

The Invisible Dutch

a Pilot Study Evaluating Dutch
Migrants' Path to New Zealand
from 1996 to 2006

by

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Foreword

From March to mid-June I have been based at the National Centre for Research on Europe of the University of Canterbury in Christchurch, New Zealand and have been working on the research project *The Invisible Dutch – a Pilot Study Evaluating Dutch’ Migrants Path to New Zealand from 1996 to 2006* as part of an internship programme. The project was conducted under the flag of the long-term research project at the National Centre for Research on Europe (NCRE) on the effect of European Union knowledge wave migration to New Zealand. The internship is a partial fulfilment of the Bachelor double diploma programme Public Administration at Universiteit Twente in Enschede and the Westfälische Wilhelms Universität Münster.

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Research report – Evaluating Dutch migrants’ path to New Zealand

Management Summary

This research concentrates on recent Dutch immigrants, who arrived in New Zealand between 1996 and 2006, to evaluate their path from the Netherlands to New Zealand. As one part examines the contribution of Dutch to the New Zealand economy, the other part focuses more on the individual process of migration. By doing so, this pilot study contributes to existing literature on Dutch migration.

Although recent Dutch immigrants tend to be invisible in New Zealand that does not imply that they do not contribute. Recent Dutch immigrants have a higher level of self-employment and a majority of the recent Dutch work in occupations classified as highly skilled of which most are identified as skill shortage in New Zealand. Dutch are also very active in the agricultural industry. These are different ways recent Dutch contribute to the New Zealand economy. In addition to that, Dutch characteristics as hard-working, well educated, efficient and punctual make them a valued asset for the New Zealand employer, although these characteristics can also be seen by other migrant groups. The direct way of communicating can bring a number of challenges on the job. Recent Dutch immigrants on the other hand, have sometimes problems with the work-ethic of New Zealand employees.

The immigration process to New Zealand went well for most interviewed immigrants, although more information could have been provided or searched for on the subject of people's mentality in New Zealand. Dutch immigrants had expected to find a small paradise in New Zealand, without too much crime, pollution and other societal problems. Although the level of these societal problems is much less than in the Netherlands, it is higher as they would have expected before migrating. To ensure good and stable settlement, the New Zealand government should do as much as possible to decrease the information deficit. All-in-all, most recent Dutch immigrants interviewed for this research were very satisfied in New Zealand.

The neo-classical economic push-pull immigration theory that is known for describing immigration movements, does not work out in the economic way in which it has its origin, based on wage differences. Wages of recent Dutch immigrants have decreased after migration, but the mechanism of repulsive and attractive elements in countries of origin and destination can be identified in an immaterialist way within the immigration process to New Zealand. The changing society with a very dense population is an important push factor from the Netherlands, while New Zealand's space and nature are pull factors. Future research could focus on possible adjustments of the push-pull approach for immaterialist elements of immigration.

Introduction

“In most advanced economies there is a significant level of international migration which goes unnoticed”

(Findley (1995) cited in Tipples (2006))

Are the Dutch in New Zealand invisible? It seems to be a good way of describing Dutch immigrants to New Zealand, especially when looking at the last ten years. There is not much known on the movements of recent Dutch immigrants, nor are records available how to contact them. The Netherlands government, represented at the Royal Netherlands Embassy, keeps no records of Dutch immigrants to New Zealand. According to arrival statistics there are at least a few thousand of (former) Dutch residents in New Zealand who arrived from 1996 onwards. Only in 2005/2006 1702 work permits have been approved for Dutch citizens and over the last five years approximately 2000 residence permits have been submitted and approved¹. These numbers do not seem to be very impressive on a population of approximately four million, but even then can make a difference in a country that is economical dependent on the supply of immigrants. There is quite a lot of recent research available on immigrants, but research conducted at recent immigrants from specific ethnicities or nationalities is scarce, especially on smaller immigration groups like the Dutch nowadays. Research documents produced by the Department of Labour (2002; , 2006b; , 2006) mostly produce aggregated data for regions like Europe and Russia or Western Europe and the United States.

In previous research Dutch migrants were often mentioned as a separate group, nowadays the Dutch seem to have lost their special position and differentiations undertaken less frequent. Where research exists on recent migration groups, this research has a strong econometric accent and is mainly based on a comparison of groups through data from New Zealand Statistics (Boyd, 2003; Poot & Cochrane, 2005; Winkelmann, 2000, 2002; Winkelmann & Winkelmann, 1998a, 1998b). Although these analyses are very useful, they do not differentiate between recent Dutch migrants and migrants that have been in New Zealand for a much longer period.

This research project will contribute to the existing literature by focusing on immigrants from the Netherlands who arrived in New Zealand between 1996 and 2006 and by writing on two aspects: economic contribution to New Zealand and the immigration process. New Zealand's active immigration policy aims at the attracting skilled immigrants with the capabilities to work in economic enhancing positions by filling up skill shortages or proving to have excellent skills within a certain

¹ According to data of Department of Labour (2006a; 2006b) on the number of applications of work and residence permits from July 1997 onwards – data are valid for period until 26 May 2006

field. The question is of course whether this policy works out the way the immigration service has planned it. This report finds an answer to that regarding Dutch immigrants. What is New Zealand's labour demand and what do Dutch immigrants supply? It gives an insight in the contribution this particular group makes to the New Zealand economy and whether its contribution can be seen as different from other (European) immigrants.

New Zealand wants to attract labour immigrants to let their economy profit from them, but what is the reason for Dutch immigrants to choose New Zealand as a destination? And maybe a even more interesting question: why did they leave the Netherlands? The second part of this study looks at the immigration as Dutch immigrants have experienced it themselves. Why did they move to New Zealand? What are their experiences and how difficult was it to make their way to this new country? Many immigration theories have been written on the motives and processes on why they immigrate. Starting with the framework of the push-pull perspective it can be questioned whether the recent Dutch immigrants still move on economic grounds.

As noted this research project will contribute to existing literature by examining recent Dutch immigration in a particularly qualitative way and by combining existing literature on Dutch immigration on both the contribution to the economy and immigration process. Additionally, the relevance of this research is significant because of the insights it will give to those who are interested into this subject, for instance Netherlands New Zealand associations, the Netherlands Royal Embassy and the New Zealand Department of Labour.

This report is drafted in the following way. Chapter 1 provides a short (historic) overview of Dutch immigrants to New Zealand, followed by a literature overview in chapter 2. The third chapter on methodology states the research design, methodological limitations and research questions. Chapters 4 and 5 provide the analysis of this research by respectively focussing on the contribution on recent Dutch immigrants to the New Zealand economy and the immigration process as experienced by recent Dutch immigrants. Chapter 6 will bring conclusions of both analyses together after which recommendations are made. Subsequently, chapter 7 will end with some concluding remarks.

1. Netherlands New Zealand Immigration history

Dutch migrants have a lively history with New Zealand. Probably most known to the world is the discovery of New Zealand by the Dutchman Abel Tasman in 1643 and the reference of New Zealand's name to the Dutch province of Zeeland. The most visible history in the present-day of the Netherlands and New Zealand history lies hidden in the telephone books. Next to a majority of typical English, Scottish and Irish names, an impressive number of Dutch names can be found; most of them are immigrants (or descendants) from the Netherlands who came to New Zealand after the Second World War. According to the most recent 2001 Census of Population and Dwellings (Statistics New Zealand, 2002) the number of people living in New Zealand, but born in the Netherlands is 22,242 of which 21,687 are fifteen years old and over, but only 13,083 are between 15 and 65 years old. The number of people stating that they are of Dutch ethnicity is 27,507. Rough estimations indicate that the number of people living in New Zealand from Dutch descent vary from 80,000 (van Dongen, 1992), 100,000 (Yska, 2005) and 150,000 (Interview Hon. Duynhoven; 20-04-2006).

Immediately after the Second World War, Dutch settlers came to New Zealand from the East Indies, since its colonial status changed. In 1950 the New Zealand government asked the Netherlands to recruit a few thousand skilled immigrants. In the same year a treaty was signed, marking the beginning of special immigration regulation that would last for 43 years. The immigrants in those days were mainly aged between 18 and 35, as that age group was given financial assistance from the Dutch government in line with the active emigration policy. The Netherlands had to limit the population to overcome the post-war problems and over population. Arriving immigrants had an average age of 25 and the immigrants were mainly blue-collared skilled (Hartog & Winkelmann, 2003; Yska, 2005). The biggest group of immigrants came in 1953, approximately 4500. After that, numbers decreased to 500-1000 per year and after the abolishment (from Netherlands side) of the special treaty, numbers began to drop below 500 immigrants per year. Some 41,000 Dutch immigrants entered New Zealand between 1947 and 1997 (Hartog & Winkelmann, 2003: 685). Almost a third of that group returned to the Netherlands after a period of time (Elich & Blauw, 1981). The characteristics of Dutch who left the Netherlands from the 1980s onwards differ from earlier periods with emigrants aged between 30 and 40, without a real concern about children living at home and relatively highly educated (Muus, 1995).

Over the last ten years the total number of Dutch immigrants on a permanent residence permit has more than doubled. From 2003 the increase was the strongest, especially due to immigrants arriving through the skilled migrant category of the application procedure, which changed in 2003. The immigration system change has altered the share nationalities have in the immigration numbers with seemingly more European and less Asian immigrants entering. Appendix A gives an overview of the

entrance of Dutch immigrants to New Zealand over the last nine years divided into several categories and compared to Great-Britain and Germany. The skilled migrant category has been implemented to permit immigrants into New Zealand who have more chance of succeeding on the labour market and integration in society. Since Dutch are entering more through this category now with higher numbers, it is likely that the Dutch immigrants will contribute more to the economy, as will be shown later.

2. Literature overview

In this overview backgrounds of immigration literature are given to provide a necessary framework and starting point for this research. This is done with an overview on existing migration literature. Since this is very extensive, broad and comprehensive, only a selection relevant for this research is highlighted. It will concentrate on a selection of the international migration literature, mainly in the direction of push-pull theory. Literature focussing on immigration to New Zealand and Dutch immigration in particular will be started with.

For the selection of literature useful to this research, most use was made from the literature review provided by Tipples (2006) in her thesis. “A select annotated bibliography on the immigration of the Dutch to New Zealand, 1900 – 2000” by Stassen (2001) gave additional references. Also the bibliography “New Zealand and International Immigration: a digest and bibliography” by Trlin and Spoonley (2005) gives a substantial overview of the literature and discusses them thoroughly and is a good start for every research on (international) migration to New Zealand.

Migration policies underwent a number of changes over the second half of the 20th century, with economic growth having implication for migration policies (Appleyard, 2001). Traditional receivers, like New Zealand, have focussed their policy from general immigration to increase their population to “highly qualified, educated, well-off immigrants” (p14). This emphasis on skilled labour is internationally mainly focussed on the short-term labour migration and all traditional receiving countries shifted their policy which has lead to an increase in the number of skilled migrants coming in the countries and contribution to the development of science and technology, which makes “highly skilled and professional workers central players in the globalization process” (Appleyard, 2001: 16). In most receiving countries there is a reasonable balance between the economic impact and immigration. Additionally, the use of immigrants in the economy can differ from filling labour shortages or to improve the general level of “stock of brains” (Iredale, 1999: 90). Iredale (2001) differentiates five typologies of describing professional immigration, which are by motivation (government induced, brain drain or industry led), by nature of source and destination (South to North movements), by channel or mechanism (recruitment, multi-national companies), by length of stay (permanent or temporary) and by mode of incorporation (either in a handicapped, neutral or advantaged situation).

A number of authors (Boyd, 2003; Poot, 1993; Winkelmann, 2000; Winkelmann & Winkelmann, 1998a, 1998b) have analyzed the position, performance and adaptation of immigrants in the New Zealand labour market on the basis of Census data ranging from 1986 to 2001 Census data and have given a better insight at the economic impact of immigration to New Zealand (Poot & Cochrane,

2005). These papers give a good point of departure on how the positions can be analyzed quantitatively and definitions of these are used as basis for this research. Winkelmann (2000: 34) notes that:

“Immigrants who have a high level of productivity or skills that are in high demand, and adapt rapidly to conditions in the New Zealand labour market, are more likely to make a significant contribution to economic growth than are immigrants who have difficulty finding employment or do not participate in the labour force.”

Research in this report on the contribution of Dutch immigrants to New Zealand is based upon these previous studies and the operational definitions in this research have been deduced from these references.

Although the Dutch are represented in the New Zealand population quite notable, most studies concentrate on the biggest group of Dutch immigrants to New Zealand, those that arrived in the 1950s and 1960s. Multiple papers and books have been published on Dutch immigrants (Elich & Blauw, 1981; Kruiter, 1981; Schouten, Johnston, & New Zealand-Netherlands Foundation, 1992; van Dongen, 1992; van Uden, 1999)², but they are either outdated and/or concentrate on the immigrants who have been in New Zealand for more than twenty years. A recent research that concentrates on Dutch emigrants in general is that of Van Dalen and Henkens (2006), that concentrates at different aspects of living in the Netherlands and concludes from that which aspects are seen by Dutch as reason to emigrate. Their paper will be discussed in more detail in chapter 5. Hartog and Winkelmann (2003) look at Dutch immigrants to New Zealand from an economic perspective whether it was a good decision to emigrate. They assume that “the core of the decision is on the maximum attainable utility in each country, reflecting individuals’ optimising behaviour” (p684) and looked for their analysis at an immigrant of the 1950s. From that perspective, so they calculate, a 1950-immigrant has a 75% higher life term earnings than a non-immigrant. This positive result is strongly influenced by the differences between the Netherlands as then low-income country and New Zealand, a then high-income country. After that specific after-war period, the situation has changed and this result is not representative for the situation nowadays.

So, in the 1950s Dutch immigrants moved from the relative poor Netherlands to the relative rich New Zealand with the prospect of starting a better (economic) life. This sort of ‘South to North’ movement of immigrants can be explained through the neo-classic economical push-pull approach and can be summarized as the responding of migrants to primarily economic conditions in both the places of origin and destination, weighing through economic benefits and costs whether immigration is profitable (Hammer, Brochmann, Tamas, & Faist, 1997). “The push-pull model regards migration as a

² See for more references (Stassen, 2001)

consequence of attractions in areas of destination and repulsive forces in the area of origin” (Hammer *et al.*, 1997: 31). The economical approach has led to criticism that the push-pull approach does not explain all forms of migration. The migration movement from the Netherlands to New Zealand has not as main incentive economic gain, since both the Netherlands and New Zealand belong to the ‘North’ countries with the Netherlands being a richer country than New Zealand. One of the critiques on this model is that the calculations that people make, are not only based on economic profit, but is subject to many other influences and considerations.

A response incorporating this critique is the migration decision approach, which also represents a number of other considerations. Hammer *et al.* (1997: 41) explain that “a wish of some kind of change in everyday life” can be seen as a motivation for a decision to migrate. They emphasize that voluntary immigrants try to look for certain level of stability within their life, of which one can be contact to friends and family. Micro-economic behavioural utility argues that immigrants are rational and try to maximize their individual quality of life. To outweigh the benefits of staying or leaving is based on all available information leading to a comparison between all advantages and disadvantages of moving (Hammer *et al.*, 1997: 53). In addition, other optional explanations for international migration from South to North can be found in for instance interaction models, human capital theory and migration systems approaches (Hammer *et al.*, 1997; Tipples, 2006). These theories and approaches still focus mainly on the movement from economic less to more economic developed countries. One interesting approach on this mentioned by Hammer *et al.* is the eco-demographic approach which argues that motives to move lie in the environmental changes in a country and the problems of population growth in a country. Tipples (2006) could not identify a good explanation for movement of North to North immigrants, although the approach on counter urbanization, the movement away from urbanization, wanting to move outside to the city, could give an insight in this. The valid counterargument she provides is the fact that most migrants often live in the big cities in New Zealand.

A broader explanation of the push-pull model could result into an interesting view on the migration movements; if the attractions and repulsive forces are not only seen as bare economic, but also in an cultural and non-materialistic way, immaterialist aspects of a country, like level of environmental quality or the number of societal problems, could become push and pull-factors, which are considered next to economical arguments. In this view, it must be noted that is highly unlikely that people will start thinking of immigration when there is no incentive for that. Incentives could be very broad, from economic or political problems to personal or immaterialist difficulties to personal contacts abroad, through which an individual considers migrating in the first place.

Doomernik, Penninx and Van Amersfoort (1997) considered this approach in their heuristic model explaining international migration. This model differentiates between several levels of analysis: the

'root' causes, which can be demographic, economic, political, cultural or ecological. These can be considered to be "general structural conditions" (p62) for the existence of immigration. After these root causes, on a more practical level, the intensity of the migration pressure is determined by the economy with its labour market, the political situation and the cultural definitions on whether immigration is an option in a country. Without intermediary structures, which can be covered by everything that connects the original to the destination country, no immigration will be realized. These intermediary structures can be formed by historic ties between countries, range of economic linkages, organized recruitment of workers and ethnic linkages between the communities of origin and destination (Doomernik *et al.*, 1997: 67). The immigration treaty between New Zealand and the Netherlands had an intermediary role with Dutch being able to enter New Zealand under different circumstances. The current structures can be found in specialized immigration consultants between the countries and the connection between the Dutch communities in New Zealand and Dutch people 'back home'. As the Wetenschappelijke Raad voor Regeringsbeleid³ concludes in its report on immigration that the "presence of fellow countrymen is a reason for the individual migrant to move to a specific country" (Wetenschappelijke Raad voor het Regeringsbeleid, 2001: 44). Additionally, the change of the communication with family and friends becoming cheaper and easier, has a positive influence on the number of migrant flows.

Doomerik *et al.* conclude their model at the micro level⁴ at which the advantages and disadvantages are weighed and a decision is taken by the individual. There are also factors within immigrant groups that are important for a decision to move or a decision to stay in the country of destination after migration, which are the "legal position of the immigrants, the demographic structure of the immigrant population and the extent of adjustment to the receiving country" (Doomernik *et al.*, 1997: 69).

Although the economical push-pull approach sounded very interesting, it seems that it cannot explain the immigration of Dutch migrants to New Zealand. For this research the original thought behind the push and pull approach, elements in the country of origin push individuals to emigrate, while elements in countries of destination pull emigrants to their country, will stand throughout this research, but elements as mentioned by Doomerik *et al.* and by the eco-demographic approach, as can also be concluded from other research (ter Bekke, Henkens, & Van Dalen, 2005), are seen as very determinative in the choice to migrate to New Zealand. The research in the second part of this paper that concentrates on the migration process will focus on this.

³ The Netherlands Scientific Council for Government Policy, abbreviation 'WRR'

⁴ Migration theories can be identified on different levels of aggregation, namely micro (individual), meso (group) and macro (national) levels. Macro level explanations can often be found in the difference in wage levels causing a difference in supply and demand of labour, whereas micro level explanations can be seen as rational choice of the individual (Tipples, 2006).

3. Research design and methodology

The research on Dutch immigrants to New Zealand over the past ten years is a descriptive study with empirical research. The research is inductive as from observation through interviews and statistics a conclusion will be formulated. This chapter first outlines the research questions and methods of research, after which concepts are defined and operationalization is made. The process of interviews concludes this chapter.

Research questions

The first part of this research concentrates on the contribution of Dutch migrants to the New Zealand economy by answering the question: *How can the contribution to the New Zealand economy by Dutch migrants from 1996 to 2006 be evaluated?* To answer this question, the following sub questions need to be answered, first focussing on the role of immigrants for New Zealand, the demand side of labour and second the actual contribution of the Dutch, also known as supply.

- I. Why does New Zealand need migrants for its economy?
 - i. What does the New Zealand economy need in terms of skills?
 - ii. What goals are set by the New Zealand government to deal with the shortage of skills, looking at migration?
 - iii. What are the policies on migration as set out by the New Zealand government?
 - iv. How did these policies change over time?
 - v. What role do businesses play within the problem of skills shortages?
- II. What is the contribution of Dutch migrants to fill the needs of New Zealand?
 - i. How did Dutch migration evolve since 1945 with a special emphasis on the period 1996 – 2006?
 - ii. What is the position of Dutch migrants on the labour market?
 - iii. What are the performances of Dutch migrants?
 - iv. How do businesses judge the performance of Dutch migrants?
- III. To what extent is there a fit or misfit between demand and supply in Dutch-New-Zealand migration?

