



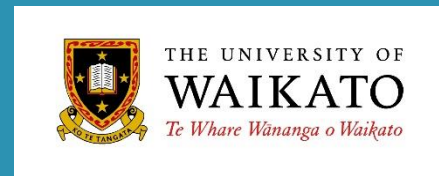
Dividends and Deficits

Migration, diversity management and social stratification in Aotearoa/New Zealand

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The Diversity Dividend



Diversity divided = the ability to “build upon endogenous economic strengths and realise more fully the potential economic advantages that accrue from the presence of a diverse population within the economic development process” (Syrett and Sepulveda 2011)

- Discursive: “Value” [economic] of migration and population diversity
 - “immigration can be beneficial to the economy by increasing New Zealand’s global connectedness, growing the population to capture benefits of scale, and using spill-over benefits created by migrants with skills complementary to New Zealand workers” (New Zealand Initiative 2017)
- Policy
 - Migration: e.g. global impact visa, silver fern visa, skill migrant category
 - Settlement support: targeted at “skilled”, “priority” or “eligible” migrants
 - Workplaces: diversity policies, esp. recruitment, boardroom etc

Is there also Deficit Diversity?



Constitutive outside

“To say or establish anything – any position, any presence, any meaning – one has to attend to what is outside the field of *meaning* and what cannot be expressed – its constitutive outside” (Hall and Maharaj 2001: 40)

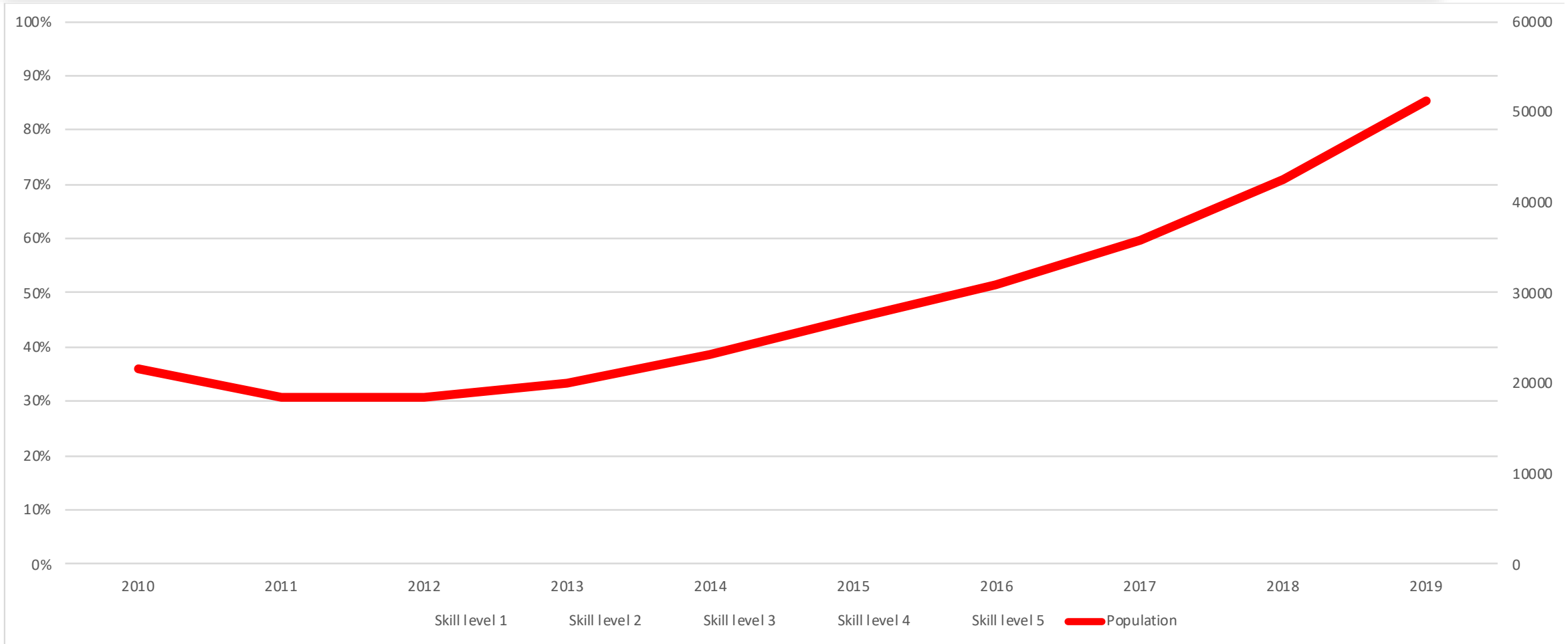
■ Discourse:

- What kinds of already existing population diversity are not celebrated?
- What kinds of language are used to describe those people?

