per cent continuing to rent during the one-year period. Six per cent had moved into their own home during the previous 12 months and another 6 per cent had moved from other housing arrangements to renting.

About one in four respondents reported that they had undertaken some kind of study or training during the previous 12 months. There was no difference between men and women. Types of training included diploma and master degree courses in commerce; management and science; professional development programs at the workplace; training in computer systems or management with companies such as IBM, Cisco, Sun and SAP; and professional certification as a chartered accountant or financial planner.

Table 3 examines whether the propensity to experience the changes discussed so far varies by migrants' occupational group. The data showed that managers were the most likely to have left Australia to return to the home country. People in trades and intermediate skills occupation were the most likely to have changed residential location within Australia, with nearly 50 per cent doing so during the 12-month period before the follow-up survey.

Of the migrants still in Australia, those in the 'Other' occupational category had the highest proportion (22 per cent) who became partnered between the first and follow-up surveys, followed by migrants in professional occupations (9 per cent). Migrants in the 'Other' occupational group also had the highest proportion (22 per cent) who had

applied for or been granted another 457 visa and nearly half of associate professionals and tradespersons had applied for or been granted permanent residence.

Managers were the least likely to have changed employer compared with other occupational groups. Just 8 per cent had changed employers compared about 20 per cent in other occupational groups. Professionals were the least likely to report a change in their occupation or job title. Their employment circumstances appeared to have improved the most, with one-third of them moving to a higher income category. Professionals and associate professionals were also more likely to undertake further study or training compared to other occupational groups.

Migrants who were still in Australia a year later had a better idea of their future plans. When asked how long they planned to stay in Australia, there was a decrease in the percentage answering "Not sure" from 32 to 24 per cent. The percentage stating a specific time period increased from 5 to 10 per cent and the percentage that would like to stay in Australia "indefinitely" increased slightly from 62 to 66 per cent.

### **Employment-related changes**

Since employment was an important aspect of the 457 visa holder's experience in Australia, it was of interest to examine their employment outcomes during the one-year period between the first and follow-up surveys. As noted earlier, 16 per cent of respondents still in Australia had changed employers and nearly 20 per cent had a change in their occupation or job title, many of whom had been promoted. It was also possible to compare the respondents' views about their job at the time of the first and follow-up surveys.

Table 4 examines whether the receipt of various employment-related benefits changed with duration of migrants' residence in Australia and compares the situation of those who had changed employers or occupation/job title with those who had not. There was a small decrease in the percentage of people receiving housing assistance or medical/health insurance from their employer one year later. Those who changed employers fared quite badly as only 3 per cent reported receiving assistance with housing from their new employers and less than 10 per cent received medical/health insurance. There was no change in the percentage receiving superannuation contributions for those continuing in the same occupation or with the same employer. However, there was a decrease among those who had changed employer; this might be due to some people who had become self employed or worked in a contractual arrangement.

There was no change in the percentage that had a company car among those who continued in the same job. There was a small increase among those who continued with the same employer or changed occupation or job title during the year; this was likely to be due to some of these people having been promoted to a senior position which gave them the use of a motor vehicle. No one who changed employer had the use of a motor vehicle from the new employer. The data also indicated that employers were likely to assist the 457 visa holders with obtaining professional registration and license if their employees changed job title or had been promoted within the company.

There was no change in the percentage receiving financial assistance with children's education for migrants continuing in the same occupation or with the same employer. However, no one who changed occupation, job title or employer reported receiving this assistance from their employer.

Table 4 also shows whether people changed their views about their employment experience in Australia over the one-year period. About 95 per cent of respondents in both surveys answered positively to the questions about whether they were obtaining useful skills or were passing on their skills to Australian workers. A very high percentage (98 per cent) of those who did not change employer or occupation indicated at the follow-up survey that they were passing their skills to Australian workers.

Overall job satisfaction remained high although the percentage saying that they 'loved' their job declined a little between the two surveys. Migrants who had changed employers were less enthusiastic about their new job with one-quarter saying the job was just 'OK'. Those who had changed occupation or job title became more enthusiastic about their job, most likely because they had been promoted or were in a job that was more suited to their interest or qualifications.

### **Extending/applying for another 457 visa**

As noted earlier, 12 per cent of migrants still in Australia at the follow-up survey had applied for or been granted another 457 visa during the 12 months before the survey. Of the migrants who had not applied for or been granted permanent residence, 40 per cent indicated that they planned to apply for another 457 visa. The two most common reasons given were that they enjoyed living and working in Australia and that their work contract had been extended. Two people wrote that they wanted their children to finish their education and one person wrote that they had not been able to get permanent residence because they were five points short in their application for a Skilled Independent visa. The majority of those who did not plan to apply for another 457 visa wrote that the reason was because they planned to apply for permanent residence. The rest planned to return home or retire.

### **Changes in permanent residence preference and intention**

The migrants' responses to the question on which country they would prefer to live permanently in the two surveys showed that the preference for permanent residence in Australia increased with time. Among those respondents who had not applied for or been granted permanent residence and still in Australia at the second survey, 87 per cent stated that they would prefer to live in Australia compared with 83 per cent at the first survey (Table 5). The percentage preferring to live in other countries decreased and three people who answered 'don't know' in the first survey had decided on Australia as their preference by the second survey. More than 40 per cent of those who preferred to live in their home country at the first survey had changed their preference to Australia by the second survey while only 3 per cent of those who stated a preference for Australia at the first survey changed their mind and their preference to their home country by the second survey.

There was a similar change in intention to apply for permanent residence in Australia. Fifty per cent of those who stated at the first survey that they did not intend to apply for permanent residence had changed their mind by the second survey and said they now intended to apply (Table 6). Only 6 per cent of those who stated at the first survey that they intended to apply for permanent residence had changed their mind and stated at the second survey that they did not intend to apply. One-quarter of those who said at the first survey that they intended to apply for permanent residence had already applied by the second survey.

Most people reported no change in their permanent residence preference or intention. Nearly 80 per cent of all respondents who had not left Australia or become permanent residents answered 'Australia' at both the first and follow-up surveys as the country they would prefer to live permanently, and 10 per cent preferred their home country at both surveys. Only 11 per cent changed their responses between the surveys, 8 per cent from overseas to Australia and 3 per cent from Australia to their home country or another country. Similarly only 11 per cent changed their views on permanent residence intention between the surveys: 7 per cent from not intending to apply to intending to apply and 4 per cent from intending to not intending.

