

**Joint Standing Committee on Migration**

**Review of Skilled Migration**

**Issues and views for comment and discussion**



## **Skilled migration issues and views**

### **Background**

Australia has well defined skilled migration arrangements. Other countries have different approaches and policies.

In this discussion paper, the Committee has collected opinions about skilled migration policies and outcomes within and outside Australia. These, the Committee considers, may illuminate aspects of Australia's approach.

The Committee has not yet formulated any views on these issues but raises them and provides some comments in order to promote discussion about how Australia might maximise the opportunities offered by skilled migration.

The Committee encourages you to forward your views on these and other skilled migration questions to:

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## WHY SKILLED MIGRATION?

**“The Australian Migration Program... [is] to help augment the skills, education and knowledge that Australia will need to prosper in the 21<sup>st</sup> century”**

Minister for Immigration and Multicultural and Indigenous Affairs, *Migration - Benefiting Australia Conference*, 7/5/02

**“The objective of Australia’s skilled temporary entry visa categories is to enable Australian business to supplement critical skill shortages in industries where local recruitment and training efforts are insufficient to meet demand and permanent filling from overseas is not necessary.”**

DIMIA, Submission No 25 to Review of Skilled Migration, p. 47

**“A migration program that delivers significant numbers of young, educated and skilled workers every year will play a key role in enhancing both the size and the productivity of Australia's future labour force in the years of demographic transition to come”**

DIMIA *Annual Report 2001/02* p.21 [http://www.immi.gov.au/annual\\_report/annrep02/report8.htm](http://www.immi.gov.au/annual_report/annrep02/report8.htm)

**“The points test for these visa categories is designed to select young, skilled, English proficient migrants with skills in demand who are able to gain employment quickly and who are able to make a positive contribution to Australia’s economy.”**

DIMIA, Submission No 25 to Review of Skilled Migration, p. 36

**“The Business Skills visa class of Australia's migration program encourages successful business people to settle permanently in Australia and develop new or existing businesses.”**

DIMIA, *Business Skills Migration*, <http://www.immi.gov.au/allforms/business.htm>

## DE-SKILLING THE WORKFORCE?

As the following quotations show, there is considerable debate about the interaction between skilled migration programs and the domestic labour market

- *How well do the current migration arrangements handle the risk that recruiting skilled migrants could reduce opportunities for Australians?*

### **Ongoing supplies of foreign workers may retard growth in the domestic supply of labour**

ILO, "Skilled Labour mobility: Review of Issues and evidence", in OECD, *Migration and the Labour Market in Asia: Recent Trends and Policies*, 2002, p. 77

**The [US] high tech industry...hyperselective ... hiring polic[y] is indisputable and is the underlying cause of the "labor shortage"... a "need" to hire programmers who have work experience in the very latest software skills... is often a pretext for shunning the older... applicants in favour of...cheaper indentured [temporary migrants]**

N. Matloff, "A Missed Opportunity", Centre for Immigration Studies, *Backgrounders* March 2001, [www.cis.org/artickles/2001/back301.html](http://www.cis.org/artickles/2001/back301.html)

**A steady flow of IT migrants... would enable the current generation of the workforce... to be discarded once their "skills" become outdated.**

Letter, *Age*, Computer p. 6, 24/9/02

**Recent IT graduates and permanent residents are being penalised by inconsistencies in Australia's skills in demand immigration laws.**

"Visa rules 'penalise' domestic workers", *Age*, 9/7/02

**The potential cost... savings advantages of hiring... foreign workers versus hiring US workers... US workers \$29,810... Foreign workers \$4,530...**

B. Lynch, "Hiring Foreign Workers..." SafeHR.COM, 5/7/02, [www.safehr.com/hiring\\_foreign\\_nationals\\_and\\_immi.htm](http://www.safehr.com/hiring_foreign_nationals_and_immi.htm)

**A decade of [USA] experience has shown... employers preferring foreign workers, foreign workers and employers becoming dependent on each other.**