■ Policy:

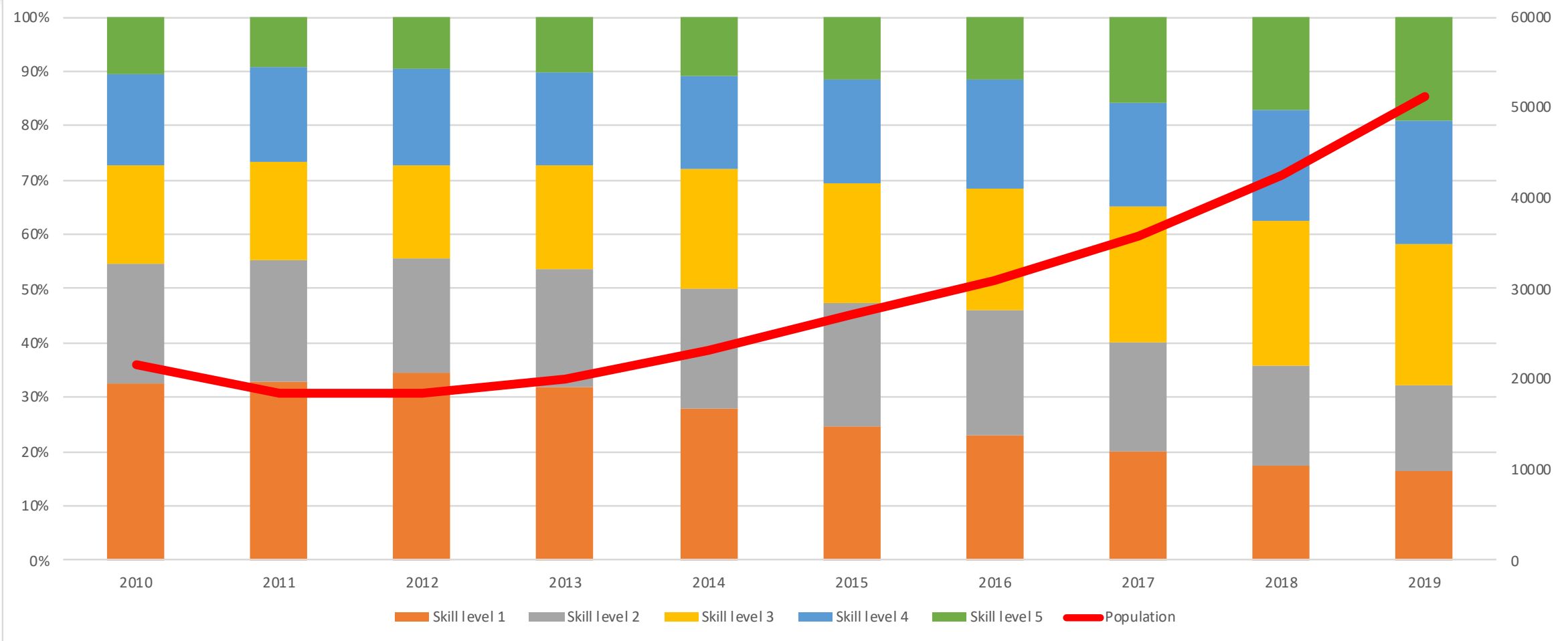
- Restrictive migration policies aimed at managing labour supply
- Exclusion of lower skilled migrants from settlement support
- Workplace policies for the precariat

Growing Temporary Work Populations



Population of Essential Skills Work Visa Holders. Data source: MBIE Migration Data Explorer. Chart prepared by author

Growing Temporary Work Populations



Proportion of Essential Skills Work Visa Approvals by ANZSCO Occupational Skill Level & Population of Essential Skills Work Visa Holders. Data source: MBIE Migration Data Explorer. Chart prepared by author

Essential Skills: desirable & disposable



Former Minister of Immigration,
Michael Woodhouse

“The Government is committed to ensuring our immigration settings best support the economy and the labour market. These changes are designed to improve the skill composition of the SMC and ensure that it **prioritises higher-paid and higher-skilled migrants.**”

“Lower skilled Essential Skills workers would take up employment in New Zealand with a full understanding that they would not be able to bring their family.”