These findings indicate that permanent residence preferences and intentions are fairly stable over the one-year period between the surveys. Where a change has occurred, the indication seems to be that temporary migrants become more positive about living in Australia the more time they spend in this country. Even when those respondents who had left Australia were included in the analysis, the results remained unchanged.

### **Becoming permanent residents**

As shown in Table 2, close to 40 per cent of respondents in the follow-up survey had applied for or been granted permanent residence. They were asked which type of permanent residence visa they had applied for or been granted.

Figure 1 shows that the highest percentage (35 per cent of those who applied for permanent residence visas) had applied in the Employer Nomination Scheme (ENS), followed by the Skill Independent category (22 per cent). Men were more likely than women to apply for an ENS visa (42 per cent to 25 per cent) while women were more likely than men to apply for a spouse or fiance visa (21 per cent to 8 per cent). Less than 10 per cent had applied for visas in the regional sponsored migration program.

Figure 2 shows the types of permanent residence visas applied for or granted to 457 visa holders by occupational category. Nearly 60 per cent of managers who had applied for permanent residence did so in the ENS category, the highest among the various occupational groups. It appeared that their employers were the most likely to sponsor their permanent residence application. Managers also had the highest percentage applying in the Business Skills category, at close to 20 per cent. Professionals and associate professionals were about equally likely to apply for permanent residence in the ENS and Skill Independent category. Close to 20 per cent of professionals applied in the Spouse/Fiance category. Over 20 per cent of 457 visa holders in trades and other occupations applied as regional sponsored migrant. This relatively high percentage among tradespersons was consistent with data from the first survey showing that 457 visa holders in trades occupations were the most willing to

accept employment in regional areas. Not many tradespersons applied in the ENS category. Recent changes in the ENS are therefore likely to advantage managers and professionals in their application for permanent residence but not tradespersons.

Respondents who had applied or intended to apply for permanent residence in Australia were asked to indicate the reasons that were important to them for this intention. Among the 457 visa holders who indicated at both surveys that they had applied or intended to apply for permanent residence, an increased proportion stated employment-related reasons at the second survey as important to their decision (Figure 3). There was also a small increase in the percentage indicating the importance of having friends and relatives in Australia and a dislike of social conditions in their home country. Over 90 per cent indicated at both surveys the importance of Australia's lifestyle in wanting to settle permanently.

About half of all 457 visa holders who stated at both surveys that they did not intend to apply for permanent residence indicated employment-related reasons as important in their decision (Figure 4). There was an increase in the number of people for whom not having friends and relatives in Australia was an important reason and also in the number of people indicating a dislike of social and economic conditions in Australia between the two surveys. There was also a significant increase between the two surveys in the percentage of people who said that the permanent residence application process was too difficult. In contrast the percentage saying that they did not like Australia's lifestyle decreased over time.

It is also possible to examine the reasons indicated by 457 visa holders who changed their permanent residence intention between the two surveys. Their numbers were not large; only 13 respondents changed their intention from 'No' to 'Yes' and 8 people changed their intention from 'Yes' to 'No'. For those who responded at the first survey that they did not intend to apply for permanent residence but responded at the second survey that they had applied or intended to, all indicated the importance of a liking for Australia's lifestyle as important in their current intention. Other reasons indicated by at least 8 out of the 13 people were 'good for their children', promotion/career development and having friends in Australia (Figure 5).

Of the eight 457 visa holders in the two surveys who changed their views about applying for permanent residence from 'Yes' to 'No', employment reasons were important for their decision not to apply for permanent residence. Almost all indicated that higher salary and better promotion and career prospects overseas were important in their current decision not to seek permanent residence in Australia. Not having relatives in Australia was also important to a number of them. Four out of the eight indicated that an important reason was that the permanent residence application process was too difficult (Figure 6).

### **Migrants' perceptions about foreign workers' work and pay conditions**

The follow-up survey included two questions suggested by DIMIA staff about 457 visa holders' views on foreign workers' pay and work conditions. The questions asked whether the temporary migrants thought that foreign workers were treated the same as locals on work conditions and pay.

About two-thirds of the survey respondents agreed that foreign workers were treated the same as locals on work conditions and pay; 14 per cent thought that foreign workers were not treated the same as locals on work conditions and pay<sup>1</sup> and about 20 per cent indicated that they did not know (Table 7). Associate professionals were the most likely to say that foreign workers were not treated the same as locals on work conditions while managers were the least likely among the major occupational groups to think so. Associate professionals were also the least likely to be of the view that foreign workers were treated the same as locals on pay and 40 per cent indicated that they did not know.

There were also differences in these views by industry of employment (Table 7). Migrants working in the services sector were more likely than others to have the view the foreign workers were not treated the same as locals on work conditions and pay. More than half of migrants working in personal services and at least 30 per cent of migrants working in education and the hotel and restaurant sectors were of this view. Migrants working in personal services were also the most likely to say that foreign workers were not treated the same as locals on pay. Significantly, more than 20 per cent of IT workers also thought that foreign workers were not treated the same as locals on work conditions and pay<sup>2</sup>. Migrants working in business services and the mining industry were the most likely to say that they thought foreign workers were treated the same as locals on work conditions and pay.

### **Contact with community and government agencies**

The follow-up survey also asked whether the temporary migrants had contact with various community and government agencies. Very few people (5 per cent of respondents) had contact with ethnic clubs or organisations. Less than 10 per cent had contact with migrant resource centres. Migrants in associate professional occupations and those coming from African countries were more likely to have contact with migrant resource centres. People in professional occupations and those from the UK were the least likely to have contact with migrant resource centres (Table 8).

One in five temporary migrants had contact with a church or religious group. This contact was more likely among men and partnered migrants. Half of all migrants from Southeast Asia and Africa had some contact with a church or religious group compared with about 15 per cent of migrants from Europe.

About one in three migrants had contact with a business group or social club and two in five had contact with a professional organisation. There was no difference by sex in terms of contact with a business or social club, but women were more likely to indicate contact with a professional organisation than men (Table 8). Singles were more likely than partnered migrants to have contact with a business group or social club. Migrants from the UK, the Americas and Southeast Asia were also more likely to have contact with business or social groups or professional organisations while

---

<sup>1</sup> They were not asked in what ways they were treated differently. So their response could indicate either foreign workers had better work conditions and pay or not as good work conditions and pay as local workers.

<sup>2</sup> Although the numbers were small, the IT workers who made this observation were mostly from Europe and North America, not from developing regions.

those from Africa, South Asia and Northeast Asia were less likely to have such contact.

