



ECONOMIC DEVELOPMENT COMMITTEE

FINAL REPORT

**Inquiry into the Economic Contribution of
Victoria's Culturally Diverse Population**

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Report into Economic Contribution of
Victoria's Culturally Diverse Population

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ECONOMIC DEVELOPMENT COMMITTEE

FUNCTIONS OF THE ECONOMIC DEVELOPMENT COMMITTEE

The Economic Development Committee is an all-party, Joint Investigatory Committee of the Parliament of Victoria established under section 5(b) of the *Parliamentary Committees Act 2003*.

The Committee consists of seven Members of Parliament, three from the Legislative Council and four from the Legislative Assembly. The Committee carries out investigations and reports to Parliament on matters associated with economic development or industrial affairs.

Section 8 of the *Parliamentary Committees Act 2003* prescribes the Committee's functions as follows: to inquire into, consider and report to the Parliament on any proposal, matter or thing connected with economic development or industrial affairs, if the Committee is required or permitted so to do by or under the Act.

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Parliamentary Committees Act 1968*

**TERMS OF REFERENCE FOR THE
ECONOMIC DEVELOPMENT COMMITTEE**

Economic Contribution of Victoria's Culturally Diverse Population

Pursuant to section 4F of the **Parliamentary Committees Act 1968**, the Economic Development Committee is required to inquire into, consider and report on the actual and potential contribution to the economy of Victoria's culturally diverse population including new arrivals, with particular emphasis on the importance of Victoria's cultural diversity in improving productivity, increasing exports, attracting foreign investment and creating competitive advantage in the Australian and international markets; and in respect of the above:

- a) identify industry sectors/businesses that are actual or potential beneficiaries of cultural diversity, particularly in terms of investment and productivity improvement;
- b) whether there are particular issues for industry and business in rural and regional areas and how these regions may benefit from cultural diversity in Victoria including by addressing labour market shortages through new or recent arrivals from overseas;
- c) identify ways to take advantage of cultural diversity in the economy to increase Victoria's productivity and export markets;
- d) the appropriate role of Government in facilitating maximum use of Victoria's cultural diversity to promote productivity and export markets; and
- e) identify ways of measuring the benefits of cultural diversity including new arrivals to the Victorian economy.

The Committee is required to report to Parliament by 30 September 2004.

By resolution of the Legislative Assembly
Dated: 3 June 2003

**The Parliamentary Committees Act 1968 was repealed and replaced by the Parliamentary Committees Act 2003 which became operative in December 2003.*

Acronyms

AMES	Adult Multicultural Education Services
ANU	Australian National University
ASCO	Australian Standard Classification of Occupations
CALD	Culturally and Linguistically Diverse
DIMIA	Department of Immigration and Multicultural and Indigenous Affairs
DIIRD	Department of Innovation, Industry and Regional Development
ELLA	English Language and Literacy Assessment
ESL	English as a Second Language
MODL	Migration Occupations in Demand List
NESB	Non-English Speaking Background
NOOSR	National Office of Overseas Recognition
SECV	State Electricity Commission of Victoria
SOL	Skilled Occupations List
TPVs	Temporary Protection Visas
VMC	Victorian Multicultural Commission
VOMA	Victorian Office of Multicultural Affairs
VORRS	Victorian Overseas Trained Doctor Rural Recruitment Scheme
WRAC	Warrnambool Resettlement Advisory Committee

Chairman's Foreword

The Report delivered today to the Parliament by the Economic Development Committee is the outcome of more than a year of close investigation.

To begin with I would like to express my thanks to all members of the Committee who have participated fully in the Inquiry.

At the same time the Committee has been well served by former Executive Officer, Richard Willis and his recent replacement Dr Russell Solomon. We have also been very capably assisted by Office Manager Andrea Agosta, and I would like to place on record the Committee's appreciation of the very long hours she has spent on this Report over recent weeks.

In the course of the Inquiry the Committee conducted public hearings and briefings in Melbourne and travelled to Mildura, Swan Hill, Shepparton, Milawa, Latrobe Valley, and Canberra. At all times we were assisted by local councils, businesses and the Victorian Multicultural Commission. I would especially like to thank the Commission's Vicki Mitsos who arranged for the Committee to meet a broad range of individuals while in and around Shepparton.

The Commission also provided tremendous assistance to the Committee through a consultation which provided valuable insights from immigrant Victorians about their experiences as well as their views on how the State might make even better use of its rich cultural resources.

The Terms of Reference provided to the Committee were challenging. The reference invited examination of aspects of cultural diversity, some of which are not well understood, and about which the Committee received very little public input. The Report, therefore, concentrates on a number of specific issues within the reference rather than attempting to deliver a comprehensive statement on all aspects of the State's cultural diversity.

In closing I would like to particularly thank the many individuals and organisations who offered their time and opinions to the Committee. Ultimately, without their input the Committee's task would have been far more difficult, and the Report far less meaningful.

Tony Robinson, MP
Chairman

September 2004

Executive Summary

Chapter 1: Introduction

The Terms of Reference required an investigation into the actual and potential contribution to the economy of Victoria's culturally diverse population including new arrivals. Particular emphasis was placed on the importance of Victoria's cultural diversity in improving productivity, increasing exports, attracting foreign investment and creating competitive advantage in the Australian and international markets.

The Inquiry was undertaken by the Economic Development Committee of the 55th Parliament. During the course of the Inquiry, the Committee received evidence through written submissions, public hearings in Melbourne as well as visits to regional Victoria, informal briefings, interstate briefings and a public consultation. The Report is based on this evidence together with research undertaken by the Committee.

This Report does not attempt to comprehensively record this history or document all current contributions of Victoria's culturally and linguistically diverse communities. Rather, the Committee's Report attempts to address some key issues confronting governments to ensure that Victoria continues to maximise the economic benefits of these diverse communities.

Chapter 2: Cultural Diversity in Victoria

This chapter commences with a sketch of the history of migration to Victoria, particularly in the postwar period, where there was both a great increase in the numbers of those arriving from overseas and an increase in the sources from which they came. This has resulted today in a Victorian population originating from 234 countries and speaking 182 languages.

The Committee heard evidence that the City of Melbourne is the home to more international students than any other Australian city and that the number of students residing in metropolitan Melbourne now stands at 43,000.

Business migration is another key source of cultural diversity within Victoria. While Victoria has continued to attract migrants, the Committee noted the uneven spread throughout the State. An interesting finding was that some areas had historically not

attracted migrants, but were now beginning to experience rapid demographic change.

The Committee visited a number of regional cities and towns including Victoria's most culturally diverse regional city, Shepparton. This city's success in attracting and maintaining its cultural diversity is partly a result of a comprehensive system of cultural infrastructure and support services that has been developed in the city.

Chapter 3: Economic Considerations

While it is beyond doubt that migrants have contributed significantly to Victoria's prosperity, the evidence before the Committee revealed that it is difficult to identify the productivity potential in relation to specific ethnic groupings or industries. There was also little evidence before the Committee to show that workplace cultural diversity on its own would lead to increased productivity. There was, however, much anecdotal evidence to suggest that in certain industries and activities, such as agriculture and horticulture, high productivity levels resulted from the involvement of some family groups.

The Committee was made aware of concerns that the growth in the working age population will slow dramatically in coming years. This has made it all the more important that Victoria's future immigration intake is comprised of a wide variety of skills to maintain productivity growth without compromising the humanitarian dimension of the migration program.

Neither the evidence presented to the Committee nor its own research encouraged the view that there was any link between a culturally diverse population and the enhancement of export trade. Certainly, anecdotal evidence was provided which revealed how useful particular cultural and language groupings can be for a business when dealing with its overseas customers but no examples were provided which showed that the presence of such groupings translated into increased exports or investment or new trade links.

It became clear to the Committee during the course of the Inquiry that overseas students constitute the fastest growing source of cultural diversity in Victoria. Their economic contribution is enhanced by the opportunity of residency status. Another contributor to the economy is tourists. The Committee acknowledged that it was

impossible to identify what proportion of tourist visits were linked to Victoria's culturally diverse communities though there is every reason to believe the relationship is strong. Not unrelated are the backpackers and working holiday makers who have a positive impact on the economy through both their spending and their role in meeting certain labour needs in key regional industries.

While the Committee was grateful for the information supplied as a result of the excellent research conducted by or on behalf of the Federal Government, it recommends further research into the secondary movement of migrants. Of all government services provided to migrants to maximise their economic contribution, deficiencies in the provision of English language instruction appeared to the Committee to be the major shortcoming, in terms of both the number of hours of tuition and the level of proficiency expected at completion. The Committee has recommended that efforts be made to overcome the inflexibility of current federal policy regarding language training and settlement services. The Committee has recommended that there is a need to review the placement of refugee children to ensure they go into skill-appropriate rather than age-appropriate classes.

The Committee was advised that there is the lack of consistent service provision to migrants from non-English speaking backgrounds and that this could be remedied through a more rigorous reporting provision. The Committee has recommended accordingly.

Chapter 4: Regional Communities

The Committee visited Mildura, Swan Hill, Shepparton and Milawa and received evidence in public hearings from the cities of Warrnambool and Ballarat. The Committee was provided with advice to show the way in which certain culturally diverse communities had been established was important in helping to explain the nature and extent of the economic contribution that those communities provided to particular cities, towns and regions. The migrant pathfinder role was particularly important but the Committee believes that the success of new communities depended upon government support through the provision of appropriate resources. This was illustrated by efforts to consolidate the new African community in Swan Hill and Robinvale and the need for government support in the secondary settlement of refugees from the Horn of Africa.

The Committee found that the matters of seasonal and long-term labour shortages involving both skilled and unskilled labour were major concerns in regional Victoria. The Committee was advised that increased migration is a solution to local labour shortages and longer-term economic growth, and that this could also address the continuing participation of illegal workers in rural industries.

The Committee was concerned to hear that the Department of Immigration, Multicultural and Indigenous Affairs' (DIMIA's) Victorian settlement locations are almost exclusively in Melbourne. It recommends that the Victorian Government has discussions with the Federal Government with a view to piloting regional settlement points at centres such as Mildura, Shepparton, Swan Hill, and Warrnambool.

As well as employment issues, the Committee considered the supply of other basic facilities and services such as housing for migrants. The Committee was advised about the lack of housing in regional Victoria for both seasonal and permanent settlers. The Committee calls for further examination of the issue by the Government.

The Committee accepts that more need to be done to attract medical practitioners to the country. The Committee believes that the Victorian and Commonwealth Governments need to continue working co-operatively to ensure that the processing of visa applications is not an obstacle to the timely supply of qualified medical practitioners to regional Victoria. An extension of the Overseas Trained Doctor Recruitment Scheme is recommended by the Committee.

Evidence before the Committee revealed the important role played by backpackers in the seasonal fruit industry in northern Victoria and that more needs to be done to encourage their participation in this industry. The Committee recommends the further advertising of casual employment opportunities within the overseas backpacker community in the seasonal fruit/horticulture industry.

Chapter 5: Skills and Training Utilisation

The Committee recognises the importance of skilled labour to the Victorian economy and was concerned to discover that less than optimum use is being made of the skills, training and qualifications of Victoria's culturally diverse community.

The Committee also recommends that standard advice in the form of a pro-forma skills/qualifications recognition pathway advice be provided to all migrants, other than those who enter through the skilled stream, in order that their existing skills can be recognised.

Another problem revealed by the Committee's investigations was the exclusion of a migrant applicant spouse's skills, training or qualifications (other than for the purpose of allocating a small number of additional points to the application process) when examining an applicant's application. This was particularly of concern where the spouse was found to be trained in a field of recognised short supply. The Committee recommends that in certain circumstances the applicant and spouse be assessed at the same time.

Among many examples in evidence of the under-utilisation of skills and qualifications, the Committee's attention was drawn to the shortage of qualified medical specialists. The Committee was concerned to learn that migrants in this field appeared to incur the most frustrating delays in having their training fully recognised.

Evidence was given to the Committee as to the need for migrants in regional areas to undertake bridging courses in order to be able to work in their chosen fields. In order to do this, they needed reasonable access to tertiary facilities, something which is often problematic.

The Committee received advice that there were problems with issues relating to the delivery of English language skills: the program objective of conversational English fell short of the standard required for workplace English; that 510 hours of free English language classes was inadequate; that the five year time limit was insufficient as some migrants could not participate due to work and family commitments; and that there needed to be more evening and weekend classes to encourage migrants to advance.

Chapter 6 – Overseas Students

The economic value of overseas students is well recognised now that international education has become Australia's sixth-largest export earner. The Committee was also made aware of the contribution to local economies of overseas students who had annual living costs of at least \$20,000 per year, an impact particularly felt in the retail and rental markets.

The Committee noted at least three distinct economic benefits of overseas students: consequential family visits; lodgement of on-shore residency applications; and the longer-term propensity of overseas students to choose Victoria as a place to live and work.

While the vast majority of overseas students live in and around Melbourne, there are increasing numbers in regional Victoria. The Committee also noted recent changes to the migration program where on-shore residency applications now allows for additional points to be allocated to students in regional areas.

In evidence before the Committee, criticisms were raised as to the way higher education is provided to international students. The Committee noted that typical living costs for students are claimed to be in excess of DIMIA's estimate of \$20,000 per annum while, for example, overseas students were not eligible for tertiary student travel concessions. Given the economic contribution of overseas students, the Committee recommends that the Victorian Government consider the introduction of transport concessions for overseas students. Another concern that was raised was where a student's visa was cancelled due to underperformance. While contesting such a decision, the student could face economic difficulties as they were unable to work or study in the interim period. The Committee recommends the granting of bridging visas by DIMIA while the cancellation decision is being contested.

Recommendations

Chapter 3: Economic Considerations

Recommendation 3.1 (page 37)

The State Government initiate discussions with the Federal Government over the need to undertake research into the secondary settlement patterns of migrants.

Recommendation 3.2 (page 37)

The Victorian Government notes the research of Professor Peter McDonald on demographic change in NSW south coast communities, and consider commissioning similar work in regional and rural Victorian communities.

Recommendation 3.3 (page 37)

The Victorian Government further develops program and policies to ensure that Victoria continues to attract migrants with a mixture of skills.

Recommendation 3.4 (page 38)

The Department of Education, in conjunction with the Victorian Multicultural Commission, review the way in which ESL resources are allocated to schools with unforeseen migrant enrolments, with a view to ensuring the timely provision of adequate language instruction.

Recommendation 3.5 (page 38)

The Department of Education, in conjunction with the Victorian Multicultural Commission, review current policies on the placement of migrant children, with a view to ensuring they are located in skill-appropriate settings.

Recommendation 3.6 (page 38)

The Victorian Government initiate discussions with the Federal Government over the inflexibility of current DIMIA policy regarding language training provision and settlement services.

Recommendation 3.7 (page 38)

The Victorian Government ensures that Government agencies integrate into their functions an adequate capacity for dealing with practical issues arising from the State's cultural diversity. This could be achieved by a more rigorous reporting framework.

Chapter 4: Regional Communities***Recommendation 4.1*** (page 57)

The Victorian Government initiate discussions with DIMIA to pilot regional settlement points for new arrivals in such places as Mildura, Swan Hill, Shepparton and Warrnambool.

Recommendation 4.2 (page 57)

That following an evaluation of the pilot settlement project the Victorian Government consider extending the service to other Victorian locations.

Recommendation 4.3 (page 58)

The Victorian Government in conjunction with DIMIA ensure an adequate mix of support services/facilities in regional areas proposed as points of placement for new arrivals. These include but are not restricted to longer-term housing, language services, dedicated council contact, police liaison, religious and cultural guidance.

Recommendation 4.4 **(page 58)**

In partnership with local government, the Victorian Government examine the provision of housing across regional Victoria to ensure that strategies are developed which will allow those communities to take full advantage of current and anticipated economic investment.

Recommendation 4.5 **(page 58)**

The Victorian Government review the Victorian Overseas Trained Doctor Recruitment Scheme (VORRS) with a view to both re-appraising its current geographical limits and including Shepparton and Mooroopna.

Recommendation 4.6 **(page 58)**

The Victorian Government provide additional resources to Job Watch to safeguard against the workplace exploitation of migrants, including overseas students.

Recommendation 4.7 **(page 58)**

The Victorian Government consider further advertising casual employment opportunities within the overseas backpacker community in the seasonal fruit/horticulture industry, with a view to increasing the labour force for this key industry.

Chapter 5: Skills and Training Utilisation

Recommendation 5.1 **(page 67)**

The Victorian Government lobby the Federal Government to have skilled migration assessment procedures altered to ensure the qualifications, skills and training of spouses are assessed simultaneously, with a view to optimising the early employment of spouses in cases where their expertise relates to the MODL.

Recommendation 5.2**(page 67)**

The Victorian Government initiate discussions with the Federal Government regarding the introduction of pro-forma advice to all new migrants who enter Australia other than via the skilled stream, outlining skills/qualifications recognition pathways.

Recommendation 5.3**(page 67)**

The Victorian Government review the access to tertiary facilities across regional Victoria with a view to ensuring reasonable access is available to migrants seeking to have overseas qualifications, skills and training accredited to Australian standards.

Chapter 6: Overseas Students**Recommendation 6.1****(page 75)**

The Victorian Government examine the levels of support being offered by Victorian universities to overseas students.

Recommendation 6.2**(page 75)**

The Victorian Government initiate discussions with the Commonwealth Government regarding the need for bridging visas for overseas students in cases where DIMIA has cancelled visas on the basis of academic under-achievement.

Recommendation 6.3**(page 75)**

The Victorian Government consider the introduction of transport concessions for overseas students, noting the substantial short-term benefit and potential long-term benefit these students provide to the State.

Recommendation 6.4

(page 76)

The Victorian Government, in conjunction with industry groups, examine ways in which overseas student participation in the workforce can be maximised. Furthermore, the Government should consider whether the provision of travel subsidies, particularly to regional Victoria, would assist in improving employment opportunities.

Recommendation 6.5

(page 76)

The Victorian Government extend to overseas students based in the State the practice of the Victorian Skilled Migration Program in which participants receive a letter from the Premier highlighting the benefits of settlement in Victoria.

Introduction

1.1 Background to the Inquiry

On 3 June 2003, the Economic Development Committee received Terms of Reference by resolution of the Legislative Assembly, to inquire into the actual and potential contribution to the economy of Victoria's culturally diverse population including new arrivals, with particular emphasis on the importance of Victoria's cultural diversity in improving productivity, increasing exports, attracting foreign investment and creating competitive advantage in the Australian and international markets; and in respect of the above:

- identify industry sectors/businesses that are actual or potential beneficiaries of cultural diversity, particularly in terms of investment and productivity improvement;
- whether there are particular issues for industry and business in rural and regional areas and how these regions may benefit from cultural diversity in Victoria including by addressing labour market shortages through new or recent arrivals from overseas;
- identify ways to take advantage of cultural diversity in the economy to increase Victoria's productivity and export markets;
- the appropriate role of Government in facilitating maximum use of Victoria's cultural diversity to promote productivity and export markets; and
- identify ways of measuring the benefits of cultural diversity including new arrivals to the Victorian economy.

The Committee was required to table a report to Parliament by 30 September 2004.

1.2 Process for Gathering Evidence

This Report is based on evidence received through written submissions, public hearings, informal briefings, interstate briefings and a public consultation as well as research undertaken by the Committee.

The Terms of Reference were advertised and submissions were called for, in the *The Age*, *Herald Sun* and *The Weekly Times* in October 2003. The Committee also extensively sought submissions from over 400 ethnic chambers of commerce, business councils, foreign embassies, key stakeholders and local government. The Committee received only a small number of written submissions. Appendix 1 contains a list of these submissions.

In November 2003, the Committee held informal meetings with relevant Government departments and key stakeholders from the Latrobe Valley, seeking advice on the extent of cultural diversity in Victoria. From March to May 2004, further informal meetings were conducted in Melbourne as well as Mildura, Swan Hill, Shepparton, and the King Valley region of north-eastern Victoria. These meetings provided the Committee with valuable background material and enabled Members to gain an insight into the cultural diversity that currently exists in Victoria and any subsequent economic contribution.

In June 2004, the Committee held meetings with the Department of Immigration and Multicultural and Indigenous Affairs and several academics in Canberra. A meeting was also held with an official from the Immigration Museum in September 2004. Appendix 2 contains a list of informal meetings.

Formal public hearings were held in Mildura, Swan Hill and Shepparton and Melbourne from March to July 2004, and the Committee received evidence from 39 witnesses (Appendix 3).

In June 2004, the Victorian Multicultural Commission (VMC) held a consultation in Melbourne with approximately 30 ethnic community representatives for the benefit of the Committee's Inquiry. Mr. George Lekakis, Chairperson of the VMC chaired the consultation which was attended by the Chairman and raised many issues pertinent to this Inquiry, including the need for:

- better recognition of overseas qualifications in Australia;
- issues surrounding the 510 hours of free English to newly arrived migrants, including the quality of the classes, the availability of weekend classes and the five year time limit;
- adequate settlement services to ensure that migrants are able to contribute economically to Victoria;
- insufficient support and settlement services in regional Victoria;
- greater incentives to attract migrants to regional Victoria in the areas of education and employment;
- the need for work experience and mentoring relationships within the Australian workforce; and
- access to job network services is required for skilled migrants to assist in their integration into the Australian workforce.

A full report on the consultation can found at Appendix 4.

1.3 Scope of the Inquiry

Notwithstanding the very broad Terms of Reference, the Committee directed its inquiries into particular areas for two key reasons. Firstly, the Committee's 2003 Inquiry into Export Opportunities for Victorian Rural Industries familiarised Members with the strong immigrant influence in Victoria's Sunraysia district, and the ongoing issue of labour shortages. And secondly, the Committee received advice very early in the Inquiry that further investigation of some elements of the Terms of Reference was unlikely to produce meaningful results – these are referred to at page 16 and 23.

As the Inquiry progressed the Committee focussed its investigations on specific issues, namely points of arrival, regional skill shortages, improved utilisation and recognition of overseas acquired skills, as well as overseas students.

This Report, whilst acknowledging the enormous economic contribution that culturally and linguistically diverse communities have made to Victoria, does not attempt to detail this history. Rather, the Committee has attempted to address a number of contemporary issues to ensure that Victoria continues to maximise the economic and social benefits of these diverse communities.

The Committee acknowledges the unique role and contribution of the State's Indigenous people and their culture. In the period before British settlement, cultural diversity was already inherent in Victoria's Indigenous population. About 36 different language groups existed in the region that is now bounded by the State of Victoria. Each group included a number of clans, each with its own cultural protocols, dialects and land.¹ The absence of specific investigation into this aspect of Victorian culture reflects the Committee's interpretation of its Terms of Reference.

¹ Victorian Aboriginal Corporation for Languages (last updated April 2004), www.vaclang.org.au>

Chapter 2

Cultural Diversity in Victoria

2.1 History of Cultural Diversity

Cultural diversity has been a feature of Victorian and Australian life since the earliest days of British settlement.