A wide range of primary and secondary sources will be used to answer questions raised above, ranging from governmental policy documents, immigration guidelines, literature on research conducted on immigration in total, statistics from the Census of Population and Dwellings (Statistics New Zealand, 2002) and interviews with persons from intermediary structures in New Zealand.

The second part looks at the immigration process that Dutch migrants have gone through and tries to answer the question *How do Dutch migrants evaluate their migration process to New Zealand?* To give a good answer to it, this research will look at the motives to leave the Netherlands, the motives to choose New Zealand as destination, the expectations that they had from New Zealand and the way

they evaluate their stay in New Zealand currently, did the exceptions come true? It also tries to explain why differences may occur between expectations and experiences and how this gap might be prevented by future immigrants. The sub questions that will be answered are therefore:

- i. What are the motives of Dutch migrants to migrate?
- ii. What are the motives for Dutch migrants to choose New Zealand as destination?
- iii. What are the expectations of Dutch migrants before migrating
- iv. What are their experiences in New Zealand?
- v. What are the differences between expectations and experiences?
- vi. How can these differences be explained?

The answers will mostly be based on interviews that have been conducted at recent Dutch immigrants, on a data set of a previous research done by the Department of Labour (Department of Labour, 2006a) and previous research in this direction.

Which recommendations can be made, based on the answers given on the questions above, to ensure a better fit between Dutch migration's supply and demand? This question reflects on the research and tries to give recommendations for organizations involved with immigration and future research.

Definition and concepts

Literature defines migrants over the whole range from visitor and students to new residents (Tipples, 2006). This research concentrates on Dutch migrants coming to New Zealand within the residence or work programme, which excludes visitors/tourists and students. Within the research there is no differentiation made between primary and secondary applicants. Where possible an interview was held with the primary applicant. The second consideration on the definition of migrants is whether to look at skilled or unskilled migrants. In this research none of these groups will be excluded, but it is more likely to find literature and respondents related to the higher skilled migrants than to the unskilled migrants. Since most streams within the migration programmes aim at a certain level of skills, it is not likely that many Dutch unskilled migrants get a permit for work or residence. "An immigrant is someone who lives in New Zealand, but was born outside of New Zealand. An immigrant may or may not be a New Zealand citizen or permanent resident, and may or may not have been born to New Zealand parents" (Winkelmann & Winkelmann, 1998b). This definition has been adjusted for this research that immigrant may be New Zealand citizens or permanent resident, but cannot have entered New Zealand on the basis of prior residency (the so-called returning residence) or citizenship.

The third consideration relates to generations of Dutch migrants. In New Zealand many second or third generation Dutch people can be found, but question is whether they can be seen as real migrants. It is the assumption that the advantage of knowledge transfer by migrants as is mentioned in literature (Williams, 2005), will decrease when the migrants have not lived abroad, but instead being raised

within the New Zealand society. Additionally, these generations did not have to make the choice to migrate, but they were 'placed' in a society known to them as their normal environment. Dutch who re-entered the country after 1996, will not be excluded from this research, since they seemingly made the choice for New Zealand. The fourth, and last consideration, is the period researched. Because of the transformations that have been made in the migration regulation in especially 1986 and 1991, the research will not go beyond these years. Since a 15-year period would probably be too spread and new changes have been introduced to the immigration policy in 1995, the period 1996 – 2006 will be used for the research.

When looking at the New Zealand economy and making statements of the contribution of Dutch migrants to it, it would have been the best to select one industry and have different interviews with employers of Dutch migrants and Dutch employees. However, because of the difficulty in finding Dutch migrants, this condition was not an option, since it would restrict the research too much to one or two industries of which was not clear that Dutch migrants were very active in that nor that employers could be found to make statements on Dutch in general. For practical reasons the starting point was to look for migrants rather than selecting an industry and then looking for migrants. Recently, a number of Dutch prison wardens entered New Zealand in a special recruitment programme. The research was already too far advanced that changing the research design would take more time than was available.

Skilled or highly skilled workers are usually defined as having university degrees or extensive experience in a given field and can include highly skilled specialists, managers, trades-peoples, investors, business people, sub-contract workers (Iredale, 1999, 2001). "Skills are often measured in terms of years of schooling or formal qualifications. However, this may be a weak proxy for skills, as people can gain skills through other activities such as on-the-job experience....*Generic skills* refer to a wide range of general skills that can be transferred between occupations, including problem solving, communication skills, literacy and numeracy. *Occupation-specific skills* are those skills unique to a particular occupation." (Department of Labour, 2002: 26).

Operationalization

According to Winkelmann (2000: 34), performance in the labour market has two components: on the side of labour supply, the language of the immigrant, the cultural and educational background are likely to influence the starting labour market position and also the speed of improvement. On the side of labour demand, he notes that structural labour market characteristics influence the outcome of the immigrant. In this research the language (measured with the Census question "In which language could you have a conversation about a lot of everyday things?") will be used to look at the performance of Dutch immigrants, as well as the educational background. The cultural background

plays an important role on the role of Dutch immigrants in New Zealand organizations. Additionally, the labour force status is seen as an important indicator on the performance of immigrants (Winkelmann, 2000). On the side of labour demand, the skill shortages of the New Zealand economy will be outlined. In the same article Winkelmann (2000: 40) tries to operationalize the concept of skills. He refers to the highest formal educational level a person has reached as a common used and only feasible way of measurement.

Interviews

The objective of the interviews was to find out what the motives, expectations and experiences of life in New Zealand have been for recent Dutch immigrants, as well as how the migrants themselves experience their contribution to organizations.

The questionnaire for the interviews is based on questionnaire used by Rosie Tipples for her EU migrant study (Tipples, 2006). Questions have only been changed in detail or were deleted in total. Additionally, some questions from other surveys were added for comparability of other studies with this research. From Van Dalen and Henkens (2006) questions were inserted how respondents would rank a number of aspects in respect with the experiences they had with those in the Netherlands, the expectations of New Zealand before moving to New Zealand and the experiences once living in New Zealand. Also questions were inserted from the survey conducted by Wallis (2006a) on migrants' settlement. The questionnaire, which is appended to this paper through appendix B, is structured, except for the questions E4 (contribution to organizations) and F3 (problems encountered in New Zealand) which are semi-structured. The answers have been coded in SPSS and have been analysed on descriptive level, with exception of answers to the questions E4 and F3, which have been subject to content analysis. Open-ended answers on questions A3, B1 (why emigrating and why immigrating to New Zealand), E4, F3 and F7 (stereotypes of Dutch) and responses to section H (additional information) were fully transcribed and transcription was made of extra information which was spontaneously given by respondent. Units of analysis are the coded data in SPSS, the transcription of E4, F3, F7 and of additional comments made during the interview.

The biggest challenge for the interview phase was to find a representative group of Dutch migrants. Contacts were established through the snow-balling method and to let Dutch migrants participate in two steps: as initial contacts and as interviewees. The snow-balling process started with contacting the direct private surrounding of the researcher, associations and societies that are run by and have contacts with number of Dutch migrants, as well as with an advert containing a call for Dutch migrants in the University of Canterbury Diary. Additionally, an interview was given for the Dutch Echo radio and flyers were handed out to a local Dutch lunch room and supermarket to be passed on to Dutch coming there.

After first responses, the migrants were contacted with the request for first phase participation by filling out some demographic information on area of living, year of birth, visa of arrival, current immigration status and current occupation and industry. This was mainly done to filter useful contact from non-useful contacts, but probably had as a side-effect that not everyone wanted to take the time and effort of participating. They were also asked to provide new contacts so the snow-balling could continue. During the snow-balling period approximately 55 immigrants responded to requests on participation. Of that group, 50 requests were made to Dutch migrants to participate in the research: 26 migrants responded positive (31 included family members as second respondent), approximately five replied that they were not in the target group. Only one contact responded that he did not wish to participate. The response rate therefore is approximately 50% which is acceptable for this methodology.

After first contacts, respondents for the interviews were selected with only one respondent per family, which limited the sample group to 27 possible respondents. Within the 27 contacts, several Dutch migrants needed to be excluded because they were not part of the target group for reasons of working on Working Holiday Visum (2 contacts), in possession of New Zealand citizenship of returning residents visa at time of arrival to New Zealand (3 contact), entry on basis of Australian citizenship (1 contact) or arrived before 1996 (1 contact). 20 contacts were asked to participate in the research of which 19 agreed. Afterwards, one was excluded because the interviewee appeared to be part of the target group, but during the interview it became clear that the interviewee was not. This response rate is very high and can be attributed to the willingness to participate in the first phase as well as their interest in the subject. See appendix C for characteristics of the interviewees.

Limitations

The Census that is used to measure the contribution of the Dutch immigrants, has several limitations. First of all, for this research the statistics provided with the definition “Born overseas” will be used with selection on the Netherlands. This does not mean that every immigrant born in the Netherlands is Dutch. A different way of measuring this would be by using the statistics on Dutch ethnicity. Dutch ethnicity though is a vaguer concept with which people identify themselves; born overseas at least is a bare fact and therefore best to use in this research.

The Census is based on the answers inhabitants of New Zealand give: it can be distorted by social desirability or lack of interest when filling out the form. Because of the big number of people filling it out, this should not be a big obstacle, but needs consideration when small numbers are being analyzed. The Census used is held in 2001, with a new Census held in 2006 of which the results are not yet published. Data therefore is old and can lead to conclusions that are not in line with reality anymore.

When this research uses the statistics to analyze the contribution of Dutch immigrants to the economy, it can only be seen as valid for that period. Statistics New Zealand besides that only publishes a number of tables, with major divisions and extra information only available after payment. This research was bound to that restriction as well.

Dutch in New Zealand have very askew population characteristics with a clear majority arrived in the 1950s and 1960s and therefore influencing the Census data. Dutch immigrants to New Zealand are in general old and came to New Zealand on different grounds than immigrants nowadays. It is therefore difficult to compare the two groups. Since that is not the emphasis of this research, not much attention is being paid to explanations why differences exist between recent and non-recent immigrants.

In addition, responses of Dutch immigrants to the Migrant Follow-up Survey of the Department of Labour, held in 2004 and 2005, have been analyzed (Department of Labour, 2006a; Wallis, 2006). Unfortunately the use of this data was limited, due to the number of responses, twenty-four in total, and the target group being restricted to immigrants who entered New Zealand through the 'Skilled migrant' stream.

There are a few validity threats identifiable; the main problem at external validity is the number of migrants that participate in this research. Eighteen immigrants are not enough to make generalized statements on recent Dutch in New Zealand. There is a risk of exception fallacy; that group conclusions are being made on bases of exceptional cases. This study can only indicate the likeliness of certain statements, but cannot give hard conclusions. Additionally, construct validity is threat by difficulty of asking interviewees about their thought in the past. Kruiter (1981) acknowledges the danger of asking motives of immigrants why they moved to another country. Is the answer that immigrants provide now the real motive for moving back then or are these answers being influenced by experience now that they have settled somewhere else? The same risk lies at the expectations of immigrants: do people still know what their expectations were and for experiences, how personal are these? By asking several questions within different contexts and in different way (i.e. open answers, scaling and ranking), it will be difficult for an interviewee to uphold the social desirable answers.

4. Contribution of Dutch migrants to New Zealand economy

This chapter is the first main analyzing part of this research and gives answers to the question which contribution recent Dutch immigrants have to the New Zealand economy. It is divided into three sections with the first concentrating on the demand of the New Zealand labour market, the responses to that from government and the private sector and the barriers which are being faced in solving the demand with immigration. The second section looks at the contribution of the recent Dutch immigrants, as defined in the previous chapter. The supply of the Dutch is measured in the position on the labour market also compared to other recent migrants from Europe. Additionally, the view on Dutch migrants' performances is described in a qualitative way, derived from interviews held.

4.1 Demand of the New Zealand labour market

Before looking at the specific contribution or supply recent Dutch make to the New Zealand economy, it is useful to look at the demand of it. The skill shortages in New Zealand are pretty high and this is caused by a number of factors. New Zealand's inability to compete internationally, its small population size and New Zealand educational system are seen as reasons for the skill shortages that are currently in existence in New Zealand (Brunton, 2000: 12). The inability to compete internationally is caused by the relatively low wages and the small size of the economy, which offers lower challenges in relation to size of projects available. This, in turn, leads to a higher outflow of New Zealanders trying to get a better job outside New Zealand (Bedford, 2003). Because of the small economy and small population, there are not as many career opportunities, which has its negative influence on the competition with other countries, but also leads to a certain, lower level of experience under existing staff. Brunton (2000) explains that the educational system in New Zealand is not of bad quality, but does not educate enough graduates or does not have certain specialized study programmes. This again can be deduced from the size of the country. A subtle distinction can be made in this point, since employers' decision to recruit internationally is often inspired by a "subjective judgement" with which they also report to the immigration service on the necessity of personnel from outside the country (Bedford, 2003).

What are the New Zealand skill shortages?

The Department of Labour publishes a quarterly labour market report on skill shortages as perceived by businesses. The latest issue shows that in March 2006 a net 26% of the firms reported difficulty finding skilled staff versus almost 60% in March 2005 (Department of Labour, 2006b: 2). Although the number of shortages drops and is likely to keep falling because of the economic downfall, skill shortages still need to be worked on, according to the Department. The same report gives a very useful introduction to skill shortages in general with them being "a mismatch between the supply of people with particular skills and the demand for people with those skills. If there are skill shortages, the output of New Zealand will be less than it would otherwise be" (Benson-Rea & Rawlinson, 2003;

Department of Labour, 2006b: 5). This immediately shows the contribution that immigrants, who are filling up the shortages, make. Then by doing so, they are improving the output of the New Zealand economy. Their presence in New Zealand will stay important in the future, since there has been a net departure of New Zealanders to other countries over the last decade (Department of Labour, 2002) with more almost 24,000 New Zealanders leaving the country over the last year (June 2005-2006) (Statistics New Zealand, 2006).

To indicate the skill shortages that exist in New Zealand the Department of Labour and Immigration Service keep track of the shortages through lists, which are then used to deliberate upon future immigration application. The Long Term Skill Shortage list (LTSSL) contains occupations that are in demand over a long period of time and is used for the permanent residence skilled migrant applications in contrary to the Immediate Skill Shortage List (ISSL) stating regional shortages and is used to approve temporary work visa and permits (New Zealand Immigration Service, 2005a, 2005b). The ISSL has 130 specialized occupations listed on it, which can be divided over 95 occupations⁵ as used by the New Zealand government in their Standard Classification of Occupations (Statistics New Zealand, 1999). This New Zealand Standard Classification of Occupations has been structured into 9 major occupational groups⁶ which can be divided through sub-groups down to occupations. If the skill shortages are divided into the major groups, the top three of occupational groups with the highest level of shortages are formed by trades workers (23.1%), professionals (20%) and agriculture (20%).

The LTSSL has 64 specialized occupations enlisted divided over 51 occupations. Of all occupations listed, more than 65% can be categorized under the second category, the so-called professionals, with around 15% of the occupations to the associate professionals and trades workers each. The skill shortages on the LTSSL and ISSL range from Medical Laboratory Scientists and University Lecturers to Beekeepers and Heavy Vehicle Driver. When all skill shortages are added, the professional occupational group has the highest number of occupations that occur on the skill shortages lists. Almost one-third of all skill shortages are enlisted under the professional category. Second largest category is formed by the technicians and associate professionals. Managers are not really needed in New Zealand, but trades workers have a high share in the total amount of shortages. There are two peaks, around the highly skilled occupations (professional and associate professional) and the skilled and lower skilled (trades workers and operators and assemblers). Only agriculture has a reasonable share in the total, with agriculture being a category which includes all other main groups, since the agricultural shortages consist of both managers and shearers. Table 1 lists all categories.

⁵ Some occupations listed on the shortage lists are categorized under the same occupation in the Standard Classification of Occupations.

⁶ See for more details appendix D

| | ISSL | LTSSL | Both | Total | %total |
|---|------|-------|------|-------|--------|
| 1. Legislators, Administrators & Managers | 2 | 1 | 0 | 3 | 2% |
| 2. Professionals | 11 | 17 | 13 | 41 | 32% |
| 3. Technicians & Associate Professionals | 16 | 8 | 3 | 27 | 21% |
| 4. Clerks | 1 | 0 | 0 | 1 | 1% |
| 5. Service & Sales Workers | 3 | 1 | 0 | 4 | 3% |
| 6. Agriculture & fishery workers | 12 | 0 | 0 | 12 | 9% |
| 7. Trades Workers | 17 | 5 | 3 | 25 | 20% |
| 8. Plant & Machine Operators & Assemblers | 13 | 0 | 0 | 13 | 10% |
| 9. Elementary Workers (incl. residuals) | 1 | 0 | 0 | 1 | 1% |
| Total | 76 | 32 | 19 | 127 | |

Table 1: Number occupational categories skill shortages on both the Immediate Skill Shortages List and Long-Term Skill Shortages list

The numbers are not equal to the numbers noted before. Occupations on the skill shortages lists are more detailed than the occupations listed in the Standard Classification.

New Zealand immigration policy

The New Zealand immigration policy has two main objectives, first to get the right skills into New Zealand to counter the skill shortages the country faces, but second a successful settlement process for the immigrants to ensure an active contribution to New Zealand's economy and society. The latter is mainly shaped by the Immigration Settlement Strategy formulated by the New Zealand government in 2004, but also by trying to strengthen the confidence of both public and immigrants that New Zealand is an open country (Spoonley, Peace, Butcher, & O'Neill, 2005). Recruitment, training and retention of skills are three ways of dealing with skill shortages (Bedford, 2003), with the immigration policy framing the international recruitment. International recruitment was seen as a "relative inexpensive and immediate way to overcome a relative shortage in labour" (Winkelmann, 2000: 40).

The year 1986 announced a major shift in the New Zealand immigration policy, which until then was characterized by a country-of-origin and ethnicity policy, focussing on the best workers like British model, often referred to as the 'white policy'. It was the objective to fill the shortages that already existed from early days, but keep the British culture unchanged (Brooking & Rabel, 1995). North-Western European nationalities met that standard, with the Scandinavian as first choice. From 1987 the immigration policy opened up with a new Immigration Act. In 1991 a point-based system was introduced that laid a big emphasis on the human capital aspect and tried to get the best skills to New Zealand. Changes in 1995 and 2000 introduced language requirements, registration of professional qualifications and job offers as extra ground to enter New Zealand under conditions. All changes have as goal to optimize the 'usefulness' of immigrants for New Zealand and the process of integration. The 2003 policy change concentrates more on short-term outcomes in order to maximise the contribution to the economy (OECD, 2005).

The current immigration policy is based on three streams: business and skilled migrant, family and humanitarian, with the first directly aiming at the entrance of immigrants useful for the economy. The

'skilled migrant' sub stream is regulated through a pool of applicants that can be entered if the applicant has a minimum level of points. These points can be obtained through several characteristics that ought to improve their position on the labour market, like age, qualifications, years of experience in New Zealand and job offers within areas of shortage. A fixed number of immigrants are approved every few weeks from that pool from highest to lowest number of points for either permanent residency or work-to-residence. Appendix C gives a more detailed overview of the policies and points allocation.

The Immigration Settlement Strategy has several goals for immigrants to participate in the New Zealand economy and society. These goals differ from employment to their qualification and skills, having or obtaining language skills, forming community identities, but at the same time feel save to expressing the ethnic identity. Also participation in the civic community and social activities is a goal (free rendered from Spoonley *et al.* (2005)).

Employers' role

Employers have different ways of filling in the problems of skills shortage, but the foremost strategy is to give more training to their existing staff, shortly followed by recruitment of a migrant and changing pay and work conditions in that way that it will be more attractive for existing staff. Following on a distance, other strategies are recruiting an expatriate New Zealander, changing the way existing staff conduct their jobs, using contractors and making more use of overtime (Bedford, 2003; Wallis & BRC Marketing and Social Research, 2006: 40). Brunton (2000) also looked at the strategies to overcome skill shortages. The second-best option – recruitment of workers in New Zealand is seen as best option because of their 'local' experiences and easy settlement process – refers to looking overseas "to attract the best possible candidate" (p13). The strategies employers are using range from the promotion of the organisation and job in particular to the promotion of New Zealand as good option for a new lifestyle. Brunton concludes that only when it is not possible to fill up of skill shortages through these recruitment options, then new graduates will be hired, who lack the experience and need on-the-job-training.