Close to 60 per cent of migrants had some contact with DIMIA and more than three-quarters had contact with the tax office (Table 8). There was less contact with other government departments. A higher proportion of female than male migrants reported some contact with DIMIA. Migrants from Africa were the most likely to have contact with DIMIA. Contact with DIMIA was likely to be related to an application for permanent residence.

The follow-up survey also asked those respondents who had changed or renewed their visa in the past twelve months whether they lodged their visa application electronically on the internet and their views about the user friendliness of DIMIA's website and business centre and front counter staff. Out of the 140 people who had changed or renewed their visa over the past twelve months, only 8 had lodged their visa application electronically on the internet. Six of the eight were people who were applying for another 457 visa (the other two were applying for permanent residence visas). These six people represented about 20 per cent of the 32 people who applied for another 457 visa.

Of the 123 people who appeared to have seen DIMIA's website, more than half thought it was very user-friendly. About 10 per cent said it was not user-friendly and the rest had no opinion.

Of the 112 people who appeared to have contact with DIMIA's business centres or front counter staff, two-thirds said the staff was helpful. Only a small number indicated that the staff was not helpful and the rest did not have an opinion.

The survey also asked whether the information the temporary migrants obtained before coming to Australia on the labour market, working and living conditions matched up with their experience during their time in Australia. More than 80 per cent indicated that the information they had before arrival matched their experience after arrival. Migrants in managerial occupations registered the highest percentage (90 per cent) answering "yes". People from Africa, India and France were less likely to receive information about Australia that matched their experience after arrival.

### **Use of services and receipt of government payments**

Temporary migrants do not have access to Medicare but some have employer-provided or self-funded medical and health insurance. The follow-up survey included a question on their use of hospital services and whether they used public or private hospitals or both. About 60 per cent reported having used hospital services, which seemed rather high for this group of relatively young skilled workers. Of those who had used hospital services, about equal numbers had used public, private or both types of hospitals (Figure 7). Young and single migrants were less likely than older and partnered migrants to use hospital services. Of those less than 35 years old, 51 per cent had used hospital services compared to 66 per cent of those aged 35 or more. Migrants in managerial and 'other' occupations had the highest proportions using private hospitals. The first survey had shown that migrants in managerial occupations

were more likely to have employer-provided medical and health insurance than those in other occupational groups.

Of the respondents with children in Australia, most reported having to pay for their children's education (Figure 8). The majority paid full fees and a small proportion paid some fees. Migrants in professional occupations were most likely to pay full fees; associate professionals were less likely to do so.

457 visa holders cannot access most government payments; however since some of them might have become permanent residents, the follow-up survey asked some questions about receipt of various government payments. Only a small number (21 people) reported receiving one or more government payments. The most common payment received were family payments, followed by parenting payments. No one reported receiving special benefits, unemployment benefits, study allowance or sickness and disability payments.

### **Views about Australian experience**

As in the first survey, the follow-up survey asked migrants whether they thought their work experience in Australia would lead to greater goodwill and business connections between Australia and their home country and how satisfied they were with their stay in Australia.

The follow-up survey showed a little less enthusiasm among migrants that their Australian experience would increase goodwill and business connection between Australia and their home country. There was a decrease in the percentage of respondents who thought that their Australian experience would increase goodwill and business connection "a lot" and an increase in the percentage indicating that their experience would increase goodwill and business connection "somewhat" (Table 9). There was no change in the percentage answering "No" in the two surveys.

Migrants who had returned home or gone to another overseas country became more divided in their views about increasing goodwill between Australia and their home country at the second survey compared to the first survey. There was an increase in the percentage answering "Yes, a lot" and in the percentage answering "No" in the follow-up survey. There was also an increase in this group in the percentage answering "No" to the question on increasing business connection at the second survey. Those still in Australia were also more likely to answer "yes, somewhat" than "yes, a lot" at the second survey than at the first survey.

There was no difference between people who had changed employers or occupation/job title and those who had not in their views about goodwill and business connection. Regardless of whether they had changed employers or occupation/job title, a smaller percentage of people indicated "yes, a lot" at the second survey than at the first survey and a larger percentage indicated "yes, somewhat".

The majority of migrants were still 'very satisfied' with their Australian experience at the follow-up survey (Table 10). Differences between the two surveys were small and not statistically significant. Migrants who had changed employers had lower levels of satisfaction: less than 50 per cent were 'very satisfied', with the majority being just

'satisfied'. Those who had changed occupation or job title had higher levels of satisfaction. Three-quarters of all people (76 per cent) did not change their views between the two surveys while 9 per cent expressed greater satisfaction and 15 per cent became less satisfied.

About half of the migrants who had returned home or gone to work in another country indicated that they would return to work in Australia; 30 per cent were not sure and 25 per cent had no plans to return. Reasons given by those not planning to return included "job market/career prospects better in home country" and "too old/retired". One person wrote that his partner could not find work and another complained that "permanent residents/citizens were given preference over 457 visa holders".

### **Summary and conclusions**

The people who responded to the follow-up survey of 457 visa holders appeared to be representative of respondents to the first survey in terms of their age, sex and occupational group. There was some under-representation of people from the Asian region and greater representation of Europeans and North Americans.

The follow-up survey makes it possible to examine the changes 457 visa holders have experienced in their employment and residence status over the course of one year. The 457 visa holders are a fairly mobile group. While it was not possible to obtain an accurate estimate of how many people had returned to their home country, about 40 per cent of the people who were still in Australia had changed their place of residence during the twelve months before the follow-up survey. Nearly 20 per cent had changed jobs or been promoted and 16 per cent had changed employers. About 30 per cent had moved into a higher income category. More significantly, close to 40 per cent of those still in Australia had applied for or been granted permanent residence.

Comparisons of migrants' views about their job at the first and follow-up surveys show that overall job satisfaction remained high. Those who had changed employers were less satisfied while those who had changed occupation or job title reported high job satisfaction. Migrants were consistent in their responses about whether they were gaining useful skills in Australia and passing on their skills to Australian workers. Over 90 per cent of migrants in the two surveys answered positively to these two questions regardless of whether they had changed employers or jobs between the two surveys.

Preference for permanent residence in Australia appeared to increase over the one-year period among those still in Australia. Although most people reported no change in their permanent residence preference or intention, of those who changed their permanent residence preference or intention, the majority became more favourable to becoming permanent residents in Australia.