Indeed, during the convict era it is estimated that around 5,000 of the 160,000 convicts transported to Australia were from a variety of ethnic and cultural origins. The convict roll call included Malays, West Indians, Greeks and Italians.²

Equally the newly settled continent appealed to free settlers everywhere. Records show the early settlers included people born in Austria, Canada, the Cape of Good Hope, China, Denmark, Egypt, France, Germany, Gibraltar, Holland, Hungary, India, Latvia, Madagascar, Mauritius, the Persian Gulf, Poland, Portugal, Russia, Sweden and the USA.³

Since British settlement, Victoria's cultural diversity has expanded through the arrival of migrants from a rich variety of cultures and backgrounds. Although the vast majority of these migrants have been of British ancestry, even in early colonial times the British character of the non-Indigenous population was not universal. In particular, during the goldrushes of the nineteenth century Victoria was flooded with people from around the world who came to seek their fortunes on the goldfields. The Chinese population was the largest non-British group on the goldfields, and at its peak accounted for 20 per cent of the mining population in Victoria.⁴ Following the goldrushes, cultural diversity became a lesser characteristic of Victoria's population, and up until after the Second World War, most immigrants came from Britain.⁵

² James Jupp, (ed), *The Australian People: An Encyclopedia of the Nation*, 2nd edn. Cambridge: Cambridge University Press, 2001, p.22

³ Ibid. p.28

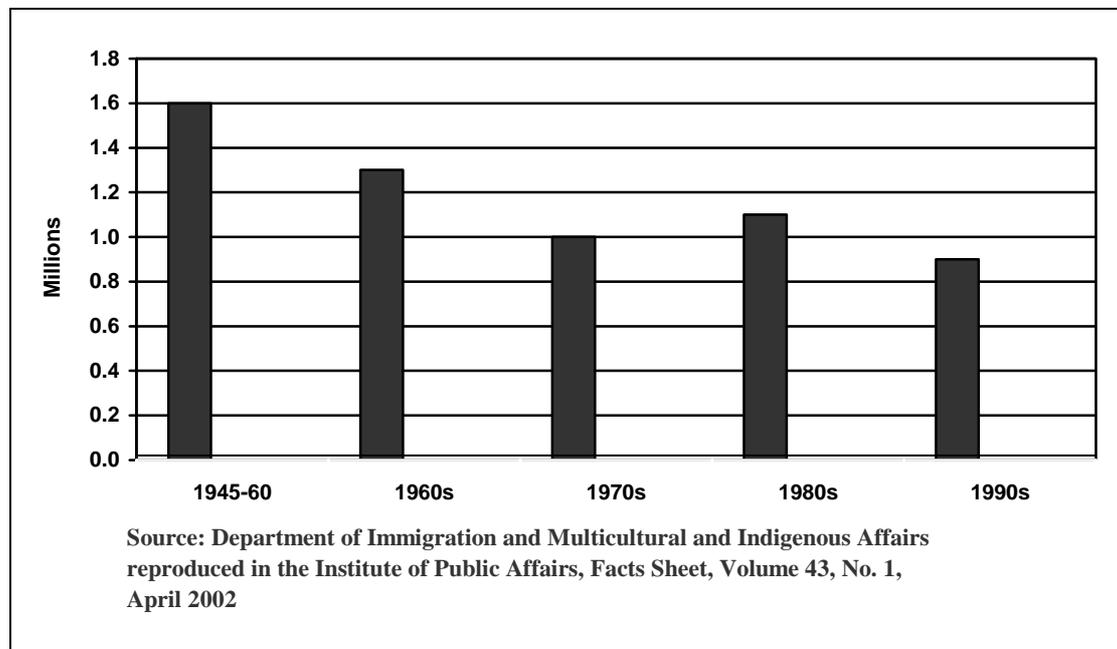
⁴ Ibid. p.37

⁵ Andrew Markus (ed), *Building a New Community: Immigration and the Victorian Economy*, Allen & Unwin, Sydney, 2001, p.82

Since 1945, over six million people have come to Australia as new settlers. The trigger for a large-scale migration program was World War II. In Europe, millions of people were stranded outside their homelands, unable to return. In Australia there was a desperate shortage of labour and a belief that substantial population growth was essential for the country's future.

By 1947 a postwar immigration boom was under way, with a large and growing number of arrivals of both government-assisted and other immigrants. Between 1945 and June 1960, 1.7 million people arrived and a million more migrants arrived in each of the following four decades. **Today, nearly one in four of Australia's 20 million people were born overseas.**

Table 2.1 Postwar Migration, (Millions of Arrivals)



Australia's history as an immigrant destination has allowed the development of an almost unique capacity to cope with new immigration challenges and also to develop policy and program approaches which enhance the benefits of immigration. There is broad acceptance within Australia of the benefits that immigration can deliver.⁶

⁶ See, for example, G. Hogo, *A new paradigm of international migration: implication for migration policy and planning in Australia*, Canberra, Research Note, Parliamentary Library, Parliament of Australia, 8 March 2004, p.2

In relation to broad economic effects, immigration affects the demand side of the economy through:

- migrants' own spending;
- business expansion; and
- expansion of government services.

It affects the supply side of the economy through:

- labour skills and capital introduced;
- new businesses developed by migrants;
- migrants contributions to technology; and
- adding productive diversity through knowledge of international business markets.⁷

2.2 Victoria Today

Victoria's position today as a highly multicultural State is reflected in the Whole of Government Report 2002-03 of the Victorian Office of Multicultural Affairs, which states:

*The benefits to Victoria of a harmonious multicultural society can be seen in the contribution made by ethnic Victorians to the growth and prosperity of the State, and in the enriched quality of our lives and institutions.*⁸

Census statistics indicate that Victoria's cultural makeup is still changing. Between 1991 and 2001, for example, the State's culturally diverse base grew from 205 countries of birth, 143 languages and 16.5 per cent born in a non-English speaking country to 234 countries of birth, 182 languages, and 16.7 per cent born in a non-English speaking country.

⁷ Department of Immigration and Multicultural and Indigenous Affairs, (last updated 24 November 2003), 'More than 50 years of postwar immigration', Fact Sheet No. 4, DIMIA, Canberra, <<http://immi.gov.au/facts/pdf/04fifty.pdf>>

⁸ Victorian Office of Multicultural Affairs, *Whole of Government Report 2002-03*, Annual Report, Department for Victorian Communities, Melbourne, 2003, p.9

Of Victoria's recorded population of 4.612 million in 2001, 23.4 per cent were born overseas and 43.5 per cent were either born overseas or have at least one parent who was born overseas.

Of those Victorians born overseas almost 72 per cent (775,911) were born in mainly non-English speaking countries. The balance (304,433) was born in English speaking countries.

Second language skills are common across the State with 21 per cent of all Victorians declaring they speak a language other than English at home. In total, over 180 languages and dialects are spoken.⁹

VOMA has used census data to produce a series of Victorian Community Profiles. The four volume series presents 30 reports on communities identified by birthplace groups.¹⁰ These reports represent an extremely thorough analysis of individual ethnic groupings, and cover a wide range of indicators, including length of residence, age and gender, language proficiency, religious affiliation, computer usage at home, post-school qualifications, labour force participation, occupation, income and housing tenure type.

While migration represents the mainstay of the State's growing cultural diversity, overseas students represent a new and fast growing source of diversity.

It is estimated that, across Australia, there are currently more than 300,000 overseas students, with approximately one-third involved in secondary education and the balance enrolled in tertiary courses. The Committee has received various estimates as to the growth in student numbers in the next 25 years.

⁹ Victorian Multicultural Commission (last updated October 2003), 'Victoria's diversity – a snapshot of the 2001 census', Department for Victorian Communities, <www.multicultural.vic.gov.au/diversity/index.htm>

¹⁰ These groups include Bangladesh, India, Pakistan, Sri Lanka, Eritrea, Ethiopia, Somalia, El Salvador, China, Taiwan, Burma, Cambodia, Indonesia, Laos, Thailand, Viet Nam, Greece, Italy, Bosnia & Herzegovina, Croatia, Federal Republic of Yugoslavia, Former Yugoslav Republic of Macedonia, Romania, Afghanistan, Lebanon, Iran, Iraq, Russian Federation, Slovenia, Ukraine.

Melbourne is currently home to more international students than any other Australian city. Between 1998 and 2002 the City of Melbourne estimates that the number of students residing in metropolitan Melbourne increased from 30,000 to 43,000.¹¹ The Committee was advised:

Over 200,000 international students (conservatively) have studied in Metro Melbourne alone over the last five years. Apart from the positive social and cultural links established, this represents a significant potential for business and trade.

Australia is disadvantaged by its isolation, preventing one of its prime attributes, 'quality of life' from being exploited. Personal contact and cultural experience are key elements in developing business and trade.¹²

The Hon. Jim Short, Executive Director of the Australia China Business Council (Victorian Division), indicated that China was a key source of overseas students with approximately 38,000 students currently studying in Australia.¹³

A rise in the number of business migrants provides another source of increasing diversity within Victoria. In responding to the Economic Development Committee's 1998 investigation and report into the Economic Impact of Business Migration in Victoria, the Government stated that "in 1997, 24 per cent of all overseas migrants (22,990) chose Victoria as their state of residence. In comparison NSW and Queensland attracted 42.7 per cent and 14.6 per cent of migrants respectively".¹⁴

The Government response also noted that "while Victoria is the second most favoured State for all migrants, its share of skilled migrants is fourth behind New South Wales, Western Australia and Queensland. The number of skilled migrants settling in Victoria in 1997 declined a further 4 per cent from 1996".¹⁵

In recent years the proportion of business migrants settling in Victoria has grown. The Ministers' Foreword to the Victorian Office of Multicultural Affairs Whole of Government Report 2002-03 states that:

¹¹ City of Melbourne, Submission No. 7, 23 December 2003, p.1

¹² Ibid. p.2

¹³ Hon. J. Short, Australia China Business Council, Informal Meeting, 17 May 2004

¹⁴ Response of the Victorian Government to the Economic Development Committee Inquiry into the Economic Impact of Business Migrants in Victoria, tabled November 1998, p.1

¹⁵ Ibid.

The Victorian Government has already increased Victoria's share of skilled migrants to Australia from 18.7 per cent in 1998-99 to 24.3 per cent in 2003-04, primarily through the establishment of the Skilled Migration Unit.¹⁶

As much as Victoria has a well established cultural diversity, it is not spread evenly throughout the State. Table 2.2 indicates that migrants overwhelmingly settle in Melbourne.

Table 2.2 Proportion of Victoria's Overseas-Born Population

Place of usual residence	Australian-Born	Overseas-Born	Total Population
Metropolitan Melbourne	2,217,186	955,080	3,172,266
Regional Victoria	1,097,544	128,215	1,225,759
Total Victoria	3,314,730	1,083,295	4,398,025

(Source: 2001 Census Statistics, Whole of Government Report, 2002-03, Victorian Office of Multicultural Affairs) (The Committee notes that there is a slight statistical difference between this and other sourced statistics on population)

Within both the metropolitan and regional areas of the State, cultural diversity varies significantly. The Committee received comments from a number of Victorian councils about the extent or lack of cultural diversity. For example, the City of Warrnambool advised that:

The South West Region of Victoria is largely a 'mono-culture' with little or no experience of Non-English Speaking Background (NESB) communities. A mere 1.8 per cent of the region's population speak a language other than English at home.¹⁷

Warrnambool's characteristic is that it is relatively monocultural.¹⁸

Also located in the State's west, the City of Ballarat advised the Committee that:

In Ballarat 92 per cent of residents are Australian-born compared with 90 per cent for the rest of provincial Victoria and 75 per cent for metropolitan Melbourne. There is a distinct lack of ethnic diversity in the municipality and surrounding area ... In a recent report undertaken by the Department

¹⁶ Victorian Office of Multicultural Affairs, *Whole of Government Report 2002-03*, Annual Report, Department for Victorian Communities, Melbourne, 2003, p.5

¹⁷ City of Warrnambool, Submission No. 11, 26 April 2004, p.7

¹⁸ City of Warrnambool, Minutes of Evidence, 28 July 2004, p.149

for Victorian Communities Ballarat was identified as a medium to lower level municipality in relation to the level of population from a non-English speaking background. The City of Ballarat was assessed as being well behind other provincial centres such as Shepparton, Mildura, Swan Hill and Wodonga.¹⁹

The council's David Keenan was able to provide a useful indicator of the state of cultural diversity in Ballarat:

It is surprising to think that there are no Vietnamese restaurants in Ballarat. There are one or two Indian restaurants, but there are no Greek restaurants and no Turkish restaurants.²⁰

The mono-cultural experience is mirrored in some suburban municipalities. The City of Stonnington advised the Committee that:

According to ABS statistics more than two thirds of the Stonnington population are Australian-born and a further 7.5 per cent were born in the countries of the United Kingdom, New Zealand, United States and Canada. The population of Stonnington is ranked as the 10th least culturally diverse municipality within the 26 Melbourne LGAs. Less than 6 per cent of the Stonnington population arrived in Australia within the last 6 years and, of this group, almost 40 per cent speak English only.²¹

In contrast, the nearby City of Melbourne advised that it:

...is one of the great multicultural cities of the world ... more than 30 per cent of all City of Melbourne residents speak a language other than English and people from more than 130 countries call the City home.²²

The City of Melbourne also pointed out that 44 per cent of its residents were born overseas.

The neighbouring City of Yarra advised the Committee that:

Yarra has approximately 69,400 residents covering 19.5 square km of inner city Melbourne. ... Almost 30 per cent of Yarra residents were born overseas. Among its resident population Yarra has significant numbers from Vietnam (7.6 per cent), Greece (3.9 per cent) and Italy (2.9 per cent).

¹⁹ City of Ballarat, Submission No. 4, 17 December 2003, p.2

²⁰ D. Kennan, City of Ballarat, Minutes of Evidence, 27 July 2004, p.140

²¹ City of Stonnington, Submission No. 2, 2 December 2003, p.1

²² City of Melbourne, Submission No. 7, 23 December 2003, p.1

Each of these is above the metropolitan average. Although small in number (less than 1 per cent) indigenous people are fundamental to the heritage and future of the City of Yarra.²³

The Committee was advised that some areas of Victoria, despite their historic lack of cultural diversity, are beginning to experience rapid demographic change. During its visit to Swan Hill, the Committee was presented with 2001 census figures showing the town's population to be 86 per cent Australian-born, 5.7 per cent overseas-born in non-English speaking countries, and 8 per cent speaking a language other than English at home. Of the overseas born, the largest groupings are Italian (22.8 per cent = 388 people), English (14.4 per cent = 245), New Zealand (11.2 per cent = 190) and Tongans (11 per cent = 188). Significantly, the town is experiencing very rapid growth in both the Tongan and Vietnamese communities (238 per cent and 63.5 per cent respectively since the 1996 census), and the council expects this growth to continue.

At Swan Hill the Committee was also advised of the council's success in attracting about 10 Zimbabwean families into the region in recent years.²⁴

Victoria's most culturally diverse regional city is Shepparton, which has experienced waves of substantial migration over the past 80 years. The city is home to almost 30 different cultural groups, and has developed a comprehensive system of cultural infrastructure and support services.

When visiting Shepparton, the Committee was advised by Inspector Graham Wigg, District Police Inspector for Greater Shepparton:

It is acknowledged that in Greater Shepparton we probably have the largest indigenous community in rural Victoria, and probably also the greatest ethnic diversity in rural Victoria.²⁵

²³ City of Yarra, Submission No. 10, 1 March 2004, p.3

²⁴ G. Tepper, Rural City of Swan Hill, Minutes of Evidence, 23 March 2004, p.41

²⁵ Inspector G. Wigg, District Police, Greater Shepparton, Minutes of Evidence, 25 March 2004, p.60

Mr. John Coghlan, Manager of the Ethnic Council of Shepparton and District, informed the Committee that of the population of the City of Shepparton:

*Forty per cent of those are migrant based, ... generally we have 29 ethnic communities that we try to assist.*²⁶

It is worth noting that culturally diverse Shepparton provides a contrast to neighbouring areas. Mr. Ian Lennie, Community Representative and Board Member, Ethnic Council of Shepparton and District, observed that:

*... if you go 70 kilometres up to Echuca you will see the stark contrast of the profile of Echuca, which is just about 99 per cent Anglo Saxon.*²⁷

2.3 State Administration

Victoria's first multicultural legislation was introduced in 1976, and has been subject to major reviews approximately every ten years. The objects of the original Ministry of Immigration and Ethnic Affairs Act 1976 were limited but included the promotion, encouragement and establishment of a community in which all ethnic groups have full expression of cultural identity, within a socially cohesive society. The Ethnic Affairs Commission was established by the Ethnic Affairs Commission Act 1982 and commenced operation in March 1983. In May 1993 the Ethnic Affairs Commission Act was replaced with the Ethnic Affairs Commission Act 1993. In December 1996 the title of Commission was amended to the Victorian Multicultural Commission. (VMC). The Racial and Religious Tolerance Act was passed by the Victorian Parliament in 2001 and came into effect on 1 January 2003.

A number of agencies are responsible for managing diversity at State level. The main responsibility rests with two agencies – the Victorian Multicultural Commission and the Victorian Office of Multicultural Affairs (VOMA). The VMC has responsibility for external consultation with the multicultural community.

²⁶ J. Coghlan, Ethnic Council of Shepparton and District, Minutes of Evidence, 25 March 2004, p.106

²⁷ I. Lennie, Community Representative and Board Member, Ethnic Council of Shepparton and District, Minutes of Evidence, 25 March 2004, p.111

The Victorian Office of Multicultural Affairs provides strategic policy advice to government, including monitoring of departmental responses to cultural diversity issues and management and interaction with government agencies. VOMA also has responsibility for promoting co-operation between agencies within Victoria and with the Commonwealth on issues relevant to multiculturalism.²⁸

Other key State agencies include the Ethnic Communities Council and the Ethnic Enterprise Advisory Council.

The Committee noted the way in which various government initiatives came together in Shepparton and the support they have offered the community. See Appendix 5.

Victoria's Immigration Museum, located in Flinders Street Melbourne, was established in 1998. The Museum is funded through Museums Victoria and contains an excellent array of exhibits and interactive displays. It has proved to be a very popular tourist attraction.

²⁸ Victorian Multicultural Commission (last updated October 2003), <www.multicultural.vic.gov.au>

Chapter 3

Economic Considerations

Through its Inquiry the Committee was presented with sufficient evidence about the economic impacts of cultural diversity to enable it to conclude that Victoria's prosperity is significantly built on the contribution of migrants.

In most instances the benefits are measured against the immediate impacts of the national migration program which is a key driver of national economic growth. The Committee's discussions with senior Department of Immigration and Multicultural and Indigenous Affairs (DIMIA) officers in Canberra confirmed that Australia's immigration program currently accounts for about half the nation's population growth. According to DIMIA's population research to June 2003, Australia's population increased by 240,500 (1.22 per cent), of which net overseas migration accounted for 125,300 (52 per cent).²⁹

DIMIA's senior officers believe that as the nation's fertility rate continues to decline, immigration will become the only source of real population growth by 2035. The Committee accepts that immigration's role as a driver of economic growth will be critically important to Victoria over the next 30 years.

Practical examples of the immediate economic benefits of immigration were readily available to the Committee. New housing demand is an example. Mr. Graham Hofmeyer, Regional Manager, Executive Homes Shepparton, told the Committee that:

*If you look at the Shepparton economy it would not be where it is without the recently arrived immigrants. It is pretty basic and fundamental that immigrants are the key driver of the housing industry in the Goulburn Valley. If you take Cobram and all those places the reason we have a vibrant economy is the recently arrived people. Most of those people ... are looking for their own home.*³⁰

²⁹ Department of Immigration and Multicultural and Indigenous Affairs, *Population Flows: Immigration Aspects*, 2002-03 edition, DIMIA, Canberra, 2004, p.3

³⁰ G. Hofmeyer, Executive Homes, Minutes of Evidence, 25 March 2004, p.66

3.1 Productivity

The Committee's Terms of Reference invited an appraisal of the ways advantage could be taken of cultural diversity in the economy to increase Victoria's productivity.

Identifying productivity potential in relation to specific ethnic groupings or industries proved difficult. According to the Department of Innovation, Industry and Regional Development (DIIRD):

At present there is little quantitative evidence to suggest that workplace cultural diversity per se leads to increased productivity or to any other direct measurable economic benefit. Evidence of benefits is largely anecdotal.³¹

The Committee's investigations reinforce this view. Anecdotal evidence put to the Committee strongly suggested high productivity levels were a common feature of ethnically based agricultural activity. Mr. Brian Cumming, a senior officer within the Department of Primary Industries based in the Goulburn Valley, advised that:

I reckon if you looked at productivity from the perspective of the labour units and so on, there is a general trend for most of the labour, particularly the earlier arrivals, to be provided from within the extended family. If you like, from a productivity perspective, it is kept within the walls of the family, and there is a whole lot of turning over of money within there. I guess the productivity comes from that, so there is less cost of production in terms of dollar outlays to employ people. It is quite typical for those getting established – and the current ones are the Indian Sikhs, the Punjabi community.³²

Growers commented on productivity by comparing the work practices of different ethnic groups. According to Mr. Santo Varapodio, a fruit grower from Ardmona, refugees are amongst the best pickers he has employed:

The 13 of them picked nearly 2000 bins of fruit; that is 1000 tonnes. They picked this in under four weeks.³³

³¹ Department of Innovation, Industry and Regional Development, Informal Meeting, 24 November 2003

³² B. Cumming, Department of Primary Industries, Minutes of Evidence, 25 March 2004, p.69

³³ S. Varapodio, Ardmona Fresh Fruit Packers Pty. Ltd., 25 March 2004, p.90

This sentiment was reinforced by Mr. Ian Skiller, a horticulturalist from Tooleybuc, NSW, who advised the Committee he used recently arrived migrants as pickers. Mr. Skiller was emphatically of the view that these pickers could not be surpassed for hard work.

Some outstanding examples of individual initiative were reported to the Committee. For example, Mr. Rob Bryant, involved in Rural Australians for Refugees, brought to the attention of the Committee the achievements of a particular TPV holder:

He is organising 250 refugees as the picking force and pruning force 12 months of the year. He came to Australia two and a half years ago. He was in Port Hedland detention centre for six months. He learnt English for six months. Last quarter he paid \$80,000 in GST.³⁴

The Committee heard from a number of witnesses in Mildura that the success of migrant families in establishing horticultural enterprises owed as much to hard work and commitment as to anything else. The Committee observed that migrant parents are often fiercely determined to give opportunities to their children that they didn't enjoy themselves. This desire spurred these parents on to work harder. At the same time the Committee was struck by the number of witnesses who indicated that migrant parents at times were insistent that their children not follow their occupation but instead aim for higher qualifications.

In examining the experiences of many migrant families the Committee found itself recalling the succinct advice of former Victorian Governor Sir James Gobbo. In his meeting with the Committee Sir James spoke passionately about the motivation of migrants. He strongly maintained that the very act of migrating from one's homeland to a country of which very little may actually be known illustrates outstanding motivation. Upon arrival, the motivation transforms itself into a motivation to succeed through hard work and strong reliance on family relationships.

In trying to ascertain the linkages between migration and productivity, the Committee's attention was drawn to a speech given by Chris Richardson of Access Economics.³⁵ Chris Richardson claims that economic growth is comprised of only two

³⁴ R. Bryant, Rural Australians for Refugees, Minutes of Evidence, 25 March 2004, p.101

³⁵ Chris Richardson, 'Migration Myths and Realities', paper presented to Department of Immigration and Multicultural and Indigenous Affairs staff, Canberra, 12 December 2002

components – either more people work, or the same number of workers perform more productively. He claims that currently about half the nation's economic growth can be attributed to the 170,000 people entering the country's working age population each year, while productivity improvements account for the remainder. But in 20 years time Richardson asserts that the growth in the working age population will slow dramatically to only around 12,000 per annum:

*Going down from 170,000 ... to 12,000 will roughly halve economic growth and therefore in many ways our ability to finance a number of things including policies.*³⁶

The Committee is not in a position to make accurate demographic and economic forecasts, but believes that Richardson's prediction of lower population growth as an inhibitor to future economic growth needs to be taken seriously. Just as significant is the need to ensure that Victoria's future immigration intake comprises a wide variety of skills to ensure that productivity growth can be maintained. The Committee believes this can be achieved without compromising the humanitarian elements of the migration program.