P. Martin Highly Skilled Asian Workers in the United States *Migration and the Labour Market in Asia: Recent Trends and Policies* OECD 2003, p. 67

**The inflow of unskilled foreign workers to Japan "will very likely prevent improvements in working conditions, management innovation, or 'modernisation' of small companies as well as extension of employment opportunities for elderly or part-time workers.**

T. Inagami, *Gastarbeiter in Japanese Small Firms*, JP Bulletin Vol 31 No 3 March 1992, p.5

## WASTED TALENT?

The skilled migration program aims to attract in excess of 60,000 migrants annually, to augment the skills, education and knowledge resources of Australia. Other migration programs, such as the Family Stream attract some 40,000 each year and the Humanitarian Program settles a further 12,000.<sup>1</sup>

- *Do Australia's migration arrangements maximise the opportunities for migrants with skills to make a contribution?*

**The migration of some of the highly skilled workers may not be part of a highly skilled migration system at all, with the 'deskilling' of the skilled as they are thrust into more lowly occupational categories in destinations<sup>2</sup>.**

R. Skeldon, "Introduction" to OECD, *Migration and the Labour Market in Asia: Recent Trends and Policies*, 2002, p. 11

**In all EU states highly qualified migrant workers form a substantial part of the foreign labour force [but] the large majority is employed in low-skill jobs, regardless of their qualification.**

K. Hailbronner, "Labour Transfer Schemes...", paper to Nation Skilling Symposium, 23-24 November 2000, <http://www.law.usyd.edu.au/nationskilling/papers/Mathewson.doc>

**There are constraints on the scale of Australia's [migration] program. If it is pushed to large the quality of migrants selected is likely to tail off.**

B Birrell, "Immigration Policy and the Australian Labour Market", *Economic Papers* Vol 22, No. 1, March 2003, p. 44.

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<sup>1</sup> Minister for Immigration and Multicultural and Indigenous Affairs: *Migration - Benefiting Australia Conference, 7/5/02, 2003-04 Migration Program Will Increase Benefits To Australia, MPS 18/2003; Humanitarian Program Intake For 2003-04, MPS 19/2003; [http://www.minister.immi.gov.au/media\\_releases/media03/index03.htm](http://www.minister.immi.gov.au/media_releases/media03/index03.htm)*

<sup>2</sup> Almost 30% of domestic workers surveyed in Hong Kong from the Philippines were degree holders, for example, with a further 32% having attended some form of tertiary education

## RECOGNITION OF QUALIFICATIONS

Australia needs skilled migrants, but it also requires that their skills are of a standard acceptable to Australia.

- *How well do the present migration arrangements ensure that migrants' skills are accepted?*

**Countries (such as the US and Canada)... were often able to provide excellent opportunities for foreign professionals... institutions in more closed societies (Australia and New Zealand) often excluded overseas-trained professional from their former occupations**

R Iredale, "The Migration of Professionals: Theories and typologies", *International Migration* 39, p. 19.

**The assessment of qualifications of immigrants is an issue of concern... In some areas (e.g. information technology) there is little professional regulation while in others (e.g. doctors) there is a high level of professional assessment and regulation... in the Temporary Migration Stream there is no requirement for qualifications to be recognised. They simply have to be nominated by a future employer.**

G. Hugo, "Australia" in *Migration and the Labour Market in Asia: Recent Trends and Policies* OECD 2003, p. 117

**Few professional labour markets can be described as truly international...as training, accreditation, ethics and standards continue to be managed mostly at the national level. However there are distinct trends in this direction. Professional practice has become a transnational matter.**

R Iredale, "The Migration of Professionals: Theories and typologies", *International Migration* 39, p. 21

**The hardest struggle has been to navigate the path to obtaining registration and visas. Is it a deliberate ploy to enlist human psychology — to inspire doctors to want what they cannot have?**

S M Wearne, "Reflections on a year in the outback", *Medical Journal of Australia*, 2002 177 (2) pp 117 - 118

**The College of Psychiatrists sees its role as to maintain standards and accreditation, rather than address labour market needs.**

D. Barton, et al, "Victoria's Dependence on Overseas Trained Doctors in Psychiatry", *People and Place* V. 11, No.1, 2003. p. 55

## PERMANENT OR TEMPORARY WORKERS?

Each year, the Skilled Migration program currently permits some 60,000 people to settle permanently. Temporary migration allows 43,000 more to work here for fixed periods.