The same conclusion can be found in Bedford (2003), as she mentions that employers aim at the lowest possible costs. For that reason local training is not seen as a preferable method. She emphasizes nonetheless that for foreign recruits the lack of local work experience can be a problem. Employers play an important role in outlining the existing shortages within the work force to the New Zealand government. The government is very depending on that kind of information and must respond accordingly. For government policy it is therefore important that there is a direct correlation between what is required and those people immigrating to New Zealand (Bedford, 2003).

The necessity for the immigration and recruiting internationally is illustrated by the fact that 95% of the employers indicate they cannot fill in the position with a New Zealand resident, mainly because of the lack of necessary skills (Wallis & BRC Marketing and Social Research, 2006). International recruitment of highly qualified workers is very important, because on the one hand shortages in skilled labour arise for instance from technological changes, but through the high mobility new knowledge is spread throughout the world. International competition makes it necessary to excel above other countries: international recruits can make the difference (Winkelmann, 2002). Winkelmann differentiates between complementary and substitutable skills from foreign highly skilled workers. If workers domestically possess the same skills as foreign recruits, there is a danger that these recruits need to compete. Employers strive for the first role; when recruits have different skills and experiences, they will complement the existing skills present in the organization or New Zealand and ideally are transferable to other employees. Knowledge transfer can therefore become one of the most important aspects of international recruitment. Additionally international recruitment can lead to more multi-cultural approaches, innovation and a potential pool for new recruitment (Brunton, 2000: 15)

Barriers for immigrants and employers

Potential barriers for integration or functioning in the company can lead to a reservation for employers to start international recruitment. As becomes clear from the Settlement Strategy, language is seen as a very important skill to have. In measuring labour market outcomes much emphasis is put on the ability to communicate in the language (Winkelmann & Winkelmann, 1998b). Not having a sufficient level of English can therefore be seen as a barrier for immigrants to be successful at the labour market (Bedford, 2003). “The report provides evidence that factors such as English language skills, local work experience and qualification recognition are seen by business to be important potential barriers to entry into the job market by recent, highly skilled immigrants” (Benson-Rea, Rawlinson, & Haworth, 1998: i). This statement is re-confirmed by a later research by Benson-Rea and Rawlinson (2003) in which they additionally also describe “employers’ prejudicial discrimination against prospective applicants with foreign characteristics” and “over qualification” (p65) as possible barriers. The risk of poor New Zealand cultural knowledge and the difficulty of assessing the qualifications, skills and experience are also seen as potential barriers (Bedford, 2003; Brunton, 2000). Concentrating on the language problem, Wallis *et al.* (2006) clarifies that 90% of the employers did not think that the performance of the job was affected by difficulties with the English language. Of those employers who were faced with problems because of language, two third contributed the difficulty to the spoken English language skills, including accent. The same report mentions difficulties faced by the migrant in general and reported by employers. If any problems occurred, they were related to fitting into the workplace, especially understanding the work place cultures, the settling process in New Zealand and difficulties in doing the job caused by a lower level of English proficiency, and cultural differences as Benson-Rea and Rawlinson define it as “factors relating to cross-cultural differences” (2003: 71).

4.2 Contribution of Dutch migrants to New Zealand economy

The role of recent Netherlands immigrants to New Zealand will be examined in two ways: quantitatively by using Census 2001 data and research done by other researchers and qualitatively using responses at interviews from both experts and the interviewees, recent Dutch migrants. This paragraph will first look at the position of Dutch in the New Zealand economy with the focus on the recent Dutch immigrants, but compared to non-recent Dutch immigrants and recent United Kingdom and other European immigrants to see if their position differs much from others. The second part will look at the perception of recent Dutch immigrants in organizations, what special characteristics are of Dutch in the workforce and also whether the interviewees and experts think that Dutch have a higher chance of getting into the labour market than other European immigrants.

Dutch on the labour market

To describe the position of Dutch migrants on the labour market and their subsequent contribution to it, this section will look at the work and labour force status, the employment status, the occupations that Dutch migrant hold. Also the relation between the occupations hold and those at the skill shortages lists will be analyzed and explanatory factors like highest qualification and languages spoken are examined. According to the Census data 786 of the 1,089 recent Dutch immigrants (from 1996 to 2001) were involved on the labour market and in total 11,331 Dutch born immigrants were active on the labour market (Statistics New Zealand, 2002). Unfortunately new data has not been published yet, but an estimation can be made on the current employment of the recent Dutch immigrants (from 1996 to 2006); considering the trend in the immigration entrance of new Dutch immigrants from 2001 onwards and their participation rate, it can be estimated that around 1,750 recent Dutch immigrants are currently active on the labour market.

The work and labour force status of recent Dutch immigrants is better than the New Zealand population. Dutch immigrants (of those aged 15 years and over) have a labour force participation of 72% in comparison to 69% participation rate of New Zealanders. Although this is a higher percentage than the original population and also than the average other European countries (68% rate), the recent British immigrants have a participation rate of 78%. The unemployment rate of both British and Dutch recent immigrants is approximately the same with respectively 5.3% and 5.0%. Other European recent immigrants have an unemployment rate of 9.5% and the New Zealand population has a rate of 7.1%. Of those immigrants employed, 85% of the British, 81% of the European and 80% of the Dutch immigrants work full-time. Compared to the non-recent European immigrants, Dutch have the most part-time jobs with 25%.

When a differentiation is made between employed immigrants, Dutch immigrants have a relatively low share as paid employee, but very high as employer or self-employed. Of the recent Dutch

immigrants 16.1% is self-employed and 8.0% is employer. This is not only a higher rate than British (self-employed 10.2%, employer 3.2%) and other European recent immigrants (13.7% self-employed, 4.4% employer), but is already higher than the New Zealand employed of whom 12.1% is self-employed and 7.8% is employer. The non-recent Dutch immigrants have even higher rates, with 23.5% self-employed and 12.6% as employer. The graphic below makes the differences more visible.

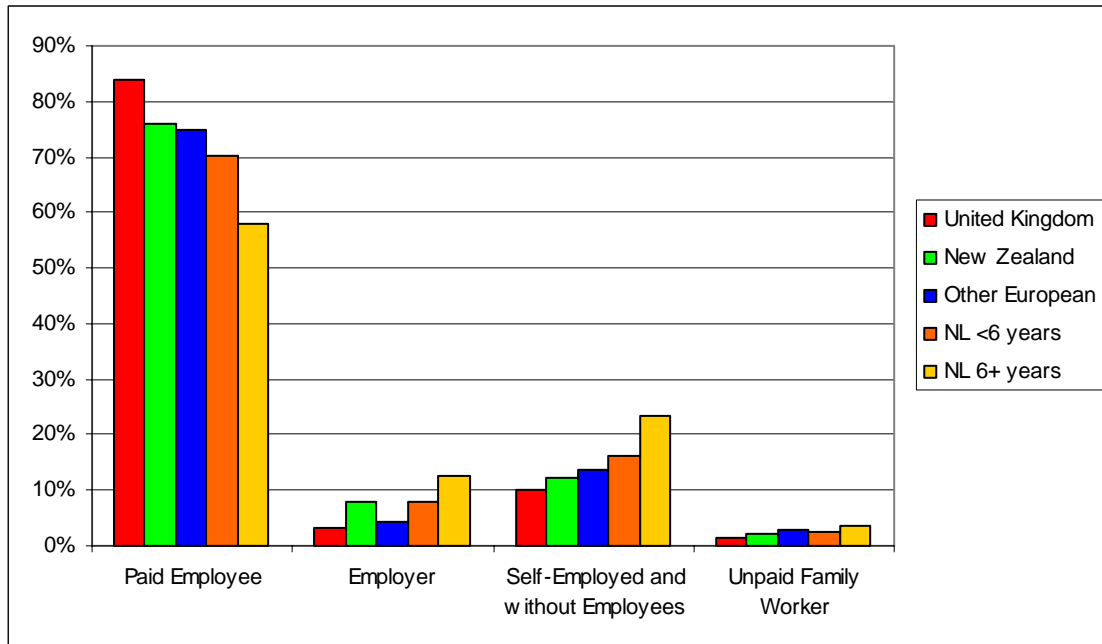


Figure 1: Employment status for recent immigrants, non-recent Dutch immigrants and New Zealanders (in percentage)

According to the Ministry of Economic Development (2005), Small and Medium-sized Enterprises (SME) in New Zealand form 96.3% of all firms in New Zealand and account for almost 30% of the total number of paid employees within New Zealand. SMEs additionally accounted for almost 38% of New Zealand's value-added output in the economy. As this shows the general impact SMEs have on New Zealand's economy, North and Trlin (2004: 7) formulated other contributions, such as the being self-supportive in their expenses, taxpaying, creating job opportunities and increasing the size of the domestic market, being innovative having an advantage of multiple (product) backgrounds which they can melt into one and this can contribute directly to the strategy of knowledge-based economy, being diverse and therefore introducing other aspects into the New Zealand market.

In the first section of this chapter the outline of the immigration policy stated the role of skill shortages as determinant for the admission of new immigrants. It is therefore useful to examine in more detail what the occupations of Dutch immigrants are. These occupations can be compared to the occupations mentioned on the skill shortages lists. Although it is not possible to analyse the occupations of the immigrants at the moment they entered with the skill shortages that existed then, the comparison of the current skill shortages and occupations gives a good indication if Dutch immigrants contribute to the

level of skills that is necessary in New Zealand. First of all it needs to be noted that because Dutch have a high level of self-employment, a smaller amount of immigrants end up in other companies. Less immigrants fill up actual job vacancies, since exactly these companies experience the skill shortages that exist. When Dutch enter the country and start building their own companies, this can have a very good economic contribution to the economy, but does not directly help employers who have vacancies because of shortages.

From table 2 it becomes clear that all immigrants on average hold jobs in the higher skilled levels of the labour market. Recent Dutch immigrants are relatively lower represented in the second occupational group, the professionals. The difference with the United Kingdom is almost ten percent and compared to other European immigrants this difference is also high with 4.5%. The explanation for this difference can be found in the different position Dutch immigrants seem to have in proportion

| | New Zealand | United Kingdom | Other European Countries | Netherlands recent | Netherlands non-recent |
|--|-------------|----------------|--------------------------|--------------------|------------------------|
| 1 Legislators, Administrators and Managers | 12.4% | 15.0% | 14.1% | 14.9% | 15.6% |
| 2 Professionals | 13.0% | 29.6% | 24.6% | 20.1% | 15.2% |
| 3 Technicians and Associate Professionals | 11.0% | 15.3% | 13.5% | 15.3% | 12.2% |
| 4 Clerks | 12.8% | 10.0% | 9.7% | 8.0% | 8.9% |
| 5 Service and Sales Workers | 14.2% | 10.5% | 14.6% | 9.6% | 10.3% |
| 6 Agriculture and Fishery Workers | 8.9% | 3.6% | 4.6% | 14.5% | 11.9% |
| 7 Trades Workers | 8.6% | 8.0% | 7.1% | 6.0% | 10.6% |
| 8 Plant and Machine Operators and Assemblers | 8.5% | 2.9% | 2.6% | 3.6% | 5.5% |
| 91 Labourers and Related Elementary Service Workers (including residuals and not-stated) | 10.4% | 5.0% | 9.2% | 8.8% | 9.8% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Table 2: Distribution of occupations for recent immigrants, non-recent Dutch immigrants and New Zealanders (in percentage)

to their share in the agricultural occupational group. With 14.5% of all the recent occupations being filled in that category, it is not only much higher than the number of British recent immigrants (3.6%) and other European immigrants (4.6%), but also higher than the New Zealand born population filling these occupations. It is remarkable that recent migrants work more in agriculture than the non-recent immigrants. This gives the evidence that on an agricultural level a more than average contribution is being made by Dutch immigrants in that sector. The graphic below illustrates the differences.

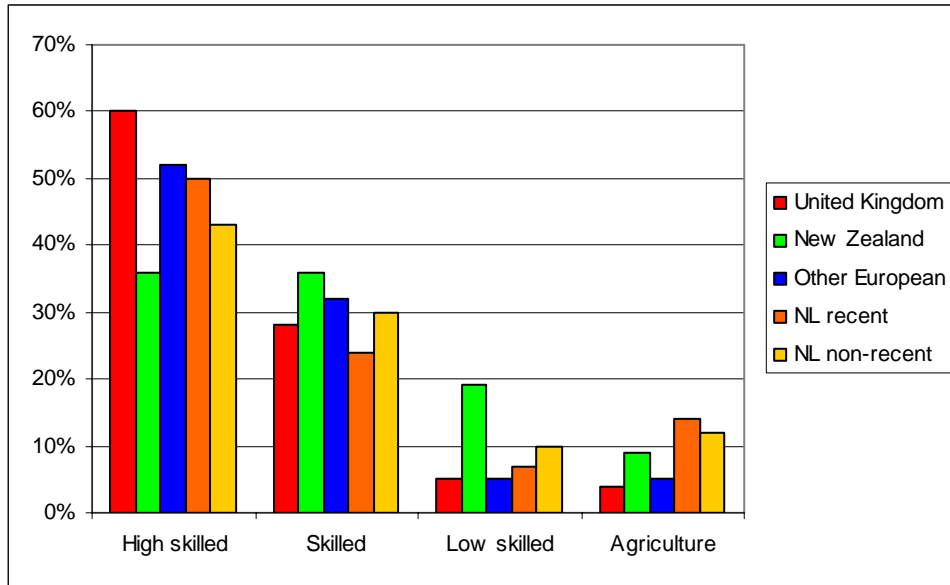


Figure 2: Level of skilled for recent immigrants, non-recent Dutch immigrants and New Zealanders (in percentage)

The numbers are not equal to the numbers noted before. Occupations on the skill shortages lists are more detailed than the occupations listed in the Standard Classification.

The next question is whether Dutch immigrants fill up the skill shortages that exist within the New Zealand economy. This comparison leads back to the comparison made by Wallis (2006: 22), who compared the number of occupations held by immigrants with the occupations listed on the skill shortage lists. In the previous paragraph it was concluded that the highest number of skills shortages can be found in the professional group, followed by associate professionals and trades workers. In average 43% of the occupations held by recent Dutch immigrants match the skills shortages that are on the most recent lists in comparison to 38% for non-recent immigrants. At a closer look, there are many differences between the several groups. At two of the highest shortages groups, professionals and trades, the coverage of occupations matching the shortages is respectively 78% and 69%. In the rest of the occupational groups the majority of the occupations held do not match the shortages, although the position of agriculture with 72% is again noteworthy.

| | Recent Netherlands | Non-recent Netherlands |
|---|--------------------|------------------------|
| 1. Legislators, Administrators & Managers | 15% | 11% |
| 2. Professionals | 78% | 67% |
| 3. Technicians & Associate Professionals | 42% | 36% |
| 4. Clerks | 0% | 1% |
| 5. Service & Sales Workers | 39% | 46% |
| 6. Agriculture & fishery workers | 72% | 66% |
| 7. Trades Workers | 69% | 72% |
| 8. Plant & Machine Operators & Assemblers | 29% | 22% |
| 9. Elementary Workers (incl. residuals) | 0% | 1% |
| Average | 43% | 38% |

Table 3: Occupations of recent and non-recent Dutch immigrants matching skill shortages (in percentage)

Explanatory factors for outcomes

As indicated in the previous section, language plays an important role in the settling process and the perception of employers on the ability to contribute to the work force. The Netherlands are known as a country with a high proficiency in languages in general and in English language in specific (Duynhoven) and is considered to be an English-speaking nation, since more than 95% of the Dutch immigrants in New Zealand can have a conversation in English (Winkelmann & Winkelmann, 1998a: 211; , 1998b: 35). Winkelmann and Winkelmann (1998b: 45) conclude from their analysis that an immigrant with English-speaking background has a much lower income difference to New Zealanders (nearing zero) than an immigrant with a non-English speaking background. A cohort analysis looking at non-recent and recent cohorts shows that income differentials between English-speaking background immigrants and New Zealander become smaller as cohorts are more recent. This is confirmed by the analysis of Boyd five years later (2003). The authors note that English-speaking background may not only relate to the language spoken, but also to the culture that is connected to that (Winkelmann & Winkelmann, 1998b: 63). In his 2000 article Winkelmann remarks that non-European immigrants have more difficulty in closing the income gap with New Zealand employees than European on the labour market, and he considers the English proficiency might be a major handicap for that group (Winkelmann, 2000). For the entrance into New Zealand, the results of English language tests are being recorded. The Netherlands have the second-highest average score on those tests, with only South-African immigrants scoring higher. The Dutch principle applicants have an average of 7.3 IELTS versus 7.5 for South-Africa and 6.6 as overall average score for principle applicants (Department of Labour, 2005).

The New Zealand immigration policy is aimed to getting highly skilled and skilled immigrants to New Zealand. When looking at recent Dutch immigrants, 30% of them have at least a Bachelor degree and 12% at least a Masters degree. There are little differences between other European immigrants and British immigrants with respectively 28% and 31% of the immigrants having at least a Bachelor degree. The differences appear when looking at the higher degrees. Other European immigrants have an average of 15% with at least a Masters degree, in comparison with the United Kingdom with 19%. Recent Dutch immigrants can therefore be viewed as a bit less higher educated than others from Europe. Compared to New Zealand population the European immigrants, the Dutch included, have a much higher level of education than the New Zealand population.

Very good performance, but not very special

One of the major findings of recent research under employers of skilled immigrants is that 81% of the employers rated the performance of the immigrant 'good' or 'very good' (Wallis & BRC Marketing and Social Research, 2006). The data in the report is not differentiated to nationalities of the immigrants, but still it is useful to use the findings of this research on the perception of recent Dutch

immigrants. The reasons for the high performance as reported by the researchers (p53-54), are them performing on a higher level than expected, being able to share their experience and skills, having skills and experience not available in New Zealand and performing at a superior level to other employees, having transferable skills. Of those employers not satisfied with the performance of the immigrant, not having the right attitude was the main reason for the dissatisfaction. Additionally, lacking experience of the New Zealand workplace culture, having an average performance and not standing out, not meeting expectations and having a poor performance or lacking skill or ability are the other reasons employers mention as reasons for non-satisfaction. A number of these can be based upon high expectations of immigrants. With Dutch level of education and level of language, it is likely that satisfaction with Dutch migrants is at least as high as the average level.

The contribution to the New Zealand economy has been measured in more quantitative ways, but the next section will concentrate on the Dutch way of working and the contribution recent Dutch make to organizations. Non-recent Dutch immigrants have the image that they “work hard and do well” (Hartog & Winkelmann, 2003: 686), but got criticized for working too hard and needed to adapt to the work pace at the work place. The older generations Dutch immigrants became “a national archetype and qualities as thrift and abruptness (...) [with] fresh and challenging ideas” (Yska, 2005). The former generation came with completely different reasons, mainly to build up a life in a different country, since the Netherlands did not offer them the opportunity. Economic reasons were the main factors that pushed Dutch immigrants from the Netherlands and subsidized journey pulled them to New Zealand. Because of the new life they had to build up back then, they worked hard, mostly not in their previous professions. The success in building up the new living was judged very positively and sometimes even envied (Duynhoven).

From interviews with both experts and interviewees it can be concluded that the contemporary image of a Dutch immigrant has not changed much, partly on influence of the ‘historic’ stereotypes from the fifties, sixties and seventies. The recent Dutch immigrants are known to be very skilled with good language skills (Duynhoven). The interviewees identified the following characteristics ranging from hard working, very punctual, (very) well educated, entrepreneurs, reliability, focussed on money, efficient, on time, used to stress, much more direct in communicating, honest and honourable. “A hardworking, loyal person who speaks his languages and all in all has a broad curiosity” (ID 29)⁷. “...hardworking and aspired someone, too hard...too direct” (ID 23).