3.2 Industry Specialisation

The Terms of Reference called for the Committee to identify whether Victoria's cultural diversity benefits any particular industry sectors or business, especially in relation to investment and productivity improvement.

The Committee was not able to draw any conclusions of overwhelming cultural specialisation in particular industries. While a number of studies indicate a notable non-Australian born workforce participation in certain industries, it has to be measured against the non-Australian born population which exceeds 23 per cent in Victoria.

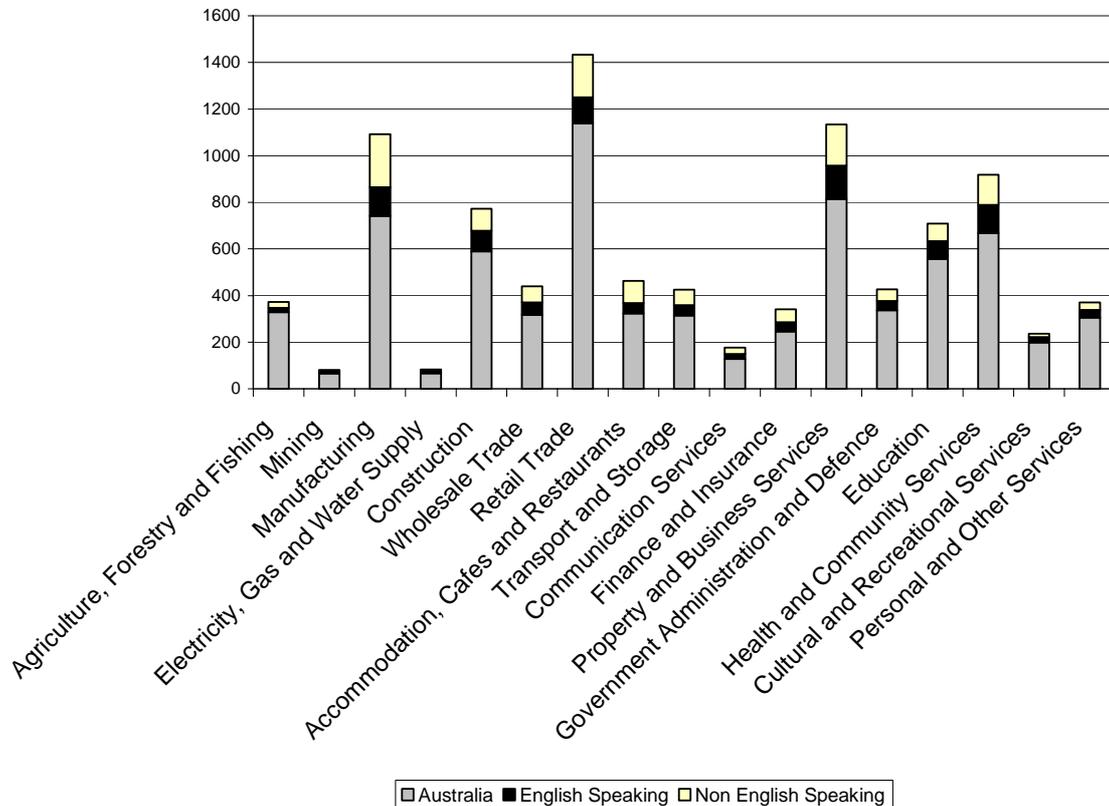
According to the Department of Immigration and Multicultural and Indigenous Affairs, overseas-born Australians are heavily represented in manufacturing industries, accounting for 32.1 per cent of employment in that sector in August 2003.³⁷ (See

³⁶ Ibid.

³⁷ Department of Immigration and Multicultural and Indigenous Affairs, *Population Flows: Immigration Aspects*, 2002-03 Edition, DIMIA, Canberra, 2004, p.79

Table 3.1) Migrants are least represented in agriculture, forestry and fishing. The figure for Victoria, historically the nation's manufacturing base, is higher with 36.8 per cent of the workforce overseas-born.³⁸

Table 3.1 Employment by Industry and Birthplace, August 2003



(Source: *Population Flows: Immigration Aspects*, Department of Immigration and Multicultural and Indigenous Affairs, 2002-03 Edition, p.79)

The retail and hospitality industries have also attracted high numbers of migrants. In August 2003, 30.2 per cent of workers across Australia in accommodation, cafés and restaurants were born overseas.³⁹ According to the 2001 census, the wholesale and retail sector was the largest industry in terms of numbers employed. In Victoria,

³⁸ Victorian Office of Multicultural Affairs, *2001 Census Statistics No. 1-3, Victoria: Melbourne and Regional Victoria, Birthplace, Language and Socio-Economic Indicators*, Department for Victorian Communities, Melbourne, 2003, p.6

³⁹ Department of Immigration and Multicultural and Indigenous Affairs, *Population Flows: Immigration Aspects*, 2002-03 Edition, DIMIA, Canberra, 2004, p.3

overseas-born workers in this sector were most likely to come from Italy, Viet Nam, Greece, China, India or Sri Lanka.⁴⁰

In his written submission Mr. Harry Blackley, President of the Union of Australian Friends of Turkey, contended that:

*Most migrants who arrive in Australia tend to have skills that are not in short supply in Victoria. Because their cuisine is different, this leads many to enter the area of the preparation, sale, import, and production of food to meet the eating requirements of their community. This has led to a thriving import business sector in this field.*⁴¹

Much of the increase in retail and hospitality was originally to service immigrant communities:

*... a range of retail businesses have been established. These have proved attractive to members of various national groups and the variety and choice available to individuals is one of the prized features of Melbourne life. The rising value of housing stock in the inner areas in part reflects the attractiveness of their cosmopolitan lifestyle, derived from the restaurants, coffee bars, cake shops, bakeries, delicatessens and other enterprises originally established by migrants and often still run by descendants of the families who pioneered the businesses.*⁴²

With the growth of the services sector, and the movement of traditional manufacturing plant away from inner suburban locations, it is perhaps not surprising that cultural diversity has become an increasingly distinct feature in some parts of Melbourne. This is the case with the City of Yarra which advised the Committee:

*Cultural diversity is a fundamental building block of the City of Yarra economy. Post World War 2 migration that witnessed the influx of Italian and Greek residents in particular, was a catalyst for much of the café culture in the inner city. Later waves of Vietnamese migration added to the rich mix of the inner city.*⁴³

⁴⁰ Victorian Office of Multicultural Affairs, *2001 Census Statistics No. 1-3, Victoria: Melbourne and Regional Victoria, Birthplace, Language and Socio-Economic Indicators*, Department for Victorian Communities, Melbourne, 2003, p.6

⁴¹ H. Blackley, The Union of Australian Friends of Turkey, Submission No. 1, 29 October 2003, p.1

⁴² B. Birrell, '1972-2000', in Andrew Markus (ed) *Building a New Community*, Allen & Unwin, p.60

⁴³ City of Yarra, Submission No. 10, 1 March 2004, p.2

The City of Yarra advises that the diversity of the residential population is reflected in the business community and includes:

- A distinctive Vietnamese theme in Victoria Street, Richmond comprising over 200 establishments adjoining the North Richmond public housing estate;
- Greek restaurants and entertainment premises in Swan Street, Richmond;
- Spanish restaurants, entertainment and community venues in Johnston Street, Fitzroy; and
- An eclectic mix of cafés and takeaway establishments featuring almost every conceivable world cuisine scattered among retail precincts in Swan Street, Bridge Road, Brunswick Street and Smith Street.

The City of Yarra maintains that the unprecedented diversity constitutes a major asset of the municipality that serves both to enhance the vitality and reinforce its long-term sustainability. Additional benefits include enhanced visitation and greater investment through festivals and events, which celebrate its diversity.⁴⁴

Although the City of Yarra is aware that providing distinct measures in relation to cultural diversity can be difficult, it believes that in this case the measures can include:

- Monitoring the number of businesses and employment that have direct connections with cultural activity;
- Visitor surveys relating to particular cultural events; and
- Investment associated with specific precincts such as Victoria Street.

A notable pattern of ethnic investment is also apparent in Shepparton according to Ms Vicki Mitsos:

... when you look at the motels and hotels, out of the seven major hotels...are all owned by Greeks...when you look at the Italian community they are really into horticulture...the Indian Punjabi community at

⁴⁴ Ibid. Festivals and events include: Lunar New Year Festival; Melbourne Queer Film Festival; Midsumma Gay and Lesbian Festival; Tet Celebration; Fairfield Ampitheatre Summer Concert Series; Yarra Community Day; Where the Heart is ...; Rockpool; Melbourne Fashion Festival; Harmony Day Concert; Collingwood Harvest Festival; Big Laugh Out; Next Wave Festival; Refugee and Asylum Seekers Festival; Winter Solstice Bonfire; Bodyworks Exchange and 2004 Boite Winter Festival

*Shepparton East is taking over completely the food industry in that area. It is interesting how they are specialising.*⁴⁵

In a similar vein the neighbouring City of Melbourne advised the Committee that:

*The City's multicultural character is connected to a range of its economic strengths, including its primacy as Australia's Restaurant Capital...*⁴⁶

While both the City of Yarra and the City of Melbourne were able to draw upon considerable historic experience with cultural diversity and its interplay with economic activity, the opposite applies in the regional City of Ballarat. As one of the State's most mono-cultural cities, Ballarat Council recognises the potential economic value of cultural links, particularly with regions that have an affinity with its emerging information technology strength:

*In relation to the potential industry sectors or businesses in Ballarat that are likely to benefit from cultural diversity, in relation to investment and increased levels of productivity, it is envisaged that the information technology and communications sector would have the highest priority. The City of Ballarat is already investigating potential relationships, in conjunction with the University of Ballarat, to develop links with Bangalore, India, in relation to the information technology and communications sector and expanding more cultural and economic exchanges that would support the sector in both countries.*⁴⁷

The Committee believes that, generally speaking, the greater the cultural diversity of the Victorian workforce, the greater the opportunities for industry specialisation.

3.3 Export Market Opportunities

The Terms of Reference required the Committee to investigate and identify any ways in which cultural diversity in the economy could expand Victoria's export markets.

Initial advice from the Department of Innovation, Industry and Regional Development was not encouraging:

⁴⁵ V. Mitsos, Victorian Multicultural Commission, Minutes of Evidence, 25 March 2004, p.98

⁴⁶ City of Melbourne, Submission No. 7, 23 December 2003, p.1

⁴⁷ City of Ballarat, Submission No. 4, 17 December 2003, p.4

The link between a culturally diverse population and international trade development is less clear. There is little evidence to show that substantial migration from countries such as Italy or Greece has led to increased trade with Australia, nor do more recent waves of migration from Indochina and South and East Asia appear to have significantly increased trade with these markets.

An examination of the top 20 destinations for Victorian exports in 2002-03 would suggest that there is no strong correlation between the size of migrant populations or ethnic business communities and Victoria's major trade markets.⁴⁸

The Committee was unable to locate any advice or research that contested this view. However, the Committee became aware of how cultural diversity was encouraging companies to consider new or enhanced export activity.

When meeting with Gary Wight from Gippsland Aeronautics, the Committee heard how the company's Chinese-born employees greatly assisted a visiting Chinese delegation. The experience has led to a reappraisal of the company's hiring practices, with greater emphasis now being placed on language skills.⁴⁹

Equally significant was the City of Ballarat's evidence of how a lack of cultural diversity hindered an investment with export potential.⁵⁰ The City of Ballarat was approached by a large Korean company keen to invest in the region. One of the company's key requests was to meet with members of the local Korean community. Unfortunately, at that time there were only two Koreans in Ballarat and both were studying in the secondary school system! Whilst not completely deterring the investment, Ballarat would have been in a more advantageous situation had it featured a distinct Korean community. The presence of this community would also have given the investing company more confidence in Ballarat.

The Committee heard evidence which reinforced the view that Victoria's broad cultural diversity could be the basis of expanded trade opportunities. Mr. Paramjeet Thaker, General Manager, Mildura Fruit Juices Pty. Ltd. stated that:

If I go to the Asian countries, I understand their culture. Since joining Mildura fruit juices I have opened markets in India, Singapore, Malaysia,

⁴⁸ Department of Innovation, Industry and Regional Development, Informal Meeting, 24 November 2003

⁴⁹ Gippsland Aeronautics Pty. Ltd., Informal Meeting, 9 March 2004

⁵⁰ D. Keenan, City of Ballarat, Minutes of Evidence, 27 July 2004, p.143

*Thailand and even in Japan — because you know what sorts of juices they like. You cannot just take the standard lemon juice and sell it around the world. It has to be tweaked a little bit to suit different cultures. I think that has helped in the marketing.*⁵¹

Mr. Sam Bose and Mr. Harish Rao from the Australian-India Chamber of Commerce spoke passionately about the skills of the Indian community in Victoria, and how these could be put to better use in developing trade links with Indian firms.⁵²

The same sentiment was expressed to the Committee by Mr. Harry Blackley, President of the Australian Friends of Turkey in his written submission:

As is the case after a number of years, like all migrant groups, Turkish Australians are now emerging as first-class business people with valuable contacts in both countries.

*This is one of the key elements in using the potential of a culturally diverse population in Victoria. The people with the greatest knowledge of the opportunities for trade in another country is the community that originates from that country. All of these entrepreneurs visit Turkey on a regular basis ...*⁵³

The Executive Director of the Australia China Business Council, the Hon. Jim Short expressed the view that more Australian companies would in future use Chinese-speaking employees to develop trade links.⁵⁴

3.4 The Economic Benefits of Migration

The Committee is aware of a variety of views about the economic impacts of migration. For example, in 1997 the Multicultural Affairs Unit of the Victorian Premier's Department published statistics indicating that 25 per cent of Australian employers are migrants and immigration provided 40 per cent of Australia's postwar population growth.

⁵¹ P. Thaker, Mildura Fruit Juices Australia Pty. Ltd., Minutes of Evidence, 22 March 2004, p.11

⁵² Australia India Chamber of Commerce, Informal Meeting, 17 May 2004

⁵³ The Union of Australian Friends of Turkey, Submission No. 1, 29 October 2003, p.2

⁵⁴ Australia China Business Council, Informal Meeting, 17 May 2004

Migrant labour directly increased Australia's postwar GDP growth rate by 42 per cent.⁵⁵

At one level the business community seems strongly supportive of a dynamic migration program that is heavily skills based. For example, media tycoon Rupert Murdoch has criticised Australia for not being aggressive enough in encouraging immigrants to boost the country's markets and human capital.⁵⁶

Also quoted in the same article in support of higher levels of immigration were former Phillip Morris Chief Executive Mr. Geoff Bible, Rio Tinto head Mr. Leigh Clifford and former Ford chief Mr. Jack Nasser.

In attempting to ascertain the magnitude of economic benefit derived from migration, the Committee considered a number of key economic perspectives.

3.4.1 Employment

With regard to the long-standing question of whether immigration increases or reduces unemployment, Chris Richardson strongly contends the latter. In his address *Migration Myths and Realities*, he argues that unemployment rates across different occupational groups are disproportionate to skill levels and that in Australia we now have a stock of migrants who are more skilled than the stock of the Australian population. Therefore, the higher the level of skills, the lower the unemployment.⁵⁷

It generally follows that immigration is pushing down the unemployment rate, although the work of Professor Bob Birrell has demonstrated that this does not hold true in every localised situation.

⁵⁵ G. Withers, 'Australia's Need for a Population Policy', *BCA Papers*, Vol. 1, No. 1, May 1999, pp.21-29, p.23

⁵⁶ 'Chase more migrants, Murdoch urges', *The Age*, 2 May 2003

⁵⁷ Chris Richardson, 'Migration Myths and Realities', paper presented to Department of Immigration and Multicultural and Indigenous Affairs staff, Canberra, 12 December 2002

3.4.2 Budgetary

The Committee noted various appraisals of the impact of the migration program on Commonwealth and Victorian Budgets.

Typically these analyses are undertaken against the component streams of the migration program. Access Economics' 2002 assessment found:

Skilled migrants, particularly from the business skills and independent categories, contribute significantly to the Commonwealth net operating surplus. Over time, migrants from the Family Stream contribute marginally, while direct expenses exceed outlays for those from the Humanitarian Stream.⁵⁸

Another report, *The Impact of Permanent Migrants on State & Territory Budgets*, found that:

Overall, Victoria exhibits a slightly more beneficial impact than NSW, resulting in a slightly above average result.⁵⁹

A 2003 report, *The Importance of Age on Migrants' Fiscal Impact*, also prepared by Access Economics, reduced the budgetary impact to a figure per migrant:

The average present value of the net impact on the total Commonwealth and State Budgets is estimated at \$250,000. The Commonwealth Budget accounts for almost 90 per cent of the total impact (\$223,000) while the State Budget accounts for the rest.

The Budget impacts vary hugely across the visa categories although all five groups, on average, have positive impacts at both levels of government. The Skilled visa groups have the largest impacts, with \$404,000 for Independent migrants followed by Business Skills/ENS migrants (\$343,000) and Skilled Australian Sponsored (SAS) migrants (\$291,000). The budget impacts of Family migrants (\$158,000) and Humanitarian migrants (\$111,000) are somewhat lower than the Skilled visa groups. For all visa groups the State Budget impact accounts for around one-tenth of the total result.⁶⁰

⁵⁸ Joint Commonwealth, State and Territory Research Advisory Committee, *The Impact of Permanent Migrants on the Commonwealth Budget*, report prepared by Access Economics, Department of Immigration and Multicultural and Indigenous Affairs, Canberra, 2002, p.13

⁵⁹ Ibid. p.25

⁶⁰ Department of Immigration and Multicultural and Indigenous Affairs, *The Importance of Age on Migrants' Fiscal Impact*, report prepared by Access Economics, DIMIA, Canberra, 2003, p.i.

To some extent the economic impacts of migration are an inevitable effect of the increased population it generates. In February 2004 DIMIA's report, *The Economic Impacts of the Current Migration and Humanitarian Programs Consideration*, detailed the impacts on states and territories of the migrant intake.

The report showed how the continuation of the current migration program would affect the adult population of each State and territory by 2021-22. While there would be a gain of 10.7 per cent in the national adult population by that time, the gains vary from state to state, with Tasmania estimated to receive a 3.3 per cent increase against an estimated 12.7 per cent in NSW. The relevant projection for Victoria is an increase of 10.3 per cent.⁶¹

The same report indicates the impacts are not felt equally across age groups, with a significant 15.4 per cent rise in the prime working age group (aged 15-39).⁶²

3.4.3 Skills Base

Over the past few years, the Victorian Government has sought to increase the number of skilled migrants coming to the State. The motivation for this policy is easily appreciated. In responding to the 1998 report of the Economic Development Committee, the Victorian Government quoted an earlier Commonwealth Government survey of Business Skills migrants which identified that within the first 12 months of arrival:⁶³

- average funds transferred was \$571,000
- investment in business averaged \$585,000
- average employment per new business was 5.9 persons
- 55 per cent of those in business were exporting

⁶¹ Department of Immigration and Multicultural and Indigenous Affairs, *The Economic Impacts of the Current Migration and Humanitarian Programs*, prepared by Econtech Pty. Ltd., DIMIA, Canberra, 2004, p.24

⁶² Ibid. p.14

⁶³ Response of the Victorian Government to the Economic Development Committee Inquiry into the Economic Impact of Business Migrants in Victoria, tabled November 1998, p.3

In 2003, Victoria accounted for 24 per cent of the Business Skills Migrants entering Australia. This figure has grown from 18 per cent in 1999, and is in line with the Government's policy of achieving a more skilled and productive workforce.

The report by Bob Birrell, Ian Dobson, Virginia Rapson & T. Fred Smith titled *Skilled Movement in the New Century: Outcomes for Australia*, argues that:

*... the net gain of skilled workers to Australia during the past three years has been substantially larger than it was in the final years of the twentieth century. In 1998-99 the net gain was 24,132. By 2002-03 it had reached 36,262. Most of this gain was among professionals.*⁶⁴

More specifically, the higher the skill level of the migrant the more productive they are likely to be and the greater economic contribution they are likely to make. Chris Richardson has pointed out that:

... there is an enormous amount of sense in actually concentrating on 457 visa class people, people who are here for just a little while and we basically get their upside.

However, the desire to only attract highly skilled immigrants can have a downside. Professor Peter McDonald, from the Australian National University's (ANU) Research School of Social Sciences, indicated to the Committee that there is an emerging need for lower skilled workers, and this demand will grow.⁶⁵

This sentiment was also expressed to the Committee by Victorian Multicultural Commission officers who pointed out that an historical consequence of Australia's humanitarian program was a supply of workers who were prepared to work in lower skilled occupations.⁶⁶

⁶⁴ B. Birrell, I. Dobson, V. Rapson & T. Fred Smith, *Skilled Movement in the New Century: Outcomes for Australia*, report to Department of Immigration and Multicultural and Indigenous Affairs, Canberra, 2004, p.2

⁶⁵ P. McDonald, ANU, Informal Meeting, 23 June 2004

⁶⁶ Victorian Multicultural Commission, Informal Meeting, 16 March 2004

Mr. Paramjeet Thaker, General Manager, Mildura Fruit Juices Australia Pty. Ltd., also expressed the same sentiment:

*Australia lacks the critical mass of people, and the more migrants who come here, the better it is for the country because it has reached a stage where — the typical Australian does not want to do any menial jobs, and those menial jobs will be taken by migrants. For example, most of the taxi drivers in Melbourne are migrants because the normal Australian does not want to do that. Cleaning and a lot of other small jobs are taken by migrants who are not qualified.*⁶⁷

3.4.4 Second Generation Education Outcomes

While it may not generally be considered to be an obvious economic advantage, the tendency of the children of migrants to perform better at school than many of their peers represents a major platform for skills development.

In coming to appreciate this point, the Committee noted the research project undertaken by the ANU's Siew-Ean Khoo, Peter McDonald and Dimi Giorgas, in conjunction with Monash University's Bob Birrell. The report, *Second Generation Australians*, states:

*The most important finding for this age group (0-14 years) is that most children are proficient in speaking English once they reach school age, regardless of their parents' English competency... proficiency in English has been shown to be associated with positive labour market outcomes for immigration (Cobb-Clark and Chapman 1999; Williams et al 1997; Wooden 1994).*⁶⁸

The report went on to state that:

*The second generation's enrolment rate in secondary or tertiary education is also significantly higher than that of youth who are at least third generation.*⁶⁹

⁶⁷ P. Thaker, Mildura Fruit Juices Australia Pty. Ltd., Minutes of Evidence, 22 March 2004, p.10

⁶⁸ Siew-Ean Khoo, Peter McDonald, Dimi Giorgas, Bob Birrell, *Second Generation Australians*, Department of Immigration and Multicultural and Indigenous Affairs and the Australian Centre for Population Research, Canberra, 2002, p.v

⁶⁹ Ibid. p.vi

Furthermore, the report found:

The study of socioeconomic outcomes of the second generation shows that the second generation as a group are doing or has done better than their peers who are at least third generation in terms of educational attainment and occupational status. However, there is considerable diversity in outcomes by origin.⁷⁰

The Committee notes the report's qualification, which was emphasised directly by Professor Bob Birrell. However, the Committee concludes that under the right conditions, higher educational outcomes for the children of migrants can be achieved. This in turn, contributes significantly to longer-term economic growth.