- *If the problem is simply a shortage of skills, why is permanent migration a solution?*

### **Asian economies are after workers not immigrants**

R. Skeldon, *Introduction to Migration and the Labour Market in Asia: Recent Trends and Policies* OECD 2003, p. 18

**The German “guest worker” concept never worked... one of the reasons was that the German economy was not interested in a rotation concept. A repeated new training of foreign workers was considered as costly and inefficient.**

K. Hailbronner, “Labour Transfer Schemes...” paper to Nation Skilling Symposium, 23-24 November 2000, <http://www.law.usyd.edu.au/nationskilling/papers/Mathewson.doc>

**Some Japanese companies accept trainees simply to secure a workforce in occupations Japanese people are not willing to do... Foreign trainees are able to become *Technical Intern Trainees*... conceived as an alternative means for widening legal channels for accepting foreign workers while pursuing ways to facilitate the entry of foreigners with technology and knowledge.<sup>3</sup>**

Y Iguchi, *Challenges for Foreign Traineeship Programs in Japan*, JP Bulletin Vol 37 No 10 October 1998, pp 4-5

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<sup>3</sup> skill is verified through an official skill test after a certain period of training



## **“BODY SHOPPING”**

The Skilled Migration program emphasises the need for migrants to have a specific job to go to on arrival. Yet potential migrants often do not have access to informal networks to inform them of job opportunities.

- *What should be the role of government?*
- *Would it be more efficient to use a specialised recruiter rather than rely on a direct connection between the prospective skilled migrant and the employer, or depend on informal networks to encourage skilled migration?*

**“Body shops”...sponsor a worker without any job offer from clients and putting the worker “on the bench” after he/she arrives. Small agents then place these workers through bigger agents... an estimated 30-50... operated in Sydney by late 2000.**

B. Xiang, “Structuration of Indian Information technology Professionals’ Migration to Australia: An Ethnographic Study.”, *International Migration*, Vol 39 SI 1 2001, p. 81

**Japan had a record 227,984 foreign workers in June 2002, including 86,699 hired through labor brokers [38%].**

Migration News, January 2003 Volume 10 No 1. [http://migration.ucdavis.edu/mn/Archive\\_MN/jan\\_2003-13mn.html](http://migration.ucdavis.edu/mn/Archive_MN/jan_2003-13mn.html)

**Of Microsoft’s 20,000 workers at its headquarters... 6,000 are not employed directly by Microsoft but by temporary employment agencies**

B. Xiang, “Structuration of Indian Information technology Professionals’ Migration to Australia: An Ethnographic Study.”, *International Migration*, Vol 39 SI 1 2001, p. 78

**Local recruiters... supply on-site, ‘just-in-time’ labour abroad at an economical price for employers... on the negative side, many such body shops have been shown to involve various kinds and degrees of fraud, mostly by making claims that workers are needed for jobs that don’t exist (... to bring workers into a country to ‘sit on the bench’ until a specific [need] for a client firm arises) or by falsifying workers qualifications.**

S Vertovec, *Transnational Networks and Skilled Labour Migration*, Paper 14-15/2/02, p. 7. [www.transcomm.ox.ac.uk](http://www.transcomm.ox.ac.uk)

**In order to counter the increasing activity of professional migrant labor brokers...the Ministry of Labor... established Employment Centres... which enable Japanese companies to hire... directly instead of through brokers**