About one-third of all migrants who had applied/been granted permanent residence applied in the ENS category and about one-fifth applied in the Independent Skill category. Women were more likely than men to apply in the spouse or fiance category. Managers were the most likely to be sponsored by their employers to apply in the ENS category while migrants in trades occupations were the least likely to apply in this category.

The follow-up survey asked some additional questions about migrants' perceptions of foreign workers' pay and work conditions, contact with community organisations and government agencies, use of hospital services and receipt of government payments that had not been asked in the first survey. Migrants were mainly of the view that foreign workers were treated the same as locals in terms of pay and work conditions, although about 15 per cent thought otherwise. They were not asked to elaborate on the difference, so it was not possible to ascertain whether they thought that foreign workers were treated more or less favourably than local workers. Over 30 per cent of migrants reported some contact with business or social clubs and over 40 per cent had contact with professional organisations. The percentage of migrants who had used hospital services was quite high; however unless they had become permanent residents, these migrants would be paying for the medical services themselves or from private medical insurance. As expected, only a few migrants reported receiving any government payments; those who did received family or parenting payments.

The follow-up survey confirmed the findings of the earlier survey that skilled temporary migrants were generally positive about their work experience and their stay in Australia and many were keen to settle here permanently. The follow-up survey also confirmed the importance of Australia's lifestyle as a reason for migrants' enthusiasm about their stay here. Most of those who had returned home were either very satisfied or satisfied with their time in Australia. It would appear that the temporary business entry program has been a positive initiative in terms of promoting Australia to the overseas skilled labour market. This should improve Australia's competitiveness in attracting skilled people from other countries to come and work here.

Table 1. Comparison of all migrants in the first survey with those who participated in the follow-up survey.

	First survey	Follow-up survey
<b>Sex</b>	%	%
Male	67.0	63.9
Female	33.0	36.1
<b>Age group</b>		
<25	5.3	3.0
25-29	24.1	24.3
30-34	29.0	25.5
35-39	16.8	17.6
40-49	11.4	12.7
50+	5.9	7.5
Not stated	7.5	9.4
<b>Location of residence</b>		
Sydney	47.0	46.1
Melbourne	22.2	18.7
Brisbane	4.4	7.1
Adelaide	2.7	3.4
Perth	6.6	6.0
Canberra	1.5	2.2
Other regions	15.6	16.5
<b>Country/region of origin</b>		
UK	33.0	37.8
Ireland	5.5	5.6
Other Europe	12.9	16.1
Southeast Asia	7.3	4.5
China <sup>1</sup>	2.6	1.1
Japan	7.3	4.1
Korea	3.7	1.9
India	6.0	4.9
Canada	3.5	5.2
USA	7.8	8.2
South Africa	4.4	5.2
Other regions <sup>2</sup>	5.9	5.3
<b>Occupational group</b>		
Managers and administrators	25.7	26.6
Professionals	45.8	48.3
Associate professionals	13.9	12.0
Trades	6.1	5.6
Other	8.5	7.5
<b>Industry of employment</b>		
Agriculture	3.1	4.1
Mining	3.4	4.9
Manufacturing	10.5	9.4
Construction	6.3	8.6
Electricity etc	1.3	1.9
Transport and storage	2.2	2.6
Health and community services	12.9	14.6
Accommodation, café and restaurant	7.7	3.7
Cultural and recreation	2.4	1.9
IT and Communication	18.9	17.2
Property and business services	4.2	4.9
Finance and insurance	8.2	8.6
Education	3.7	3.7
Personal services	4.3	3.0
Retail trade	3.4	1.5
Wholesale trade	3.3	4.1
Gov administration	1.6	2.6
Not classified	2.6	2.6
<b>Total number of respondents</b>	<b>1175</b>	<b>267</b>

1. Includes Hong Kong and Taiwan

2. Includes Middle East, Other South Asia, Other America, Pacific islands, Other Africa

Table 2. Changes experienced by 457 visa holders during the one-year period between the surveys

	Men	Women	Total
	%	%	%
<b>Place of residence</b>			
No change	58.6	53.3	56.6
Yes, still in Australia	31.6	39.1	34.5
Yes, returned home	7.5	4.3	6.4
Yes, in another country	2.3	3.3	2.6
<i>Of those still in Australia (N=243):</i>			
<b>Partnering status</b>			
No change	90.8	89.7	90.4
Partnered to not partnered	1.3	2.3	1.7
Not partnered to partnered	7.9	8.0	7.9
<b>Visa status</b>			
No change	46.1	45.5	45.7
Another 457 visa	13.6	10.2	12.3
Another temporary visa	3.9	2.3	3.3
Applied/granted PR	36.4	42.0	38.7
<b>Changed employer</b>	14.4	19.3	16.1
<b>Changed occupation/job title</b>	17.9	21.8	19.2
<b>Income group</b>			
No change	59.7	66.9	62.1
Moved to higher income group	29.6	23.9	27.6
Moved to lower income group	10.7	9.2	10.3
<b>Housing arrangements</b>			
No change: living in own home	16.0	9.1	13.8
No change: renting/paying board	62.7	64.8	63.2
No change: Employer provided housing	8.0	2.3	5.8
No change: paying board/with relatives	0.7	2.2	1.2
Moved into own home	6.0	6.8	6.2
Moved into rental housing	4.0	8.9	5.8
Moved to employer provided housing	1.4	1.1	1.6
Renting to paying board/with relatives	1.3	4.6	2.5
Undertaken study or training	24.0	24.4	24.2
Number of people	171	96	267

Table 3. Changes experienced by 457 visa holders during the one-year period between the surveys by occupational group

	Managers	Professionals	Assoc. profs.	Tradespersons	Other occupations
	%	%	%	%	%
<b>Place of residence</b>					
No change	56.3	58.9	56.3	53.3	47.4
Yes, still in Australia	28.2	33.3	37.5	46.7	47.4
Yes, returned home	12.7	4.7	3.1	0	5.3
Yes, in another country	2.8	3.1	3.1	0	0
<b>Of those still in Australia:</b>					
<b>Partnering status</b>					
No change	97.7	88.1	93.4	100.0	72.2
Partnered to not partnered	0	2.6	0	0	5.6
Not partnered to partnered	3.3	9.4	6.7	0	22.2
<b>Visa status</b>					
No change	48.3	49.6	30.0	33.3	44.4
Another 457 visa	10.0	10.9	20.0	6.7	22.2
Another temporary visa	1.7	3.4	3.3	13.3	0
Applied/granted PR	40.0	36.1	46.7	46.7	33.3
<b>Changed employer</b>	8.3	17.8	23.3	20.0	22.2
<b>Changed occupation/job title</b>	21.7	15.7	20.0	26.7	27.8
<b>Income group</b>					
No change	63.7	60.1	63.4	60.0	70.6
Moved to higher income group	19.0	33.1	26.4	20.0	29.4
Moved to lower income group	17.2	6.8	10.0	20.0	0
Undertaken study or training	15.0	29.9	30.0	26.7	5.6
<b>Number of respondents</b>	60	119	30	15	18

Table 4. Comparison of migrants' employment situation at first and follow-up surveys\*.