Noting the vital role that English language skills play in employment the Committee noted with interest comments attributed to the Australian Catholic University:

Teenage children of migrants have better language skills than their classmates [according to the English Language and Literacy Assessment (ELLA)]. Dr. Maureen Walsh, a senior lecturer in literacy education at the Australian Catholic University, said children who spoke another language at home had a cognitive advantage with literacy skills.⁷¹

3.4.5 Impact of Migration on Age Profile

The Committee was interested to examine whether the age composition of Australia's immigration program was impacting on the rate at which the national population was ageing. According to the 2003 report, *Migration to Australia and Comparisons with the United States: Who Benefits?*, by Ross Garnaut, Rana Ganguly and Jongsoon Kang:

The age composition of immigrants has caused the average age of Australians and the proportion of old people in the total population to be moderately lower than it would otherwise have been.⁷²

There has been considerable debate about the capacity of immigration to ease or to delay ageing in future. Modelling by demographers has demonstrated that a steady level of migrants of 100,000 per annum

⁷⁰ Ibid. p.vii

⁷¹ Linda Doherty, 'Migrants' children are best at English', *The Age*, 30 April 2003

⁷² Department of Immigration and Multicultural and Indigenous Affairs, *Migration to Australia and Comparisons with the United States: Who Benefits?*, report prepared by Ross Garnaut with Rana Ganguly and Jongsoon Kang, DIMIA, Canberra, 2003, p.12

(presumably with an age composition similar to that of recent years) would reduce the proportion of aged people in the population through much of the twentieth century to about 4-5 percentage points below what it would be with zero net migration. The gains are larger if the level of migration remains steady as a proportion of the established population from time to time and so rises with population, than if the absolute number of migrants is fixed (say at 100,000 per annum).⁷³

The Committee was advised by senior DIMIA officers in Canberra that the age impacts of the current immigration program were fairly modest. They estimated that over 50 years the current program mix of ages would effectively lower the population's median age by two years.

Chris Richardson demonstrated the inevitability of an ageing population, despite increased numbers of younger migrants:

If you wanted to hold the share of Australia's population aged 65 and above constant by bringing new workers in, in a quarter of a century you would already be up to 38 million. You would have to run very, very fast with migration to hold back the tide.⁷⁴

3.4.6 Overseas Students

The economic impact of the rising number of overseas students studying at Victorian schools and universities is dealt with in Chapter 6. Overseas students represent the fastest growing source of cultural diversity in the State today, and their capacity to apply for residency while studying has significantly increased their economic significance to the State.

3.4.7 Tourism/Backpackers/Working Holiday Makers

Tourists represent an increasing source of economic activity in Victoria. While the Committee has been unable to identify what proportion of current tourist visitation is related to that part of the Victorian population with a culturally diverse heritage, it stands to reason that the relationship is strong.

⁷³ Ibid. pp.19-20

⁷⁴ Chris Richardson, 'Migration Myths and Realities', paper presented to Department of Immigration and Multicultural and Indigenous Affairs staff, Canberra, 12 December 2002

Most international tourists arrive in Victoria by air, and the most recent figures seen by the Committee suggest growth in this area remains strong. Melbourne Airport recorded a 13 per cent increase in interstate and overseas passenger numbers in 2003-04:

This is great news for the Victorian economy when you consider international tourists spend an average of \$5.9 million a day and interstate visitors an average of \$7.9 million per day across the State. International visitors generate approximately 35,000 Victorian jobs while interstate visitors generate 47,000 jobs.⁷⁵

The potential of further tourist visitation to Victoria is apparent from statistics recently released by the Victorian Government which indicates that:

Too many potential business and tourism travellers are bypassing Australia because they believe we are too slow in processing visas in 2002-03 Australian issued 3.2 million visas – 3 per cent fewer than the previous year – for people seeking to visit friends, relatives, conduct business or have pre-arranged medical treatment ... 95 per cent of applications were successful ... tourism data showed that of the 10 million outbound visitors from India only 0.5 per cent visited Australia. Of the 12.4 million outbound travellers from the Gulf States, Australia only received 0.4 per cent. Of the 9.6 million outbound visitors from China, Australia only receives 1.7 per cent ... Tourism is Australia's fourth largest export industry with inbound export earnings for 2000-01 of \$17.1 billion.⁷⁶

The Committee was advised in Canberra by senior DIMIA officers that backpackers are the mainstay of the Working Holiday Makers Program which is currently running at 100,000 per annum. It is a demand driven program which has doubled in size over the past ten years. The program incorporates reciprocal arrangements with 14 other countries and is available for persons aged between 18 and 30.

Working holiday makers have a positive effect on the Australian economy. Based on 80,000 annual arrivals, it is estimated that working holiday makers spend around \$1.3 billion annually.⁷⁷

⁷⁵ Hon. John Pandazopoulos, MP (Minister for Tourism), *Melbourne Airport Passenger Figures Strongest on Record*, Media Release, Melbourne, 21 July 2004

⁷⁶ Hon. John Pandazopoulos, MP (Minister for Tourism), *Victoria Calls on Commonwealth Government to Improve Visitor Visas Process*, Media Release, Melbourne, 20 May 2004

⁷⁷ Department of Immigration and Multicultural and Indigenous Affairs (last updated 17 June 2004), 'Working Holiday Maker Program', Fact Sheet No. 49, DIMIA, Canberra, <<http://www.immi.gov.au/facts/49whm.htm>>

The Committee is aware that a distinction needs to be made between backpackers and working holiday makers. In 1997, the Joint Standing Committee on Migration was provided with anecdotal evidence which suggested that employers, particularly in agricultural industries, engage backpackers regardless of whether they are holders of a working holiday visa, and therefore have work rights, or are holders of a visitor visa, and therefore are not allowed to work. In this regard the Department of Education, Employment, Training and Youth Affairs commented:

Anecdotal evidence strongly suggests that some backpackers on tourist visas may also gain employment, even though they are legally not entitled to do so. In fact, there is considerable confusion in the media where the terms 'working holiday makers' and 'backpackers' are used interchangeably.⁷⁸

The role of backpackers and working holiday makers in satisfying the labour needs of key regional industries is outlined in the next chapter.

3.4.8 Immigration Research

The Department of Immigration and Multicultural and Indigenous Affairs has commissioned extensive immigration research to the point where Australia appears to have assumed a leading edge in this field. This is certainly the view of senior DIMIA officers:

Australia...has long been ahead of the game in its research into its migration policy. It is almost certainly the most informed migration policy in the world...⁷⁹

The Committee believes that while the research is excellent and much material has been made available, it is not comprehensive. For example, there appears to be a lack of research on the secondary movement of immigrants. This was particularly relevant when we considered the movement of Horn of African community members from Melbourne to regional Victoria. The Committee believes further research into secondary movement is warranted.

⁷⁸ Joint Standing Committee on Migration *Working Holiday Makers: More Than Tourists: More than Tourists*, Parliament of Australia, Canberra, 1997, p.47

⁷⁹ John Salt, cited in 'Key Highlights: Economic Impact of Immigration' in Department of Immigration and Multicultural and Indigenous Affairs, *DIMIA Annual Report*, DIMIA, Canberra, 2003

The Committee's attention was drawn to the work undertaken by Professor Peter McDonald for the New South Wales Government which made some startling projections of likely demographic change in the south coast region of that State. In view of the well understood ageing of the Victorian and Australian population over the next 20 years, the Committee believes that research of this type should be considered by the Victorian Government.

3.5 Government Support Services

Through the course of this Inquiry the Committee came across a number of examples of where the capacity of Victorians from a non-English speaking background to contribute fully in an economic and social sense was impeded by administrative shortcomings.

The most significant shortcomings arise in the provision of English language instruction, which is a key factor in securing employment for many migrants. The Committee understands that DIMIA allocates 510 hours of English language instruction to selected migrants, mainly from the humanitarian stream, with the objective of migrants achieving functional language skills. However, the Committee received advice that this level of proficiency often falls short of what is realistically required in the workplace.

A number of these issues were raised at a consultation that the Committee held jointly with the Victorian Multicultural Commission. Approximately 30 ethnic community representatives attended this meeting, allowing the Committee to benefit from the perspective of those who have lived the migrant experience. The community representatives highlighted areas where government support services could be improved, and drew attention to the need for improved delivery of language assistance.

At the VMC consultation, the representative from the Australian Burma Society of Victoria stated that 510 hours of free English language classes were inadequate these classes significantly help people within the Burmese community. The English

classes offered were also not considered to be high quality and as a result an investigation into the standard of the English classes provided was requested.⁸⁰

Mr. Moses Adepaju from the African Information Network advised the consultation that the issues of English proficiency and qualifications were linked. The 510 free hours offered to new migrants through the Adult Migrant Education Program were seen as insufficient for people from war torn countries in Africa, and English language services needed to be increased so that African migrants could contribute further to the economic benefit of Victoria.⁸¹

VMC officers based at Shepparton also advised the Chairman of administrative arrangements which appear to hinder the language skills program. In co-operation with local Probus Clubs the Commission co-ordinates an impressive volunteer tutor scheme which provides valuable supplementation to the 510 hours of formal instruction. However, the Chairman was advised that this volunteer service be restricted to migrants who are yet to complete their 510 hours – as soon as they have reached that limit the service is no longer available to them.

The Committee is aware that the adequacy of language training has also been questioned in relation to the Victorian education system. A number of comments were received about the difficulties of accessing adequate English language training for migrant children in Victorian schools in circumstances where those children are enrolled into the schools at short notice. The Committee understands that a long-standing thresholding practice within the Department of Education has the effect, in certain circumstances, of delaying the allocation of sufficient ESL resources to schools with unforeseen migrant enrolments.

The Committee was unable to analyse this particular comment in detail but believes further examination of the way ESL resources are allocated to schools with refugee enrolments is warranted.

The Committee also notes with concern the comments made at the Victorian Multicultural Commission consultation concerning the need to place refugee children into skill-appropriate classes. This contrasts with the ongoing practice of placing

⁸⁰ Victorian Multicultural Commission, consultation report, 30 June 2004, p.4

⁸¹ Ibid.

refugee children into age-appropriate settings. Given that these children have in many cases been dislocated from formal education for long periods, their skill levels are often well below those of their age group, and in such cases age-appropriate groupings are not ideal. The Committee believes that this concern justifies further examination.

The capacity of different Government agencies to respond appropriately to culturally sensitive issues was also brought to the Committee's attention. Inspector Graham Wigg, District Police Inspector, Greater Shepparton, drew the Committee's attention to the need for cultural specialisation within the Victoria Police:

Many of our communities, not only the Iraqi community, but also some of our Asian communities, have an inherent fear of police. If the police [came] to see you in Iraq, you [were] never heard of again To draw a parallel ... we have a detective here who is a Yorta Yorta man and you cannot measure the instant bond that that has created with the indigenous communities – they now feel akin to that person. In Melbourne they have just got the first Islamic policewoman who will dress like that ... Where it helps in the community is the feeling of belonging to the community, the feeling of safety, the feeling that they can be safe on the street and go about their normal business, which makes them better function as part of the community, to go out and get jobs and become part of the community.⁸²

Inspector Wigg also referred to driving licences:

If you are a temporary protection visa holder, you can drive on whatever licence forever, but if you hold a full permit you have three months to get a licence ... One of the problems with this is the learn-to-drive book that has not been translated into Albanian and no-one is prepared to pay for it to be done because there are not enough Albanians around, apparently to warrant it.⁸³

It seems that the lack of an Albanian language version of the VicRoads produced Victorian driving instruction manual only came to light through the advice of police who were concerned at the number of unlicensed Albanian drivers.

⁸² Inspector G. Wigg, District Police Inspector, Greater Shepparton, Minutes of Evidence, 25 March 2004, p.61

⁸³ Ibid. p.62

The Committee was also advised about the administrative inflexibility of DIMIA's settlement services. According to Horn of African community representatives, DIMIA had indicated a preparedness to fund the settlement of a group of refugees in regional Victoria, but this proposal was felt to be inappropriate due to the needs of that group to access Melbourne based counselling. The Horn of African community had subsequently suggested that a better option would be the resettlement of a number of its members from Melbourne to the same regional centre. However, they advised the Committee that DIMIA could not agree as settlement service resources could not be used for resettlement, notwithstanding the relatively short time since their arrival.

The Committee is aware of the request by the Victorian Multicultural Commission that the State Government should institute a broader reporting role on agencies to ensure consistent service provision to Victorians from non-English speaking backgrounds.

To the extent that a broader reporting role would assist in concerns such as those expressed by Inspector Wigg being addressed proactively, the Committee supports the VMC proposal.

Recommendation 3.1

The State Government initiate discussions with the Federal Government over the need to undertake research into the secondary settlement patterns of migrants.

Recommendation 3.2

The Victorian Government notes the research of Professor Peter McDonald on demographic change in NSW south coast communities, and consider commissioning similar work in regional and rural Victorian communities.

Recommendation 3.3

The Victorian Government further develops program and policies to ensure that Victoria continues to attract migrants with a mixture of skills.

Recommendation 3.4

The Department of Education, in conjunction with the Victorian Multicultural Commission, review the way in which ESL resources are allocated to schools with unforeseen migrant enrolments, with a view to ensuring the timely provision of adequate language instruction.

Recommendation 3.5

The Department of Education, in conjunction with the Victorian Multicultural Commission, review current policies on the placement of migrant children, with a view to ensuring they are located in skill-appropriate settings.

Recommendation 3.6

The Victorian Government initiate discussions with the Federal Government over the inflexibility of current DIMIA policy regarding language training provision and settlement services.

Recommendation 3.7

The Victorian Government ensures that Government agencies integrate into their functions an adequate capacity for dealing with practical issues arising from the State's cultural diversity. This could be achieved by a more rigorous reporting framework.

Regional Communities

4.1 Introduction – A Regional Profile

The Committee's Terms of Reference requested an examination of regional and rural Victoria and the ways in which cultural diversity could assist in addressing labour market shortages, particularly in relation to new arrivals.

In its previous Inquiry into Export Opportunities for Victorian Rural Industries, the Committee was made aware of strong feelings in regional Victoria about ongoing labour shortages, and the desirability of increased migration to deal with these shortages.

However, it would be wrong to conclude that the interests of regional communities in cultural diversity is limited to a discussion of seasonal labour shortages. The Committee found the views expressed by people living and working in regional and rural Victoria included social as well as economic considerations.

As part of the Inquiry process, the Committee visited Mildura, Swan Hill, Shepparton and Milawa, as well as receiving evidence in public hearings from the Cities of Warrnambool and Ballarat. While the Committee was mindful that these regional cities and towns are but a small portion of regional Victoria, the issues and concerns expressed to the Committee in the evidence and information brought before it were such as to provide insights beyond the circumstances of each city or town.

4.2 Paths to Migrant Settlement in Regional Victoria

The Committee was advised by several witnesses of how migrant communities had become established in particular areas following the lead of often one or two pathfinders. This may have been as a result of, for example, the prior settlement of a person or family from a particular town or region of a foreign country, an already existing family connection or pre-existing ethnic community to which a recent arrival may have an affinity. How and why certain culturally diverse communities had been established helped to explain the nature and extent of the economic contribution that such communities had provided to particular cities, towns and regions.

The Committee noted a number of examples of migrant pathfinders. One came from Mr. Mario Bettanin, Executive Director Australian Country Spinners and former President, Multicultural Aged Care Hostel:

*Luckily for me I had an auntie here in Shepparton and that was the reason I have settled in Shepparton.*⁸⁴

Mr. Bettanin went on to explain the motivation for resettlement of the hundreds of people, mainly women, employed in the 1950s and 1960s at Australian Country Spinners, Shepparton operation:

*For most of them it was a family connection...*⁸⁵

Mr. Sali, a Shepparton businessman, told the Committee effectively the same story:

*... through contacts later in that year, through contact with friends in Shepparton and in the Goulburn Valley, who wrote and said, 'Come to Shepparton', they came to Shepparton mainly because the Shepparton district was similar in the agricultural part as it was back in Albania.*⁸⁶

A similar story can be told of the Latrobe Valley. The Committee met Mr. Fred Di Sipio who was one of 250 young Italians who arrived in 1954 and started their working lives in the Latrobe Valley. They were recruited specifically for the construction of the State Electricity Commission of Victoria's (SECV) Morwell Briquette factory and many Italians from the same region immigrated at that time.

Mr. Di Sipio's increasing SECV experience in metal fabrication led him to establish his own company after about 20 years. This has led to a situation in the Latrobe Valley where he estimates that today, about 80 per cent of the major steel fabrication work is undertaken by people of Italian origin.

Similar family histories were outlined to the Committee during its visit to Mildura.

⁸⁴ M. Bettanin, Australian Country Spinner, Minutes of Evidence, 25 March 2004, p.70

⁸⁵ Ibid. p.71

⁸⁶ S. Sali, Sali and Sons, Minutes of Evidence, 25 March 2004, p.74

Mr. Bruce Cumming from the Victorian Department of Primary Industries assured the Committee that the migrant pathfinder role continues:

It seems there are three or four or five blokes who come from another country and get themselves established in a district, and subsequently bring out their families ... often they are not related but they are from the same village or there is some sort of association, and they come and it builds from there. Certainly that is our experience with the Indian community.⁸⁷

Another example provided to the Committee concerned the recent emergence of a Tongan community in the Swan Hill area. Cr. Katis, Deputy Mayor of the Rural City of Swan Hill advised the Committee:

A gentleman who was an outsider married a local girl and he was in Tonga doing missionary work, and that is how it all happened.⁸⁸

The Committee believes migrant pathfinders will continue to open up regional and rural Victoria to new culturally diverse settlement, and much of this activity will happen independent of government. However, the Committee believes that the support of governments through the provision of appropriate resources, will greatly assist the future success of these new communities.

In this sense the Committee notes the continuing efforts to consolidate the new African community in Swan Hill and Robinvale. This project involves the secondary settlement of refugees from the Horn of Africa and is being actively assisted by a range of organisations. The Committee was able to meet with a number of people involved with the Horn of African community, and a more detailed explanation of the project is provided in an article from Victoria University which is reproduced in Appendix 6. The Committee is aware that other African resettlements are underway at Colac and Warrnambool.

⁸⁷ B. Cumming, Department of Primary Industries, Minutes of Evidence, 25 March 2004, p.69

⁸⁸ Cr. J. Katis, Rural City of Swan Hill, Minutes of Evidence, 23 March 2004, p.37

4.3 Regional Labour Shortages

There is no doubt that an adequate supply of labour is becoming an increasingly crucial issue in regional Victoria. The Committee heard from a number of witnesses about the extent of the shortages, both seasonal and long-term. The information presented to the Committee made reference to both seasonal and long-term shortages involving skilled and unskilled labour.

Through its previous Inquiry into Export Opportunities for Victorian Rural Industries the Committee was aware of the strong dependence of some regional Victorian towns and cities on the labour of culturally diverse Victorians. The Committee was also aware of the widespread views in those areas that economic advantage would flow from the continuing settlement of migrants.

However, during its visit to Mildura and Swan Hill the Committee was struck by the priority accorded to labour shortages as a local economic issue. Mr. David Hunt-Sharman, Chief Executive Officer of the Australian Table Grape Association, told the Committee that:

Just on labour, you would all be aware of the issues of water and water sustainability in the irrigated areas. I believe that will pale into insignificance compared to the issue of sustainability of labour in the next 5 to 10 years.⁸⁹

Mr. Bruno Moras, Director of Nangiloc Colignan Farms and Treviso Estates Pty. Ltd., Mildura advised the Committee that his company had experienced labour shortages over many years and consequently:

We have packers who have been coming back for many years, but I stress that they are becoming very thin on the ground. You will get the retired housewife who loves doing it, but she cannot do it forever and a day; age catches up with everybody. We do not have young people coming through to replace those people who want to retire.⁹⁰

⁸⁹ D. Hunt-Sharman, Australian Table Grape Growers Association, Minutes of Evidence, 28 April 2004, p.122

⁹⁰ B. Moras, Director, Nangiloc Colignan Farms and Treviso Estates Pty. Ltd., Minutes of Evidence, 22 March 2004, p.3

... all these inquiries are not getting to the root of the problem – people. We just do not have them.⁹¹

Mr. Garry Tepper, Economic Development Manager from Rural City of Swan Hill, advised the Committee in similar terms:

We have totalled up 14 projects with a capital investment of around \$400 million and 1,000 full time equivalent jobs. Many are casual jobs, but we have equated them back to full time equivalent. Utilising the existing multipliers of around 1.6, there are therefore another 600 jobs in the community ... if we move that back into a projection of what that will mean for our labour force, it is another 20 per cent increase in the next four to five years, so we are talking about an annual increase of roughly 4 per cent.

In the Robinvale area if we pull out those projects that are proposed to happen there they are quite significant. We are looking at about a 50 per cent increase in the employment level there. So how do we go about that?⁹²

In other areas of the State, labour shortages are creating different pressures. Mr. Graham Hofmeyer Regional Manager for Executive Homes in Shepparton advised the Committee that house construction time in Shepparton is about six months, which is longer than Melbourne:

... we are dealing with long delays now because of the shortage of skills.⁹³

We have 25 houses under construction in Swan Hill and we cannot get the tradespeople to build them so we have to transport them from Echuca and other major centres.⁹⁴

Mr. Hofmeyer also commented on labour rates:

...bricklayer rates have gone up about 35 per cent in the past 18 months. It is the same with carpenters...⁹⁵

⁹¹ Ibid. p.5

⁹² G. Tepper, Rural City of Swan Hill, Minutes of Evidence, 23 March 2004, p.39

⁹³ G. Hofmeyer, Executive Homes, Minutes of Evidence, 25 March 2004, p.65

⁹⁴ Ibid. p.67

⁹⁵ Ibid. p.65

In south-west Victoria labour shortages are looming as a major potential constraint on regional economic growth. For example:

It is anticipated by Warrnambool City Council Economic development Division and Westvic Dairy that the South West could support up to 1000 new migrants/employees into the area over the next two years.⁹⁶

Through its discussions with City of Warrnambool representatives the Committee appreciates that satisfying this demand from the resident population may not be possible. The potential expansion is likely to outstrip the local workforce's capacity to service it, while school leavers are increasingly less inclined to take up careers in the dairy industry.

In considering the calls to address labour shortages the Committee inquired as to whether the shortages were creating current economic loss. While the Committee was not presented with any specific Victorian data on this point there was a clear view from witnesses that growers did suffer losses, and these could increase dramatically in the near future under certain circumstances.

On this point the Committee noted the view of Mr. Richard Calver, Director, Industrial Relations, National Farmers' Federation:

The Queensland Fruit and Vegetable Growers Association estimates that up to 10 per cent of the gross value of production of its members is lost (approximately \$900 million) because of labour shortages i.e. fruit and vegetables are not picked or the quality of the product is reduced because of insufficient skilled pickers.⁹⁷

The Committee received consistent advice from regional communities that increased migration is a key solution to local labour shortages and longer-term economic growth.