T. Tsuda “Reluctant hosts...” Center of Comparative immigration studies, University of California, [http://migration.ucdavis.edu/cmpr/feb01/Tsuda\\_feb01.html](http://migration.ucdavis.edu/cmpr/feb01/Tsuda_feb01.html)

**It would be more rational to leave it to a certain extent to employers to hire a third country national without undergoing a complicated procedure of proving that it has not been possible to occupy the job...adjusted... on the basis of ... demand which cannot be satisfied.**

K. Hailbronner, “Labour Transfer Schemes...”, paper to Nation Skilling Symposium, 23-24 November 2000, <http://www.law.usyd.edu.au/nationsskilling/papers/Mathewson.doc>

## EXPLOITATION OF MIGRANT WORKERS

The current Skilled Migration arrangements are designed to minimise abuse of migrant workers, yet there cases of exploitation are reported.

- *How significant an issue is this?*
- *How might it be remedied?*

**There are some concerns that under the Temporary Entry program the workers are tied to the employer who sponsors them... tied workers can possibly be exploited because of this.**

G. Hugo, "Australia" in *Migration and the Labour Market in Asia: Recent Trends and Policies* OECD 2003, p. 118

**It appears... workers are brought into Australia on business sponsorships, then put to work in labouring jobs**

"Calls for police investigation..." *Latest Human Resources Headlines* 1/11/02 CCH Australia, [www.cch.co.au](http://www.cch.co.au)

**Grill chefs from Soweto... brought out on sponsorship visas... are claiming underpayment of more than \$100,000 each**

"\$50 a week for ribs and rump..." *Sydney Morning Herald* 25/11/02, [www.smh.com/articles/2002/11/24/103769798637.html](http://www.smh.com/articles/2002/11/24/103769798637.html)

**Anecdotal evidence highlights cases of both recruiters and employers bringing in overseas labour to meet high tech requirements, housing them cheaply and paying them a pittance**

"Short-term IT visas are being exploited", *Australian* 12/11/02 Computer p.35

## TALENT OVERLOOKED?

The focus of the Skilled Migration program is on meeting a well defined range of skill shortages, i.e. on the migrants' immediate rather than their potential contribution to the economy.

- *How well do the existing migration programs encourage those with skills to offer?*

**[Qualification] Assessing authorities are focussed on occupations within their bailiwick and have no interest in the broader talents or vocational attributes of a visa applicant**

M. Crock, "Contract or Compact...." in *Nation Skilling – Migration Labour and the Law*, 2002, p. 60

**Immigrant selection is often put in the hands of educational institutions and employers who select the "best and brightest" as students or employees, and these foreigners settle in the country in which they study and work**

P. Martin, "Highly Skilled Migration in the 21<sup>st</sup> Century", cited in *Australian Visas*, [www.migrationint.com.au/news/poland\\_1999-27mn.html](http://www.migrationint.com.au/news/poland_1999-27mn.html)

### Employment of Migrants who arrived 1995-2000 with Post-Graduate Qualifications<sup>4</sup>

Year of arrival	Employed in 2001 as:				Unemployed or not in labour force	Total
	Manager	Professional	Associate Professional	Other		
1995	422	2,043	312	559	788	4,124
1996	416	1,981	279	565	821	4,062
1997	397	1,929	267	607	910	4,110
1998	495	2,101	287	864	1,209	4,956
1999	532	2,392	342	1,035	1,685	5,986
2000	550	2,462	300	1,025	2,033	6,370
TOTAL	2,812	12,908	1,787	4,655	7,446	29,608
%	9.5	43.6	6.0	15.7	25.2	100

<sup>4</sup> Source Unpublished ABS data from 2001 Census

**If an applicant is over 54 and speaks no English... then no matter the size of the business or who the person is, they cannot meet the requirements to become a successful business skills migrant under any of the categories.**

P. Mathewson "Business Skills Migration – A Vision", paper to Nation Skilling Symposium, 23-24 November 2000, <http://www.law.usyd.edu.au/nationskilling/papers/Mathewson.doc>

**Citizenship and Immigration Canada... concluded that age is only a significant factor in predicting economic success at the tail end of working life and that older workers tend to benefit from high levels of education, experience and arranged employment.**

S Yale-Loehr, "A Comparative Look at Immigration..." in M. Crock, *Nation Skilling*, 2002, p. 41

**Very few of the thousands of prospective applicants amongst overseas students presently studying in Australia in fields like marketing and management (which are classified as 50 point occupations) will be successful in gaining permanent residence.**

B Birrell, "Immigration Policy and the Australian Labour Market", *Economic Papers* Vol 22, No. 1, March 2003, p. 43.