This very positive image must be put into a certain perspective, since some of the characteristics are not always perceived as positive. In general, most interviewees and also Duynhoven note that the

⁷ IDxx is the identifying number of an interviewee.

direct communication of Dutch workers is not always appreciated. An interviewee notes that “get the impression that you come over rude or arrogant now and then (...) not the easiest person at the job” (ID 25). The direct way of communicating can therefore lead to conflicts, but can also offer the opportunity to open the dialog within a team. This could lead to a more outspoken communication between colleagues, as several interviewees have observed. The punctual and efficient work ethic can lead to some disappointments at the Dutch side when others in the organization have a different style of working. A few interviewees mentioned explicitly that they sometimes were seen to work too hard, since their colleagues needed to work harder because of that. The recent Dutch immigrants contribute well to the New Zealand organization by their open way of communicating and different style of working, although they need to be aware of the potential negative effects.

All interviewees and experts were asked whether a difference could be identified between Dutch and other immigrants. The positive image stands compared to other immigrants, but Dutch immigrants is not the only group who have this image. It is useful to divide immigrants between Asian and European and European immigrants in British, North-West European and others. All interviewees and experts conclude that European immigrants have a better chance at a job interview than Asian, mainly due to the language problem of Asian immigrants. British immigrants have a longer and different history with New Zealand, with them more seen as settlers than immigrants (Duynhoven). North-West European immigrants are roughly those immigrants with Dutch, German, Swiss, Austrian and Scandinavian nationality⁸. From the interviews it must be concluded that in general all immigrants from those countries have a positive image with characteristics as hard-working and efficient. Also the North-Western immigrants are seen as able to express themselves well in English. Most interviewees and experts therefore conclude that during a job interview, immigrants from this area under same circumstances have the same chance to be selected. Duynhoven points out that the history of Dutch immigrants still has a big influence. Ward remarks that the personal experiences of employers with immigrant groups can play a decisive role in the application process. Whitehead (Coordinator New Kiwis programme, Auckland Chamber of Commerce; interview, 27/04/06) also notes that when an employer had a good experience, it is likely that he will be biased in favour of that nationality. Since it is very likely that employers have some kind of personal experience with Dutch immigrants or their descendents, it is more likely an employer favours a Dutch applicant (Interview Ward; 25/05/06).

Interviewees and experts do not agree on the effect of British immigrants. Whereas a number of interviewees and experts point out that the English language is very important and that therefore a British immigrant will be favoured upon other nationalities, others say that the experiences with the

⁸ The concept North-West European immigrants was not defined in the interviews.

number of British immigrants are not very well, or that the work ethic of Dutch still can outweigh the advantage of language that British have.

5. Personal experiences of recent Dutch migrants

Now that the contribution to the New Zealand economy has been examined, this chapter will analyze the process of immigration of recent Dutch immigrants. It gives answers to the question why Dutch move from the Netherlands, why they move to New Zealand and what their experiences are, compared to the level of satisfaction in the Netherlands and their expectation to New Zealand, before they moved here. At the end of the chapter, a section will deepen how differences between experiences and expectations occur and what to do to prevent these.

5.1 *The push from the Netherlands, the pull to New Zealand*

“Who leaves its country with the intention not to return has not only gathered much courage, but also annoyance” (ter Bekke *et al.*, 2005: 28). With this concluding sentence the authors end an article elaborating on the intensions that Dutch citizens have to emigrate. The data collected from their surveys may lead to the conclusion that the Dutch are dissatisfied with a number of aspects in their country, responses to the interviews held give a much more nuanced picture. The motivation to leave the Netherlands can be split into push and pull factors and into roughly three categories. A number of the interviewees wanted to leave the Netherlands mainly because of the negative situation there, as Ter Bekke *et al.* mention. Other emigrants were looking for something different, somewhere else to start a new challenge in their life. The third category can be formed by immigrants who leave for family purpose: especially because of partners born in the country of destination.

In the interviews many interviewees only mentioned one or two factors in the open-ended questions, mainly either push or pull factors, but in most cases both a push and pull factor influenced their decision. On the question why they wanted to emigrate from the Netherlands, the answers mentioned most often were “to build a better life for family”, “for adventure/challenge/experience”, “too crowded, country too small”. These reasons mentioned most were followed by “having a New Zealand partner” and “wanted a change of lifestyle”. The “dissatisfaction with life in home country” was mentioned a few times as well.

In addition to the open-ended question on motives, the interviewees were also asked to rate reasons for leaving the Netherlands on a scale from 1 unimportant to 5 extremely important. Through this method, the element “change of lifestyle” rose in importance, since it was rated very important (average of 4 on the scale). The statement “stress and overcrowding” can be seen as a non-expressed reason for leaving, with most interviewees rating this as extremely important. Where it was not mentioned by most interviewees, it is an important push factor. Also the “experience of living abroad” was found an important (or higher) motivation to move from the Netherlands with more than half of the interviewees rating it high.

If these results are compared to a research done in 1980, then the reasons of 1980, dissatisfaction with the Netherlands, climate and nature, need for space and peace and dissatisfaction with the mentality of the people (Kruiter, 1981: 101), are still recognizable in the contemporary world. In 1992 the motives were overcrowded country, the future of children, too many rules at government level and environmental pollution, as well as the political climate, crime level and immigration of foreigners (Muus, 1995: 130-131). The political climate was the only reason that was not mentioned by the interviewees; all the other motives were, although not all to the same extent.

To see if the annoyance in the Netherlands is as high as supposed, the interviewees were asked to evaluate the Netherlands on several variables, like private living conditions (i.e. housing, income), welfare state institutions (i.e. health care, law and order), environmental quality (i.e. population density) and societal problems (i.e. crime level, mentality of people). The same aspects were used as Van Dalen and Henkens in their NIDI-surveys (van Dalen & Henkens, 2006). Private living conditions in the Netherlands as well as the welfare state institutions were seen (very) positive, although the system of law and order was seen less positive as the other institutions. The interviewees evaluated environmental quality and societal problems (very) negative, especially the population density and the amount of nature and space were judged very negatively, as well as the crime level. Nonetheless, eight of the eighteen interviewees stated that they were (very) satisfied with their life in the Netherlands. Three stated that they were (very) dissatisfied, the rest was neutral on their satisfaction level⁹. Societal problems and environmental quality were seen as the negative sides of the Netherlands, with the welfare state institutions and personal situation seen positive. To give a complete picture, appendix H sums up the answers given by interviewees.

It is interesting to see that the results from the surveys by Van Dalen and Henkens and their article published with Ter Bekke (ter Bekke *et al.*, 2005; van Dalen & Henkens, 2006), differ on most categories, mostly in a more negative way. A few explanations can be given for these differences. First is the representativeness of the sample for this pilot study, which is with 18 interviewees less representative than the sample of Van Dalen and Henkens. Second is that their data is not specified to host countries; it could be that Dutch with intentions to emigrate to NZ give a different picture, which could lead to conclusion that the country of destination attracts immigrants that differ in their opinion. Third explanation is the social desirability of answers within this research and that people were more nuanced because of personal interviews instead of surveys. A fourth explanation is the easiness with which people express themselves negatively, since the Netherlands is their only point of reference and that emigrants look back on the Netherlands with a different feeling, now corrected by other influences. It is of course also important to note that the survey was conducted in the end of 2004 –

⁹ With rating on the scale of 1 very dissatisfied to 5 very satisfied

beginning of 2005 and the migrants in this research' sample left the Netherlands from 1996 onwards when society was still not influenced by extreme events, like 11th September 2001 and the murders of Pim Fortuyn and Theo van Gogh.

“It is just to see what there is more. One part has nothing to do with the Netherlands. The other side is that I think the Netherlands is getting very crowded.” (ID 29) “So, I was happy as well in the Netherlands, we were also happy in the Netherlands.” (ID 23). “Because we wanted to experience something, adventure, see something else.” (ID 7)

The negative factors in the Netherlands, like crowdedness and dissatisfaction can be seen as push factors. Important is to note that income is not once mentioned as reason to emigrate, nor did it get a negative evaluation. Several motives, like building a better life for family, are reasons with both push and pull factors; if one wants to build a better life, one is not satisfied (enough) with their current life and has identified a place where they can be more satisfied, pulled towards that country. The change of lifestyle can be explained in the same way. People are not going to consider emigration as long as they and their family are satisfied with their life in the Netherlands and there are no external incentives (i.e. job offer, partner in other country). Dissatisfaction does not mean that the Netherlands as a country is perceived negatively. It can also be that persons find their own life or job not adventurous enough and by looking for something else, also considering foreign countries. Personality, defined by the level of sensation seeking and self-efficacy as analyzed by Van Dalen and Henkens (2006), plays an important role in this to structure the path to emigration.

Motives to migrate to NZ

The interviewed Dutch immigrants mentioned several reasons for choosing New Zealand as destination. The three most often mentioned reasons are the climate and physical environment, New Zealand as an English speaking nation and the fact that their partner was born here. “Climate and physical environment in New Zealand” was rated by 14 out of 18 as very important or extremely important. More than half of the interviewees rated “safety from crime in New Zealand” as very important to choose New Zealand as destination. During the interviews several respondents noted that they had underestimated this part of New Zealand, as will be shown in the next sections. Better future for the family was rated by a strong majority of the interviewees as very or extremely important for the decision to move to New Zealand. The most important motivation to choose New Zealand was the lifestyle, with 16 out of 18 interviewees rating this motive as very to extremely important.

It is interesting to see that 7 out of 18 respondents responded to the similarity of NZ to the Netherlands as important or very important (“Haha, that’s a good one, before we went, I thought that it would be a four or a five. *How would you rate it now?* A two.” (ID 1)). Additionally it is remarkable that more

than half of the interviewees rated the immigration requirements as unimportant for their decision. They are often seen as necessary to deal with, but is not the decisive element for choosing New Zealand particularly for that reason. Only one respondent noted that it was easier for him to enter in New Zealand than in Canada and that he otherwise would have chosen Canada.

From previous research it has become clear that “two-third of the migrants had spent some time in New Zealand before their residence approval and a quarter had some experience of working in New Zealand before they were approved for residence” (New Zealand Immigration Service, 2004: 29) and that this has influence on the decision to move to New Zealand. Of the interviewees only four had never visited New Zealand before their arrival. Of the 14 others, seven went to New Zealand before for travel reasons, one for educational purpose in New Zealand, one for business and two because of family living in New Zealand. Three interviewees explicitly noted that they visited the country to check it as a possible destination or to prepare their migration process. “People can come to NZ for holiday, but is also very likely that they do it for testing the country, having a look.” (Duynhoven)

5.2 Paradise, here we come – expectations of immigrants

It is to be expected that on fields where (potential) migrants evaluated the Netherlands negatively, they will expect improvement in their new country. The expectations are based upon the interviews held and the NIDI-survey to which the interview question referred, as presented by Van Dalen en Henkens (2006: 20). Appendix H gives the details on the responses of the interviewees.

In the private domain both housing, working conditions and social contacts are rated positive by the interviewees. Income is seen as least positive of the four aspects in the private living conditions. The survey by NIDI shows a similar picture with income being expected worse than the situation in the Netherlands. The welfare state institutions were rated more negative with especially social security and pension systems being expected very negative. Probable reason for that is the high level of welfare that is provided by the state in the Netherlands, in contrary to non-European western countries. Especially the pension and social security benefits are affected by a different welfare state regime. The high share of neutral answers could indicate that most migrants had not thought of these institutions before moving to New Zealand. During interviews it was noticeable that interviewees had difficulty answering the questions. As previously stated, is it always very hard to measure the real expectations of one's decision, since one never knows whether the expectations in retrospective are being coloured by experiences of the present.

When comparing the expectations of the environmental quality with the evaluation of the Netherlands, all interviewees expected the amount of nature and space, population density and the level of silence to be very positive. These results could be expected, since a large share of the emigrants left the

Netherlands because of the crowdedness or quality of nature or especially moved to New Zealand because of the amount of nature and space in this country. The societal problems are mostly also expected to be (very) positive. The crime level was rated by 14 out of 18 interviewees to be (very) positive, the level of pollution even by every interviewee. At the NIDI-survey a similar picture emerged with respectively 61% and 66% expecting the level of crime and pollution to be (much) better. The mentality of the people in this survey was expected (much) better by no less than 90% of the respondents. None of the interviewees expected the mentality to be negative and 13 out of 18 thought it to be (very) positive.

In general, it can be seen that future migrants expect a very positive future on environmental and societal issues, but that it will be much harder to keep up at financial levels, since income is expected to drop and less social security and pension benefits can be obtained from the state.

5.3 Satisfied or disappointed – experiences in NZ

The process of immigration starts with reasons to leave and building expectations. When they arrive at their destination, the expectations meet reality. For the one everything works out the way as planned, for the other, plans change rapidly. This section will focus on the experiences of recent Dutch immigrants, through the analysis of responses given by the interviewees. The first part compares the experiences of New Zealand with the evaluation in the Netherlands and the expectations of New Zealand. The second part concentrates on the general level of satisfaction in both life and work and subsequently the third section deliberates what factors influence the levels of satisfaction. The latter part will also mention the problems Dutch immigrants encountered since their arrival.

Experiences in New Zealand

As with the evaluation of the Netherlands and expectation of New Zealand, the experiences of New Zealand have been measured on the sixteen aspects¹⁰. The recent Dutch migrants are positive on their personal situation, with housing, working conditions and social contacts rated positive. Environmental quality and most societal problems are experienced (very) positive. When the ratings on the experiences in New Zealand are compared to evaluation of the Netherlands and expectations of New Zealand, interesting results are found. Table 4 shows the results. The majority of the interviewees experience their private living condition better than they had expected and a diverse picture arises from the experience of New Zealand versus the Netherlands. Most remarkable, but expected from previous research, is that a majority of the interviewees had a (much) lower income than in the Netherlands.

¹⁰ Again, results on these aspects can be found in appendix H.

The welfare state institutions are experienced as they were expected before coming to New Zealand and on all aspects, except the system of law and order, interviewees experience the institutions worse than in the Netherlands. Several interviewees made remarks on the health care system: “The structural health care, the emergency health care is excellent here, (...), but the regular health care is less.” (ID 32). The health care system has had badly publicity during the period in which the interviews were conducted (New Zealand Herald, 2006), so this might have affected the rating by the interviewees.

| | Evaluation NZ * Expectation NZ | | | Experience NZ * Evaluation NL | | |
|----------------------------|--------------------------------|------|--------------|-------------------------------|------|--------------|
| | (Much) better | Same | (Much) worse | (Much) better | Same | (Much) worse |
| Housing | 7 | 4 | 6 | 8 | 7 | 3 |
| Income | 7 | 4 | 4 | 1 | 5 | 10 |
| Working conditions | 8 | 4 | 4 | 5 | 6 | 5 |
| Social contacts | 8 | 6 | 4 | 3 | 8 | 7 |
| Health care system | 6 | 7 | 3 | 5 | 1 | 12 |
| Social security | 2 | 12 | 2 | 0 | 4 | 13 |
| Educational system | 3 | 12 | 2 | 4 | 2 | 12 |
| System of law and order | 2 | 10 | 2 | 3 | 7 | 4 |
| Pension system | 5 | 9 | 3 | 1 | 3 | 12 |
| Amount of nature and space | 1 | 16 | 1 | 17 | 1 | 0 |
| Population density | 1 | 14 | 3 | 17 | 1 | 0 |
| Level of silence | 1 | 13 | 4 | 15 | 2 | 1 |
| Crime level | 1 | 7 | 10 | 11 | 3 | 4 |
| Level of pollution | 0 | 7 | 11 | 15 | 2 | 1 |
| Mentality of people | 1 | 9 | 8 | 10 | 5 | 3 |
| Level of ethnic diversity | 3 | 10 | 5 | 9 | 5 | 4 |

Table 4: Differences in ratings on the evaluation of New Zealand compared to respectively the expectation of New Zealand and the evaluation of the Netherlands (in responses (n=18))

Missing are not included in table, but can be calculated by summation of number of responses. Read as follow: 7 interviewees rated housing better in experience of New Zealand than the expectation they had, 4 rated it the same, 6 rated their experience worse than their expectations. 8 Interviewees rated housing in New Zealand better than evaluation of housing in the Netherlands, 7 rated the same, 3 rated worse.

The public domain, consisting of environmental quality and societal problems, give on the one hand an expected picture, especially on the part of environment. In general all interviewees are positive on the amount of nature and space, with 16 out of 18 rating this very positive. A few migrants revised their expectation on the population density and level of silence, which is mainly due to the large cities within New Zealand, with one interviewee explaining that it is too quiet in New Zealand. This is not the case at the societal problems, where every aspect faced a decline in rating. More than half of the

interviewees experience the current crime level as worse¹¹ than they had expected and even more are negative on the level of pollution. These differences show that New Zealand is perceived as a very clean and safe country, but the reality is that it is not as safe and clean as expected. It may be a natural paradise, but this paradise also has its deficiencies. Although these differences seem very extreme, the differences with the Netherlands are still overwhelming positive, with more half of the interviewees seeing (much) less societal problems than in the Netherlands, with on pollution level almost every interviewee rating it better than in the Netherlands. Interestingly the differences between the evaluation of the Netherlands and New Zealand on the level of ethnic diversity or in Dutch *multiculturele samenleving*, are very widespread. There were interviewees that went from very positive in the Netherlands to very negative in New Zealand and vice versa. This difference can probably be explained by different views every individual has on the multicultural society and their positive or negative perspectives on this.

The experiences can be summarized by a decline in quality of welfare state institutions and level of income compared to the Netherlands with better private living conditions than they had anticipated. The environmental quality is much better than in the Netherlands and New Zealand faces less societal problems. The interviewees nonetheless expected an even better societal situation.

Levels of Satisfaction

After consideration on several aspects the interviewed Dutch migrants were asked how satisfied they are with their life in New Zealand. Of the 17 answers given to this question, 7 were very satisfied, 8 satisfied with only 2 interviewees neither satisfied nor dissatisfied. In the survey of the Department of Labour (Department of Labour, 2006a)¹² the same question was asked to recent migrants¹³. In this sample respondents were in general (very) satisfied with life in New Zealand. Out of the 17 valid answers of the interviewees, 11 of the immigrants saw their level of satisfaction increasing; only one migrant has rated its level of satisfaction lower than before coming to New Zealand. The general satisfaction level in New Zealand by very recent migrants lies at 93% either very satisfied or satisfied (Wallis, 2006) and this clear majority of satisfaction can also be identified at the interviewees and respondents. The Longitudinal Survey of the New Zealand Immigration Service (New Zealand Immigration Service, 2004) shows that the latest wave of immigrants 89% was (very) satisfied. The

¹¹ In this light a surprising article in the news paper *The Press* which reported on OECD-data that concluded that “New Zealanders are more likely to be victim of crime than Americans” and “New Zealand had the second highest number of victims” (Bennets, 2006)

¹² The survey was posted to immigrants of the skilled/business stream three to five months after they took up residence.

¹³ If interviewees are mentioned, the participants of the interview held for this research are meant (N=17), if respondents are mentioned, the sample of Dutch participants in the Department of Labour research (N=24 in general, N=21 when referring to labour market status (3 missing)).

number of respondents for this analysis is too low to draw conclusions from this, but gives an indication that the Dutch immigrants are very likely to be as satisfied as the average level.

Considering only job satisfaction, then most of the respondents were (very) satisfied with their job. The interviewees were a bit less satisfied than the aggregated result, with 11 out of 18 (very) satisfied. If asked for reasons why the interviewees were not satisfied with their work, answers ranged from too less wage to lesser opportunities to develop yourself or to make career: “There are less possibilities to grow in your position, because companies are just quite a bit smaller, so there are less possibilities for development.” (ID 8). “The lack of further development, the salary.” (ID 25). Of the interviewees, six secured their job prior to arrival (most of them entered on a general work permit), out of the other interviewees, eight ended up in the occupation they intended to work in before coming to New Zealand. When combining the responses on job secured prior to arrival and satisfaction with job, then more almost all of those interviewed migrants who did not secure their job before coming to New Zealand are (very) satisfied with their job, with only one third being satisfied with their job of those who secured it prior arrival to New Zealand. This picture can be distorted by the small number of migrants, but it looks like it that when a job is being arranged in New Zealand, there is a bigger chance that it will be more satisfactory than when it happens at a distance, because it is easier to look for jobs that better fit to the person.