The City of Ballarat outlined the clear connection in their submission:

One of the key challenges facing the City of Ballarat is to increase its low levels of ethnic and cultural diversity. The City of Ballarat sees this as an

⁹⁶ City of Warrnambool, Submission No. 11, 24 April 2004, p.3

⁹⁷ R. Calver, 'The Rural Perspective on Illegal Workers', paper presented to Nation Skilling Symposium, 23-24 November 2000, p.1

issue in relation to creating a sustainable population that will attract investment, business and residents to Ballarat. ... The Ballarat Economic Development Strategy recognises the need to attract a higher level of cultural diversity to ensure sustainable population growth and address skill shortages.⁹⁸

The City of Ballarat also referred to sister-city relationship with Inagawa (Japan) and friendship agreements with Ainaro District (East Timor) and Kunshan (China). Ballarat City's Economic Development Strategy includes:

That Ballarat use its Sister City relationships as a means of directly attracting overseas migrants to take up skilled positions in the city.⁹⁹

Labour shortages have been a feature of the Sunraysia economy for many years, which is not surprising given the heavy concentration of seasonal horticulture. The attitude to sister-city relationships as a potential source of increased cultural diversity is mixed. According to Cr. Peter Byrne, Mayor, Rural City of Mildura:

We have a sister city relationship with Kumatori in Japan. I have a very strong personal view about the value of those relationships: I think they are a waste of time.¹⁰⁰

However, Cr. Byrne then goes on to outline another project:

The economic development unit and our chief executive officer are going to Kunming shortly because La Trobe University has a very strong presence there in an agricultural-based university and the hope and expectation is — and that is the only reason we are prepared to be in it — that Chinese graduate students will come to Mildura and become immersed in agriculture and industry here. There will be an exchange and we will get benefit from it.¹⁰¹

Within Mildura, there is a belief that stronger measures are required to solve the labour shortage. Mr. Bruno Moras, Director of Nangiloc Colignan Farms and Treviso Estates Pty. Ltd., suggested to the Committee that:

We need immigrants or workers who come in based on, for example, the Israeli system. I do not know whether you know how that works. They

⁹⁸ City of Ballarat, Submission No. 4, 17 December 2003, p.1 and p.3

⁹⁹ Ibid. p.3

¹⁰⁰ Cr. P. Byrne, Rural City of Mildura, Minutes of Evidence, 22 March 2004, p.25

¹⁰¹ Ibid.

*bring in the Asians, the Filipinos and the Thais, all at government level. They have an 11-month visa and in the 12th month they must go home.*¹⁰²

The Committee accepts that continuing labour shortages perpetuate the participation of illegal workers in rural industries. The Committee acknowledges that this pressure gives rise to proposals for mass temporary worker programs. However, the Committee believes these proposals would not necessarily address the labour shortage problem without creating new problems.

The Committee is aware that Professor Philip Martin at the University of California's Agricultural and Resource Economics Unit has helped develop practical solutions to complex and controversial labour issues in the US and abroad. According to Professor Martin:

*People, as Adam Smith observed, are the most difficult baggage to transport over borders. Importing labour is not simple, and managing guest workers is even more difficult. In many countries, under many types of governments, and in many time periods, the guest-worker experience has led to the conclusion that there is nothing more permanent than temporary workers. Whether in the United States with Mexican farm workers or in Germany with Turks, the need for guest workers lasts longer and grows larger than anticipated.*¹⁰³

The Committee supports increased migration to regional Victoria, and believes those communities would gain much greater economic and social benefit if migrants were to settle permanently rather than temporarily. A marked weakness of mass temporary worker proposals is that they do not optimise the social contribution that these migrants could make.

The role of immigrants, and more particularly refugees, as contributors to economic activity, has been closely examined in recent years. Chief amongst the researchers is Professor Frank Stilwell who studied the regional NSW town of Young. In his article, Professor Stilwell posed the question:

¹⁰² B. Moras, Nangiloc Colignan Farms and Treviso Estates Pty. Ltd., Minutes of Evidence, 22 March 2004, p.2

¹⁰³ Philip Martin, 'There is Nothing More Permanent Than Temporary Foreign Workers', Centre for Immigration Studies, *Backgrounders*, April 2001, p.5

*Have the Afghan refugees been good for Young? The dominant local view seems to be that their contribution as workers has been valuable and that no significant social problems have arisen.*¹⁰⁴

*This case study of the particular situation in Young shows that the Afghan refugees have made significant economic contributions, notwithstanding the personal trauma many of them are experiencing while taking refuge from the terrible tragedies affecting their families and friends and while they are facing an uncertain future.*¹⁰⁵

The experience of Young, along with the regional Victorian cities visited by the Committee, leads the Committee to believe that increasing the number of migrants settling permanently in these communities would have positive and lasting economic and social benefits. The key question therefore arising is by what means increased regional settlement could be achieved?

4.4 Humanitarian Settlement and the Points of Arrival

In examining the administration of the current migration program, the Committee learned of the Department of Immigration and Multicultural and Indigenous Affairs' humanitarian settlement procedures. These involve the provision of accommodation for fixed periods to approved humanitarian category entrants.

The Committee was advised by senior DIMIA officers that in Victoria, the settlement locations are almost exclusively in Melbourne, and that the Department still maintains 76 flats around Melbourne, mainly in Maribyrnong.¹⁰⁶

The 2003 DIMIA report *Australia's Support for Humanitarian Entrants* shows that of people assisted under the Integrated Humanitarian Settlement Strategy in Metropolitan and Regional Areas 2002-03, only 103 were settled in regional Victoria as opposed to 2,674 in metropolitan Melbourne. In NSW, the figure was substantially less for regional areas with only 16 people settled as opposed to 3,443 people in Sydney.¹⁰⁷

¹⁰⁴ Frank Stilwell, 'Refugees in a Region: Afghans in Young, NSW', *Urban Policy and Research*, Vol. 21, No. 3, September 2003, pp. 235-248, p.236

¹⁰⁵ Ibid. p.247

¹⁰⁶ Department of Immigration and Multicultural and Indigenous Affairs, Informal Meeting, 17 May 2004

¹⁰⁷ Department of Immigration and Multicultural and Indigenous Affairs, *Australia's Support for Humanitarian Entrants*, information booklet, DIMIA, Canberra, November 2003, p.13

Initial points of placement for humanitarian entrants in the migration program are of vital significance. It was put to the Committee by Mr. George Lekakis, Chairman of the Victorian Multicultural Commission, that DIMIA's settlement locations in suburban Melbourne have remained unchanged for many years. While they had once been located close to major industries offering plentiful employment, the same was not currently true. Indeed, the areas in which humanitarian entrants were now being housed offered very few employment opportunities.

This view was reinforced by Mr. Chris Pickett from the Goulburn Valley Division of General Practice who advised that:

*I think the point of arrival is important, as is the community. I would say we attracted probably three out of the last four overseas-trained doctors to this area because there was someone they knew or had gone to university with back in their country. It is just so important.*¹⁰⁸

It is ironic that migrants seeking employment are continually being settled in areas of high unemployment while areas with chronic labour shortages are frustrated by their inability to attract migrants.

The Committee was advised by a number of witnesses that settlement patterns were generally set within a few months of arrival. In many cases this choice was overwhelmingly influenced by the location of relatives and friends. The Committee acknowledges that the decision on where to locate can have a profound influence on longer-term employment outcomes.

The Committee believes that, generally speaking, migrants settling in areas of high unemployment are less likely to secure lasting employment.

¹⁰⁸ C. Pickett, Goulburn Valley Division of General Practice, Minutes of Evidence, 25 March 2004, p.64

Recent efforts have been made to assist migrants to relocate to rural and regional areas. One of the most successful examples of this is the Horn of Africa project, a program run jointly by the Murray Mallee Training Company, the Horn of African Communities Network and Victoria University. The project is based on the understanding that unemployment can be a major issue for some migrant communities. Initiated about three years ago by Deputy Chief Magistrate Brian Barrow, Victoria University and Melbourne's African community leaders, the program has resulted in the relocation of more than 20 Africans to Swan Hill. These people have jobs that range from labourer to accountant. See Appendix 6.

As well as maintaining settlement facilities that do not optimise employment opportunities for new arrivals, DIMIA has also been taken to task for the inflexibility of its settlement services. The administrative shortcoming in relation to the relocation of the Horn of Africa community members to Swan Hill is detailed on page 36.

The Committee believes that the interests of both regional communities and many future humanitarian category settlers in Victoria would best be served by the establishment of new points of settlement in key regional locations. The Committee believes pilot settlement projects should be established at both Mildura and Shepparton in view of their well established histories of migrant settlement. The Committee believes that Swan Hill and Warrnambool should also be considered as a regional settlement centre given the willingness of the respective councils to encourage greater cultural diversity, familiarity with settlement issues through the Horn of Africa project, and the pressing need to source labour for the large scale economic investment currently underway.

The Committee acknowledges the work that is being done in other parts of the State to enhance cultural diversity. The Victorian Government has initiated Regional Migration Working Groups in Wodonga, Swan Hill, Shepparton, Warrnambool, Gippsland and Horsham. Representatives from industry, local government, community organisations and migrants meet to discuss ways to boost skilled migration in rural and regional Victoria.

The Committee noted the City of Warrnambool's acknowledgement in early 2004 that:

*A community based interim committee was established around mid-2002 to steer the investigation and establishment of the **Supporting Relocation to the South West Project** ... to formalise the interim Steering Committee as the Warrnambool Resettlement Advisory Committee (WRAC). Also the communities of Swan Hill and Warrnambool over the last year have developed programs to attract migrants, refugees, and refugee-like groups to settle in these communities. The programs were originally motivated by labour shortages but were developed to include the provision of a range of services from education to healthcare ... The Swan Hill and Warrnambool programs are aimed at humanitarian entrants and temporary protection visa holders. Over 20 migrants have settled in these communities over the past year, with a similar number expected to settle in the next few months.*¹⁰⁹

During the course of the Committee's Inquiry, the Federal Government announced changes to its migration policy which will facilitate increased settlement in regional areas through the introduction of Skilled Independent Regional Visa which came into effect on 1 July 2004.

According to a media release from the Minister for Employment and Youth Affairs:

Under the new Visa the Victorian Government will settle prospective migrants into regional Victoria initially on a temporary Visa. Applicants need to demonstrate that they have stayed in regional Victoria for a period of at least two years and been employed for at least 12 months during that time to become eligible for permanent residency.

*Regional communities have the opportunity to be directly involved by becoming participating agents. Warrnambool, Geelong, Colac and Bendigo have already established agencies in their areas and other regional centres are encouraged to participate.*¹¹⁰

The release stipulated that the Victorian Government's objective was to increase Victoria's share of Australia's skilled and business migrants to 25 per cent by 2006-07 and this will play an important role in meeting the State's population target of 6 million people by 2025.

¹⁰⁹ Warrnambool City Council, Submission No. 11, 26 April 2004, pp.3-6

¹¹⁰ Hon. Jacinta Allan, MP (Minister for Employment and Youth Affairs), *New Regional Victoria Visa for Skilled Migrants*, Media Release, Melbourne, 30 June 2004

It is too early for the Committee to judge how successful the new visa category will be in encouraging increased settlement in regional Victoria. However, the Committee notes that the call for higher migrant settlement rates in regional Australia has been gaining momentum. For example, *The Weekly Times* 17 March 2004, reported the call by Professor Glen Withers of Australian National University's Asia Pacific School of Economics and Government for more lenient entry requirements for migrants willing to settle in regional areas.

4.5 Support Services

In order to overcome labour shortages in regional communities through the encouragement of increased migration, especially through new arrivals, the Committee acknowledged that greater attention will need to be given to the nature and level of the support services that are provided. An offer of employment, as important as it is, will not by itself form the basis of a sustainable settlement for migrants in regional Victoria, nor provide adequate support for already established migrant communities.

As quoted from Dr. Gordon Forth's presentation at the National Population Summit in Albury in November 2002:

There is little point in directing migrants to country towns or regional communities where there is a lack of suitable employment, housing, migrant support and other essential services. Government will also need to work with local service organisations to prepare local communities for the experience of working and living with recently arrived migrants from diverse background.

Unlike newly arrived migrants in larger capacity cities who can look for support from family, friends and ethnic organisations, migrants locating in regional Australia will need to depend on government agencies and community organisations for support. As well as establishing support services, government, working with the local businesses that will benefit from migrant labour, will need to ensure that affordable housing is available for migrants and their families.¹¹¹

¹¹¹ Warrnambool City Council, Submission No. 11, 26 April 2004, p.3

In its submission, SGS Economics & Planning Pty. Ltd. made the telling point that:

If NESB migrants can be persuaded to relocate from city to country areas, which may not be difficult where employment is promised, the local infrastructure (such as health services, schools, sporting and other cultural facilities as well as general community attitudes towards culturally diverse people) may not be equal to the task.¹¹²

The City of Ballarat best summarised the need for support services in its submission:

Experience has shown that for these people to remain in Ballarat appropriate social and cultural networks need to be established.¹¹³

Similarly, Adult Migrant Education Services (AMES) drew on earlier experiences across Victoria in suggesting that:

Much can be learned from the experiences (both positive and negative) of the communities of Cobram with 'A Country Welcome' program and Swan Hill with the Swan Hill Employment Project. The latter is a partnership between Murray Mallee Group Training, Victoria University and the Horn of Africa Communities Network. Underpinning the success to date of the Swan Hill Employment Program has been sufficient resources to provide settlement information and support in both Melbourne (prior to departure) and in Swan Hill.¹¹⁴

In relation to what is required to achieve an optimum outcome for culturally diverse communities in regional Victoria, the Committee accepted the Murray Mallee Training Company's advice that settlement requires a welcoming local community, job opportunities, heightened cultural awareness, and a continuing social connection with the cultural community.

4.6 Regional Housing

The Committee received many comments about the lack of housing in regional Victoria for both seasonal and permanent settlers. Furthermore the Committee notes that housing provision will need to be assured if longer-term investment proposals

¹¹² SGS Economics and Planning Pty. Ltd., Submission No. 8, 20 January 2004, p.4

¹¹³ City of Ballarat, Submission No. 4, 17 December 2003, p.4

¹¹⁴ Adult Migrant Education Services, Submission No. 6, 19 December 2003, p.3

are to succeed. While commenting on this issue, Swan Hill's Deputy Mayor, Cr. Katis advised the Committee that:

[Timbercorp] sources people from Sydney through church and other groups and it buses them into Robinvale 100 or 200 at a time. That is where we find problems because those people have to be housed. If 20 people are going to work, say, at Timbercorp for three or four months and it has 12 to 20 dwellings, you cannot put that many people in, so you end up with social and health problems.¹¹⁵

A broader observation was offered in the submission made by AMES:

The most significant logistic barrier is the lack of housing in many rural and regional areas where employment is available. It would seem that there may be opportunities for the State Government to facilitate solutions to this at the local level – use of subsidies or financial incentives to employers to assist them to provide housing would be within the power of the State Government.¹¹⁶

Speaking at the VMC consultation, Mr. Rohan Weeraratne stated that a large number of migrants would be happy to live in regional Victoria, but regional municipal councils are not ready to provide an adequate level of support and settlement services. He provided the example of 25 migrants who travelled to Bendigo to live, but returned to Melbourne after finding no available housing.¹¹⁷

While noting the concerns on housing provision across regional Victoria the Committee was unable to form a view as to whether this could be comprehensively satisfied through changes to Victorian Government policy. The Committee believes that local and federal government policies are equally relevant, and as such, further examination of the issue is warranted.

¹¹⁵ Cr. J. Katis, Rural City of Swan Hill, Minutes of Evidence, 23 March 2004, p.37

¹¹⁶ Adult Migrant Education Services, Submission No. 6, 19 December 2003, p.2

¹¹⁷ Victorian Multicultural Commission, consultation report, 30 June 2004, p.7

4.7 Protection of Workers

The Committee received advice that a notable component of the regional agricultural rural workforce in Victoria comprises illegal workers, namely people who have overstayed visas or have entered and remained in the country illegally. Witnesses generally referred to this group of people as 'unlawfuls'.

Mr. David Hunt-Sharman, Chief Executive Officer of the Australian Table Grape Association advised the Committee that:

We are getting a lot of exploitation of the unlawfuls because they cannot appeal to anybody for support.

We have had a situation where the unlawfuls were being exploited by both migrant agents in the first instance and then by labour agencies operating in the area. In the second area we have legitimate people such as backpackers coming into the area.¹¹⁸

The Committee is concerned that exploitation may not be confined to 'unlawfuls', but extend to migrants who have settled in Victoria legitimately.

Job Watch has conducted some rural and regional outreach training and education programs upon request, but currently does not have adequate resources to play a pro-active role in protecting culturally diverse workers from exploitation. The organisation is aware of the fact that unreported incidents occur within this section of the workforce.

The Job Watch and Worksafe Victoria publication 'Workplace Violence and Bullying' is now available in 12 languages.¹¹⁹ Ms Zana Bytheway, Job Watch Executive Director said that it was particularly important for workers from all cultural backgrounds to have access to information that concerns them and that employees have the fundamental legal right to be safe and free from risk of injury in the workplace.¹²⁰

¹¹⁸ D. Hunt-Sharman, Australian Table Grape Association, Minutes of Evidence, 28 April 2004, p.125

¹¹⁹ Arabic, Turkish, Bosnian, Greek, Somali, Croatian, Vietnamese, Macedonian, Chinese, Spanish, Serbian, Italian

¹²⁰ Correspondence received from Zana Bytheway, Executive Director, Job Watch, 9 August 2004

4.8 Health Services

Because of the nationwide shortage of doctors the Committee was not surprised to receive evidence highlighting the need to attract more doctors to country Victoria.

Mr. Chris Pickett from the Goulburn Valley Division of General Practice summarised his organisation's predicament:

Thirty per cent of our full-time equivalent capacity is provided by overseas trained doctors, and that is an increasing percentage. If we go back five years that ... was probably around the 10 per cent mark ... I must say it has been more by good luck than good management that we have been able to get doctors from Iraq and places like that who have been able to meet the needs of the local Iraqi population ... there are some very real issues in our Islamic community with women's health and we need to do some more work on that ... but these doctors also have quite a baptism of fire when they come into these communities and start dealing with Aussies who say things like 'I'm feeling crook' or 'I've got a bung arm'. What does that mean to an Iraqi doctor?¹²¹

Country communities have had to become more resourceful in their efforts to attract medical specialists. A leading example is the town of Nathalia:

Nathalia is an excellent example where the chamber of commerce, the hospital board and the schools all got together in advance of a new doctor coming to town – a female doctor who was a Sikh Indian and very traditionalist. That could have been quite a culture shock for a small community like Nathalia but they went out of their way to ensure the kids were settled into school, and that the community was prepared for this new doctor.¹²²

The Federal Parliament's Joint Standing Committee on Migration has received comments on the inadequacy of regional and rural health services, including this perspective on how doctors from overseas could be more readily encouraged:

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

¹²¹ C. Pickett, Goulburn Valley Division of General Practice, Minutes of Evidence, 25 March 2004, p.62

¹²² Ibid. p.63

*getting a mortgage, yet buying a house seemed a logical way of ensuring a commitment to the area.*¹²³

Mr. Chris Pickett advised the Committee that one way of dealing with the shortage of doctors in the Goulburn Valley:

*We would like to see VORRS (Victorian Overseas Trained Doctor Rural Recruitment Scheme) extended to established areas of need such as Shepparton and Mooroopna – it does not currently exist for Shepparton and Mooroopna.*¹²⁴

The Committee recognises a chronic shortage of medical practitioners in regional Victoria and notes that the importation of foreign trained doctors to fill these is not sustainable in the longer term. The State Government needs to work with the Federal Government to ensure adequate Australian resident trained medical professionals are qualified in order to supply regional areas.

4.9 Working Holiday Makers

The significance of backpackers and working holiday makers as a source of labour in rural Victoria appears to be increasing. When asked about his pickers, Ardmona fruit grower Mr. Santo Varapodio advised the Committee:

*This year I would say 70 per cent would have been backpackers, 27 per cent would have been refugees ... and 3 per cent would have been Aussies.*¹²⁵

*However, if you do not get the backpackers here – and this year we did not get the refugees here – we would never, ever have got our William pears off the trees, there is no way in the world.*¹²⁶

*My favourite saying is that no-one can beat the refugees for picking Williams, and the backpackers for picking Packhams, and backpackers in the packhouse.*¹²⁷

¹²³ Susan M. Wearne, 'Reflections on a year in the outback', *Medical Journal of Australia*, Vol. 1, No. 2, 2002, pp. 117-118, p.118

¹²⁴ C. Pickett, Goulburn Valley Division of General Practice, Minutes of Evidence, 25 March 2004, p.63

¹²⁵ S. Varapodio, Farmer, Minutes of Evidence, 25 March 2004, p.89

¹²⁶ Ibid. p.91

¹²⁷ Ibid. p.93

Mr. Rossignuolo, representing the fresh tomato industry, advised the Committee in Shepparton that:

*The majority of our pickers are new Australians – Iraqis, Tongans, Samoans and Indians – and we build that up with backpackers – for example, in our packing shed we rely totally on backpackers.*¹²⁸

Mr. Rossignuolo highlighted the value of the tomato industry to the region:

*We generate about \$80 million into the local economy. We employ around 50-60 full-time staff and employ in excess of 1000 ... casual staff There are four towns that really gain from fresh market tomatoes – Tatura, Murchison, Kyabram and Merrigum.*¹²⁹

Mr. Varapodio also emphasised the significance of the pear industry:

*... that 87 per cent of the pears grown in Australia are grown in the Goulburn Valley.*¹³⁰

The Committee was also advised repeatedly in Mildura and Swan Hill of the value of backpackers as a source of harvesting labour, and believes that they have assumed a much more significant role over recent years. In acknowledging the pivotal role that backpackers play in the seasonal fruit industry in northern Victoria, the Committee believes the Victorian and Commonwealth Governments have a role to play in continuing to encourage this participation in the harvesting role.

Recommendation 4.1

The Victorian Government initiate discussions with DIMIA to pilot regional settlement points for new arrivals in such places as Mildura, Swan Hill, Shepparton and Warrnambool.

Recommendation 4.2

That following an evaluation of the pilot settlement project the Victorian Government consider extending the service to other Victorian locations.

¹²⁸ F. Rossignuolo, Farmer, Minutes of Evidence, 25 March 2004, p.92

¹²⁹ Ibid. p.93

¹³⁰ Ibid. p.94

Recommendation 4.3

The Victorian Government in conjunction with DIMIA ensure an adequate mix of support services/facilities in regional areas proposed as points of placement for new arrivals. These include but are not restricted to longer-term housing, language services, dedicated council contact, police liaison, religious and cultural guidance.

Recommendation 4.4

In partnership with local government, the Victorian Government examine the provision of housing across regional Victoria to ensure that strategies are developed which will allow those communities to take full advantage of current and anticipated economic investment.

Recommendation 4.5

The Victorian Government review the Victorian Overseas Trained Doctor Recruitment Scheme (VORRS) with a view to both re-appraising its current geographical limits and including Shepparton and Mooroopna.

Recommendation 4.6

The Victorian Government provide additional resources to Job Watch to safeguard against the workplace exploitation of migrants, including overseas students.

Recommendation 4.7

The Victorian Government consider further advertising casual employment opportunities within the overseas backpacker community in the seasonal fruit/horticulture industry, with a view to increasing the labour force for this key industry.

Chapter 5

Skills and Training Utilisation

In considering ways in which the economic benefits of Victoria's existing cultural diversity can be optimised, the Committee believes a key challenge is to ensure that the skills, qualifications and training brought to Australia are fully utilised.

It is widely appreciated that skills formation and enhancement is an essential element in successful post-industrial economies. A strong characteristic of Victoria's well established cultural diversity is a wide variety of skills, qualifications and training, and it is imperative that governments facilitate the recognition and application of these attributes.

Over the past decade, Australia's migration program has been increasingly focussed on skilled migration. In large part, this reflects the well founded belief that skilled migrants are more likely to contribute quickly to national economic growth. Additionally, it reflects the increased awareness that employment is a key aspiration for new arrivals, and a determinant of their long-term success.

In his address to DIMIA staff, economist Chris Richardson predicted that:

*Skilled labour will increasingly become a tradeable commodity.*¹³¹

Chris Richardson claimed that some nations, including Australia, have been quicker in realising this and have adapted their migration policies accordingly.

Notwithstanding Richardson's view, the Committee's investigations suggest that less than optimum use is being made of the skills, training and qualifications of Victoria's culturally diverse community. To understand this view it is necessary to first examine the way in which the Skilled Migration Program operates.