**An applicant from a particularly small business in the UK would have a far better chance of migrating than an applicant from a substantial business in South Africa, simply because of the exchange rates.**

P. Mathewson Business Skills Migration – A Vision, paper to Nation Skilling Symposium, 23-24 November 2000, <http://www.law.usyd.edu.au/nationskilling/papers/Mathewson.doc>

**Applicants in emergent trades and businesses... are people for whom there are no job classifications**

M. Crock "Contract or Compact..." in M. Crock, *Nation Skilling*, 2002, p.61

**Working Holiday Makers... [are] older, more qualified and undertaking more high value work than previously understood... might be encouraged to apply for skilled migration while still in Australia.**

Tourism Task Force, Submission 29 to JSCM Review of Skilled Migration, pp 2-3.

## REGIONAL SETTLEMENT

In its report *New Faces, New Places*,<sup>5</sup> the Committee examined the range of migration arrangements designed to attract migrants to regional Australia, but still the question remains:

- *How can migrants be encouraged to settle in specific areas?*

**Should states wish to encourage the movement of individuals to their state, then they must do it by encouragement, incentive and differentiation but certainly *not* control.**

P. Mathewson Business Skills Migration – A Vision, paper to Nation Skilling Symposium, 23-24 November 2000, <http://www.law.usyd.edu.au/nationskilling/papers/Mathewson.doc>

**The declared need for doctors in rural and remote areas is not matched by Commonwealth action or policy towards overseas doctors. Our visas arrived three weeks before our departure — six months after the application was submitted. As "temporary residents", we had difficulty getting a mortgage, yet buying a house seemed a logical way of ensuring a commitment to the area.**

S M Wearne, "Reflections on a year in the outback", *Medical Journal of Australia*, 2002 177 (2) pp 117 – 118

**Requiring highly skilled professionals to locate in rural areas as part of an immigration contract does not resolve the more entrenched problem of distribution and urbanisation... the focus should be on urban economies.**

E. McIsaac, *Nation Building through Cities: A New Deal for Immigrant Settlement in Canada*, Caledon Institute of Social Policy, February 2003, pp 2-3

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<sup>5</sup> Joint Standing Committee on Migration, *New Faces New Places: Review of State-specific Migration Mechanisms*, August 2001

## THE POINTS SYSTEM

Australia's skilled migration selects migrants by requiring them to meet a specific numerical score based on points allocated for attributes such as English ability, age, whether their skill is in demand, etc.<sup>6</sup>

- *How well does the points system serve Australia's interests?*

**[Canada] shifts away from an occupation selection model to one that emphasises education and adaptability as indicators of the presence of a flexible range of skills that will meet changing economic requirements**

S Yale-Loehr, "A Comparative Look at Immigration..." in M. Crock, *Nation Skilling*, 2002, p. 28

**Canada emphasises the government's assessment of individual characteristics... The Canadian system... emphasises supply-side or worker characteristics.**

P. Martin, *Highly Skilled Migration in the 21<sup>st</sup> Century*, quoted in "Immigration Laws: June 11999 – Number #27" at Australian Visas, [http://www.migrationint.com.au/news/poland/jun\\_1999-27mn.html](http://www.migrationint.com.au/news/poland/jun_1999-27mn.html)

**Points for a job offer only... on the MODL<sup>7</sup> seems inconsistent with the quantity of evidence indicating that there are substantial economic benefits derived from prearranged employment**