	First survey	Follow-up survey				All
		Those who did not change:		Those who changed:		
		occup./job title	employer	occup./job title	employer	
	%	%	%	%	%	%
<b>% receiving employer provided benefits</b>						
Housing/assistance with housing	23.0	17.5	19.8	14.3	2.8	16.5
Medical/health insurance	29.2	19.7	20.8	18.6	8.3	18.5
Superannuation contributions	86.4	84.3	86.5	84.1	73.0	82.5
Use of motor vehicle	17.3	16.9	20.8	21.4	0	16.5
Obtaining license, registration, etc.	29.2	32.8	35.5	35.7	16.7	31.7
Financial assistance for English study	3.7	2.1	1.5	0	2.8	1.6
Financial assistance with children's education	6.6	6.3	6.1	0	0	4.9
<b>Passing skills to Australian workers</b>	95.4	97.9	97.5	93.5	94.7	97.1
<b>Obtaining skills useful for future</b>	95.9	94.3	94.0	93.5	92.3	93.8
<b>Job satisfaction</b>						
Love it	31.1	23.3	26.2	34.8	20.5	25.3
Like it	49.4	53.4	52.5	47.8	51.3	52.3
OK	17.0	22.8	20.8	15.2	25.6	21.6
Don't care/dislike it	2.4	0.5	0.5	2.2	2.6	0.8
<b>Number of respondents*</b>	243	189	197	42	37	243

\*Excluding those people who had returned home or gone overseas.

Table 5. Permanent residence preference at first and follow-up survey\*

Preference at first survey	Preference at follow-up survey				Number of people	%
	Australia	Home country	Other country	Total		
	%	%	%	%		
Australia	96.1	3.1	0.8	100	128	82.6
Home country	42.1	57.9	0	100	19	12.3
Other country	20.0	40.0	40.0	100	5	3.2
Don't know	100.0	0	0	100	3	1.9
Total	87.1	11.0	1.9	100	155	100

\*Only those people still in Australia at the follow-up survey who were not already permanent residents

Table 6. Intention to apply for permanent residence at first and follow-up survey

Intention at first survey	Intention at follow-up survey				Number of people	%
	Applied	Intend to apply	No	Total		
	%	%	%	%		
Already applied	71.0	29.0	0	100	31	20.0
Intend to apply	25.5	68.6	5.9	100	102	65.8
No	4.5	45.5	50.0	100	22	14.2
Total	31.6	57.4	11.0	100	155	100

\*Only those people still in Australia at the follow-up survey who were not already permanent residents

Table 7. Temporary migrants' perceptions about foreign workers' work and pay conditions.

	Foreign workers are treated the same as locals on:						Number of people
	(a) work conditions.			(b) pay.			
	% agree	% disagree	% don't know	% agree	% disagree	% don't know	
<b>Migrants' occupational group</b>							
Managers	69.1	8.8	22.1	67.6	8.8	23.5	68
Professionals	71.1	14.8	14.1	66.4	14.8	18.8	128
Associate professionals	50.0	25.0	25.0	43.8	15.6	40.6	32
Tradespersons	73.3	13.3	13.3	73.3	13.3	13.3	15
Others	61.1	11.1	27.8	50.0	33.3	16.7	18
<b>Industry of employment</b>							
Mining	92.9	0.0	7.1	76.9	7.7	15.4	14
Manufacturing	78.3	8.7	13.0	69.6	4.3	26.1	23
Construction	68.4	5.3	26.3	57.9	5.3	36.8	19
Health and community services	67.5	12.5	20.0	75.0	7.5	17.5	40
Hotels and restaurants	60.0	30.0	10.0	70.0	10.0	20.0	10
IT and communication	57.8	22.2	20.0	47.8	23.9	28.3	46
Business	83.3	0.0	16.7	83.3	0.0	16.7	12
Finance and insurance	66.7	14.3	19.0	66.7	19.0	14.3	21
Education	54.5	36.4	9.1	54.5	18.2	27.3	11
Personal services	36.4	54.5	9.1	72.7	27.3	0.0	11
Retail/wholesale trade	63.2	0.0	36.8	52.6	15.8	31.6	19
<b>Total</b>	<b>67.4</b>	<b>14.2</b>	<b>18.4</b>	<b>63.2</b>	<b>14.6</b>	<b>22.2</b>	<b>261</b>

Table 8. Per cent of 457 visa holders who have contact with various agencies, by migrant characteristics

Migrant characteristic	Ethnic club	Migrant re-source centre	Church/religious org.	Business/social club	Professional organisation	DIMIA	ATO	Other govt. agency
<b>Sex</b>								
Male	6.9	9.4	23.4	31.3	35.8	51.7	74.7	26.2
Female	2.7	8.0	16.7	32.5	51.9	67.1	79.5	14.9
<b>Partnering status</b>								
Partnered	5.6	10.6	22.5	29.9	43.0	58.9	80.4	26.8
No partner	4.8	3.3	15.6	35.9	37.9	52.8	66.2	11.1
<b>Occupational group</b>								
Managers	6.7	13.0	22.4	27.7	38.8	53.7	74.1	33.3
Professionals	4.8	4.9	19.3	28.8	39.2	59.1	78.9	14.7
Assoc. professionals	3.7	18.5	25.9	41.4	51.7	55.2	75.9	19.2
Trades	7.7	7.7	28.6	23.1	38.5	53.3	57.1	28.6
Other	5.9	6.3	11.8	50.0	47.1	61.1	77.8	33.3
<b>Citizenship</b>								
UK	3.5	3.4	14.6	41.4	46.1	54.8	80.6	14.9
Other Europe	-	9.1	15.2	20.0	39.1	66.7	70.8	24.4
SE Asia	-	-	50.0	37.5	62.5	44.4	88.9	42.9
NE Asia	-	-	26.3	25.0	33.3	52.6	63.2	33.3
S Asia	-	-	-	25.0	22.2	40.0	60.0	40.0
Americas	-	-	20.0	37.0	55.6	48.4	73.3	20.0
Africa	-	23.5	50.0	13.0	7.4	75.0	84.2	26.7
<b>Total</b>	<b>5.4</b>	<b>8.9</b>	<b>20.9</b>	<b>31.7</b>	<b>41.9</b>	<b>57.4</b>	<b>76.4</b>	<b>22.1</b>