It would be likely that the less satisfied one is with their job, the less satisfied one will be in life, but that does not seem a one-on-one case for recent Dutch immigrants. This is not the case, then of the interviewees and respondents who were not satisfied with their jobs, most were satisfied with life in New Zealand. From these results it could be concluded that, as motives for leaving the Netherlands and moving to New Zealand already hinted at, these recent Dutch migrants are mainly in New Zealand for a different and better quality of life than to be directly more satisfied with their work.

Satisfaction explained

To see what influences the level of satisfaction, this next section looks at what Dutch migrants like or dislike the most. For the interviewees space was the best aspect of New Zealand, followed by the lifestyle (relaxed/ outdoors), the physical environment and as fourth the friendly people. “You only work to make money so that you can have fun. It is not about the work, [it is about] having the money to make fun” (ID 7). “The peace and balance between work and family” (ID 2). The Dutch responses at the New Migrant survey (Department of Labour, 2006a) show a rather similar picture, then ‘climate or natural beauty or clean and green environment’ is ranked first, followed by ‘friendly people or relaxed pace of life’. ‘Small population’ is mentioned third in line and ‘can achieve desired lifestyle’ is fourth.

On the other hand there are also dissatisfactions with New Zealand that can roughly be divided into distance, culture and work. In case of the distance, this is visible most directly in the distance from family and friends and has nothing to do with New Zealand itself. “That’s the other side of social life, that you are missing certain things, family and friends” (ID 26). “I sometimes think that it is a small country and that not possibilities are offered as living in a big Europe, both in business as private.” (ID 7). The distance from the rest of the world has eventually also its influence on the news and that is also an aspect that is disliked about New Zealand. There is not as much cultural diversity in New Zealand, as shown by the quotation from an interviewee and more migrants see that as a disadvantage. Further cultural aspects, like the laid-back attitude of most of the New Zealanders is seen as difficult to handle by the Dutch; although most interviewees like the New Zealand attitude in their personal sphere, a big majority dislikes that attitude as work ethic within business and work environment. Additionally, the culture of drinking and bad driving is a common annoyance. Factors most disliked at work are, as mentioned before, that the wages are low or that there are not much possibilities for development. “That income is very low and that you have to work much, financially and material, to make progress.” (ID18). This is also identified by immigrants from other nationalities, especially in the Immigration Longitudinal Survey (New Zealand Immigration Service, 2004), where “poor employment opportunities” are first in line of most disliked aspects.

When the interviewees were asked to mention which problems they have encountered since their arrival, most problems are related to the culture and the attitude of New Zealanders on either personal or business level. It must be noted that this section only shows how recent Dutch immigrants perceive the situation. On a social level most problems were identified with making contact with the New Zealand population, not being recent immigrants. New Zealanders are being characterized as friendly people, with whom it is easy to make first contact, but with whom future friendship is difficult to build. Communication with New Zealanders, or Kiwi’s, is much more indirect than Dutch are used to. Since Dutch are very open and direct, sometimes even blunt, as mentioned by Duynhoven and Ward, this leads to confrontations and becomes more apparent in the working relation. The differences in communication styles lead to certain confrontations which are on the one hand seen as problematic, but as mentioned before, can also offer a different level of openness to or within an organization, as seen in the previous chapter. “Something that disappoints me is communication with New Zealanders; they think that you can understand everything between the lines and with a different cultural background that is very difficult (...). They are not really out-spoken. That what we Dutchmen say about ourselves of ‘in plain terms’ and ‘saying what is meant’ (...). I miss that here sometimes.” (ID6). So the relaxed and laid-back lifestyle which attracts much Netherlands immigrants to New Zealand, can lead to a different situation at work. Multiple interviewees mention that there is a lack of urgency and the sometimes conservative work style: when there is no need for modernization, why do so?

One interviewee mentioned in specific the relations between male and female in business. According to him there is a big difference in division of male and female roles in the New Zealand labour market, also on administrative level. Tipples (2006) noticed through her interviews that the recognition of qualifications within New Zealand can be problematic. The New Zealand Qualification Authority (NZQA) needs to approve all foreign degrees, but ‘if they don’t have the education here, they don’t necessarily recognize the education on the right level, not even when it is a Master of Science’ (ID 7). This indication of one of the interviewees is confirmed by the NZIS List of Recognised Qualifications used for assigning points to an application procedure, which states that the former Dutch integrated study programmes are rated at a level 7, which is equivalent to a New Zealand Graduate diploma and equivalent to a Bachelor’s degree (New Zealand Immigration Service, 2003), while these study programmes educate to the level of Master. This can be a problem, when you need the extra points you gain from a Masters diploma. As further work related problems were mentioned the importance of an ‘old-boys-network’ in the New Zealand working environment, not only for job applications, but on a much wider scale. The fringe benefits have surprised at least one interviewee as they are lower than in the Netherlands and there are less vacation days.

The problems do not seldom lead to reconsideration of Dutch migrants to move back to the Netherlands. Due to the limitation of this research no specific attention was paid to those migrants who decided to move back to the Netherlands, but Elich and Blauw did a research in 1981 (1981: 62-63) at return migration, in which they found that the main reasons for moving back to the Netherlands are social environment in the destination country, structural conditions in the destination country and personal reasons. In an interview with the remigration bureau in the Netherlands, Davids (Interview, 01/03/06) explained that also the economic conditions play a major role in the choice to stay or leave New Zealand. The problems of recognition of qualification and the by employers desired New Zealand work experience are mentioned as reasons for migrants for being not able to finding a job and therefore, after a while, loose a lot of their money to the settlement period (Davids). Immigrants often lack the knowledge of detailed regulations in their country of destination, so Davids says.

5.4 Why reality is different – differences explained

The differences between the experiences and difficulties that the recent Dutch migrants have and the expectations they had before leaving the country are considerable. In general, it can be said that New Zealand is seen as a beautiful, clean, safe and friendly country of which migrants accept that the financial gains are less than they were back home. But when migrants arrive in New Zealand, the beauty of the country is the only thing that is rated as high as expected; crime and pollution are perceived higher, although by far not as high as in the Netherlands. Most difficulties, though, are derived from a different culture and ways of contact and communication. The difference between the

Dutch way of working and communicating conflicts with the New Zealand style and recent Dutch migrants on average find it more difficult than expected to making social contacts when compared to the Netherlands. The difference can be explained by not enough information or no complete information on what newcomers can expect when arriving to New Zealand: “the key factor in the mismatch of highly skilled migrants’ expectations and their reality of their integration in to the labour market, and their resultant successful settlement, is to be found in poor information flows (Benson-Rea & Rawlinson, 2003:60). Most interviewees answered that they did not need more information before coming to New Zealand, although some would have liked better information what to expect on more cultural and social level, especially those aspects on which Dutch immigrants are most disappointed. One way of learning more about a country is by travelling there as it seems obvious that once you have been to a country before, you know more what to expect or at least where to get your information from. The last question of the interview asked the interviewees whether they would like to add some things to what has been said before and several of them offered a spontaneous advice to future immigrants. Most concentrate on the fact that people should prepare very well, search for a job in New Zealand and try to life in New Zealand for a while to get to know the mentality of the people.

6. When everything comes together

This section consists out of a concluding part that combines the first and second analyzing parts of this research and recommendations on how organizations, migrants and researchers can use the results found through this pilot study.

The New Zealand government has designed an active immigration policy to integrate new immigrants as quickly as possible in the labour market, but also in social life. Dutch immigrants seem to fit well to the perspectives of the New Zealand government, with a relatively low unemployment and their occupation practiced for a large part in areas where skill shortages are recorded. From the perspective of recent Dutch immigrants, the immigration policies that exist are seen as a necessary part of the immigration process. Dutch immigrants do not come to New Zealand to work here in shortages the government wants them to work in, they come to New Zealand for new adventure or to leave behind a crowded country and enjoy a more quiet life at the other side of the world. At first instance this would seem as a mismatch between objectives of the New Zealand government and the Dutch immigrants, but it offers a chance for both sides to reach their goals.

Especially the New Zealand government can profit from this mismatch and is well aware from the differences in objectives. As the competition on the international labour market gets tougher, New Zealand can market the country as very lucrative in non-materialistic elements of life, like environment, nature and the life-style. For this reason New Zealand can use the growing annoyance of for instance Dutch people to attract immigrants with the highest potential for the New Zealand labour market. For Dutch wanting to emigrate, New Zealand therefore could be an interesting country to offer their skills in exchange for 'paradise'. But New Zealand must not aim too much on existing skill shortages, as also being stated by Bedford (2003) and the OECD (2003), as it then could risk of bringing in a high number of migrants "and then changing our minds and trying to remove them" (Bedford, 2003: 81). By focussing much on existing shortages, the government makes it harder for those immigrants with excellent skills in other areas to enter. For instance through own businesses these highly skilled immigrants could open up markets that are hardly present in New Zealand at this time, but which have great potential in the future. As a marketing strategy for New Zealand, the government could for example point to the fact that it is much easier to start your own business in New Zealand than in the Netherlands.

As many authors have stated, a good settlement leads to increasing chance of economic integration (Benson-Rea & Rawlinson, 2003; Spoonley *et al.*, 2005). The recent Dutch immigrants seem to have a number of characteristics that enable successful settlement. Spoonley *et al.* (2005) bring to the attention that sense of belonging and acceptance are an important part of the settlement process and that formal recognition of qualification and skills is part of that. This, together with statements of

interviewees, lead to the conclusion that the New Zealand government has to determine the right value of qualifications, not only to ensure satisfaction at the side of immigrants, but also to increase the employment outcomes. Information is one mean to prepare immigrants for their entrance and settlement to New Zealand. Although many interviewees state that they do not need more information, the misconception on especially societal issues and the lack of knowledge of welfare state institutions shows that more information would be a proper way to fill that gap.

One element of the settlement strategy is the identity of own cultural values. A research in Lima and Argentina showed that members of Dutch community in those countries who were more active involved in their own ethnic organization, integrated quicker in cultural, social and economic terms. Also these immigrants were economically more successful and experienced a higher social acceptance in the new society (Jongkind, 1992). It might be very interesting to conduct a research whether this correlation can be found as well in New Zealand or in western receiving countries in general. For the Royal Netherlands Embassy in New Zealand this research could give an incentive in getting the Dutch societies open for more recent immigrants. A number of immigrants referred to the societies as being old-fashioned and not attractive to new, young immigrants. It can be recommended for both the Dutch societies as the Royal Netherlands Embassy to revive these societies to hopefully reach the result as can be seen in Lima and Argentina. Not only could this lead to a better integration with the New Zealand economy, it can also stimulate economic ties between New Zealand and the Netherlands.

It is therefore recommended that the Royal Netherlands Embassy in Wellington actively establishes contact with Dutch citizens in New Zealand. With a better registration of Dutch in New Zealand, the embassy could initiate activities that strengthen the economic and cultural ties with the Netherlands, as well as making this group more accessible for further research. One of the interviewees wondered why the embassy has no (electronic) news letter for Dutch in New Zealand. This could be one way of keeping Dutch involved with the Netherlands and starting a sort of database with contacts on a voluntary basis. A better link with the Netherlands could in the end also lead to the return of highly skilled immigrants to the Netherlands.

The push-pull theory discussed in the chapter 2 does not work out in the economic way in which it has its origin, but this mechanism of repulsive and attractive elements in countries of origin and destination can be identified in the immigration process of the recent Dutch immigrants to New Zealand. The changing society with a very dense population is an important push factor from the Netherlands, while New Zealand's space and nature are pull factors. The neo-classical economic push-pull approach could be corrected if the immaterialist elements of immigration are being transformed into benefits and expenditures. There are numerous economic models on the impact of leisure and income on the life of individuals. The same way as leisure is measured in those models, the same way

could nature, space and adventure be defined in money and could form the basis of future research in this area.

The theoretical model of Doomerik *et al.* seems to give an accurate explanation for the migration movements from the Netherlands to New Zealand. The intermediary structures in their model determine the magnitude of immigration movements from one to another country. The New Zealand government, if wishing to attract more immigrants from specific countries, should therefore focus on these intermediary structures, like for instance more direct recruitment methods. Some prisons in New Zealand have successfully used such recruitment methods to immigrate a large number of prison wardens from the Netherlands to New Zealand (interview Ben Burger 04/05/06). These initiatives could lead to success if industries in which a shortage exists, would recruit their staff in a more structural way. Not only is this interesting material for further research, policies could be designed on these examples.

Future immigrants should be aware of the country and society they are moving to. A number of interviewees pointed to a test phase, in which immigrants live in the country for a period, before choosing to migrate definitely. The gap between expectations and reality, especially on issues as mentality of the people, shows how easily false impressions are being created. Most of those migrants even visited New Zealand before coming over. A holiday or visit of family and friends gives a very good first impression, but does not necessarily show everything of the country. Immigrants therefore should prepare very well before coming to New Zealand, mostly through informal ways, subscribing to news groups and getting into contact with Dutch who are already present in New Zealand. Starting as a temporary immigrant could therefore lead to an easier settlement when the decision is made to permanently move and has as additional advantage that it is easier to get granted a permanent residence, because of local work experience. And if the country is not perfect after all, it is less difficult to return to the Netherlands.

This small pilot project hopefully initiates a number of follow-up research. In this closing paragraph a number of recommendations for future research are done. When Census 2006 data becomes available to researchers, some of the analysis should be repeated on recent immigrants and a study should be done to differentiate between several migration groups and nationalities. Additionally, a study could be performed to what is more important for the contribution of immigrants to organizations and economy: being there and doing the job, filling shortages or the transfer of knowledge and other ways of working. The contribution of Dutch companies also can be very interesting to measure. To complete this research, return migration should be examined closely: why do people return and what could have prevented that from happening?

7. Concluding remarks

The report has concentrated on Dutch immigrants, who arrived in New Zealand between 1996 and 2006, to evaluate their path from the Netherlands to New Zealand. As one part has examined the contribution of Dutch to the New Zealand economy, the other part has focussed more on the individual process of migration. By doing so, this pilot study can contribute to existing literature on Dutch migration.

Recent Dutch immigrants have a higher level of self-employment and a majority of the recent Dutch immigrants work in occupations classified as highly skilled. Dutch are also very active in the agricultural industry. Especially in the occupations where New Zealand identifies most skill shortages, Dutch immigrants work in skills that are also on shortage lists. These are different ways the Dutch contribute to the New Zealand economy. In addition to that, Dutch characteristics as hard-working, well educated, efficient and punctual make them a valued asset for the New Zealand employer, although these characteristics can also be seen by other migrant groups. The direct way of communicating can bring a number of challenges on the job. Dutch on the other hand, have sometimes problems with the work-ethic of New Zealand employees.

The immigration process to New Zealand went well for most interviewees, although more information could have been provided or searched for on the subject of people's mentality in New Zealand. The Dutch immigrants had expected to find in New Zealand a small paradise, without too much crime, pollution and other societal problems. Although the level of these societal problems is much less than in the Netherlands, it is higher as they would have expected before migrating. To ensure good and stable settlement, the New Zealand government should do as much as possible to decrease the information deficit. All-in-all, most recent Dutch immigrants interviewed for this research were very satisfied in New Zealand.

Recent Dutch in New Zealand are invisible: they tend to settle easy, mingle with New Zealanders and do their job well, but not much different from other Western European immigrants. With in general decreasing numbers over the last twenty years, the immigrants have disappeared from other studies and for research purpose they are hard to track down. And although non-recent Dutch immigrants can be found at Dutch societies, most of the recent Dutch do not identify themselves with those societies. But being invisible does not imply that recent Dutch immigrants do not contribute, on the contrary...

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Interviews

Hon. Harry Duynhoven – Minister of Transport, Associate-Minister of Energy, Member of Parliament for New Plymouth – Interview held on 20-04-2006

Rupert Ward – Director of the Immigration Bureau – Interview held on 25-05-2006

Lynn Whitehead - Co-ordinator New Kiwis programme, Auckland Chamber of Commerce – Telephonic Interview held on 27-04-2006

Ben Burger – Human Resource manager Correction Centre, Upper Hutt – Telephonic interview held on 04-05-2006

Els Davids – Director of Remigration Bureau – Telephonic interview held on 01-03-2006

A. Arrival statistics

The following data has been derived from tables published on the website of the New Zealand Immigration Service (New Zealand Immigration Service, 2006). Table 6 gives an overview of the permanent residency approvals from applicants with the Dutch nationality over the last nine year¹⁴. The family stream is reasonable constant, whereas with the business and skilled stream there is an increase over all years, except 2002/2003 with the biggest increase between 2003/2004 and 2004/2005.

| | 1997/98 | 1998/99 | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 | 2004/05 | 2005/06 ¹⁵ |
|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|-----------------------|
| Business/skilled total | 146 | 148 | 170 | 257 | 228 | 215 | 227 | 353 | 461 |
| Family total | 88 | 91 | 74 | 76 | 86 | 94 | 102 | 83 | 129 |
| Humanitarian/international | 3 | 5 | 2 | 1 | 3 | 2 | 6 | 4 | |
| Total | 237 | 244 | 246 | 334 | 317 | 311 | 335 | 440 | 590 |

Table 5: Approved permanent residence applications from nationality the Netherlands by stream – Source (New Zealand Immigration Service, 2006)

The overall ratio business/skilled versus family has changed from 62% of all applications versus 37% in 1997/1998 to 80:19 in 2004/2005. The approved number of permanent residence increased strong over the last 2 years, especially on the Business and Skilled category. When differentiating these streams to a lower level of sub-streams, see table 7 below, then one can see that the increase can be attributed to the transition from the ‘General skills’ sub stream to the ‘Skilled migrant’. From the transition on entry numbers increased to a level of 300 and more. Because the pool-system the ‘Skilled migrant’ category now has, the number of points is a decisive factor in the likeliness to be asked to apply for residence. It is difficult to explain this sudden rise in the application numbers, but two possible explanations are the higher rate of Dutch expressions of interest (first part of immigration procedure) that make it through to the application round and the rise of emigration of Dutch citizens. To begin with the latter, the overall number of persons emigrating from the Netherlands rose from 61,200 in 2000 to 75,049 in 2004. This includes return migration of immigrants to their country of origin. When only concentrating on persons born in the Netherlands the emigration numbers rose from 32,748 in 2000 to 38,467 in 2004, which is an increase of 17.5% (Centraal Bureau voor de Statistiek, 2006). From these numbers it can be derived that more Dutch intended to immigrate to New Zealand as well.

¹⁴ Data before July 1997 was not available; a financial year runs from 1 July to the 30 June of the following year

¹⁵ 2005/2006 figures are based on period 1 July 2005 to 26 May 2006.

| | 1997/98 | 1998/99 | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 | 2004/05 | 2005/06 ¹⁶ |
|-------------------------|---------|---------|---------|---------|---------|---------|---------|---------|-----------------------|
| Employee of businesses | | | | 3 | 1 | 2 | | | |
| Entrepreneur Category | | | | | 2 | 5 | 13 | 7 | 19 |
| General Skills | 138 | 123 | 170 | 216 | 194 | 176 | 179 | 10 | |
| Investor Category | | | | 37 | 31 | 32 | 29 | 22 | 16 |
| Old Business Categories | 8 | 25 | | 1 | | | | | |
| Skilled Migrant | | | | | | | 6 | 312 | 422 |
| Work to Residence | | | | | | | | 2 | 4 |

Table 6: Approved permanent residence applications from nationality the Netherlands by sub streams of Business/skilled category (New Zealand Immigration Service, 2006)

The immigration system change in 2003 has additionally affected the number of people immigrating to New Zealand. After these changes the total number of approved applications seemed to stay equal, but there are much differences between countries.

| | 1997/98 | 1998/99 | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 | 2004/05 | 2005/06 ¹⁷ |
|-----------------|---------|---------|---------|---------|---------|---------|---------|---------|-----------------------|
| General Skills | 13,466 | 13,171 | 16,725 | 23,288 | 31,359 | 26,650 | 16,270 | 2,089 | 318 |
| Skilled Migrant | | | | | | | 613 | 23,854 | 24,798 |

Table 7: Approved permanent residence applications of General Skills and Skilled Migrant (New Zealand Immigration Service, 2006)

Countries like Great-Britain, Germany, the Netherlands and France have a substantial increase of the numbers of skilled migrants coming into New Zealand, while countries like India, Malaysia and South-Korea see a substantial drop in their entrance on permanent residence. This could be an effect of the new pool system out of which the applications with the highest points are selected. It reaches too far to look into this more deeply in this research, but this trend gives an interesting start for future research.