S Yale-Loehr, "A Comparative Look at Immigration..." in M. Crock, *Nation Skilling*, 2002, p. 43

**The current system provides less scope for selecting people on the basis of their potential**

M. Crock "Contract or Compact..." in M. Crock, *Nation Skilling*, 2002, p. 59

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<sup>6</sup> The point allocation is: Age 18 to 29 years - 30 points; 30 to 34 years - 25 points; 35 to 39 years - 20 points; 40 to 44 years - 15 points; English: Vocational; 15 or Competent 20; Some types of work experience, 5 or 10; Occupation in demand 5 or 10 depending on job offer; Australian tertiary qualification 5, or 10; relationship to Australian citizen/resident 15. [http://www.immi.gov.au/allforms/skill\\_points.htm#3](http://www.immi.gov.au/allforms/skill_points.htm#3)

<sup>7</sup> *Migration Occupations in Demand List*

## FLEXIBILITY

There can be abrupt changes in the skills in demand which require adjustments to the skilled migration program

- *Are the existing skilled migration programs sufficiently flexible to respond to changing local and international circumstances?*

**Australia's migration policies are encouraging an increasing flow... of migrant computer professionals and other ICT workers...at a time when demand for computer professionals has been slowing in Australia.**

B. Kinnaird, "Australia's Migration Policy and Skilled ICT Professionals..." *People and Place*, Vol 10, No. 2 2002, p.55

**The Government has continued to react to the changing market for ...ICT professionals by reducing the number of ICT specialisations listed... MODL now lists five... ICT specialisations... follows an earlier drop from 21 to 12.**

"Government Responds to Changing ICT Market" MPS 088/2002, 27/9/02

## A BRAIN DRAIN?

- *What is the migration program's role?*

**The international mobility of highly skilled workers is likely to increase in the future because of faster and cheaper transportation, faster and cheaper information, expansion of global labour markets, shortages of highly educated workers... just-in time demand from industries... and so on**

ILO, "Skilled Labour mobility: Review of Issues and evidence", in OECD, *Migration and the Labour Market in Asia: Recent Trends and Policies*, 2002, p. 76

**It appears that gross volumes of high skilled emigration are great enough to seriously challenge some developing countries... Two-thirds of Jamaica's nurses emigrated over the past two decades and few return.**

ILO, "Skilled Labour mobility: Review of Issues and evidence", in OECD, *Migration and the Labour Market in Asia: Recent Trends and Policies*, 2002, pp 72, 74

**Skilled migration between OECD countries... appears dominated by temporary flows... suggesting more a pattern of brain circulation than a draining of skills from one place to another... The quality of the two-way flow is the key... there may be a double gain from the circulation of the highly skilled: first from the overseas experience acquired... and second from the constant inflow of skilled workers.**

M. Cervantes, "The brain drain: Old myths, new realities", *OECD Observer*, 7/5/02.

**Only a handful of countries have been successful in luring their talented émigrés back home**

M. Cervantes, "The brain drain: Old myths, new realities", *OECD Observer*, 7/5/02.

**A study of the motivations of 2000 university-educated Australians working over-seas, by Professor Graeme Hugo of the University of Adelaide... suggest that although 80% still consider Australia home, only about 50% intend to return permanently.**

T. Skotnicki, "Give me your highly skilled", *Business Review Weekly*, 24-30 Apr. 2003

***Skilled Labour: Gains and Losses...* analysis of skilled worker movements over the three years 1997-98 to 1999-2000 showed that the ...'brain gain' ... for professionals was equivalent to 2 per cent of the stock of employed professional workers... the study did not support the widespread view that Australia is experiencing a 'brain drain'.**

B. Birrell et al, *Skilled Labour: Gains and Losses*, Monash University 2001.



## Unskilled

The skilled migrant program is oriented to skills which generally require a significant amount of training and a formal qualification process. But there are other skill shortages which can be remedied quickly by on-the-job training of the otherwise unskilled.