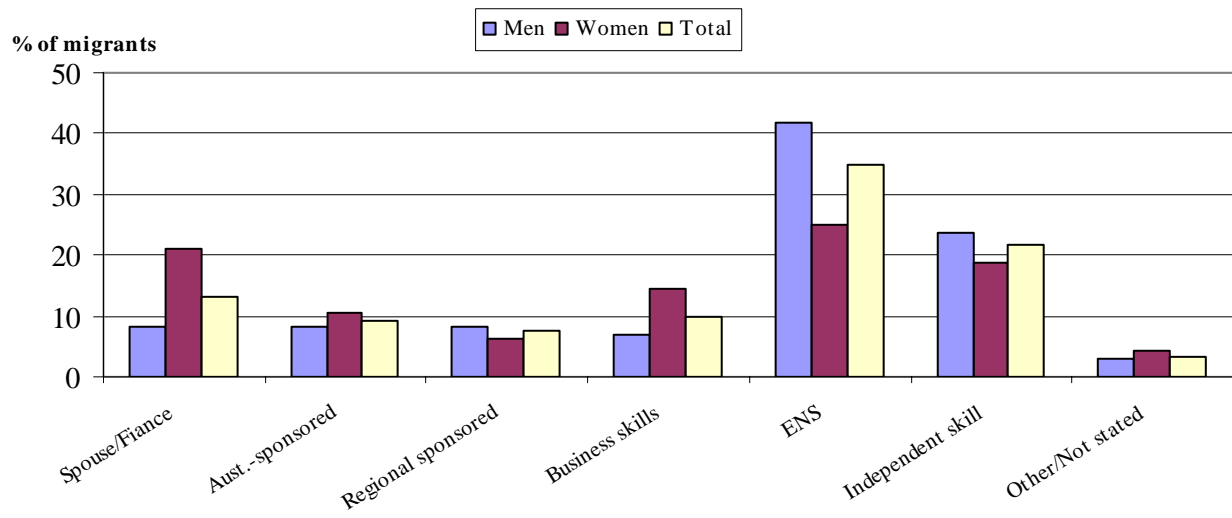
Table 9. Respondents' views about whether Australian experience will increase business connection and goodwill between Australia and home country, by residence status at follow-up survey

	Yes a lot	Yes somewhat	No
	%	%	%
<b><i>Goodwill</i></b>			
Still in Australia - first survey	63.2	24.5	12.3
Still in Australia - follow-up survey	44.4	44.4	11.2
Returned home -first survey	42.1	47.4	10.5
Returned home -follow-up survey	52.2	30.4	17.4
All - first survey	61.4	26.5	12.1
All - follow-up survey	45.1	43.2	11.7
<b><i>Business connection</i></b>			
Still in Australia - first survey	60.5	23.2	16.2
Still in Australia - follow-up survey	46.3	39.0	14.6
Returned home -first survey	50.0	35.0	15.0
Returned home -follow-up survey	47.4	26.3	26.3
All - first survey	59.5	24.4	16.1
All - follow-up survey	46.4	37.9	15.6

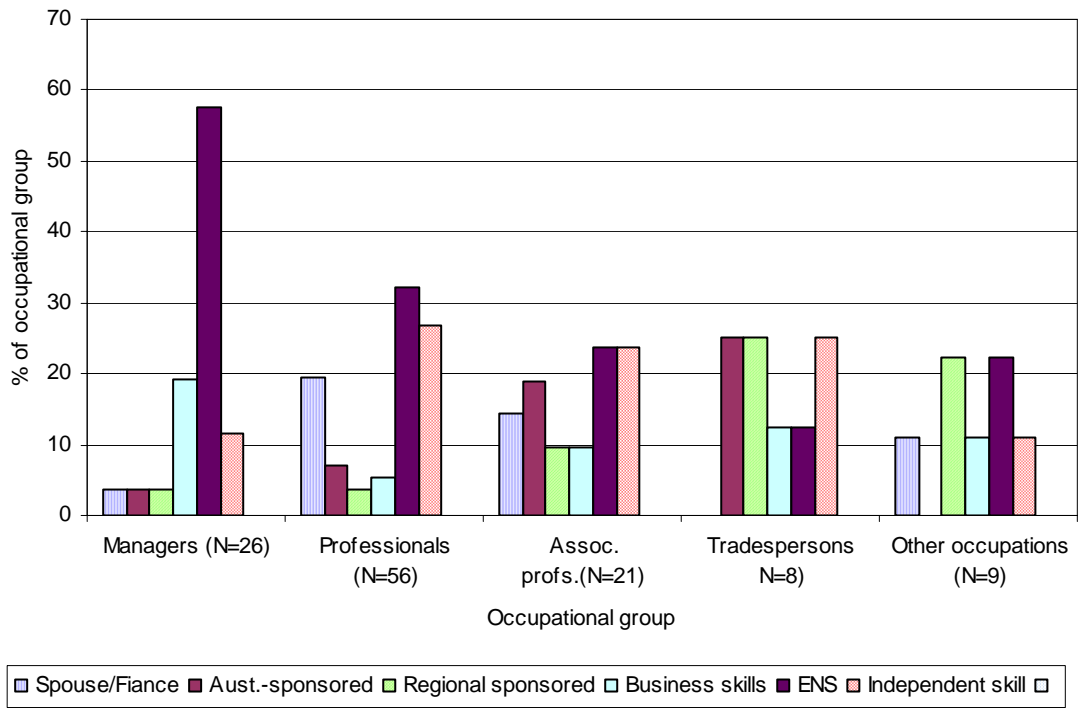
Table 10. Satisfaction with experience in Australia at first and follow-up surveys.