The ratio between business/skilled and family has changed especially after the 2003 policy changes to 80:20. Table 9 relates the Dutch figures with Great-Britain and Germany. Great-Britain has a relatively higher share in the business/skilled category, whereas Germany is lagging behind on that stream. The several figures and tables show that from the Netherlands more applications are coming in, which is mainly explained by the skilled/business category. Since this category is the best regulated on the demands from the New Zealand economy, it can be concluded that from the Netherlands more immigrants are approved that have a potential of contributing to the New Zealand economy.

¹⁶ 2005/2006 figures are based on period 1 July 2005 to 26 May 2006.

¹⁷ 2005/2006 figures are based on period 1 July 2005 to 26 May 2006.

| | | 1997/98 | 1998/99 | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 | 2004/05 | 2005/06 ¹⁸ |
|----|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|-----------------------|
| NL | Business/skilled total | 62% | 61% | 69% | 77% | 72% | 69% | 68% | 80% | 78% |
| | Family total | 37% | 37% | 30% | 23% | 27% | 30% | 30% | 19% | 22% |
| | Humanitarian/international | 1% | 2% | 1% | 0% | 1% | 1% | 2% | 1% | 0% |
| GB | Business/skilled total | 62% | 56% | 62% | 66% | 71% | 64% | 69% | 83% | 81% |
| | Family total | 38% | 42% | 36% | 33% | 29% | 35% | 30% | 16% | 19% |
| | Humanitarian/international | 1% | 2% | 1% | 1% | 1% | 0% | 1% | 1% | 1% |
| D | Business/skilled total | 65% | 65% | 68% | 66% | 73% | 59% | 59% | 73% | 70% |
| | Family total | 35% | 33% | 31% | 34% | 26% | 38% | 40% | 27% | 29% |
| | Humanitarian/international | 0% | 2% | 1% | 1% | 1% | 2% | 1% | 0% | 1% |

Table 8: Approved applications for permanent residence by streams by the Netherlands, Great-Britain and Germany (in percentage of total approved application) (New Zealand Immigration Service, 2006)

When concentrating on the approved applications from the Netherlands, approximately 55% of all permanent applications approved are applied from offshore and 45% from onshore, so by Dutch that are already in New Zealand on a different permit. Of the total number of applications approved, approximately half of them are made by the principle applicant. In 2004/2005 222 principle applicants were approved with 234 secondary applicants¹⁹. Interesting to see is that of all applications under the family stream principle applicants form 88% of the total, which makes on average 1.15 persons per family application coming to New Zealand, whereas under the business/skilled stream 40% is principle application, which makes the average number of persons per application 2.5. This difference can be explained by skilled migrants bringing their family to New Zealand, whereas family migrants often have their family already in New Zealand. This implicates that immigrants through the business/skilled migrant category bring more persons into the country, which offers possibilities for New Zealand to make use of, but also the potential problem is that those persons are not entering the work force.

The number of work permits that have been approved to Dutch citizens has risen over the last seven years from 400 in 1997/1998 to 1,712 in 2005/2006. This rise is due to general increases of numbers, but also because of the introduction of the Working Holiday Scheme. On all levels the numbers have increased, on partner work programmes the increase was the strongest. The work experience for students decreased, since the working holiday work permits can replace that stream. Table 10 gives the total overview. Although the General category decreased in percentage, the absolute numbers increased from 131 in 1997/1998 to 361 in 2005/2006.

An important measure on the contribution of migrants to New Zealand is not only the number of immigrants entering the country, but as well the number of immigrants staying in New Zealand

¹⁸ 2005/2006 figures are based on period 1 July 2005 to 26 May 2006.

¹⁹ Secondary applicants are lodged on the application of the principal applicant and are related to the principle applicant.

(Shorland, 2006). Of those approved with residences between 1998 and 2004 with Dutch nationality 81% spend none or less than 25% time absent since taking up residence (N=1895)

| | 1997/98 | 1998/99 | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 | 2004/05 | 2005/06 |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Netherlands WHS | 18% | 50% | 36% | 27% | 42% | 42% | 37% | 35% | 42% |
| General | 33% | 22% | 23% | 33% | 23% | 24% | 28% | 24% | 21% |
| Partner programmes | 4% | 3% | 4% | 5% | 8% | 11% | 14% | 18% | 15% |
| Work experience for student | 24% | 15% | 19% | 18% | 16% | 14% | 11% | 12% | 10% |
| Other | 21% | 10% | 17% | 17% | 11% | 9% | 9% | 11% | 12% |
| Grand Total (percentage) | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Grand Total (number) | 396 | 798 | 707 | 807 | 1,117 | 1,273 | 1,559 | 1,634 | 1,712 |

Table 9: Work permits approved to Netherlands citizens (in percentage of total) (New Zealand Immigration Service, 2006)

(Shorland, 2006: 29). This is slightly higher than the average of 78.4. Still, 8.3% of this group has spent more than 75% of their time absent. In December 2004 16.3% of Dutch migrants approved between 1998 and 2003 (N=1,630) were long-term absent (more than six months), which is 2.1% higher than the average rate (p47). At the external migration data of Statistics New Zealand it becomes clear that the *Net Permanent and Long-term Migration* to and from the Netherlands over 2005 was 457 with 725 entering and 268 leaving the country. People leaving or arriving for more than 12 months are counted in these data (Statistics New Zealand, 2006)²⁰.

²⁰ Unfortunately Statistics New Zealand, New Zealand Immigration Service and Statistics Netherlands use different definitions for counting migration. The presented figures are not comparable to each other and must be seen as independent indicators.

B. Dutch Migrant Questionnaire

Dutch Migrant Questionnaire Date: /05/06 Time: : - : ID number:

Introduction:

Voordat ik begin zal ik kort nog uitleggen wat de procedure is. Dit gesprek wordt opgenomen op band, maar kan te allen tijde worden stopgezet. Het interview bestaat uit open en gesloten vragen, waarbij gesloten vragen een aantal keren herhaald worden voor verschillende situaties. Als u vragen heeft over het gebruik van het interview of enkele vragen in het bijzonder of over het migratie-onderzoek zelf, dan kunt u deze na afloop van het interview stellen.

Section A: Motivations for migration – Migratiemotieven

A1. Before arriving in NZ, had you previously lived or worked internationally?
Hebt u voor uw vertrek naar Nieuw-Zeeland in het buitenland gewerkt of gewoond?

Yes Ja
No Nee (please go to question A2)

A1A. If yes, please briefly explain where you migrated:
(Zo ja), kunt u aangeven waar u naar toe bent gemigreerd:

North-America Africa Europe
 South-America Oceania Asia

Other: _____

A1B. For how long? Hoe lang ongeveer?

up to 1 year 1 to 5 years 5 to 10 years longer than 10 years

A1C. For what purpose? Voor welke reden?

Business Work Study Family Relation
 Travel Other: _____

A2. Have any members of your close family or friends migrated internationally?
Zijn leden van uw nabije familie of vriendengroep gemigreerd?

Yes Ja
No Nee (please go to question A3)

A2A. If yes, did this influence your decision to migrate? (zo ja) Heeft dit uw beslissing beïnvloed?

Yes Ja
No Nee

A2B. If yes, do they live in New Zealand? (Zo ja) Leven zij ook in Nieuw-Zeeland?

Yes Ja
No Nee

A3. Please state why you decided to move from your home country:

Kunt u kort omschrijven waarom u bent weggegaan uit Nederland?

- | | |
|---|--|
| <input type="checkbox"/> NZ partner | <input type="checkbox"/> Change of lifestyle |
| <input type="checkbox"/> Closer to family and friends | <input type="checkbox"/> To build better life for family |
| <input type="checkbox"/> For adventure/challenge/travel | <input type="checkbox"/> To have a better quality of life |
| <input type="checkbox"/> Dissatisfied with life in home country | <input type="checkbox"/> Poor economic prospects in home country |
| <input type="checkbox"/> Job offer/working holiday | <input type="checkbox"/> Wanted to be somewhere less crowded |
| <input type="checkbox"/> Attractions of NZ | <input type="checkbox"/> Wanted to leave the Netherlands |
| <input type="checkbox"/> Other: _____ | |
-
-

A4. Please rate all of the following statements to indicate how much (if at all) they influenced your decision to leave your home country.

Kunt u van de volgende redenen aangeven hoeveel deze uw besluit om te emigreren heeft beïnvloed op een schaal van 1 tot 5, waarbij 1 staat voor onbelangrijk en 5 voor heel erg belangrijk? (1 = unimportant, 2 = less important, 3 = important, 4 = very important, 5 = extremely important)

| | Unimportant | | | | Extremely Important |
|--|-------------|---|---|---|------------------------|
| a) To have the experience of living abroad Ervaring van het in buitenland leven | 1 | 2 | 3 | 4 | 5 |
| b) To have a change of lifestyle Verandering van lifestyle | 1 | 2 | 3 | 4 | 5 |
| c) To be near friends or family Dicht bij familie of vrienden te zijn | 1 | 2 | 3 | 4 | 5 |
| d) To use skills and knowledge in more divers way Om ervaring en kennis op andere manier te gebruiken | 1 | 2 | 3 | 4 | 5 |
| e) Poor economic chances for future in NL Slechte economische vooruitzichten in Nederland | 1 | 2 | 3 | 4 | 5 |
| f) Overcrowding in home country Overbevolking in Nederland | 1 | 2 | 3 | 4 | 5 |
| g) Multicultural society in the Netherlands Multiculturele samenleving in Nederland | 1 | 2 | 3 | 4 | 5 |
| h) Poor quality environment in home country Slechte kwaliteit van milieu, natuur en omgeving | 1 | 2 | 3 | 4 | 5 |
| i) Too many rules in the Netherlands De hoeveelheid regelgeving in Nederland | 1 | 2 | 3 | 4 | 5 |

Other: _____

A5. Before migrating to NZ, how satisfied were you with life in your home country on a scale of 1 to 5 where 1 is very dissatisfied and 5 is very satisfied.

Voordat u naar NZ bent gemigreerd, hoe tevreden was u met Nederland op een schaal van 1 tot 5 waarbij 1 staat voor zeer ontevreden en 5 voor zeer tevreden

| | | | |
|------------------------------------|----------------------------------|---|--------------------------|
| Very Satisfied | - zeer tevreden | 5 | <input type="checkbox"/> |
| Satisfied | - tevreden | 4 | <input type="checkbox"/> |
| Neither Satisfied nor dissatisfied | - noch tevreden, noch ontevreden | 3 | <input type="checkbox"/> |
| Dissatisfied | - ontevreden | 2 | <input type="checkbox"/> |
| Very Dissatisfied | - zeer ontevreden | 1 | <input type="checkbox"/> |

A6. How do you rank the following aspects in the Netherlands before you migrated evaluated on a scale of 1 to 5 where 1 is very negative and 5 is very positive

Hoe beoordeelt u de volgende aspecten in Nederland op moment voordat u emigreerde op een schaal van 1 tot 5 waarbij 1 staat voor zeer negatief en 5 voor zeer positief

(zeer positief (5), positief (4), neutraal (3), negatief (2), zeer negatief (1))

(Question refers to survey done by NIDI – Henkens and Van Dalen (2006))

| | | | | | |
|--|---|---|---|---|---|
| a) Your housing – uw woning | 1 | 2 | 3 | 4 | 5 |
| b) Your income – uw inkomen | 1 | 2 | 3 | 4 | 5 |
| c) Your working conditions – uw werksituatie | 1 | 2 | 3 | 4 | 5 |
| d) Your social contacts – uw sociale contacten | 1 | 2 | 3 | 4 | 5 |
| e) The health care system – de gezondheidszorg | 1 | 2 | 3 | 4 | 5 |
| f) The social security system – sociale zekerheidsstelsel | 1 | 2 | 3 | 4 | 5 |
| g) Educational system – onderwijsvoorzieningen | 1 | 2 | 3 | 4 | 5 |
| h) System of law and order – het rechtssysteem | 1 | 2 | 3 | 4 | 5 |
| i) Pension system – pensioenstelsel | 1 | 2 | 3 | 4 | 5 |
| j) The amount of nature and space – de natuur en ruimte in NL | 1 | 2 | 3 | 4 | 5 |
| k) The population density – de bevolkingsdichtheid | 1 | 2 | 3 | 4 | 5 |
| l) The level of silence – hoeveelheid stilte in Nederland | 1 | 2 | 3 | 4 | 5 |
| m) The crime level – de mate van criminaliteit | 1 | 2 | 3 | 4 | 5 |
| n) The level of pollution – de mate van milieuvervuiling | 1 | 2 | 3 | 4 | 5 |
| o) The mentality of the people – mentaliteit van bevolking | 1 | 2 | 3 | 4 | 5 |
| p) The level of ethnic diversity – de multiculturele samenleving | 1 | 2 | 3 | 4 | 5 |

Section B: Choice of destination – Keuze van bestemming

B1. Please state why you chose NZ as the destination for your move:

Kunt u kort beschrijven waarom u Nieuw-Zeeland gekozen hebt als bestemming?

- | | |
|--|--|
| <input type="checkbox"/> NZ partner | <input type="checkbox"/> Employment |
| <input type="checkbox"/> Closer to family and friends | <input type="checkbox"/> English speaking |
| <input type="checkbox"/> Influenced by previous travel to NZ | <input type="checkbox"/> NZ is a safe country |
| <input type="checkbox"/> Recommendations of family/friends | <input type="checkbox"/> Similarity of NZ to Netherlands |
| <input type="checkbox"/> Climate/physical environment | <input type="checkbox"/> Lifestyle/quality of life |
| <input type="checkbox"/> Western culture | <input type="checkbox"/> Space/low population |
| <input type="checkbox"/> Friendly NZ people | <input type="checkbox"/> Geographical position NZ (other side world) |
| <input type="checkbox"/> Other: _____ | |

B2. Did you consider alternative destinations to NZ? Heeft u een andere bestemming dan NZ in overweging genomen?

- Yes Ja
No Nee

B3. Please rate all of the following statements on how much (if at all) they influenced your choice of NZ as your destination (1 = unimportant, 2 = less important, 3 = important, 4 = very important, 5 = extremely important)

Kunt u van de volgende redenen aangeven hoeveel zij uw keuze voor NZ hebben beïnvloed op een schaal van 1 tot 5, op een schaal van 1 tot 5, waarbij 1 staat voor onbelangrijk en 5 voor heel erg belangrijk?

| | Unimportant | | | Extremely Important | |
|---|-------------|---|---|---------------------|---|
| a) Employment opportunities in NZ Mogelijkheden tot werk in NZ | 1 | 2 | 3 | 4 | 5 |
| b) To join family in NZ Herenigen met familie in NZ | 1 | 2 | 3 | 4 | 5 |
| c) To marry/live with a NZ spouse/partner Trouwen of samen te wonen met een NZ partner | 1 | 2 | 3 | 4 | 5 |
| d) Climate/physical environment in NZ Klimaat of natuur in NZ | 1 | 2 | 3 | 4 | 5 |
| e) Safety from crime in NZ Veilig voor geweld in NZ | 1 | 2 | 3 | 4 | 5 |
| f) Educational opportunities in NZ Onderwijsmogelijkheden in NZ | 1 | 2 | 3 | 4 | 5 |
| g) Better future for family in NZ Betere toekomst voor familie in NZ | 1 | 2 | 3 | 4 | 5 |
| h) Lifestyle in NZ Lifestyle in NZ | 1 | 2 | 3 | 4 | 5 |
| i) Similarity of NZ to home country Nederland lijkt op Nieuw-Zeeland | 1 | 2 | 3 | 4 | 5 |
| j) Political environment in NZ Politieke situatie in NZ | 1 | 2 | 3 | 4 | 5 |
| k) NZ is an English speaking country NZ is een Engels sprekend land | 1 | 2 | 3 | 4 | 5 |
| l) NZ immigration requirements Nieuw-Zeelandse immigratie eisen | 1 | 2 | 3 | 4 | 5 |
| Other: _____ | | | | | |

B4. Prior to moving to NZ on this occasion, have you previously spent time in NZ? Voordat u naar Nieuw-Zeeland bent gemigreerd, bent u daarvoor in NZ geweest?

Yes

No (please go to question C1)

B4A. If yes, for what reason? Indien ja, met welke reden?

Business

Work

Education

Family Relation

Visitor

Residence

Other: _____

Section C: Expectations of NZ – Verwachtingen van Nieuw-Zeeland

C1. Which expectations did you have before coming to NZ on the following aspects on a scale of 1 to 5 where 1 is very negative and 5 is very positive

Welke verwachtingen had u voor migratie naar NZ voor de volgende aspecten op een schaal van 1 tot 5 waarbij 1 staat voor zeer negatief en 5 voor zeer positief

(zeer positief (5), positief (4), neutraal (3), negatief (2), zeer negatief (1))

(Question refers to survey done by NIDI – Henkens and Van Dalen (2006))

| | | | | | |
|---|---|---|---|---|---|
| a) Your housing – uw woning | 1 | 2 | 3 | 4 | 5 |
| b) Your income – uw inkomen | 1 | 2 | 3 | 4 | 5 |
| c) Your working conditions – uw werksituatie | 1 | 2 | 3 | 4 | 5 |
| d) Your social contacts – uw sociale contacten | 1 | 2 | 3 | 4 | 5 |
| e) The health care system – de gezondheidszorg | 1 | 2 | 3 | 4 | 5 |
| f) The social security system – sociale zekerheidsstelsel | 1 | 2 | 3 | 4 | 5 |
| g) Educational system – onderwijsvoorzieningen | 1 | 2 | 3 | 4 | 5 |
| h) System of law and order – het rechtssysteem | 1 | 2 | 3 | 4 | 5 |
| i) Pension system – pensioenstelsel | 1 | 2 | 3 | 4 | 5 |
| j) The amount of nature and space – de natuur en ruimte in NZ1 | | 2 | 3 | 4 | 5 |
| k) The population density – de bevolkingsdichtheid | 1 | 2 | 3 | 4 | 5 |
| l) The level of silence – hoeveelheid stilte in Nieuw-Zeeland | 1 | 2 | 3 | 4 | 5 |
| m) The crime level – de mate van criminaliteit | 1 | 2 | 3 | 4 | 5 |
| n) The level of pollution – de mate van milieuvervuiling | 1 | 2 | 3 | 4 | 5 |
| o) The mentality of the people – mentaliteit van bevolking | 1 | 2 | 3 | 4 | 5 |
| p) The level of ethnic diversity – de multiculturele samenleving1 | | 2 | 3 | 4 | 5 |

Section D: Living in NZ – Leven in NZ

D1. When did you arrive to New Zealand? Wanneer bent u aangekomen in Nieuw-Zeeland?

Less than 1 year 1-2 years 2-3 years >10 years
 3-5 years 5-8 years 8-10 years

D2. Do you plan to live in NZ permanently? Bent u van plan hier permanent te blijven?

Yes, definitely - ja, zeker (please go to question D3)
 Yes, probably - ja, waarschijnlijk (please go to question D3)
 No - nee (please go to question D2A)
 Don't know - weet niet (please go to question D2B)

D2A. How long do you intend to live in NZ – hoe lang blijft u in NZ?

_____ years don't know

D2B. Why will you leave, and – waarom weg?