- *What role is there for a program designed to bring in unskilled labour?*

**Australian growers are currently reliant on overseas workers to supplement their workforce. They rely heavily on visiting Working Holiday Makers... to harvest their crops**

R. Calver, "The Rural Perspective on Illegal Workers", paper to Nation Skilling Symposium, 23-24 November 2000, <http://www.law.usyd.edu.au/nationskilling/papers/Calver.doc>, p. 1

**US 'temporary' worker programs... provided cheap labor to agricultural growers while minimum wage and fair working provisions proved unenforceable**

K. Johnson in "Competing Blueprints for an Ideal Legal Immigration policy" *Center for Immigration Studies*, <http://cis.org/articles/2002/blueprints/release.html>

**Japan ... has well over 800,000 foreign-born laborers... They perform "3K" jobs (the Japanese acronym for dirty, dangerous and difficult).**

T. Tsuda, "Market Incorporation of Immigrants...", Center for Comparative Immigration Studies, *Working paper No. 50*, April 2002, <http://www.ccis-ucsd.org/PUBLICATIONS/wrkg50.PDF>

**Unskilled immigrants and natives compete for the same jobs**

K. Krikorian, An examination of the Premises underlying the Guestworker Program, *Center for Immigration Studies*, 2001; [www.cis.org/articles/2001/msktestimony601.html](http://www.cis.org/articles/2001/msktestimony601.html)

**The major U.S.-Mexico guest worker programs ... allow[ed] U.S. farmers anticipating labor shortages to recruit temporary foreign workers**

P. Martin "There is Nothing More Permanent than Temporary Foreign Workers", *Center for Immigration Studies Background*, April 2001,

## Appendix 1: The skilled migrant flow

Table: General Skilled Migration Visa Grants, 1992-93 to 2002-03 (planned)

	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02	02-03
<b>EMPLOYER NOMINATED (A)</b>	4,800	4,000	3,300	4,640	5,560	5,950	5,650	5,390	7,425	9,307	9,800
<b>BUSINESS SKILL</b>	3,300	1,900	2,400	4,900	4,820	5,360	6,080	6,260	7,360	7,590	8,000
<b>DISTING. TALENT</b>	200	200	100	200	190	180	210	110	230	208	170
<b>INDEPEND(B)</b>	13,000	11,800	15,000	10,600	15,000	13,270	13,640	15,610	22,380	29,600	32,200
<b>SAS (C)</b>	(7,700)	(9,400)	(7,700)	(8,000)	(7,340)	9,540	9,240	7,900	7,200	6,800	10,500
<b>1 NOV 98 (D)</b>	NOT APPLICABLE					370	180	60	60	20	30
<b>TOTAL PERMANENT</b>	21,300	18,300	30,400	24,100	27,550	34,670	35,000	35,300	44,730	53,520	60,700
<b>TEMP (E)</b>	<i>no data</i>	<i>no data</i>	<i>no data</i>	<i>no data</i>	<i>No data</i>	37,300	37,020	39,180	45,669	43,303	<i>no data</i>

(A) Includes Employer Nomination Scheme; Labour Agreements; Regional Sponsored Migration Scheme

(B) **Independent** – named Independent prior to 1 July 1999. now called Skilled-Independent

(C) From 1 July 1997 the Concessional Family Category was replaced by the Skilled-Australian Linked Category and transferred from the Family to the Skill Stream. On 1 July 1999, it was renamed **Skilled-Australian Sponsored (SAS)**

(D) Directed at PRC nationals granted 4-year temporary entry permits following 1989 events in China

(E) **Economic Stream**, comprising Business Entry; Educational; Medical Practitioner visas.

Source Independent & SAS - DIMIA, *Submission No 25 to Review of Skilled Migration, Table 3*; Temp, DIMIA, *Fact Sheet 47, Temporary Residence in Australia*; remainder - G. Hugo, "Australia" in *Migration and the Labour Market in Asia: Recent Trends and Policies OECD 2003* p. 154.