Australia's migration program can be categorised into distinct streams. In order to migrate to Australia through the General Skills stream, applicants must satisfy certain basic requirements under one of the General Skilled categories. One such

¹³¹ Chris Richardson, 'Migration Myths and Realities', paper presented to Department of Immigration and Multicultural and Indigenous Affairs staff, Canberra, 12 December 2002

requirement is nomination of an occupation from the Skilled Occupation List, along with providing evidence of the skills and/or the qualifications matching that occupation, which are assessed by the relevant assessing authority. Appendix 7 contains details of the Skilled Occupation List.

The Skilled Occupation List identifies occupations in accordance with their title in the Australian Standard Classification of Occupations (ASCO) and the relevant assessing authority.¹³²

Assessing authorities include Trade Recognition Australia which is part of the Commonwealth Department of Employment and Workplace Relations and is the designated authority for a range of trade and professional occupations.

Entry through Australia's Skilled Migration Stream is points-based, and applicants receive points if their nominated occupation is on the Migration Occupations in Demand List (MODL) at the time their application is lodged. They may also receive extra points if they have a job offer in their nominated occupation from an organisation that has employed at least 10 people on a full time basis for the previous two financial years. The MODL is reviewed annually to take into consideration existing and emerging skill shortages.¹³³ Appendix 8 details the current MODL.

Each occupation or group of occupations has its own distinct pathway to professional recognition in Australia. Professions can be grouped into three categories: regulated by law, self-regulating and unregulated. The group regulated by law includes health professionals, veterinary science and architecture. Applicants must pass the prescribed examination to qualify for registration by State and Territory Registration Boards and in some cases applicants must undertake a period of practical experience as part of the process.¹³⁴

¹³² Australian Education International, *AEI-NOOSR Guide to Professional Recognition in Australia*, second edition, Department of Education, Science and Training, Canberra, 2003, p.5

¹³³ Department of Immigration and Multicultural and Indigenous Affairs, (last updated 8 September 2004), 'Migration Occupations in Demand List (MODL)', DIMIA, Canberra, <<http://www.immi.gov.au/migration/skilled/modl.htm>>

¹³⁴ Australian Education International, *AEI-NOOSR Guide to Professional Recognition in Australia*, second edition, Department of Education, Science and Training, Canberra, 2003, p.11

Since February 2003, the National Office of Overseas Skills Recognition (NOOSR) has been part of AEI – the Australian Government International Network, and is known as AEI-NOOSR. The office is part of the Commonwealth Department of Education, Science and Training. AEI-NOOSR provides a coherent framework for qualifications recognition in collaboration with professional bodies and other industry partners. This work underpins the Government's General Skilled Migration Program. The Committee met with Ms Mary Finlay from AEI-NOOSR in Canberra in June 2004.

AEI-NOOSR contributes to the development of Australian Government policy on overseas skills recognition issues and provides a range of services including information about overseas education systems, assessments of qualifications, an advisory service to universities admitting students from overseas and information and advice for employers, professional bodies and regulatory agencies.¹³⁵

Through its investigations the Committee came to understand the distinction between the role of AEI-NOOSR, which is focussed on tertiary qualification recognition, and the role of Trade Recognition Australia which is focussed on trade and professional occupations. However, the Committee found the rationale for locating these units within two separate Commonwealth departments difficult to comprehend, and believes that it may be a source of confusion for many migrants.

The Committee understands that applicants to Australia's Skilled Migration stream have their training assessed as part of their migration application. In theory this allows them to quickly gain employment upon their application being approved. However, the Committee believes that this process has a critical weakness.

The Committee understands the assessment of skills and qualifications undertaken as part of the migration application does not incorporate any examination of the skills, training or qualifications of the applicant's spouse, other than for the purpose of allocating a small number of additional points to the application process. Where the applicant is successful, the situation sometimes arises where their spouse, although qualified in a sought after occupation, is unable to gain employment in that field for a considerable period.

¹³⁵ Ibid. p.6

While the Committee recognises the validity of the points test, it is aware of cases where spouses have spent up to two years after entry seeking recognition of qualifications and training.

Where the spouse is trained in a field which is recognised as being in short supply in Australia, the experience of spouses in undertaking lengthy assessments and/or bridging courses, is problematical. To begin with, the spouse in each case must inform themselves about the assessment procedure. The procedure will vary from case to case depending on the skills or qualifications involved. Bridging courses may be an element of this process, but can incur significant costs at a time when social security benefits are specifically denied.

The Committee believes that at least in some circumstances it would be beneficial to Victoria, if the qualifications, skills and training of spouses was assessed at the same time the principal applicant's qualifications were being assessed. This is particularly the case where the spouse has earned qualifications abroad in a sought after occupation.

A number of witnesses provided the Committee with other examples. Mr. Ian Skiller, a horticulturalist from Tooleybuc advised the Committee that:

I have two unregistered Afghani doctors working on my farm at the moment....

He went on to describe the difficulty they had encountered in becoming registered to practice locally:

Through the community and our local school I have started teaching them basic English. Then when I found out that they were doctors I tried to get them registered and things like that. Through our TAFE system I tried to get them a course in medical English, but we had trouble, so one of them went to Sydney and started studying medical English, because his aim is to open a practice in Tooleybuc or Piangil or whatever. They get started on the course, and once they find out about their TPV that then cancels out the course.¹³⁶

¹³⁶ I. Skiller, Citrus Grower, Minutes of Evidence, 23 March 2004, p.50

Another example is that of a former Minister for Finance packing tomatoes:

*It has been quite astounding, when you see someone's résumé that is sent to Swan Hill, to find their most current employment has been packing mobile phones in boxes but their previous history in their own country was that they were the Minister for Finance in the Upper Nile state*¹³⁷

*There is another guy who has been an accountant for 25 years, he has not worked for eight years in Australia and he wants to come up and drive a taxi. I had another guy we placed picking olives because he was interested in farming. He almost took over the olive grove in three weeks, and I find out he was the Minister for Agriculture for eight years in Sudan.*¹³⁸

Mr. Harish Rao and Mr. Sam Bose, President and former President of the Australia India Chamber of Commerce, advised the Committee that the path towards full recognition of Indian-trained doctors is still quite difficult, and long delays are common.

In relation to the use of skills and training, Dr. Paul Dabrowski of the Community Based Entrepreneurship Project advised the Committee that:

*I would like to draw attention to the enormous wasted potential. According to the Human Rights and Equal Opportunity Commission, 50 per cent of migrants with post-school qualifications rarely or never use their highest qualifications. With 27 per cent of families in Melbourne and Sydney using language other than English at home it means a huge potential being wasted.*¹³⁹

Further, SGS Economics & Planning Pty. Ltd. advised the Committee that:

*Based on recent research done by McDonald, Bertone and McDonald 2004 for the Department of Victorian Communities, more work experience placements for overseas trained professionals and technical people is vital. Without local work experience such migrants may be locked into a cycle of underemployment or unemployment.*¹⁴⁰

¹³⁷ G. Carson, Murray Mallee Training Company, Minutes of Evidence, 23 March 2004, pp.43-44

¹³⁸ Ibid. p.46

¹³⁹ Dr. Paul Dabrowski, Community Based Entrepreneurship Project, Minutes of Evidence, 28 April 2004, p.115

¹⁴⁰ SGS Economics & Planning Pty. Ltd., Submission No. 8, 20 January 2004, p.4

In its meetings with rural councils the Committee's attention was drawn in particular to the shortage of qualified medical specialists, yet it is migrants in this field that appear to incur the most frustrating delays in having their skills fully recognised.

Mr. Ian Lennie, Community Representative and Board Member, Ethnic Council of Shepparton and District, drew the Committee's attention to the situation governing veterinarian qualifications, as a means of highlighting the role of professional associations:

The best example of how it is often used by the Australian body as being a restrictive trade tool is the veterinary profession. If an Irish vet seeks registration in Victoria or Australia they are refused. However, if they apply in New Zealand they are accepted and the Australian board accepts the New Zealand registration so they could then come in here.¹⁴¹

Ensuring that migrants to Victoria have the opportunity of having their skills recognised and accredited is a challenge that can be met in a number of ways. As well as having the skills of spouses assessed at the time of the initial migration application, the Committee believes that reasonable access to tertiary facilities is a critical factor where bridging courses are required. This is particularly important in regional Victoria, as highlighted to the Committee by Mr. Thaker:

One of the issues is that we do not have any universities here. [Mildura] A migrant might come here and because he is not qualified he might take the job that Bruno was talking about, but at the same time keep studying to get a degree. That is a problem that even we face because my wife was qualified in Singapore, she came over here, we got married in Warrnambool and then moved here within six months. She found it difficult getting a job as a lawyer because she was not qualified here, so she ended up having to take classes. I had to keep driving her to Geelong every month or so, so that she could attend the evening or night classes. You find that something like that will not attract a lot of people here.¹⁴²

¹⁴¹ I. Lennie, Community Representative and Board Member, Ethnic Council of Shepparton and District, Minutes of Evidence, 25 March 2004, p.111

¹⁴² P. Thaker, Mildura Fruit Juices Australia Pty. Ltd., Minutes of Evidence, 22 March 2004, p.11

The Committee heard similar evidence in Swan Hill from Ms Lillian Fifita:

I have a niece who is a dentist, and Swan Hill has been screaming out for dentists. I asked her if she wanted to come over and she said, 'That is all right, but I want to do my masters degree. Do you have a university close by?'. I said, 'No'. It means that she will have to go to Melbourne to get her masters degree before coming.¹⁴³

The Committee accepts that there needs to be a program of broader settlement services across Victoria, with a parallel broadening of tertiary access and support services. This will help ensure that a reasonable opportunity is afforded to anyone who wishes to have overseas skills, qualifications or training recognised or upgraded.

As noted earlier in this chapter, the Committee is concerned that migrants seeking to have their qualifications, skills and training recognised against Australian standards may feel confused about the pathways towards this recognition. The Committee was advised by Ms Mary Finlay of AEI-NOOSR that this is sometimes a difficult task. The Committee believes it should be possible to provide standard advice to all migrants as to how they can have any existing skills recognised for the purpose of gaining Australian recognition. Accordingly, the Committee believes this could best be achieved by introducing pro-forma skills/qualifications recognition pathway advice to all new migrants who enter Australia, other than those who enter through the skilled stream.

5.1 English Language Instruction

The Committee accepts the advice it received from a number of sources about the importance of English language skills to migrants seeking employment. The Commonwealth Government provides 510 hours of English language instruction to eligible migrants.

The Committee received advice from a number of sources, however, that the current 510 hours of English language classes provided through AMES appears to be inadequate.

¹⁴³ L. Fifita, Pickering Transport Group, Minutes of Evidence, 23 March 2004, p.58

At an informal meeting in Milawa in March 2004, representatives from the Goulburn Valley TAFE advised the Committee that the program's objective of conversational English falls short of the standard of workplace English. The representatives also pointed out the inadequacy of the training in the case of people from Arabic-speaking backgrounds who write from right to left.

At a joint consultation held with the Victorian Multicultural Commission in mid-2004 representatives of a number of cultural organisations commented on this matter:

- 510 hours of free English language classes are inadequate and of an inadequate standard. (Australia Burma Society of Victoria Inc);
- 510 hours of free English language classes are insufficient for people from war torn countries of Africa (African Information Network);
- The five year time limit was insufficient as some migrants do not have the opportunity to participate during the first five years due to work and family commitments (Australian Romanian Community Welfare Health and Services Association): and
- Many migrants from Asia have a strong background in education but experience language difficulties. There needs to be more evening and weekend classes to allow migrants to advance more expediently. (Federation of Chinese Associations).¹⁴⁴

In summary the Committee believes that a number of steps need to be taken to improve the utilisation of Victoria's culturally diverse workforce. In the case of newly arrived migrants the Committee notes the desirability of early employment, and recommends a number of measures which will increase the likelihood of this outcome.

¹⁴⁴ Victorian Multicultural Commission, consultation report, 30 June 2004, p.4

Recommendation 5.1

The Victorian Government lobby the Federal Government to have skilled migration assessment procedures altered to ensure the qualifications, skills and training of spouses are assessed simultaneously, with a view to optimising the early employment of spouses in cases where their expertise relates to the MODL.

Recommendation 5.2

The Victorian Government initiate discussions with the Federal Government regarding the introduction of pro-forma advice to all new migrants who enter Australia other than via the skilled stream, outlining skills/qualifications recognition pathways.

Recommendation 5.3

The Victorian Government review the access to tertiary facilities across regional Victoria with a view to ensuring reasonable access is available to migrants seeking to have overseas qualifications, skills and training accredited to Australian standards.

Chapter 6

Overseas Students

As mentioned earlier in this Report, overseas students represent the fastest growing source of cultural diversity in Victoria today.

Overseas students are not a new phenomenon in Victoria. The Committee is aware, for example, that the 1960s Colombo Plan saw many overseas students, particularly from Asia and the Pacific, living and studying in Victoria.

However, the number of overseas students in Victoria is currently at an unprecedented level and continuing to grow strongly.

According to the latest estimate, the number of overseas students reached 303,324 in 2003.¹⁴⁵ This represented an increase of 11 per cent on the previous year. The growth is shared across the education sector with a 17 per cent rise in higher education, 15 per cent rise in the schools sector, and more than 4 per cent in both vocational education and English language studies.

Overseas students in Victoria consist of approximately two-thirds tertiary participants and one-third secondary school students.

Asia remains the main source of international students representing more than three quarters of Australia's overseas student market. However, between 2002 and 2003 enrolments from other regions have grown significantly, including a 22 per cent increase from the Middle East and Africa, 13 per cent increase from North America and 8 per cent increase from Europe.

¹⁴⁵ Hon. Dr. Brendan Nelson, MP (Minister for Education, Science and Training), *International Student Numbers*, Media Release, Canberra, 9 March 2004

Table 6.1

Overseas students' enrolments in Australia from our top 10 sources countries

Country	2002	2003	Change
China	47,931	57,579	20.1%
Hong Kong	22,091	23,803	7.7%
Korea, Republic of (South)	18,658	22,159	18.8%
Indonesia	20,985	20,336	-3.1%
Malaysia	17,530	19,779	12.8%
Japan	17,329	18,987	9.6%
Thailand	15,643	17,025	8.8%
India	11,364	14,386	26.6%
United States of America	11,064	12,189	10.2%
Singapore	12,062	11,843	-1.8%
Other countries	79,198	85,238	7.6%
Total	273,855	303,324	10.8%

(Source: Hon. Dr Brendan Nelson, MP, Media Release, 9 March 2004, MIN 638/04)

Year 2003 Market Indicator Data reveals that Victoria's overseas student enrolment numbers grew from 74,208 in 2002 to 83,714 in 2003. This represents a 12.8 per cent rise.

According to the Federal Government, international education now rates as Australia's sixth-largest export earner, bringing in \$5.7 billion per annum.¹⁴⁶

The Victorian Government has detailed the economic value of overseas students in the following terms:

*Australia is the world's third most popular English speaking destination for international students, behind the UK and the USA. International education already creates \$1.5 billion a year in export revenue for Victoria. International students living and spending here have created an additional 15,000 jobs. Victoria is Australia's largest provider of full award higher education programs. It also has the largest number of international students attending government schools and government TAFE institutes.*¹⁴⁷

¹⁴⁶ Hon. Dr. Brendan Nelson, MP (Minister for Education, Science and Training), *New Advisory Body on International Education*, Media Release, Canberra, 21 June 2004

¹⁴⁷ Hon. L. Kosky, MP (Minister for Education and Training), *Victoria Gets Full Marks for International Education*, Press Release, Melbourne, 16 March 2004

In recognition of the significance of overseas students and their economic contribution, the Victorian government announced a series of supporting measures in early-2004. These included a feasibility study on an international version of the VCE, a \$50,000 Peace Scholarship to enable overseas students to study in Victoria, and the establishment of a working party on how Victoria can be best positioned as world class education destination.¹⁴⁸

Overseas students within Victoria are predominantly located close to Melbourne near university campuses. With eight universities having a presence within its boundaries, the City of Melbourne is familiar with the beneficial impacts of overseas students. In its submission, the City of Melbourne advised that 86 per cent of people moving into the City of Melbourne from overseas have been students.¹⁴⁹ Growth is strong. In 1998, the City of Melbourne had 15,000 overseas students and metro Melbourne 15,000, a total of 30,000. By 2002 this total had grown to 43,000 students. The City of Melbourne believes this growth will continue.

As of 2000, New South Wales hosted the largest number of overseas students in total whilst Victoria led the country in the number of higher education participants.¹⁵⁰ Melbourne has more international students than any other Australian city. The City of Melbourne believes that overseas student numbers will grow to around 500,000 across Australia within 20 years, with China and Africa currently the quickest growing components.

Universities are increasingly focussed on overseas students - of the 40,000 students enrolled at the University of Melbourne over 8,000 are international students.¹⁵¹

The Committee was interested to learn why Melbourne was so attractive to overseas students. According to witnesses, Australia has a well founded reputation as a safe destination and Melbourne has established a reputation for tolerance.

¹⁴⁸ Ibid.

¹⁴⁹ City of Melbourne, Submission No. 7, 23 December 2003, p.1

¹⁵⁰ Australian Education International, 'Database of Research on International Education', Department of Education, Training and Youth Affairs, 2000
<<http://aei.detya.gov.au/general/stats/studentvisadata/2000/y2kfinal.htm>>

¹⁵¹ The University of Melbourne, *Annual Review 2003*, Annual Report, University of Melbourne, Melbourne, 2003, p.23

The City of Melbourne advised the Committee that cost was a factor, and that Melbourne had a cost advantage over Sydney:

*I think Sydney is a more expensive place to live than Melbourne, depending on how you carve it. Generally accommodation is more expensive — about one-third in house prices; I am not sure on the rental side. The cost of living itself in terms of food is slightly more expensive in Sydney. All other things being equal, Melbourne is probably an easier place to get around than Sydney, and there might be some advantages in that respect.*¹⁵²

The economic impact of overseas students is considerable. The City of Melbourne advised that almost one-quarter of its residents are full-time tertiary students. A study undertaken in 1996 estimated that of the 10,000 tertiary students living in the City of Melbourne, one quarter were international students who spent an estimated \$47.5 million on accommodation and living expenses. The remaining students from Metro Melbourne, country and interstate spent an estimated \$94.5 million on accommodation and living expenses.¹⁵³

The Committee was advised that the living costs of full-time overseas students are at least \$20,000 per annum, and accepts that their presence has a positive economic impact, particularly on retail spending and the rental market.

The Committee noted at least three distinct economic benefits that flow from overseas students. The first is the consequential family visitation that overseas students generate. Although the Committee was unable to ascertain the extent of this visitation, it does acknowledge overseas students based in Victoria generate substantial tourism activity through visitation by family members.

A second benefit is the capacity of overseas students to lodge an on-shore residency application under the migration program. This component of the migration program ensures that an increasing proportion of the State's overseas students will remain longer, and their economic contribution will be enhanced.

¹⁵² A. Ley, Sustainable City Research, City of Melbourne, Minutes of Evidence, 28 April 2004, p.133

¹⁵³ City of Melbourne, Submission No. 7, 23 December 2003, p.2

The third major benefit is the longer-term propensity of overseas students to return to Victoria to live and work. It is worth noting that Victoria's experience during the 1960s and 1970s was:

Many of these subsequently settled in Australia. Because Victorian universities were an important contributor to this aid program and to the development of an educational industry catering to full-fee paying overseas students, a high proportion of the graduates (especially those from Malaysia) have settled in Melbourne. Partly because of this tradition, Melbourne has continued to be the major settlement point for Malaysians migrating to Australia in the 1980s and the 1990s.¹⁵⁴

The benefits of overseas students for regional communities was also brought to the Committee's attention. For example, Mr. Lindsay Merritt, Chief Executive Officer of Warrnambool City Council estimated that there were currently more than 200 international students based at South West TAFE and Deakin University, responsible for many millions of dollars of expenditure locally each year.¹⁵⁵

The City of Ballarat also highlighted the significance of overseas students:

The University of Ballarat plays a role in attracting international people from a variety of ethnic backgrounds. The International Relations area of the university is currently repositioning itself in the marketplace, focussing on three countries, namely China, India and Thailand. At present there would be no more than 200 international students on campus in Ballarat. Staff at the University have indicated that the retention and integration of international students into the local workforce has been difficult and challenging, with many of the students seeking to transfer to metropolitan campuses or employment.¹⁵⁶

Ballarat features two universities, the University of Ballarat and Aquinas, the latter being a campus of the Australian Catholic University. The Committee was advised of the energetic promotion of the universities:

[Aquinas] has now embarked on attracting international students. This has increased in importance due to the changes to the migration rules at the moment which allow for double points for students once they go into regional areas. The University of Ballarat attracted about 250 international students last semester alone, and it will get an additional 200 this

¹⁵⁴ B. Birrell, '1972-2000', in Andrew Markus (ed), *Building a New Community: Immigration and the Victorian Economy*, Allen & Unwin, Sydney, 2001, pp. 50-78, p.53

¹⁵⁵ L. Merritt, City of Warrnambool, Minutes of Evidence, 28 July 2004, p.153

¹⁵⁶ City of Ballarat, Submission No. 4, 17 December 2003, p.2

*semester, bringing it up to around 400 to 500. Aquinas has indicated it is going to go down the same path year.*¹⁵⁷

Recent changes to the migration program allowing for on-shore residency applications by overseas students allows for additional points to be allocated to students based in regional Australia. The effect of this change has been notable. According to Mr. David Keenan from the City of Ballarat:

*... the University of Ballarat...had 20 people studying in Melbourne who immediately transferred to the University of Ballarat because they are now aware of these courses where they can gain additional points compared to what they are doing at the moment.*¹⁵⁸

The Committee believes that the State's reputation as a leading education provider is critically important if overseas students are to continue to be attracted to the State, both as students and residency applicants. The Committee believes the Government has a role to play in assisting the maintenance of the State's education reputation. To this end the Committee noted some criticisms of the way higher education is provided to international students.

Mr. Adrian Wong from the National Liaison Committee for International Students in Australia, observed that students experienced several pressures while in Victoria. He observed that the general servicing of overseas students' needs by Melbourne based universities is declining in real terms, and that this is undermining the reputation of the State and city.

Mr. Wong also advised that typical living costs for students greatly exceeded DIMIA's estimate of \$20,000 per annum, and created pressures on students to accept sub-standard employment offers. Overseas student visas permit very limited work opportunities and Mr. Wong believes this results in many students being exploited in their employment. Inadequate workers compensation arrangements and low pay rates were two examples cited.

Mr. Wong also pointed out that overseas students living in Australia's two most expensive capital cities, Sydney and Melbourne, are not eligible for tertiary student

¹⁵⁷ D. Keenan, City of Ballarat, Minutes of Evidence, 27 July 2004, p.140

¹⁵⁸ Ibid. p.140

travel concessions. The value of the concession can be several hundred dollars per year.

Mr. Wong also highlighted a serious situation involving students whose academic performance may have slumped. The Committee understands that universities are obliged to provide DIMIA with performance reports. The department can require students to report within 28 days, and revoke the student's visa. Mr. Wong advised the Committee he was aware of 40-50 such cases in the past six months. Students who seek to contest the decision are not able to work or study in the interim period which creates substantial economic difficulty. Mr. Wong has argued that bridging visas should be made available to students who are seeking to challenge deportation orders.

Recommendation 6.1

The Victorian Government examine the levels of support being offered by Victorian universities to overseas students.

Recommendation 6.2

The Victorian Government initiate discussions with the Commonwealth Government regarding the need for bridging visas for overseas students in cases where DIMIA has cancelled visas on the basis of academic under-achievement.

Recommendation 6.3

The Victorian Government consider the introduction of transport concessions for overseas students, noting the substantial short-term benefit and potential long-term benefit these students provide to the State.