	Very satisfied %	Satisfied %	Neither satisfied nor dissatisfied %	Dissatisfied %	Number of people
<b>All respondents</b>					
First survey	68.6	28.9	1.5	0.8	267
Follow-up survey	63.5	35.0	1.1	0.4	267
<b>Returned overseas</b>					
First survey	70.8	25.0	0	4.2	24
Follow-up survey	65.2	26.1	4.3	4.3	23
<b>Still in Australia</b>					
First survey	68.6	29.3	1.7	0.4	242
Follow-up survey	63.4	35.8	0.8	0	243
<b>Changed employer</b>					
First survey	61.5	38.5	0	0	39
Follow-up survey	46.2	53.8	0	0	39
<b>Changed occupation/job title</b>					
First survey	73.9	21.7	2.2	2.2	46
Follow-up survey	71.7	26.1	2.2	0	46

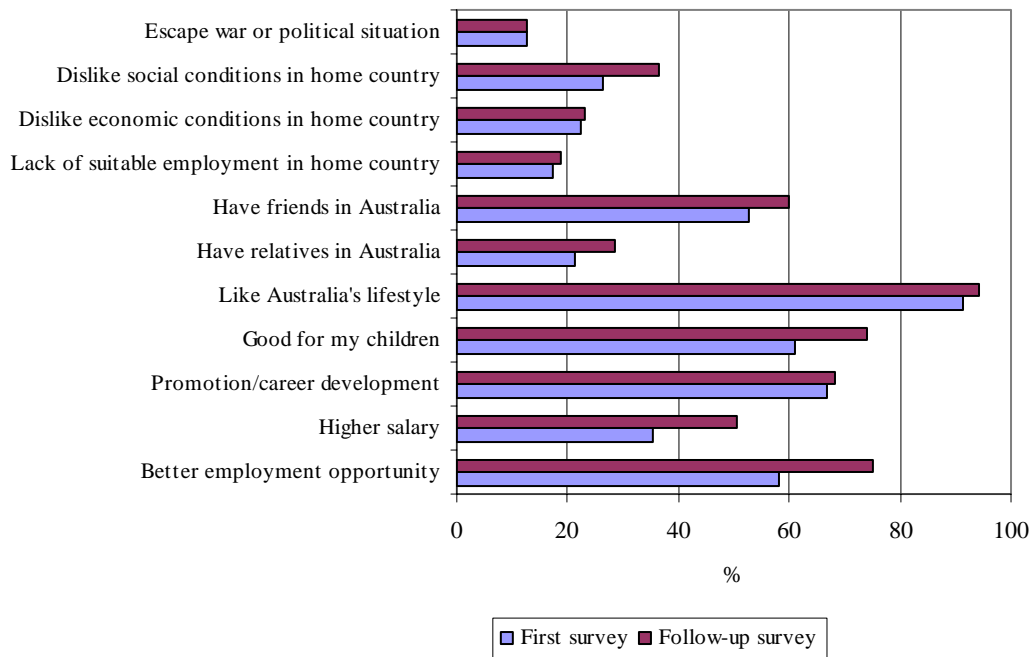
**Figure 1. Type of permanent residence visa applied for or granted:  
% of all migrants who had applied for/been granted a permanent residence visa**



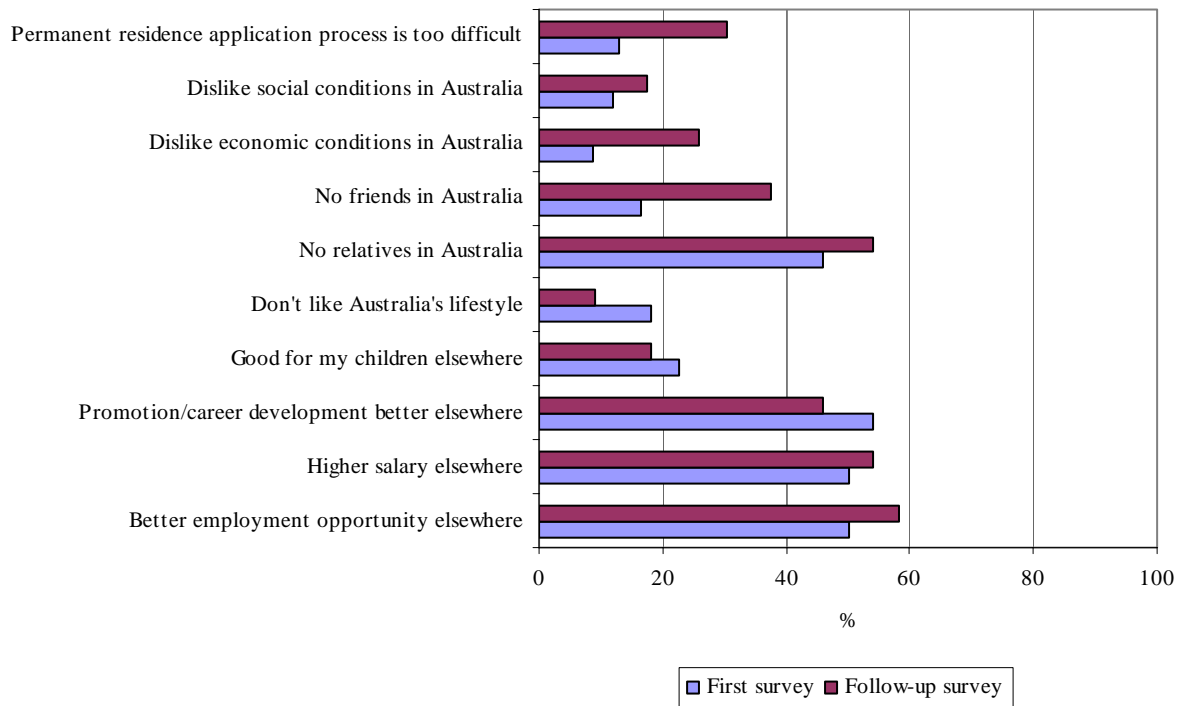
**Figure 2. Type of permanent resident visa applied for/granted to 457 visa holders by occupational group**