- | | |
|---|---|
| <input type="checkbox"/> Lack of job opportunities | <input type="checkbox"/> Poor employment conditions |
| <input type="checkbox"/> Distance NZ from home or family | <input type="checkbox"/> Employers want NZ work experiences |
| <input type="checkbox"/> Cost of health services | <input type="checkbox"/> Climate or landscape |
| <input type="checkbox"/> Not safe from crime and violence | <input type="checkbox"/> Lack of cultural diversity |
| <input type="checkbox"/> Inter-racial, ethnic or religious tensions | <input type="checkbox"/> Cannot achieve desired lifestyle |
| <input type="checkbox"/> Poor quality housing or cost of housing | <input type="checkbox"/> NZers' attitude to migrants/discrimination |
| <input type="checkbox"/> Poor public transport/lack of public transport | <input type="checkbox"/> Tax system difficult to understand |
| <input type="checkbox"/> Bad driving/ lack of road safety | <input type="checkbox"/> Traffic congestion |
| <input type="checkbox"/> Kiwi attitude in general | |
| <input type="checkbox"/> Other: _____ | |
-

D2C. Where will you go next? – wat is de volgende bestemming? (Go to question D3)

- | | | |
|--|-------------------------------------|---------------------------------------|
| <input type="checkbox"/> North-America | <input type="checkbox"/> Africa | <input type="checkbox"/> Europe |
| <input type="checkbox"/> South-America | <input type="checkbox"/> Oceania | <input type="checkbox"/> Asia |
| <input type="checkbox"/> Netherlands | <input type="checkbox"/> Don't know | <input type="checkbox"/> Other: _____ |

Section E: Employment experiences – Werkervaringen

E1. What was your occupation prior to migrating to NZ? Wat was uw beroep voordat u naar NZ kwam?

-
- | | |
|--|---|
| <input type="checkbox"/> Legislators, Administrators & Managers | <input type="checkbox"/> Professionals |
| <input type="checkbox"/> Technicians and associate professionals | <input type="checkbox"/> Clerks |
| <input type="checkbox"/> Service and Sales workers | <input type="checkbox"/> Agriculture |
| <input type="checkbox"/> Trades Workers | <input type="checkbox"/> Plant and machine operators/assemblers |
| <input type="checkbox"/> Elementary occupations | <input type="checkbox"/> None |

E2. Before migrating to NZ, did you intend to work with the same occupation? Voordat u naar NZ kwam, was u van plan in zelfde beroep te gaan werken?

Yes (go to E2B) No Don't know

E2A. If no, what occupation did you intend to work in? Indien nee, in welk beroep wel?

- | | |
|--|---|
| <input type="checkbox"/> Legislators, Administrators & Managers | <input type="checkbox"/> Professionals |
| <input type="checkbox"/> Technicians and associate professionals | <input type="checkbox"/> Clerks |
| <input type="checkbox"/> Service and Sales workers | <input type="checkbox"/> Agriculture |
| <input type="checkbox"/> Trades Workers | <input type="checkbox"/> Plant and machine operators/assemblers |
| <input type="checkbox"/> Elementary occupations | <input type="checkbox"/> None |

E2B. Did that work out? Is dat ook uitgekomen? Yes No

E3. If you have worked/are working in NZ, did you have a job secured prior to your arrival in NZ? Indien werkzaam (geweest), had u werk geregeld voordat u naar NZ vertrok?

Yes ja
No nee
Not applicable

E4. One of the subjects in my research relates to the contribution of Dutch in particular to NZ organizations. Could you explain how you see this? Guiding questions/concepts: skills, language, culture, transfer of skills etc. What are your experiences with perception of Dutch employees in an organization? What is in your opinion important for a new migrant to have to succeed on the labour market?

Een van mijn onderwerpen in mijn onderzoek kijkt naar de bijdrage van Nederlanders binnen organisaties hier. Kunt u mij uitleggen hoe u deze bijdrage ziet? Leidende vragen/begrippen: skills (vaardigheden), taal, cultuur, kennisoverdracht. Hoe zien werkgevers Nederlanders in een organisatie? Wat is belangrijk voor een migrant om te succesvol te zijn op de arbeidsmarkt?

Section F: Social experiences – Sociale ervaringen

F1. What do you like most about living in NZ compared to living in your home country?

Vergeleken met Nederland, wat vindt u het fijnst aan leven in NZ?

- | | |
|---|--|
| <input type="checkbox"/> Job opportunities | <input type="checkbox"/> Economic conditions |
| <input type="checkbox"/> Having family here/ more time with family | <input type="checkbox"/> Educational system or educational opportunities |
| <input type="checkbox"/> Less traffic | <input type="checkbox"/> Reduced stress |
| <input type="checkbox"/> Cost of health services | <input type="checkbox"/> Climate or landscape or clean/green environm. |
| <input type="checkbox"/> Safety from crime and violence | <input type="checkbox"/> Cultural diversity |
| <input type="checkbox"/> Lack of inter-racial/ ethnic/ religious tensions | <input type="checkbox"/> Can achieve desired lifestyle |
| <input type="checkbox"/> Good housing or cost of housing | <input type="checkbox"/> NZers' attitude to migrants/discrimination |
| <input type="checkbox"/> Good provisions of services | <input type="checkbox"/> Political stability/freedom/lack of corruption |
| <input type="checkbox"/> Small population/less people | <input type="checkbox"/> Recreation and leisure activities (Lifestyle) |
| <input type="checkbox"/> Friendly people or relaxed pace of life | |
| <input type="checkbox"/> Other: _____ | |
-

F2. What do you like least about living in NZ compared to living in your home country?

Vergeleken met Nederland, wat vindt u het minst fijne aan leven in NZ?

- | | |
|---|---|
| <input type="checkbox"/> Lack of job opportunities | <input type="checkbox"/> Poor employment conditions (low wages) |
| <input type="checkbox"/> Distance NZ from home or family | <input type="checkbox"/> Employers want NZ work experiences |
| <input type="checkbox"/> High cost/ bad quality of health services | <input type="checkbox"/> Climate or landscape |
| <input type="checkbox"/> Not safe from crime and violence | <input type="checkbox"/> Lack of cultural diversity |
| <input type="checkbox"/> Inter-racial, ethnic or religious tensions | <input type="checkbox"/> Cannot achieve desired lifestyle |
| <input type="checkbox"/> Poor quality housing or cost of housing | <input type="checkbox"/> NZers' attitude to migrants/discrimination |
| <input type="checkbox"/> Poor public transport/lack of public transport | <input type="checkbox"/> Tax system difficult to understand |
| <input type="checkbox"/> Bad driving/ lack of road safety | <input type="checkbox"/> Traffic congestion |
| <input type="checkbox"/> Kiwi attitude in general | |
| <input type="checkbox"/> Other: _____ | |

F3. What problems have you encountered since arriving in NZ? Welke problemen bent u tegengekomen sinds uw aankomst in NZ? Guide: Both social and work related (for example: recognition of qualification)

F3A How satisfied are you with your main job? How tevreden bent u met uw huidige werk? (Question refers to survey conducted by Department of Labour (DOL, 2006))

| | | | |
|------------------------------------|----------------------------------|---|-------------------------------------|
| Very Satisfied | - zeer tevreden | 5 | <input type="checkbox"/> (go to F4) |
| Satisfied | - tevreden | 4 | <input type="checkbox"/> (go to F4) |
| Neither Satisfied nor dissatisfied | - noch tevreden, noch ontevreden | 3 | <input type="checkbox"/> |
| Dissatisfied | - ontevreden | 2 | <input type="checkbox"/> |
| Very Dissatisfied | - zeer ontevreden | 1 | <input type="checkbox"/> |

F3B. What are the main reasons you are dissatisfied with your main job? Wat zijn de belangrijkste redenen dat u ontevreden bent met uw werk?

(Question refers to survey conducted by Department of Labour (DOL, 2006))

- | | |
|--|--------------------------|
| Not using my skills or experiences – gebruik niet mij kennis, vaardigheden en ervaring | <input type="checkbox"/> |
| This job is not my preferred occupation - dit werk heeft niet mijn voorkeur | <input type="checkbox"/> |
| Pay is too low - loon is te laag | <input type="checkbox"/> |
| Want more hours of work - wil meer uren werken | <input type="checkbox"/> |
| Want to work different hours but not more hours- wil andere uren werken, maar niet meer | <input type="checkbox"/> |
| Experiencing discrimination from my employer because I am a migrant – ervaar discriminatie van mijn werkgever omdat ik een migrant ben | <input type="checkbox"/> |
| Other (please specify): | |

F4. Please indicate the areas where you would have preferred to have more information to help you settle in NZ? Op welke gebieden zou u meer informatie gehad willen hebben om u beter te kunnen settelen in NZ?

(Question refers to survey conducted by Department of Labour (DOL, 2006))

- Employment – Werkgelegenheid
- Recognition of qualifications – erkenning van diploma's
- Health Services – gezondheidszorg
- Business set up – opzetten eigen bedrijf
- Housing – woonsituatie
- Education – onderwijs
- Learning English – Engels leren
- Budgeting and/ or income support – Financiële planning of financiële ondersteuning
- Daily life – dagelijks leven
- Driver licence/ road rules – rijbewijs - verkeersregels
- Tax information – belastingsysteem
- Pension plans – pensioen planning
- Other - overig
- None (go to F6)

F5. Who would have to be responsible to provide these kind of information? Wie zou verantwoordelijk moeten zijn voor het verspreiden van die informatie?

- NZ Immigration Service
- NZ employer
- NZ Trade
- Not safe from crime and violence
- None
- Immigratieconsultant
- NZ Tourism Office
- Immigrant himself
- Other NZ organisation, like city council
- Other: _____

F6. What experiences do you have with NZ now that you have lived here for several years on the following aspects on a scale of 1 to 5 where 1 is very negative and 5 is very positive?

Welke ervaring heeft u met NZ nu u hier een aantal jaren woont? Ook dit is weer voor de volgende aspecten op een schaal van 1 tot 5 waarbij 1 staat voor zeer negatief en 5 voor zeer positief

(zeer positief (5), positief (4), neutraal (3), negatief (2), zeer negatief (1))

(Question refers to survey done by NIDI – Henkens and Van Dalen (2006))

| | | | | | |
|---|---|---|---|---|---|
| a) Your housing – uw woning | 1 | 2 | 3 | 4 | 5 |
| b) Your income – uw inkomen | 1 | 2 | 3 | 4 | 5 |
| c) Your working conditions – uw werksituatie | 1 | 2 | 3 | 4 | 5 |
| d) Your social contacts – uw sociale contacten | 1 | 2 | 3 | 4 | 5 |
| e) The health care system – de gezondheidszorg | 1 | 2 | 3 | 4 | 5 |
| f) The social security system – sociale zekerheidsstelsel | 1 | 2 | 3 | 4 | 5 |
| g) Educational system – onderwijsvoorzieningen | 1 | 2 | 3 | 4 | 5 |
| h) System of law and order – het rechtssysteem | 1 | 2 | 3 | 4 | 5 |
| i) Pension system – pensioenstelsel | 1 | 2 | 3 | 4 | 5 |
| j) The amount of nature and space – de natuur en ruimte in NL | 1 | 2 | 3 | 4 | 5 |
| k) The population density – de bevolkingsdichtheid | 1 | 2 | 3 | 4 | 5 |
| l) The level of silence – hoeveelheid stilte in Nederland | 1 | 2 | 3 | 4 | 5 |
| m) The crime level – de criminaliteit | 1 | 2 | 3 | 4 | 5 |
| n) The level of pollution – de milieuvervuiling | 1 | 2 | 3 | 4 | 5 |

- o) The mentality of the people – mentaliteit van bevolking 1 2 3 4 5
 p) The level of ethnic diversity – de multiculturele samenleving 1 2 3 4 5

F7. Place state shortly what stereotypes Dutch have on the NZ labour market? Kunt u de stereotype Nederlander op de Nieuw-Zeelandse arbeidsmarkt beschrijven?

F8. Overall, are you satisfied with your life in NZ? Over algemeen, hoe tevreden bent u met uw leven in Nieuw-Zeeland op een schaal van 1 tot 5 waarbij 1 staat voor zeer ontevreden en 5 voor zeer tevreden?

- | | | |
|------------------------------------|---|--------------------------|
| Very satisfied | 5 | <input type="checkbox"/> |
| Satisfied | 4 | <input type="checkbox"/> |
| Neither satisfied nor dissatisfied | 3 | <input type="checkbox"/> |
| Dissatisfied | 2 | <input type="checkbox"/> |
| Very dissatisfied | 1 | <input type="checkbox"/> |

Section H: Additional Information

If you feel that you would like to add any other information about your migration experience and subsequent working experiences or experiences of living in NZ, please do so here.

Als u nog graag andere informatie wilt toevoegen over uw migratieproces en werkervaring, dan kan dat nu.

Section I: Demographic information:

Principal interviewee:

Sex - geslacht: Male
 Female

Year of Birth - geboortejaar: _____

Country of birth - geboorteland: _____

Country of residence prior to migration to NZ – vorig residence:: _____

Qualifications – hoogst genoten opleiding:

- Primary school or less than 3 years of secondary school – basisschool, <3jr middelbaar
 3-5 years of secondary school – diploma middelbaar onderwijs

- | | |
|---|--------------------------|
| Trade qualification – diploma MBO | <input type="checkbox"/> |
| University or technical institute diploma – diploma HBO | <input type="checkbox"/> |
| Completed university degree – universiteitsdiploma | <input type="checkbox"/> |
| Post-graduate degree – Ph.D. | <input type="checkbox"/> |

Current Employment Status – huidige status arbeidsmarkt:

- | | |
|--|--------------------------|
| Employed full-time (more than 30 hours per week) | <input type="checkbox"/> |
| Employed part-time (less than 30 hours per week) | <input type="checkbox"/> |
| Employer | <input type="checkbox"/> |
| Self-employed | <input type="checkbox"/> |
| Unemployed (seeking work) | <input type="checkbox"/> |
| Not in the labour force | <input type="checkbox"/> |

Occupation (if not already stated) – beroep: _____

Languages spoken – talen waarin u een alledaags gesprek kunt voeren: _____

Visum of first entry in New Zealand – visum bij binnenkomst in NZ:

- | | |
|-----------------------|--------------------------|
| NZ citizen | <input type="checkbox"/> |
| Returning resident | <input type="checkbox"/> |
| Visitors visum | <input type="checkbox"/> |
| Work visum | <input type="checkbox"/> |
| Working Holiday Visum | <input type="checkbox"/> |
| Permanent Residence | <input type="checkbox"/> |
| Work to residence | <input type="checkbox"/> |
| Other: _____ | |

If you entered on a permanent residence visum, which category did you apply under:

- | | |
|--------------------------------|--------------------------|
| Skilled migrant/general skills | <input type="checkbox"/> |
| Business | <input type="checkbox"/> |
| Family Reunification | <input type="checkbox"/> |
| Humanitarian | <input type="checkbox"/> |
| Other: _____ | |

If you have a NZ work permit please specify what type: _____

Migration status - immigratiestatus:

- | | |
|------------------------------|--------------------------|
| NZ citizen | <input type="checkbox"/> |
| NZ resident | <input type="checkbox"/> |
| Temporary Work permit holder | <input type="checkbox"/> |

If you have NZ residence, which category did you apply under:

- | | |
|--------------------------------|--------------------------|
| Skilled migrant/general skills | <input type="checkbox"/> |
| Business | <input type="checkbox"/> |
| Family Reunification | <input type="checkbox"/> |
| Humanitarian | <input type="checkbox"/> |

If you have a NZ work permit please specify what type: _____

Do you think the cost of living in NZ, compared with that in your home country, is
Denkt u dat kosten van levensonderhoud in NZ, vergeleken met Nederland, zijn:

- | | | |
|----------------|-----------------|--------------------------|
| Much higher | veel hoger | <input type="checkbox"/> |
| Higher | hoger | <input type="checkbox"/> |
| About the same | ongeveer gelijk | <input type="checkbox"/> |
| Lower | lager | <input type="checkbox"/> |
| Much lower | veel lager | <input type="checkbox"/> |

Do you think your income in NZ compared to your income in your home country is:

Denkt u dat uw inkomen in NZ, vergeleken met Nederland, is:

- | | | |
|----------------|-----------------|--------------------------|
| Much higher | veel hoger | <input type="checkbox"/> |
| Higher | hoger | <input type="checkbox"/> |
| About the same | ongeveer gelijk | <input type="checkbox"/> |
| Lower | lager | <input type="checkbox"/> |
| Much lower | veel lager | <input type="checkbox"/> |

Number of children – heeft u kinderen? Hoeveel?:

- | | | | |
|---|--------------------------|----|--------------------------|
| 0 | <input type="checkbox"/> | 3 | <input type="checkbox"/> |
| 1 | <input type="checkbox"/> | 4 | <input type="checkbox"/> |
| 2 | <input type="checkbox"/> | 5+ | <input type="checkbox"/> |

Did your children migrate to NZ with you – Zijn uw kinderen met u meegemigreerd naar NZ?

- | | |
|--------------------------|--------------------------|
| Yes, all | <input type="checkbox"/> |
| Yes, some | <input type="checkbox"/> |
| No | <input type="checkbox"/> |
| No, they were born in NZ | <input type="checkbox"/> |

Marital Status – huwelijks staat

- | | |
|----------------|--------------------------|
| Partner/Spouse | <input type="checkbox"/> |
| Single | <input type="checkbox"/> |
| Divorced | <input type="checkbox"/> |

If you have migrated with a spouse/partner please fill in the following section regarding their demographic information: Indien u samen met partner/echtgenoot naar NZ bent gemigreerd:

Details of spouse/partner:

- | | | |
|------------------------|--------|--------------------------|
| Sex - geslacht: | Male | <input type="checkbox"/> |
| | Female | <input type="checkbox"/> |

Year of birth - geboortejaar

Country of birth - geboorteland: _____

Qualification – hoogst genoten opleidingen:

- | | |
|--|--------------------------|
| Primary school or less than 3 years of secondary school – basisschool, <3jr middelbaar | <input type="checkbox"/> |
| 3-5 years of secondary school – diploma middelbaar onderwijs | <input type="checkbox"/> |
| Trade qualification – diploma MBO | <input type="checkbox"/> |
| University or technical institute diploma – diploma HBO | <input type="checkbox"/> |
| Completed university degree – universiteitsdiploma | <input type="checkbox"/> |
| Post-graduate degree – Ph.D. | <input type="checkbox"/> |

Employment Status – status arbeidsmarkt::

- | | |
|--|--------------------------|
| Employed full-time (more than 30 hours per week) | <input type="checkbox"/> |
| Employed part-time (less than 30 hours per week) | <input type="checkbox"/> |
| Employer | <input type="checkbox"/> |
| Self-employed | <input type="checkbox"/> |
| Unemployed (seeking work) | <input type="checkbox"/> |
| Not in the labour force | <input type="checkbox"/> |

Occupation - beroep: _____

Languages spoken – talen waarin u alledaags gesprek kunt voeren:

Visum of first entry in New Zealand – visum van binnenkomst:

- NZ citizen
- Returning resident
- Visitors visum
- Work visum
- Working Holiday Visum
- Permanent Residence
- Work to residence
- Other: _____

If you entered on a permanent residence visum, which category did you apply under:

- Skilled migrant/general skills
- Business
- Family Reunification
- Humanitarian
- Other: _____

If you have a NZ work permit please specify what type: _____

Migration status - migratiestatus:

- NZ citizen
- NZ resident
- Temporary Work permit holder

If you have NZ residence, which category did you apply under:

- Skilled migrant/general skills
- Business
- Family Reunification
- Humanitarian

If you have a NZ work permit please specify what type: _____

Would you like a summary of the results of the study – zou u een samenvatting willen ontvangen van de resultaten van dit onderzoek?