“A maximum duration of three years provides a balance between giving lower-skilled Essential Skills visa holders the opportunity to transition to a higher skilled Essential Skills visa or obtain residence, **while also ensuring that migrants with no pathway to residence do not become well-settled in New Zealand.**”

Essential Skills: desirable & disposable



Skill band	ANZSCO skill level	Remuneration	Maximum duration of visa	Maximum number of visas	Eligible to support partner/child
Higher-skilled	Any	\$37.50 per hour or higher	5 years	Unlimited	Yes
Mid-skilled	1, 2, or 3	\$21.25-37.49 per hour	3 years	Unlimited	Yes
Lower-skilled	4 or 5	Less than \$37.50 per hour	12 months	Up to 3 years	No
Lower-skilled	Any	Less than \$21.25 per hour	12 months	Up to 3 years	No

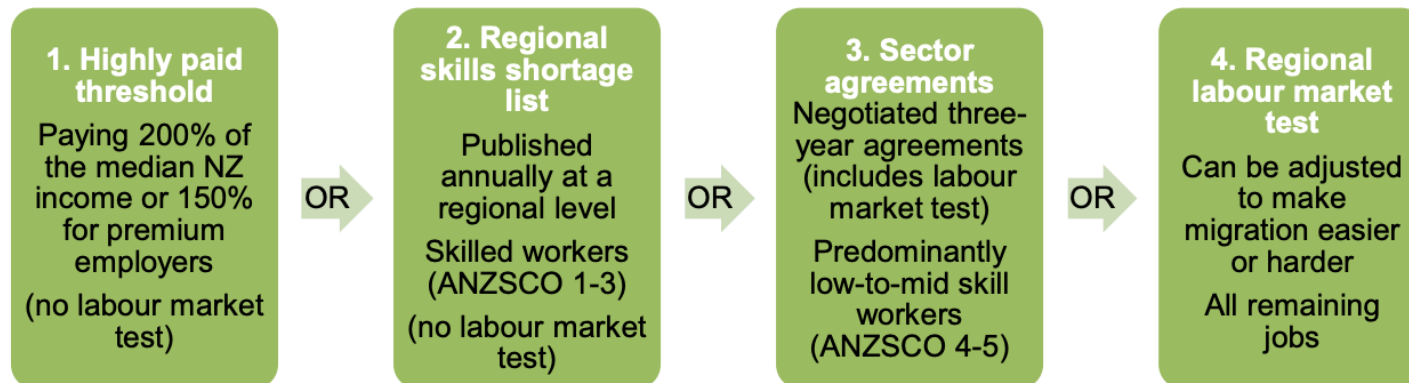
Managing the deficit



Minister of Immigration,
Iain Lees Galloway

- Proposed changes to work visa processes
 - Addressing exploitation; potentially allowing family and removing stand-down periods
 - BUT not altering long-term prospects of those deemed lower skilled

“The changes would ensure that around 3,000 fewer lower-skilled and lowerpaid migrants are granted residence as a result of the proposed changes to remuneration thresholds. However, we expect that most migrants who are unable to obtain residence are likely to seek to remain here on temporary visas rather than returning home or not coming here in the first place”