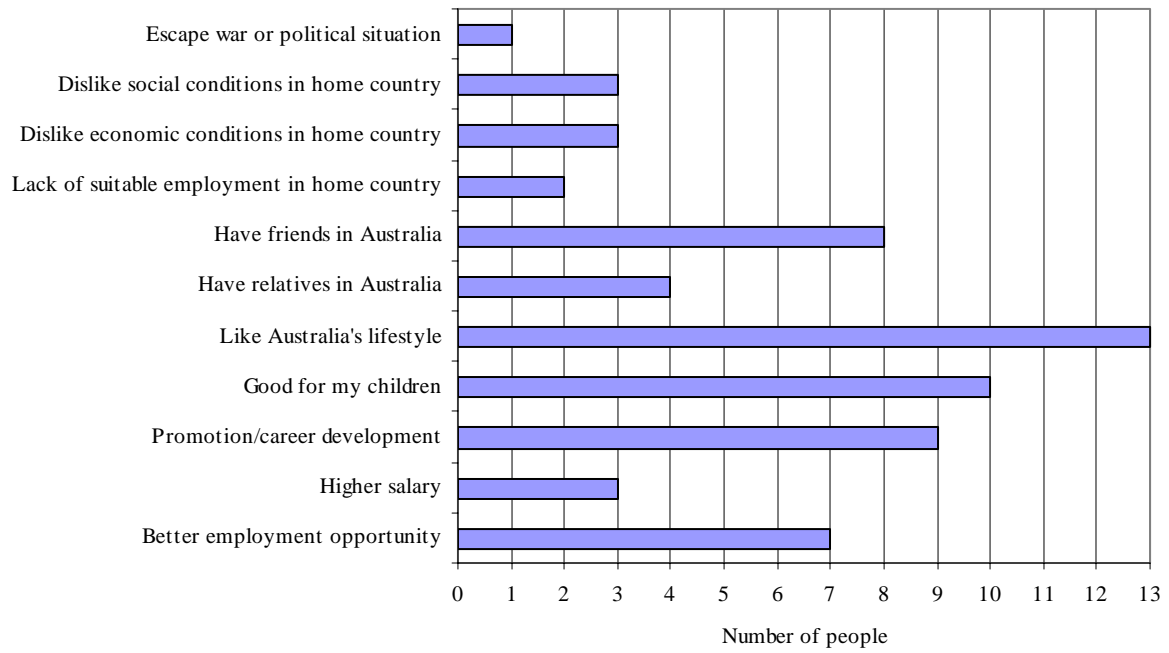
**Figure 3. Percentage of respondents who stated that a particular reason was important or very important in their decision to apply for permanent residence in Australia**



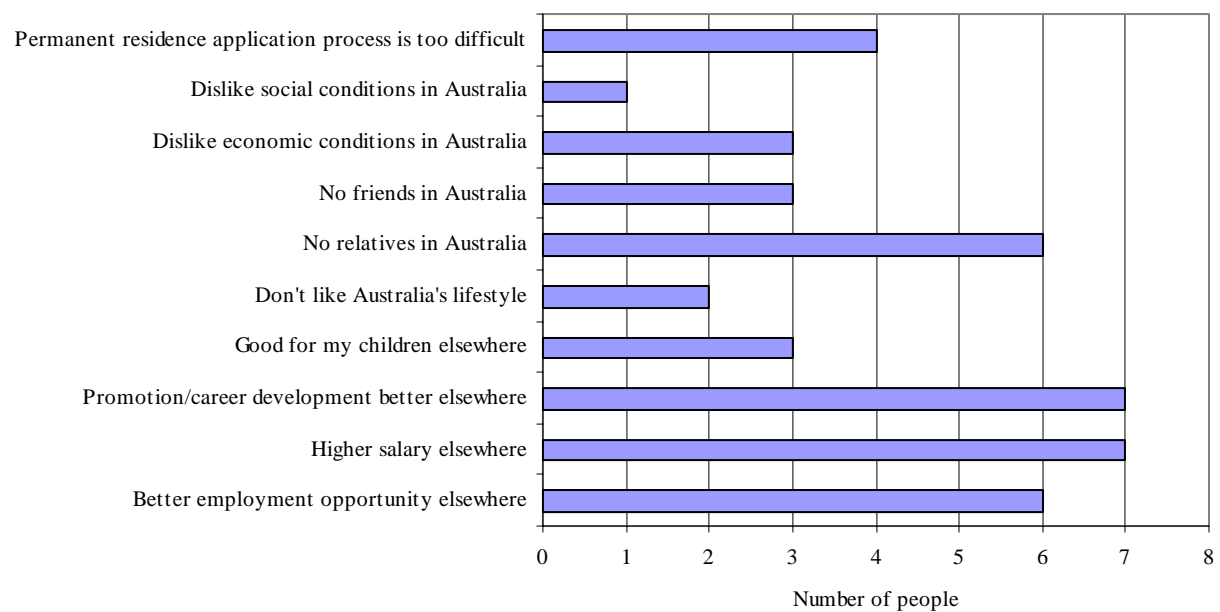
**Figure 4. Percentage of respondents who stated that a particular reason was important or very important in their decision not to apply for permanent residence in Australia**



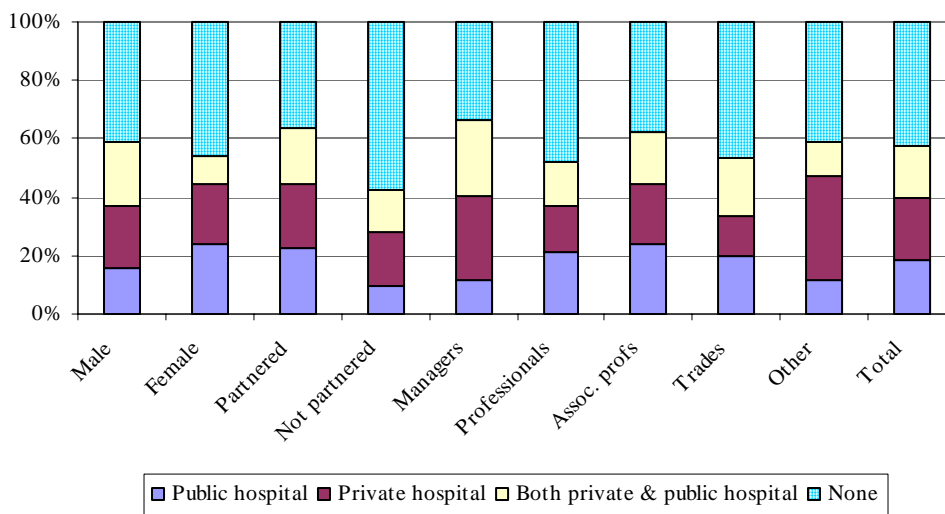
**Figure 5. Reason for applying for permanent residence indicated by 457 visa holders who changed their intention to seek permanent residence in Australia from 'no' to 'yes'.**



**Figure 6. Reasons for not applying for permanent residence in Australia indicated by 457 visa holders who changed their permanent residence intention from 'yes' to 'no'.**



**Figure 7. Skilled temporary migrants' use of hospital services by sex, partnering status and occupational group**



**Figure 8. Percentage of 457 visa holders with children in Australia who paid for their children's education.**