- Yes
- No

C. Characteristics interviewees

| | | | | |
|----------------------------------|--------------------|----|--------|---|
| Sex interviewee (N=18) | Male | 10 | Female | 8 |
| Year of birth interviewee | Range: 1941 - 1977 | | | |
| | Average: 1963 | | | |

Highest level of education

| | |
|--|---|
| 3-5 years of secondary school | 1 |
| Trade qualification | 4 |
| University diploma of techn. Institute | 6 |
| University degree | 5 |
| Post-graduate degree | 2 |

Current employment status interviewee

| | |
|---------------------------|---|
| Employed full-time (>30h) | 4 |
| Employed part-time (<30h) | 4 |
| Employer | 3 |
| Self-employed | 7 |

Current occupation by main group interviewee

| | |
|--|---|
| Legislators, administrators & managers | 4 |
| Professionals | 6 |
| Technicians & associate professionals | 4 |
| Service and sales workers | 1 |
| Agriculture and fishery | 2 |
| Trades workers | 1 |

Number of Languages spoken interviewee:

| | |
|--------------|---|
| 2 languages | 4 |
| 3 languages | 6 |
| 4 languages: | 7 |
| 5 languages | 1 |

Visum of entry interviewee:

| | | |
|--------------------|-----------------------|---|
| Visitor | | 4 |
| Work | General: | 3 |
| Working Holiday | | 1 |
| Permanent Resident | Skilled migrant: | 6 |
| | Business: | 1 |
| | Family reunification: | 3 |

Current migration status interviewee:

| | | |
|--------------------|-----------------------|----|
| Visitor | | 0 |
| Work | General: | 1 |
| | Partnership: | 1 |
| Working Holiday | | 0 |
| Permanent Resident | Skilled migrant: | 12 |
| | Business: | 1 |
| | Family reunification: | 3 |

Partner/spouse:

Sex partner/spouse (N=17) Male 7 Female 10

Year of birth**partner/spouse**

Range: 1941 - 1977

Average: 1963

Highest level of education partner/spouse

| | |
|--|---|
| 3-5 years of secondary school | 1 |
| Trade qualification | 4 |
| University diploma of techn. Institute | 8 |
| University degree | 3 |
| Post-graduate degree | 1 |

Country of birth partner/spouse

| | |
|-------------|----|
| Netherlands | 12 |
| New Zealand | 2 |
| Belgium | 2 |
| Peru | 1 |
| No partner | 1 |

Current employment status partner/spouse

| | |
|---------------------------|---|
| Employed full-time (>30h) | 3 |
| Employed part-time (<30h) | 3 |
| Employer | 2 |
| Self-employed | 7 |
| Not in labour force | 2 |

Current occupation by main group/spouse

| | |
|--|---|
| Legislators, administrators & managers | 2 |
| Professionals | 5 |
| Technicians & associate professionals | 2 |
| Service and sales workers | 1 |
| Agriculture and fishery | 3 |
| Trades workers | 2 |
| Elementary occupations | 1 |

Number of Languages spoken partner/spouse:

| | |
|--------------|---|
| 2 languages | 6 |
| 3 languages | 8 |
| 4 languages: | 3 |

Visum of entry partner/spouse:

| | | |
|---------------------------|-----------------------|---|
| Visitor | | 4 |
| Work | General: | 1 |
| | Unknown: | 1 |
| Working Holiday visum | | 1 |
| Permanent Resident | Skilled migrant: | 4 |
| | Business: | 1 |
| | Family reunification: | 1 |
| Returning residence visum | | 1 |
| New Zealand citizen | | 3 |

Current migration status partner/spouse:

| | | |
|---------------------|-----------------------|---|
| Visitor | | 0 |
| Work | General: | 1 |
| Working Holiday | | 0 |
| Permanent Resident | Skilled migrant: | 9 |
| | Business: | 1 |
| | Family reunification: | 2 |
| | Unknown: | 1 |
| New Zealand citizen | | 3 |

D. Main occupational groups

Enlisted are the occupational groups as described in the New Zealand Standard Classification of Occupations (Statistics New Zealand, 1999).

1. Legislators, Administrators & Managers
2. Professionals
3. Technicians & Associate Professionals
4. Clerks
5. Service & Sales Workers
6. Agriculture & fishery workers
7. Trades Workers
8. Plant & Machine Operators & Assemblers
9. Elementary Workers (incl. residuals)

E. Immigration Policy and Allocation Points

New Zealand has two ways of entering the country, either through a permanent residency or temporary permit. A short overview of different ways of entering is given below.²¹

Permanent Residence

The objective of New Zealand's immigration policy is “to contribute to economic growth through enhancing the overall level of human capability in New Zealand, encouraging enterprise and innovation, and fostering international links, while maintaining a high level of social cohesion” (New Zealand Immigration Service, 2005c: 37). A number of sub streams regulate this objective:

Skilled migrant

The ‘skilled migrant’ sub stream is regulated through a pool of applicants that can be entered if the applicant has a minimum level of 100 points. These points can be obtained through several characteristics that ought to improve their position in the New Zealand economy and society. The table with these points is inserted at the end of this appendix. If an application has 140 or more points, the applicant is selected automatically; otherwise a fixed number of immigrants are approved every few weeks from highest to lowest number of points. After being approved, applicants can enter a new application for either permanent residency or work-to-residence. The latter is meant for those applicants without work experience in New Zealand or work offer from a New Zealand employer with the goal to obtain experience in New Zealand that should make a permanent residence possible after the period of two years. The skilled migrant sub stream was introduced in 2003 and has replaced the former General skills category.

Business

The business immigration policy is meant for contribution to economic growth through increasing the overall level of human capital, encouraging enterprise and innovation and fostering external links.

Family

Family stream is meant for family from New Zealand residents or permit holders with the objectives to contribute to nation building and strengthen families and communities. It is divided in several partnership programmes as well as adult and child policies.

²¹ This appendix is based on Operational Manuals Residence and Temporary Entry (New Zealand Immigration Service, 2005c, 2005d) as well as the website of the New Zealand Immigration Service: www.immigration.govt.nz – no emphasis is put on the humanitarian stream in Permanent Residence and all categories not related to work in Temporary Entry, like student or visitor.

Temporary Entry

The temporary work permits can be divided into several categories, differing from general work, study to work, student and trainee, family stream work and working holiday. The objective of the work permits is to contribute to developing New Zealand's human capability base. The work to residence category is officially part of temporary work entry.

Allocation of points

In the table below the point allocation is outlined. This table is copied from the website of immigration service (14th of June 2006).

| FACTORS FOR WHICH YOU MAY GAIN POINTS | POINTS |
|---|---------------|
| Skilled employment: | |
| Current skilled employment in New Zealand for 12 months or more | 60 |
| Offer of skilled employment in New Zealand or current skilled employment in New Zealand for less than 12 months | 50 |
| Work experience: | |
| 2 years | 10 |
| 4 years | 15 |
| 6 years | 20 |
| 8 years | 25 |
| 10 years | 30 |
| Qualifications: | |
| Recognised basic qualification (e.g. trade qualification, diploma, bachelors degree, bachelors degree with Honours) | 50 |
| Recognised post-graduate qualification (Masters degree, Doctorate) | 55 |
| Close family in New Zealand: | |
| Close family | 10 |
| Age (20 to 55 years): | |
| 20-29 | 30 |
| 30-39 | 25 |
| 40-44 | 20 |
| 45-49 | 10 |
| 50-55 | 5 |

| FACTORS FOR WHICH YOU MAY GAIN BONUS POINTS | BONUS POINTS |
|---|--------------|
| Skilled employment: Bonus points for employment or offer of employment in | |
| An identified future growth area or cluster | 5 |
| An area of absolute skills shortage | 10 |
| Region outside Auckland | 10 |
| Spouse/Partner employment or offer of employment | 10 |
| Work experience: Bonus points if work experience in New Zealand | |
| 2 years | 5 |
| 4 years | 10 |
| 6 years or more | 15 |
| Additional bonus points for work experience in an identified future growth area or cluster | |
| 2 to 5 years | 5 |
| 6 years or more | 10 |
| Additional bonus points for work experience in an area of absolute skills shortage | |
| 2 to 5 years | 10 |
| 6 years or more | 15 |
| Qualifications: Bonus points for | |
| Recognised New Zealand qualification (and at least two years study in NZ) | 10 |
| Qualification in an identified future growth area or identified cluster | 5 |
| Qualification in an area of absolute skills shortage | 10 |
| Spouse/Partner qualifications | 10 |

F. Skill shortages

From the Census 2001 tables the occupations of both recent and non-recent immigrants have been extracted. The occupations in the census are enlisted to the lowest classification level as described in the Standard Classification of Occupation (Statistics New Zealand, 1999). The Long Term Skill Shortage List and the Immediate Skill Shortage List also include these levels of occupations. The occupations held by Dutch immigrants during the Census 2001 round are compared to those on the skill shortage lists (New Zealand Immigration Service, 2005a, 2005b).

The tables below show first of all the division of occupations of the Dutch recent and non-recent immigrants in New Zealand. The second column shows the number immigrants working in occupations that fall within that certain category. The third column displays the number of immigrants with occupations in that category that are also enlisted as skill shortage. The last calculates the share of occupations that are on the shortage lists versus the total number of immigrants working in that category. As example see table 11, second category: 138 recent immigrants work in occupations known as ‘Professionals’ and of those 108 immigrants work in those occupations in which a shortage exists. This means that 78% of the immigrants in that category work in occupations in which labour is needed. The figure shows the percentages in graphic way and compares both recent and non-recent immigrants.

| | Occupation | Occupations of Immigrants | Occupations as skill shortage | Percentage of total |
|--|---|---------------------------|-------------------------------|---------------------|
| 0-5 Years Since Arrival to New Zealand | 1. Legislators, Administrators & Managers | 102 | 15 | 15% |
| | 2. Professionals | 138 | 108 | 78% |
| | 3. Technicians & Associate Professionals | 114 | 48 | 42% |
| | 4. Clerks | 63 | 0 | 0% |
| | 5. Service & Sales Workers | 69 | 27 | 39% |
| | 6. Agriculture & fishery workers | 108 | 78 | 72% |
| | 7. Trades Workers | 48 | 33 | 69% |
| | 8. Plant & Machine Operators & Assemblers | 21 | 6 | 29% |
| | 9. Elementary Workers (incl. residuals) | 66 | 0 | 0% |
| | Total recent immigrants | 729 | 315 | 43% |

Table 10: Occupations held by recent immigrants in the category in total and number of occupations that are also listed on the skill shortage lists, of which percentage is calculated.

| | Occupation | Occupations of Immigrants | Occupations as skill shortage | Percentage of total |
|--|---|-----------------------------|-------------------------------|---------------------|
| 6 or More Years Since Arrival to New Zealand | 1. Legislators, Administrators & Managers | 1536 | 174 | 11% |
| | 2. Professionals | 1521 | 1014 | 67% |
| | 3. Technicians & Associate Professionals | 1230 | 447 | 36% |
| | 4. Clerks | 879 | 6 | 1% |
| | 5. Service & Sales Workers | 1008 | 459 | 46% |
| | 6. Agriculture & fishery workers | 1182 | 777 | 66% |
| | 7. Trades Workers | 1053 | 753 | 72% |
| | 8. Plant & Machine Operators & Assemblers | 558 | 123 | 22% |
| | 9. Elementary Workers (incl. residuals) | 957 | 9 | 1% |
| | | Total non-recent immigrants | 9924 | 3762 |

Table 11: Occupations held by non-recent immigrants in the category in total and number of occupations that are also listed on the skill shortage lists, of which percentage is calculated.

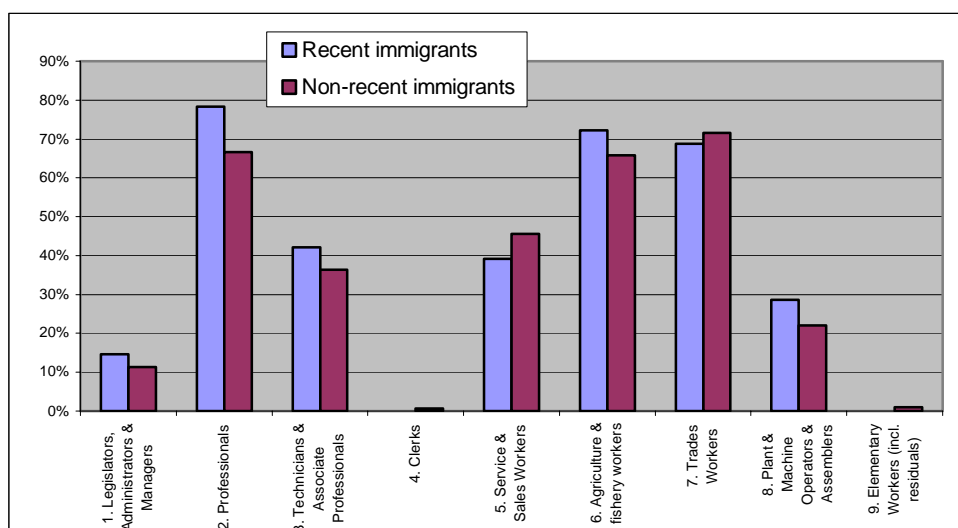


Figure 3: Percentage of occupations held by recent and non-recent Dutch immigrant and enlisted as skill shortage as part of total number of immigrants in occupational groups.

G. Original quotes from interviews

| Page & ID | Original quote |
|-----------|---|
| 31) ID 29 | “Een hardwerkende, loyale persoon die heel goed zijn talen spreekt en eigenlijk brede interesse heeft.” |
| 31) ID 23 | “...hardwerkend, strevend iemand, te hard...te direct” |
| 32) ID 25 | “krijgen de indruk dat je rude of dat je arrogant overkomt af en toe en (...) niet de makkelijkste bent op het werk” |
| 36) ID 29 | “Het is puur ook om te kijken wat er verder is. Het ene deel heeft niets met Nederland te maken. De andere kant is wel dat ik vind dat Nederland heel erg vol aan het worden is.” |
| 36) ID 23 | “Ik was dus ook gelukkig in Nederland, wij aare ook in Nederland gelukkig.” |
| 36) ID 7 | “Omdat we iets wilde meemaken, avontuur, iets anders zien een keertje.” |
| 36) ID 1 | “haha, dat is een goede, voordat we gingen dacht ik dat dat een vier of een vijf geweest was. <i>Welk cijfer zou u er nu aan geven?</i> Een twee.” |
| 39) ID 32 | “de structurele gezondheidszorg, de acute gezondheidszorg is hier fantastisch, (...), maar de gewone gezondheidszorg is minder.” |
| 41) ID 8 | “Er zijn minder mogelijkheden om te groeien in je positie, omdat de bedrijven gewoon een stuk kleiner zijn, dus je hebt minder mogelijkheden tot ontwikkeling” |
| 41) ID 25 | “Het gebrek aan verdere ontwikkeling, het salaris.” |
| 41) ID 7 | “Je werkt alleen maar om geld te verdienen zodat je lol kunt hebben. Het gaat niet om je werk, dat je geld hebt om lol te hebben.” |
| 41) ID 2 | “De rust en balans tussen werken en gezin.” |
| 42) ID 26 | “Da’s de andere kant van het sociale leven, dat je dus toch bepaalde dingen mist, familie en vrienden.” |
| 42) ID 7 | “Ik denk soms dat het een klein land is en dat je niet alle mogelijkheden hebt, zakelijk zowel als privé, van binnen een groot Europa horen.” |
| 42) ID 18 | “Dat de inkomens hier erg laag zijn en dat daardoor erg veel werken is, financieel en materieel, om vooruit te komen.” |
| 42) ID 6 | “wat ook tegenvalt, is het communiceren met de Nieuw-Zeelanders, die denken dat je alles tussen de regels door begrijpt en met andere culturele achtergrond is dat heel erg moeilijk (...). Ze zijn niet echt uitgesproken. Dat wat wij Nederlanders onszelf graag toedichten van ‘recht voor z’n raap’ en ‘zeggen waar het op staat’ (...). Dat mis ik hier wel een beetje.” |
| 43) ID 7 | “Als ze de opleiding hier niet hebben, dan erkennen ze de opleiding niet noodzakelijk op het juiste niveau, dus ook al is het een Master of Science.” |

H. Responses to questionnaire

This appendix shows the answers given by interviewees on the questions A6 (Table 13), C1 (Table 14) and F6 (Table 16).

| | Evaluation of the Netherlands | | | | |
|----------------------------|-------------------------------|----------|---------|----------|---------------|
| | Very Negative | Negative | Neutral | Positive | Very Positive |
| Housing | 1 | 4 | 2 | 5 | 6 |
| Income | 0 | 0 | 4 | 9 | 5 |
| Working conditions | 2 | 3 | 1 | 6 | 6 |
| Social contacts | 0 | 0 | 2 | 5 | 11 |
| Health care system | 0 | 0 | 4 | 8 | 6 |
| Social security | 0 | 1 | 6 | 7 | 4 |
| Educational system | 0 | 1 | 3 | 10 | 4 |
| System of law and order | 1 | 2 | 6 | 5 | 2 |
| Pension system | 0 | 1 | 6 | 5 | 5 |
| Amount of nature and space | 5 | 7 | 3 | 3 | 0 |
| Population density | 7 | 7 | 3 | 0 | 0 |
| Level of silence | 6 | 5 | 5 | 2 | 0 |
| Crime level | 5 | 4 | 6 | 3 | 0 |
| Level of pollution | 6 | 4 | 7 | 1 | 0 |
| Mentality of people | 1 | 6 | 5 | 6 | 0 |
| Level of ethnic diversity | 2 | 2 | 9 | 3 | 2 |

Table 12: Evaluation of the Netherlands by interviewees (in responses (n=18)) *Missing are not included in table, but can be calculated by summation of number of responses.*

| | Expectations of New Zealand | | | | |
|----------------------------|-----------------------------|----------|---------|----------|---------------|
| | Very Negative | Negative | Neutral | Positive | Very Positive |
| Housing | 0 | 1 | 4 | 6 | 6 |
| Income | 1 | 5 | 6 | 2 | 1 |
| Working conditions | 0 | 2 | 6 | 4 | 4 |
| Social contacts | 0 | 1 | 6 | 7 | 4 |
| | | | | | |
| Health care system | 0 | 2 | 7 | 7 | 0 |
| Social security | 2 | 8 | 6 | 1 | 0 |
| Educational system | 1 | 4 | 7 | 3 | 2 |
| System of law and order | 0 | 1 | 13 | 1 | 0 |
| Pension system | 6 | 5 | 5 | 0 | 1 |
| | | | | | |
| Amount of nature and space | 0 | 0 | 0 | 2 | 16 |
| Population density | 0 | 0 | 1 | 1 | 16 |
| Level of silence | 0 | 0 | 2 | 2 | 14 |
| | | | | | |
| Crime level | 0 | 0 | 4 | 7 | 7 |
| Level of pollution | 0 | 0 | 0 | 9 | 9 |
| Mentality of people | 0 | 0 | 5 | 9 | 4 |
| Level of ethnic diversity | 0 | 1 | 5 | 9 | 3 |

Table 13: Expectations of New Zealand by interviewees (in responses (n=18)) *Missing are not included in table, but can be calculated by summation of number of responses.*

| | Experiences in New Zealand | | | | |
|----------------------------|----------------------------|----------|---------|----------|---------------|
| | Very Negative | Negative | Neutral | Positive | Very Positive |
| Housing | 0 | 1 | 2 | 8 | 7 |
| Income | 1 | 2 | 6 | 7 | 0 |
| Working conditions | 0 | 0 | 3 | 8 | 5 |
| Social contacts | 0 | 1 | 3 | 8 | 6 |
| | | | | | |
| Health care system | 1 | 2 | 5 | 8 | 2 |
| Social security | 2 | 8 | 6 | 1 | 0 |
| Educational system | 2 | 4 | 6 | 3 | 3 |
| System of law and order | 0 | 1 | 12 | 2 | 0 |
| Pension system | 5 | 5 | 6 | 0 | 1 |
| | | | | | |
| Amount of nature and space | 0 | 0 | 0 | 2 | 16 |
| Population density | 0 | 1 | 1 | 2 | 14 |
| Level of silence | 0 | 1 | 2 | 4 | 11 |
| | | | | | |
| Crime level | 0 | 1 | 2 | 4 | 11 |
| Level of pollution | 1 | 3 | 6 | 6 | 2 |
| Mentality of people | 0 | 3 | 3 | 10 | 2 |
| Level of ethnic diversity | 1 | 3 | 6 | 5 | 3 |

Table 14: Experiences in New Zealand by interviewees (in responses (n=18)) *Missing are not included in table, but can be calculated by summation of number of responses.*