MANAGING THE “DIVERSITY” OF MIGRANT WORKERS



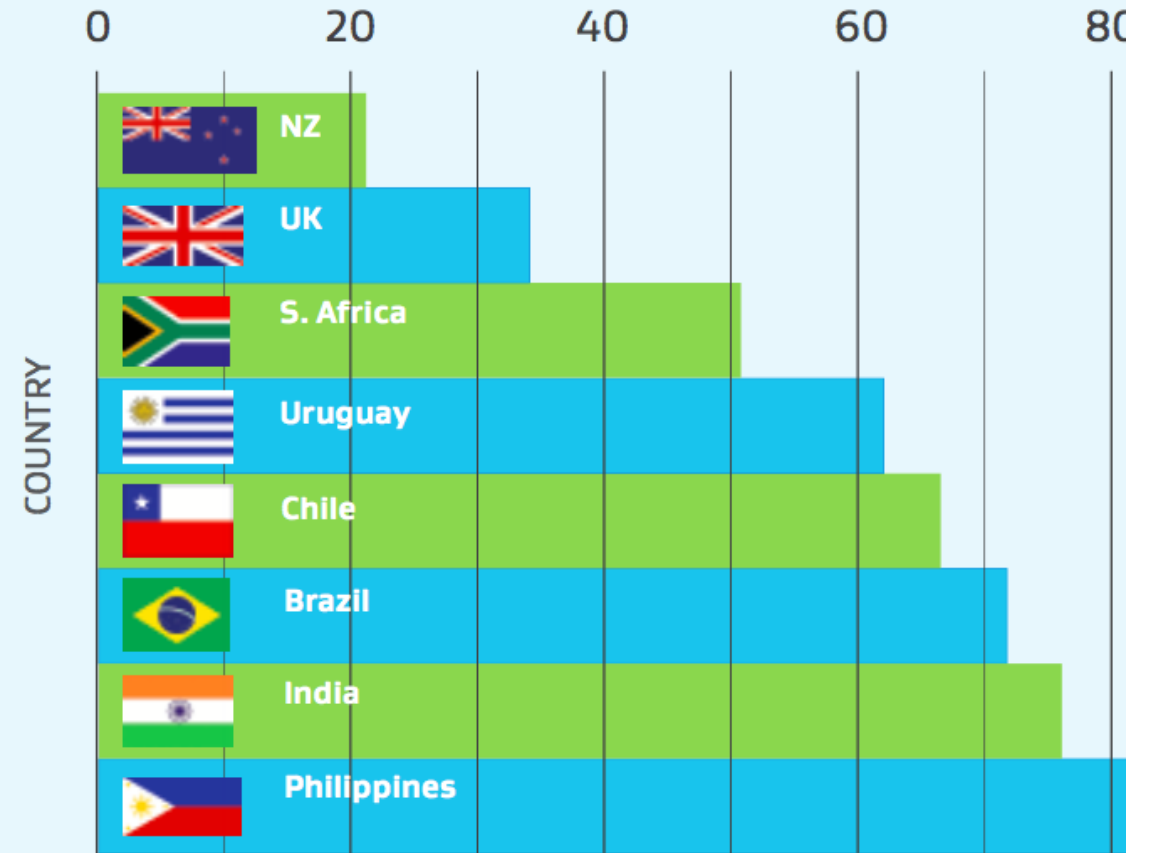
“Some cultures think status is very important and might find it difficult to speak freely to the boss. When they do speak to the boss they can be very formal, and often don't say what they really think”

“Filipinos have a high score so most of them like to be told exactly what to do. Kiwis have a low score so most of them like to be left to get on with the job”

Cultural difference in management-style preference

0 = LIKE TO BE LEFT TO GET ON WITH THE JOB

100 = LIKE TO BE TOLD EXACTLY WHAT TO DO



Source: *Are you recruiting migrant workers? A guide for Dairy farmers.* Immigration New Zealand

Workplace communication tips

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Getting things done: Requests and instructions at work

Why do some new migrants have problems with requests and instructions?

How can you make sure that a migrant employee has understood your instruction?

My new guys like to be told exactly what to do but I can't be there all the time. So I wrote a detailed job description, with a list of tasks, so they knew exactly what they had to do and could just get on with it.



How can you make sure that a migrant employee has understood your instruction?

- › Avoid giving more than one instruction at a time.
- › Be clear about who is to do the task. Use “you” rather than “we” or “I” ***Could you find that file*** – rather than – ***We will need that file.***
- › Repeat or summarise the key points. Give the message at least twice and emphasise the most important details.
- › Avoid saying “Do you understand?” A new migrant employee might say “yes” to appear willing, capable and respectful but may not understand completely. Instead, check understanding by asking:
What will you do first?
What will you do if you have questions or problems?
Can you take me through things you have to do?

Conclusion



4 Life in New Zealand



Open spaces, open hearts,
open minds

See why New Zealand is such a unique
live and do business.

- Differential valuing of diversity
 - Dividend generating to a deficit in need of management
- “Diversity” management reveals the objectification of diverse populations
 - “Lower skilled” as pathological
 - Even “dividend” bearing migrants are at risk