Recommendation 6.4

The Victorian Government, in conjunction with industry groups, examine ways in which overseas student participation in the workforce can be maximised. Furthermore, the Government should consider whether the provision of travel subsidies, particularly to regional Victoria, would assist in improving employment opportunities.

Recommendation 6.5

The Victorian Government extend to overseas students based in the State the practice of the Victorian Skilled Migration Program in which participants receive a letter from the Premier highlighting the benefits of settlement in Victoria.

Committee Room

13 September 2004

Appendix 1

List of Submissions Received

Submission Number	Name of Individual/Organisation	Date Received
1	Australian Friends of Turkey	29 October 2003
2	City of Stonnington	2 December 2003
3	Asumadu and Associates	14 December 2003
4	City of Ballarat	17 December 2003
5	Dr. Paul Dabrowski	19 December 2003
6	Adult Multicultural Education Services	19 December 2003
7	City of Melbourne	23 December 2003
8	SGS Economics and Planning P/L	20 January 2004
9	Work and Economic Policy Research Unit – Victoria University	29 January 2004
10	City of Yarra	1 March 2004
11	Warrnambool City Council	16 April 2004
12	Victorian Farmers Federation	24 May 2004

Appendix 2

List of Informal Meetings**27 October 2003 – Melbourne**

- **Australian Multicultural Foundation**
The Hon. Sir James Gobbo, AC, CVO, Chairman

24 November 2003 – Melbourne

- **Department of Innovation, Industry and Regional Development**
Mr. John Dalton, Director, Economic Policy
Mr. James Hodges, General Manager, International Business
Mr. Roger Arwas, Director, Small Business
Ms Louisa Jordan, Manager, Service Centre Facilitation
Ms Di Bunnett, Manager, Government Services
- **Department of Victorian Communities – Office of Multicultural Affairs**
Ms Elizabeth Jensen, Director
- **Department of Victorian Communities – Employment Programs**
Ms Julia Griffith, Executive Director, Employment Programs Division
Ms Irene Tkalcevic, Manager, Multicultural Employment, Employment Programs Division

9 March 2004 – Melbourne (Latrobe Valley)

- **Robert Bosch (Australia) Pty. Ltd. – Clayton – site visit**
Mr. Pat Tucker, General Manager
Ms Susan Carter, Workforce Planning Manager
- **Gippsland Aeronautics Pty. Ltd. – Traralgon**
Mr. Gary Wight, Chairman
- **Drouin West Timber Pty. Ltd. – Drouin West**
Mr. Tom Gillner, Operations Manager
- **Monash University, Gippsland Campus – Churchill**
Professor Brian Mackenzie, Pro Vice-Chancellor
- **Dasma Environment Solutions – Morwell**
Mr. Fred Di Sipio, Managing Director
Mr. Alfie Di Sipio, Executive Director

16 March 2004 – Melbourne

- **Victorian Multicultural Commission**
Mr. George Lekakis, Chairman
Mr. Stephen Dimopoulos, Senior Policy Adviser

Appendix 2 - Continued

- **Centre of Population and Urban Research, Monash University**
Professor Bob Birrell, Director

22 March 2004 – Mildura

- **Pandura Farms – site visit**
Mr. Phil Panuccio
Mr. Michael Panuccio
- **Australian Table Grape Association – site visit**
Mr. Brian Woodford, Chairman
- **Table Grape Grower – site visit**
Mr. Angelo Panagiotaros
- **Asparagus Grower – site visit**
Mr. Robin Minter

23 March 2004 – Swan Hill

- **Pumpa Engineering – site visit**
Mr. Tony Pumpa
- **Tankworld – site visit**
Mr. John Falk

25 March 2004 – Shepparton

- **Goulburn Valley Health**
Talha Syed Ali, Head of Information Technology
- **Trainer – SPC, Ardmona**
Nadeem Hafiz
- **Lecturer, Business Management, La Trobe University**
Apollo Nsubuga-Kyobe
- **Nurse**
Justine Nsubuga-Kyobe
- **Senior Research Scientist - Entomology**
Adjunct Prof. Dr. Alexandre Il'ichev
- **Manager, Asset Systems and Infrastructure Maintenance
City of Greater Shepparton**
Nalliah Nesam Sivanesan
- **Town Planner, City of Greater Shepparton**
Rani Vige Premakumer

Appendix 2 - Continued

- **Department of Primary Industries (Tatura), Senior Entomologist and Project Leader**
Mofakhar Hossain
- **Lecturer, Marketing, Latrobe University, Shepparton Campus**
Marthin Nanere
- **Tatura Milk**
Hardi Hadi Abd, Microbiologist
- **Tomato Farmers – site visits**
Mr. Joe Vraca
Mr. Frank Rossignuolo
- **Tatura Milk Industries – site visit**
Mr. Jeff Martin, Chief Executive Officer
Mr. Peter Sutherland, General Manager, Human Resources

25 March 2004 – Milawa

- **Rural City of Wangaratta**
Cr. Irene Grant, Mayor
Mr. Justin Hanney, Chief Executive Officer
Mr. Graham Nickless, Manager – Economic Development Unit
- **Pizzini Wines – King Valley**
Mr. Fred Pizzini, Principal
- **Dal Zotto Wines – King Valley**
Mr. Otto Dal Zotto, Principal

26 March 2004 – Milawa

- **Goulburn Ovens TAFE**
Mr. Alan Garside, Centre Manager, Services Industries Division
Ms Rozi Parisotto, Short Course/Multilingual Consultant
Ms Helen Al Helwani, Program Coordinator, Health/SACS
- **Wangaratta Unlimited – Wangaratta**
Mr. Max White, Chairman
- **The Game Meat Company – Eurobin – site visit**
Mr. Robert Cavedon
- **Michelini Wines – Myrtleford – site visit**
Mr. Dino Michelini

Appendix 2 – Continued

17 May 2004 – Melbourne

- **Australia China Business Council**
Hon. Jim Short, President and Executive Director
- **Institute for the Study of Global Movements, Monash University**
Professor John Nieuwenhuysen, Director
- **Australia India Chamber of Commerce**
Mr. Harish Rao, President
Mr. Sam Bose (Former President)
- **National Liaison Committee for International Students in Australia**
Mr. Adrian Wong
Mr. Tedy Gunawan
- **Department of Immigration and Multicultural and Indigenous Affairs**
Mr. Stephen Russell, Director, Visa Services and Citizenship
Mr. Peter O'Hoy, Director, Settlement and Multicultural Affairs
Mr. Neil Mullenger, Assistant Secretary, Migration
Ms Alice Summers, Skilled Migration Unit

24 May 2004 – Melbourne

- **Horn of Africa community**
Ms Jan McCalman, Executive Officer, Murray-Mallee Training Company
Mr. Omar Omar, Chairman, Murray-Mallee Training Company
Associate Professor Danny Ben-Moshe, Director, Social Diversity and
Community Wellbeing Key Research Area
Ms Elleni Bereded-Samuel, Community Partnerships Officer, Victoria University
- **Victorian Farmers Federation**
Mr. Colin McCormack, President, VFF Horticulture Group
Ms Lis Blandamer, Manager Horticulture
Mr. Simon Price, Senior Policy Adviser

23 June 2004 – Canberra

- **Department of Immigration and Multicultural and Indigenous Affairs**
Mr. Abul Rizvi, First Assistant Secretary, Migration and Temporary Entry Division
Mr. Stephen Meredith – Migration Program Section
Mr. Abbas Adam – Productive Diversity Section
Mr. Glenn Elson – Settlement Review Section
Mr. Neil Mullenger – Assistant Secretary, Migration
- **Research School of Social Sciences, Australian National University**
Professor Peter McDonald, Head of Demography and Sociology Program
- **Australian Centre for Population Research**
Dr. Siew-Ean Khoo, Executive Director

Appendix 2 - Continued

- **National Office of Overseas Skills Recognition, AEI Education Standards Branch**

Ms Mary Finlay, Director, Education Recognition Unit

8 September 2004 – Melbourne

- **Immigration Museum – site visit**

Ms. Maria Tence, Community Exhibitions Manager and Special Projects Co-ordinator

Appendix 3

List of Public Hearing Witnesses**22 March 2004 – Mildura**

- **Nangiloc Colignan Farms Pty. Ltd.**
Mr. Bruno Moras, Director
- **Mildura Fruit Juices Australia Pty. Ltd.**
Mr. Paramjeet Thaker, General Manager
- **Mildura Grand Hotel**
Mr. Don Carrazza, Director also Area Consultative Committee, Chairman
- **Mildura Rural City Council**
Cr. Peter Byrne, Mayor
- **Harvest Labour Office**
Ms Pat Thorburn, Chief Executive Officer
Ms Sue Hamence, Manager, Business & Services
Mr. Tom Crouch, MADEC Harvest Co-ordinator
Mr. Bob Blake, MADEC Harvest Officer

23 March 2004 – Swan Hill

- **Swan Hill Rural City Council**
Cr. David Quayle, Mayor
Cr. John Katis, Deputy Mayor
Mr. Garry Tepper, Economic Development Manager
- **Murray Mallee Training Company. Ltd.**
Mr. Geoff Carson, Chief Executive Officer
Mr. Omar Jabir Omar, Field Worker
Ms Negit Fiad, Senior Project Officer
Mr. Barry Rickard, Senior Project Officer
- **Stonefruit, Grapes and Vegetable Grower**
Mr. Ian Skiller
- **Pickering Transport Pty. Ltd.**
Ms Lillian Fifita, Systems Development Worker

25 March 2004 – Shepparton

- **Ethnic Council of Shepparton and District**
Ms Vicki Mitsos, Commissioner, Victorian Multicultural Commission
Mr. Chris Pickett, Goulburn Valley Division of General Practice
Mr. Graham Wigg, Vice President, Ethnic Council Shepparton and District
(District Inspector Police)
Mr. Mario Bettanin, Executive Director, Australian Country Spinners and former
President, Multicultural Aged Care Hostel
Mr. Graham Hofmeyer, Regional Director, Executive Homes

Appendix 3 – Continued

Mr. Bruce Cumming, Program Leader, Sustainable Irrigated Agriculture and Land Management, Department of Primary Industries

- **Sali and Sons Pty. Ltd.**
Mr. Sam Sali, Director
- **Albanian Muslim Society**
Mr. Dimmy Adem, President
Mr. Riddy Ahmet, Former President
- **Calandro Engineering**
Mr. Mario Calandro, Director
- **Ardmona Fresh Fruit Packers Pty. Ltd.**
Mr. Santo Varapodio, Director
- **Tomato Grower**
Mr. Frank Rossignuolo, Director
- **Shepparton Chamber of Commerce and Industry**
Ms Dawn Taylor, Vice President
- **Rural Australian's for Refugees**
Mr. Rob Bryant
- **Ethnic Council and Community Representatives**
Mr. John Coghlan, Manager
Mr. Mohsen Mohamed, Community Development Officer
Mr. Ian Lennie, Australian Philippine Representative

28 April 2004 – Melbourne

- **Community Based Entrepreneurship Project**
Dr. Paul Dabrowski
- **Australian Table Grape Association Inc.**
Mr. David Hunt-Sharman, Chief Executive Officer
- **Sustainable City Research, City of Melbourne**
Mr. Austin Ley, Manager

27 July 2004 – Melbourne

- **City of Ballarat**
Mr. David Keenan, Executive Director

28 July 2004 – Melbourne

- **Warrnambool City Council**
Mr. Lindsay Merritt, Chief Executive Officer

Appendix 4

Appendix 4 - Continued

Appendix 5

SHEPPARTON — PROSPERITY THROUGH DIVERSITY**Active for Life exercise program**

Active for Life, a Vic Health program, has provided \$5,000 to the Ethnic Council of Shepparton and District for a program that encourages elderly women from a non-English speaking background to participate in gentle exercise.

Adult English classes

Through the Adult Community Further Education Division of the Department of Education and Training, \$57,000 was allocated for a computer aided English teaching program that covered issues such as Occupational Health & Safety.

Anti Cancer Council of Victoria bilingual educator

The Department of Human Services provided funding to the Anti-Cancer Council for an Arabic speaking worker based in Shepparton. The worker runs information programs on pap smear testing, breast cancer and other women's health issues.

City of Greater Shepparton Bilingual Children's Worker

Through State Government funding, the City of Greater Shepparton has provided services to newly arrived migrants to assist them with child-care and other family specific needs.

Country Welcome

Vic Health provided \$90,000 to employ a multicultural facilitator to link new arrivals in the Shepparton area with mainstream service providers. The facilitator also works directly with service providers to provide better service for newly arrived migrants.

Ethnic Schools program

Two after-hours ethnic schools operate in Shepparton - Arabic and Greek. The Department of Education and Training provides \$90 for each student enrolled.

Emergency housing for refugees

The Department of Human Services has made five houses available for refugees in the Shepparton area, following their release from Commonwealth detention centres, as part of a statewide program costing in excess of \$300,000.

English classes for refugee women

The Department of Education and Training has provided \$50,000 for English classes for migrant women. Included in the program is a bus service with a female driver.

Ethnic Farmers Research

Through Monash University, the Department of Natural Resources & Environment has initiated a study that examines the attitudes of farmers from a non-English speaking background to available government services.

Interpreters

The Central Health Interpreters Service provides approximately 15 sessions per week to the Shepparton area in Arabic, Turkish, Greek, Italian, Serbian, Indonesian and Cantonese.

Language LinkLine

The Victorian Interpreters and Translating Service provides an in-language telephone information service on aged care, housing, local government and employment. Callers can also speak directly with an operator in their own language.

Appendix 5 – Continued

Multicultural Education Aides within Shepparton's schools

The Department of Education and Training has provided two aides to work in classrooms in and around Shepparton to provide support for and liaison with students, parents and the schools.

Organisational support

In June 2002 the Victorian Multicultural Commission provided over \$50,000 to 32 multicultural organisations serving residents in Shepparton and surrounding areas.

Overseas Qualifications Unit monthly assessments

The Overseas Qualifications Unit of the Department of Industry & Regional Development makes monthly visits to Shepparton to assist migrants who need their qualifications formally recognised. 2,000 applications were processed in one year.

Research into Arabic speaking families within the Shepparton education system

Latrobe University received State Government funding to research the ways people of different ages learn a new language. The study involved about 30 Iraqi arrivals in the Shepparton area.

TAFE Interpreters Course

The Victorian Office of Multicultural Affairs is providing \$50,000 to run TAFE course that will train para-professional Arabic Interpreters.

Temporary Protection Visa (TPV) Information Access Worker

As part of a \$100,000 program, \$20,000 was provided to the Ethnic Council of Shepparton and District to aid and provide immediate settlement support to holders of TPVs.

Vic Health Information training officer

\$100,000 was provided to the Ethnic Council of Shepparton and District for two unique programs. The first included information seminars with agencies such as the Equal Opportunity Commission and Victoria Police for hundreds of new arrivals. The second involved employment-training seminars for migrants in areas such as interviewing skills and resume writing.

Vic Roads Multicultural Purpose Program

Vic Roads has developed a program to assist newly arrived migrants, particularly women, to gain their Learners Permits, which also provides the community with readily recognisable ID.

Victorian School of Languages in Arabic and Albanian

In 2001 the Department of Education and Training, through the Victorian School of Languages, provided funding for six language classes in Shepparton – five in Arabic and one in Albanian.

Victoria Police Multicultural Liaison Officer

Victoria Police has appointed a multicultural liaison officer for the Shepparton area. The officer commenced in 2002 and has been serving the community well, with impressive results.

Appendix 6

The following extract from the article 'Out of Africa' is reproduced with the kind permission of Victoria University

'Out of Africa'

Ninety-eight per cent of Melbourne's Horn of Africa community are refugees. They include Ethiopians, Eritreans, Somalians and Sudanese. Most are here as a result of war. The majority have been through trauma, torture or bereavement.

As VU's Community Partnerships Officer, Elleni Bereded, who comes from Ethiopia, knows only too well the needs of these relatively new refugees. Since 1997, Elleni and others from VU have been involved with the Horn of Africa Community Network (HACN), helping the community settle in a new land.

Elleni develops partnerships between VU and migrant and refugee community organisations, and Koori and Torres Strait islander communities with the aim of increasing access to the University by individuals from these communities.

Finding a home by the Murray

In 2001, Elleni Bereded and former Deputy Magistrate Brian Barrow met to discuss the issues facing Horn of African refugees. Brian put Elleni in touch with Jan McCalman, executive manager of Murray Mallee Training Company (MMTC) in Swan Hill.

"One of the main problems facing immigrants is unemployment," Elleni says. "Sometimes their qualifications are not recognised, or they are lacking in local experience. Whatever the reason, it is hard for them to find even voluntary work."

In Swan Hill, however, young people flock to the city, so there are plenty of jobs in this country town on the Murray River. Jan McCalman saw the opportunity and MMTC funded a position to recruit workers from Melbourne.

It took two years of groundwork to set up the program, which included visits to Swan Hill by potential residents, meetings with the mayor, employers and local people at Swan Hill and running cross-cultural information days for MMTC staff.

Back in Melbourne, VU offered a weatherboard house opposite its Footscray Nicholson Campus to run programs from and Elleni started the pre-employment training of Horn of Africa refugees through JobsPlus.

"We taught our people things like interview techniques," Elleni says. "At home, we don't talk much and we don't look people in the eye. If you go for a job interview here and don't look the interviewer in the eye, they think you can't be trusted. There are so many language and cultural differences, and we had to educate our people about these."

The project has been enormously successful. The local paper wrote about it under the title 'Melbourne's loss, Swan Hill's gain'. Twenty-five people from the Horn of Africa are now settled in the Swan Hill area, with jobs from labourer to accountant.

"I never hear grumbles," Jan McCalman says. "And in a community this size if people weren't happy I'd soon hear about it."

Appendix 7

Skilled occupations list¹⁵⁹
Form 1121i

If you intend to apply under one of the General Skilled Migration categories you must have a nominated occupation which is on the SOL at the time you apply. In order to make a valid application you must have obtained a skill assessment from the relevant assessing authority for your nominate occupation.

Managers and administrators

Occupation	ASCO Code	Assessing authority	Points for skill
Child Care Co-ordinator	1295-11	VETASSESS	50
Company Secretary	1212-11	VETASSESS	50
Construction Project Manager	1191-11	VETASSESS	50
Director of Nursing	1292-11	ANC	60
Education Managers (not elsewhere classified)	1293-79	VETASSESS	50
Engineering Manager	1221-11	IEAust/AIM	60
Environment, Parks and Land Care Manager	1299-17	VETASSESS	50
Finance Manager	1211-11	CPAA/ICAA/NIA	60
General Manager	1112-11	AIM	60
Human Resource Manager	1213-11	AIM	60
Information Technology Manager	1224-11	ACS	60
Laboratory Manager	1299-13	VETASSESS	50
Medical Administrator	1292-13	VETASSESS	50
Policy and Planning Manager	1291-11	VETASSESS	50
Production Manager (Manufacturing)	1222-11	VETASSESS	50
Production Manager (Mining)	1222-13	VETASSESS	50
Project Builder	1191-13	VETASSESS	50
Regional Education Manager	1293-15	VETASSESS	50
Research and Development Manager	1299-11	VETASSESS	50
Sales and Marketing Manager	1231-11	AIM	60
Sports Administrator	1299-19	VETASSESS	50
Supply and Distribution Manager	1223-11	AIM	60
Welfare Centre Manager	1299-15	VETASSESS	50

¹⁵⁹ Reproduced from the Department of Immigration and Multicultural and Indigenous Affairs website (last updated 8 September 2004), 'Migration Occupations in Demand List (MODL)', DIMIA, Canberra, <www.immi.gov.au/migration/skilled/modl.htm>

Appendix 7 – Continued

Professionals

Occupation	ASCO Code	Assessing authority	Points for skill
Accountant	2211-11	CPA/ICAA/NIA	60
Accountant – Corporate Treasurer	2213-11	CPA/ICAA/NIA	60
Accountant – External Auditor	2212-11	CPA/ICAA/NIA	60
Accountant – Internal Auditor	2212-13	VETASSESS	50
Actuary	2293-15	VETASSESS	50
Acupuncturist	2394-13	VETASSESS	50
Advertising Specialist	2221-17	VETASSESS	50
Agricultural Economist	2522-11	VETASSESS	50
Agricultural Engineer	2129-13	IEAust	60
Agricultural Engineering Technologist	2128-79	IEAust	60
Anatomist or Physiologist	2113-11	VETASSESS	50
Architect	2121-11	AACA	60
Architect – Landscape Architect	2121-13	VETASSESS	50
Archivist	2299-15	VETASSESS	50
Audiologist	2399-11	VETASSESS	50
Biochemist	2113-17	VETASSESS	50
Botanist	2113-13	VETASSESS	50
Building Surveyor	None	VETASSESS	50
Business and Information Professionals (not elsewhere classified)	2299-79	VETASSESS	50
Cartographer	2123-11	VETASSESS	50
Chemist	2111-11	VETASSESS	50
Chiropractor	2387-11	SCORB	60
Community Worker	2512-13	VETASSESS	50
Conservator	2549-11	VETASSESS	50
Counsellors – Careers Counsellor	2513-17	VETASSESS	50
Counsellors – Drug and Alcohol Counsellor	2513-13	VETASSESS	50
Counsellors – Family Counsellor	2513-15	VETASSESS	50
Counsellors – Rehabilitation Counsellor	2513-11	VETASSESS	50
Counsellors (not elsewhere classified)	2513-79	VETASSESS	50

Appendix 7 - Continued

Dental Specialist	2381-13	ADC	60
Dentist	2381-11	ADC	60
Designers and Illustrators – Fashion Designer	2533-11	VETASSESS	50
Designers and Illustrators – Graphic Designer	2533-13	VETASSESS	50
Designers and Illustrators – Illustrator	2533-19	VETASSESS	50
Designers and Illustrators – Industrial Designer	2533-15	VETASSESS	50
Designers and Illustrators – Interior Designer	2533-17	VETASSESS	50
Dietitian	2393-11	DAA	60
Economist	2522-11	VETASSESS	50
Electorate Officer	2549-13	VETASSESS	50
Engineer – Aeronautical Engineer	2129-11	IEAust	60
Engineer – Agricultural Engineer	2129-13	IEAust	60
Engineer – Biomedical Engineer	2129-15	IEAust	60
Engineer – Building and Engineering Professionals (not elsewhere classified)	2129-79	IEAust	60
Engineer – Chemical Engineer	2129-17	IEAust	60
Engineer – Civil Engineer	2124-11	IEAust	60
Engineer – Civil Engineering Technologist	2128-11	IEAust	60
Engineer – Electrical Engineer	2125-11	IEAust	60
Engineer – Electrical or Electronics Engineering Technologist	2128-15	IEAust	60
Engineer – Electronics Engineer	2125-13	IEAust	60
Engineer – Engineering Technologists (not elsewhere classified)	2128-79	IEAust	60
Engineer – Industrial Engineer	2129-19	IEAust	60
Engineer – Materials Engineer	2127-15	IEAust	60
Engineer – Mechanical Engineer	2126-11	IEAust	60
Engineer – Mechanical Engineering Technologist	2128-13	IEAust	60
Engineer – Mining Engineer (excluding Petroleum)	2127-11	IEAust	60
Engineer – Naval Architect	2129-21	IEAust	60
Engineer – Petroleum Engineer	2127-13	IEAust	60
Engineer – Production or Plant Engineer	2126-13	IEAust	60

Appendix 7 - Continued

Environmental Health Officer	2543-13	VETASSESS	50
Extractive Metallurgist	2119-15	VETASSESS	50
Geologist	2112-11	VETASSESS	50
Geophysicist	2112-13	VETASSESS	50
Health Information Manager	2299-11	VETASSESS	50
Historian	2529-11	VETASSESS	50
Industrial Relations Officer	2291-15	VETASSESS	50
Information Technology Officer – Applications and Analyst Programmer	2231-17	ACS	60
Information Technology Officer – Computer Systems Auditor	2231-21	ACS	60
Information Technology Officer - Computing Professionals (not elsewhere classified)	2231-79	ACS	60
Information Technology Officer – Software Designer	2231-15	ACS	60
Information Technology Officer – Systems Designer	2231-13	ACS	60
Information Technology Officer – Systems Manager	2231-11	ACS	60
Information Technology Officer – Systems Programmer	2231-19	ACS	60
Intelligence Officer	2299-19	VETASSESS	50
Interpreter	2529-13	NAATI	60
Journalists – Copywriter	2534-19	VETASSESS	50
Journalists – Editor	2534-11	VETASSESS	50
Journalists – Print Journalist	2534-13	VETASSESS	50
Journalists – Radio Journalist	2534-17	VETASSESS	50
Journalists – Technical Writer	2534-21	VETASSESS	50
Journalists – Television Journalist	2534-15	VETASSESS	50
Journalists and Related Professionals (not elsewhere classified)	2534-79	VETASSESS	50
Land Economist	2295-13	VETASSESS	50
Legal Practitioner – Barrister	2521-11	SLAA	60
Legal Practitioner – Solicitor	2521-13	SLAA	60
Librarian	2292-11	VETASSESS	50
Life Scientists (not elsewhere classified)	2113-79	VETASSESS	50
Management Consultant	2294-11	VETASSESS	50
Marine Biologist	2113-19	VETASSESS	50

Appendix 7 - Continued

Market Research Analyst	2221-15	VETASSESS	50
Marketing Specialist	2221-13	VETASSESS	50
Master Fisher	2542-13	VETASSESS	40
Materials Scientist	2119-19	VETASSESS	50
Mathematician	2293-11	VETASSESS	50
Medical Practitioner – General Medical Practitioner	2311-11	State/Territory Medical Board	60
Medical Practitioner – Anaesthetist	2312-11	State/Territory Medical Board	60
Medical Practitioner – Dermatologist	2312-13	State/Territory Medical Board	60
Medical Practitioner – Emergency Medicine Specialist	2312-15	State/Territory Medical Board	60
Medical Practitioner – Obstetrician and Gynaecologist	2312-17	State/Territory Medical Board	60
Medical Practitioner – Ophthalmologist	2312-19	State/Territory Medical Board	60
Medical Practitioner – Paediatrician	2312-21	State/Territory Medical Board	60
Medical Practitioner – Pathologist	2312-23	State/Territory Medical Board	60
Medical Practitioner – Specialist Physician	2312-25	State/Territory Medical Board	60
Medical Practitioner – Psychiatrist	2312-27	State/Territory Medical Board	60
Medical Practitioner – Radiologist	2312-29	State/Territory Medical Board	60
Medical Practitioner – Surgeon	2312-31	State/Territory Medical Board	60
Medical Practitioner – Specialist Medical Practitioner (not elsewhere classified)	2312-79	State/Territory Medical Board	60
Medical Scientist	2115-11	AIMS	60
Meteorologist	2119-13	VETASSESS	50
Museum or Gallery Curator	2549-21	VETASSESS	50
Natural and Physical Science Professionals (not elsewhere classified)	2119-79	VETASSESS	50
Naturopath	2394-11	VETASSESS	50
Nurse – Registered Developmental Disability Nurse	2326-11	ANC	60
Nurse – Registered Mental Health Nurse	2325-11	ANC	60
Nurse – Registered Midwife	2324-11	ANC	60

Appendix 7 - Continued

Nurse – Registered Nurse	2323-11	ANC	60
Occupational Health and Safety Officer	2543-11	VETASSESS	50
Occupational Therapist	2383-11	COTRB	60
Oenologist	2549-17	VETASSESS	50
Optometrist	2384-11	OCANZ	60
Organisation and Methods Analyst	2294-13	VETASSESS	50
Orthoptist	2399-13	VETASSESS	50
Orthotist	2399-15	VETASSESS	50
Osteopath	2387-13	SCORB	60
Patents Examiner	2549-15	VETASSESS	50
Personnel Consultant	2291-13	VETASSESS	50
Personnel Officer	2291-11	VETASSESS	50
Pharmacist – Hospital Pharmacist	2382-11	APEC	60
Pharmacist – Industrial Pharmacist	2382-13	VETASSESS	50
Pharmacist – Retail Pharmacist	2382-15	APEC	60
Physical Metallurgist	2119-17	VETASSESS	50
Physicist	2119-11	VETASSESS	50
Physiotherapist	2385-11	ACOPRA	60
Pilot – Aircraft Pilot	2541-11	CASA	60
Podiatrist	2388-11	APC	60
Policy Analyst	2299-17	VETASSESS	50
Psychologist – Clinical Psychologist	2514-11	APS	60
Psychologist – Educational Psychologist	2514-13	APS	60
Psychologist – Organisational Psychologist	2514-15	APS	60
Psychologist – Psychologists (not elsewhere classified)	2514-79	APS	60
Public Relations Officer	2221-11	VETASSESS	50
Quality Assurance Manager	2294-15	VETASSESS	50
Quantity Surveyor	2122-11	AIQS	60
Radiographer – Medical Diagnostic Radiographer	2391-11	AIR	60
Radiographer – Nuclear Medicine Technologist	2391-15	ANZSNM	60
Radiographer – Radiation Therapist	2391-13	AIR	60
Radiographer – Sonographer	2391-17	AIR	60

Appendix 7 - Continued

Records Manager	2299-13	VETASSESS	50
Recreation Officer	2549-19	VETASSESS	50
Sales Representative – Industrial Products	2222-11	VETASSESS	50
Sales Representative – Information and Communication Products	2222-13	VETASSESS	50
Sales Representative – Medical and Pharmaceutical Products	2222-15	VETASSESS	50
Sales Representative – Technical (not elsewhere classified)	2222-79	VETASSESS	50
Seafarer – Ship’s Engineer	2542-15	AMSA	40
Seafarer – Ship’s Master	2542-11	AMSA	40
Seafarer – Ship’s Officer	2542-19	AMSA	40
Seafarer – Ship’s Surveyor	2542-17	AMSA	40
Social Professionals (not elsewhere classified)	2529-79	VETASSESS	50
Social Worker	2511-11	AASW	60
Speech Pathologist	2386-11	SPA	60
Statistician	2293-13	VETASSESS	50
Surveyor	2123-13	ISA	60
Teacher – Art Teacher (Private)	2491-11	VETASSESS	50
Teacher – Dance Teacher (Private)	2491-15	VETASSESS	50
Teacher – Drama Teacher (Private)	2491-17	VETASSESS	50
Teacher – Education Officer	2493-11	VETASSESS	50
Teacher – Music Teacher (Private)	2491-13	VETASSESS	50
Teacher – Pre-Primary School Teacher	2411-11	NOOSR	60
Teacher – Primary School Teacher	2412-11	NOOSR	60
Teacher – Secondary School Teacher	2413-11	NOOSR	60
Teacher – Vocational Education Teacher (non trades)	2422-11	VETASSESS	50
Teacher – Vocational Education Teacher (trades)	2422-11	TRA	60
Training Officer	2291-17	VETASSESS	50
Translator	2529-15	NAATI	60
Urban and Regional Planner	2523-11	VETASSESS	50
Valuer	2295-11	VETASSESS	50
Veterinarian	2392-11	AVBC	60
Welfare Worker	2512-11	AIWCW	60
Zoologist	2113-15	VETASSESS	50

Appendix 7 - Continued

Associate professionals

Occupation	ASCO Code	Assessing authority	Points for skill
Aboriginal and Torres Strait Islander Health Worker	3493-11	VETASSESS	40
Ambulance Officer	3491-11	VETASSESS	40
Architectural Associate	3121-13	VETASSESS	40
Biomedical Engineering Associate	3129-11	IEAust	40
Branch Accountant (Financial Institution)	3211-11	VETASSESS	40
Building Associate Professionals (not elsewhere classified)	3129-79	VETASSESS	40
Building Associate	3121-11	VETASSESS	40
Building Inspector	3121-17	VETASSESS	40
Chef	3322-11	TRA	60
Chef – Head Chef	3322-01	TRA	60
Chemistry Technical Officer	3112-11	VETASSESS	40
Civil Engineering Associate	3122-11	IEAust	40
Civil Engineering Technician	3122-13	VETASSESS	40
Commodities Trader	3212-17	VETASSESS	40
Computing Support Technician	3294-11	TRA	40
Dental Hygienist	3492-13	VETASSESS	40
Dental Technician	3492-15	TRA	60
Dental Therapist	3492-11	VETASSESS	40
Disabilities Services Officer	3421-17	VETASSESS	40
Electrical Engineering Associate	3123-11	IEAust	40
Electrical Engineering Technician	3123-13	TRA	40
Electronic Engineering Associate	3124-11	IEAust	40
Electronic Engineering Technician	3124-13	TRA	40
Engineering Associate Professionals (not elsewhere classified)	3129-79	IEAust	40
Family Support Worker	3421-19	VETASSESS	40
Financial Dealers and Brokers (not elsewhere classified)	3212-79	VETASSESS	40
Financial Institution Branch Manager	3211-13	VETASSESS	40
Financial Investment Adviser	3213-11	VETASSESS	40
Financial Market Dealer	3212-15	VETASSESS	40

Appendix 7 - Continued

Futures Trader	3212-13	VETASSESS	40
Hotel or Motel Manager (Degree Level)	3323-11	VETASSESS	50
Hotel or Motel Manager (Diploma Level)	3323-11	VETASSESS	40
Insurance Broker	3212-19	VETASSESS	40
Intensive Care Ambulance Paramedic	3491-13	VETASSESS	40
Interior Decorator	3999-11	VETASSESS	40
Library Technician	3997-11	VETASSESS	40
Massage Therapist	3494-11	VETASSESS	40
Mechanical Engineering Associate	3125-11	IEAust	40
Mechanical Engineering Technician	3125-13	TRA	40
Medical Laboratory Technical Officer	3111-11	AIMS	40
Metallurgical and Materials Technician	3129-13	VETASSESS	40
Mine Deputy	3129-15	VETASSESS	40
Museum or Art Gallery Technician	3999-13	VETASSESS	40
Office Manager	3291-11	VETASSESS	40
Parole or Probation Officer	3421-11	VETASSESS	40
Plumbing Engineering Associate	3121-21	VETASSESS	40
Plumbing Inspector	3121-19	VETASSESS	40
Primary Products Inspector	3991-11	VETASSESS	40
Project or Program Administrator	3292-11	VETASSESS	40
Property Manager	3293-13	VETASSESS	40
Real Estate Agency Manager	3293-11	VETASSESS	40
Real Estate Salesperson	3293-15	VETASSESS	40
Residential Care Officer	3421-15	VETASSESS	40
Safety Inspector	3992-11	VETASSESS	40
Stockbroking Dealer	3212-11	VETASSESS	40
Surveying and Cartographic Associate	3121-15	VETASSESS	40
Youth Worker	3421-13	VETASSESS	40

Appendix 7 - Continued

Tradespersons and related workers

Occupation	ASCO Code	Assessing authority	Points for skill
Aircraft Maintenance Engineers (Avionics)	4114-15	TRA	60
Aircraft Maintenance Engineer (Mechanical)	4114-11	TRA	60
Aircraft Maintenance Engineers (Structures)	4114-13	TRA	60
Aircraft Maintenance Engineers – Supervisor	4114-01	TRA	60
Automotive Electrician	4212-11	TRA	60
Automotive Electricians – Supervisor	4212-01	TRA	60
Bakers and Pastrycooks – Baker	4512-11	TRA	60
Bakers and Pastrycooks – Pastrycook	4512-13	TRA	60
Bakers and Pastrycooks – Supervisor	4512-01	TRA	60
Binder and Finisher	4913-11	TRA	60
Boat Builder and Repairer	4981-13	TRA	60
Bricklayer	4414-11	TRA	60
Bricklayers – Supervisor	4414-01	TRA	60
Broadcast Transmitter Operator	4992-17	TRA	60
Business Machine Mechanic	4315-13	TRA	60
Buttermaker or Cheesemaker	4519-13	TRA	60
Cabinetmaker	4922-11	TRA	60
Cabinetmakers – Supervisor	4922-01	TRA	60
Cable Jointer	4313-13	TRA	60
Canvas Goods Maker	4944-13	TRA	60
Carpentry and Joinery Tradespersons – Carpenter	4411-13	TRA	60
Carpentry and Joinery Tradespersons – Carpenter and Joiner	4411-11	TRA	60
Carpentry and Joinery Tradespersons – Joiner	4411-15	TRA	60
Carpentry and Joinery Tradespersons – Supervisor	4411-01	TRA	60
Clothing – Apparel Cutter	4941-17	TRA	60
Clothing – Dressmaker	4941-15	TRA	60
Clothing – General Clothing Tradesperson	4941-11	TRA	60

Appendix 7 - Continued

Clothing – Patternmaker – Grader (Clothing)	4941-19	TRA	60
Clothing – Tailor	4941-13	TRA	60
Communications Linesperson	4316-13	TRA	60
Communications Tradespersons – Supervisor	4316-01	TRA	60
Confectioner	4519-15	TRA	60
Cook	4513-11	TRA	60
Diesel Fuel Injection Technicians	4999-79	TRA	60
Electrical Powerline Tradesperson	4313-11	TRA	60
Electrical Distribution Tradespersons – Supervisor	4313-01	TRA	60
Electrician – General Electrician	4311-11	TRA	60
Electrician – Lift Mechanic	4311-15	TRA	60
Electrician (Special Class)	4311-13	TRA	60
Electricians – Supervisor	4311-01	TRA	60
Electronic Equipment Tradesperson	4315-11	TRA	60
Electronic and Office Equipment Tradespersons – Supervisor	4315-01	TRA	60
Electronic Instrument Tradesperson (Special Class)	4314-13	TRA	60
Electronic Instrument Tradespersons – Supervisor	4314-01	TRA	60
Electroplater	4126-13	TRA	60
Fibrous Plasterer	4412-11	TRA	60
Fibrous Plasterers – Supervisor	4412-01	TRA	60
Flat Glass Tradesperson	4982-11	TRA	60
Floor Finisher	4423-11	TRA	60
Floor Finishers – Supervisor	4423-01	TRA	60
Forging Tradesperson – Blacksmith	4123-11	TRA	60
Forging Tradesperson – Farrier	4123-13	TRA	60
Forging Tradespersons – Supervisor	4123-01	TRA	60
Furniture Finisher	4929-13	TRA	60
Furniture Upholsterer	4942-11	TRA	60
Gardener – General Gardener	4623-11	TRA	60
Gardener – Landscape Gardener	4623-13	TRA	60
Gardener – Tree Surgeon	4623-15	TRA	60
Gardener – Head Gardener	4623-01	TRA	60

Appendix 7 - Continued

Gem Cutter and Polisher	4983-13	TRA	60
General Communications Tradesperson	4316-11	TRA	60
General Electronic Instrument Tradesperson	4314-11	TRA	60
General Fabrication Engineering Tradesperson	4121-11	TRA	60
General Fabrication Engineering Tradespersons - Supervisor	4121-01	TRA	60
General Mechanical Engineering Tradesperson	4111-11	TRA	60
General Mechanical Engineering Tradespersons – Supervisor	4111-01	TRA	60
Glass Blower	4982-13	TRA	60
Graphic Pre-Press Tradesperson	4911-11	TRA	60
Greenkeeper	4622-11	TRA	60
Hairdresser	4931-11	TRA	60
Hairdressers – Supervisor	4931-01	TRA	60
Jeweller	4983-11	TRA	60
Leather Goods Maker	4944-11	TRA	60
Meat Tradesperson – Butcher	4511-11	TRA	60
Meat Tradesperson – Smallgoods Maker	4511-13	TRA	60
Meat Tradespersons – Supervisor	4511-01	TRA	60
Medical Grade Shoemaker	4943-13	TRA	60
Metal Casting Tradesperson	4125-11	TRA	60
Metal Casting Tradespersons – Supervisor	4125-01	TRA	60
Metal Fitters and Machinists - Fitter	4112-11	TRA	60
Metal Fitters and Machinists –Metal Machinist (First Class)	4112-13	TRA	60
Metal Fitters and Machinists – Textile, Clothing or Footwear Mechanic	4112-15	TRA	60
Metal Fitters and Machinists – Supervisor	4112-01	TRA	60
Metal Finishing Tradespersons – Metal Polisher	4126-11	TRA	60
Metal Finishing Tradespersons – Supervisor	4126-01	TRA	60
Motor Mechanic	4211-11	TRA	60
Motor Mechanics – Supervisor	4211-01	TRA	60
Nurseryperson	4621-11	TRA	60

Appendix 7 - Continued

Optical Mechanic	4999-11	TRA	60
Painter and Decorator	4421-11	TRA	60
Painter and Decorators - Supervisor	4421-01	TRA	60
Panel Beater	4213-11	TRA	60
Panel Beaters – Supervisor	4213-01	TRA	60
Piano Tuner	4999-17	TRA	60
Picture Framer	4929-11	TRA	60
Precision Metal Tradesperson – Engraver	4115-21	TRA	60
Precision Metal Tradesperson – Gunsmith	4115-19	TRA	60
Precision Metal Tradesperson – Locksmith	4115-15	TRA	60
Precision Metal Tradesperson – Precision Instrument Maker and Repairer	4115-11	TRA	60
Precision Metal Tradesperson – Saw Maker and Repairer	4115-17	TRA	60
Precision Metal Tradesperson – Watch and Clock Maker and Repairer	4115-13	TRA	60
Precision Metal Tradespersons – Supervisor	4115-01	TRA	60
Printing Machinist	4912-11	TRA	60
Plumber – Drainer	4431-15	TRA	60
Plumber – Gasfitter	4431-13	TRA	60
Plumber – General Plumber	4431-11	TRA	60
Plumber – Mechanical Services and Airconditioning Plumber	4431-19	TRA	60
Plumber – Roof Plumber	4431-17	TRA	60
Plumbers – Supervisor	4431-01	TRA	60
Refrigeration and Airconditioning Mechanic	4312-11	TRA	60
Refrigeration and Airconditioning Mechanics – Supervisor	4312-01	TRA	60
Roof Slater and Tiler	4413-11	TRA	60
Roof Slaters and Tilers - Supervisor	4413-01	TRA	60
Sail Maker	4944-15	TRA	60
Screen Printer	4914-11	TRA	60
Sheetmetal Worker (First Class)	4124-11	TRA	60
Sheetmetal Tradespersons – Supervisor	4124-01	TRA	60

Appendix 7 - Continued

Shipwright	4981-11	TRA	60
Shoemaker	4943-11	TRA	60
Signwriter	4422-11	TRA	60
Signwriters – Supervisor	4422-01	TRA	60
Small Offset Printer	4912-13	TRA	60
Solid Plasterer	4415-11	TRA	60
Solid Plasterers – Supervisor	4415-01	TRA	60
Stonemason	4416-13	TRA	60
Toolmaker	4113-11	TRA	60
Toolmakers – Supervisor	4113-01	TRA	60
Tradespersons and Related Workers (not elsewhere classified)	4999-79	TRA	60
Upholsterers and Bedding Tradespersons (not elsewhere classified)	4942-79	TRA	60
Vehicle Body Maker	4215-11	TRA	60
Vehicle Body Makers – Supervisor	4215-01	TRA	60
Vehicle Painter	4214-11	TRA	60
Vehicle Painters – Supervisor	4214-01	TRA	60
Vehicle Trimmer	4216-11	TRA	60
Vehicle Trimmers – Supervisor	4216-01	TRA	60
Wall and Floor Tiler	4416-11	TRA	60
Wall and Floor Tilers and Stonemasons – Supervisor	4416-01	TRA	60
Structural Steel and Welding Tradespersons – Metal Fabricator (Boilermaker)	4122-11	TRA	60
Structural Steel and Welding Tradespersons – Pressure Welder	4122-13	TRA	60
Structural Steel and Welding Tradespersons – Welder (First Class)	4122-15	TRA	60
Structural Steel and Welding Tradespersons – Supervisor	4122-01	TRA	60
Wood Tradespersons (not elsewhere classified)	4929-79	TRA	60
Wood Turner	4921-13	TRA	60

Appendix 8

Migration Occupations in Demand List (MODL)¹⁶⁰

General skilled migration to Australia

Below is a list of occupations, which have been identified as being in demand in Australia. This list is called the Migration Occupations in Demand List (MODL).

People seeking to migrate to Australia on the basis of their work skills receive points if their **nominated occupation** is on the MODL, which is current at the time their application is assessed (not when their application is lodged).

They receive extra points if they have a job offer in their nominated occupation from an organisation that has employed at least 10 people on a full-time basis for the previous two financial years.

- For occupation in demand, but with no job offer - 15 points
- For occupation in demand with job offer - 20 points

The MODL is reviewed annually to take into consideration existing and emerging skill shortages.

The following is the current (as at 8 September 2004) list of occupations in demand for migration purposes. Applications from persons who nominate an occupation on the MODL are priority processed.

Professionals	ASCO 2 Code
Professionals	
Accountant	2211 - 11
Medical Practitioner - General Medical Practitioner	2311 - 11
Medical Practitioner - Anaesthetist	2312 - 11
Medical Practitioner - Dermatologist	2312 - 13
Medical Practitioner - Emergency Medicine Specialist	2312 - 15
Medical Practitioner - Obstetrician and Gynaecologist	2312 - 17
Medical Practitioner - Ophthalmologist	2312 - 19
Medical Practitioner - Paediatrician	2312 - 21
Medical Practitioner - Pathologist	2312 - 23
Medical Practitioner - Specialist Physician	2312 - 25
Medical Practitioner - Psychiatrist	2312 - 27

¹⁶⁰ Reproduced from the Department of Immigration and Multicultural and Indigenous Affairs website (last updated 8 September 2004), 'Migration Occupations in Demand List (MODL)', DIMIA, Canberra, <www.immi.gov.au/migration/skilled/modl.htm>

Appendix 8 - Continued

Medical Practitioner - Radiologist	2312 - 29
Medical Practitioner - Surgeon	2312 - 31
Medical Practitioner - Specialist Medical Practitioners (not elsewhere classified)	2312 - 79
Registered Nurses	2323
Registered Midwives	2324
Registered Mental Health Nurses	2325
Hospital Pharmacists	2382 - 11
Retail Pharmacists	2382 - 15
Occupational Therapists	2383
Physiotherapists	2385
Medical Diagnostic Radiographer	2391 - 11
Radiation Therapist	2391 - 13
Sonographer	2391 - 17
Associate Professionals	
Chefs (excluding Commis Chef)*	3322 (part)
Trades Persons	
Automotive Electrician	4212-11
Fitter	4112-11
Furniture Upholsterer	4942-11
Hairdressers**	4931 - 11
Metal Fabricator (Boilermaker)	4122-11
Metal Machinist (First Class)	4112-13
Motor Mechanic	4211-11
Panel Beater	4213-11
Pastry Cook	4512-13
Refrigeration and Airconditioning Mechanics	4312 - 11
Sheet Metal Worker (First Class)	4124-11
Toolmaker	4113-11
Vehicle Painter	4214-11
Welder (First Class)	4122-15

* Chefs would normally be expected to have a relevant trade level (or higher) qualification, and at least 3 years relevant experience following the completion of that formal qualification.

** Hairdressers would normally be expected to have a relevant trade certificate or higher qualification, and at least 3 years relevant experience following the completion of that qualification.