

**Occupational Attainment Patterns and Within-Group
Diversity of the Ten Largest Asian Birthplace Groups in
Australia**

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by

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Abstract

Asia-born migrants, who predominantly enter Australia as skilled migrants, contributed half of all permanent settler movements to the country in 2014–15 (Australian Bureau of Statistics 2015). Australia's immigration policies are targeted at addressing skills shortages in the labour market; thus, understanding the occupational outcomes of migrants is a key component in assessing the success of Australia's migration policies. However, existing literature on the occupational outcomes of migrants in Australia has tended to overlook the diversity exhibited between and within individual migrant groups, often concentrating on homogenous groupings.


This thesis uses data from the 2011 Australian Census, focusing on the 51 sub-major level (2-digit code) occupations under the Australian and New Zealand Standard Classification of Occupations. The index of dissimilarity and the Australian Socioeconomic Index (2006) are applied to analyse the occupational attainment patterns of the ten largest Asian birthplace groups in Australia, as well as the diversity within the birthplace groups by ancestry and gender.

The results reveal heterogeneous occupational patterns, with concentrations of persons in high-skilled occupations in most birthplace groups, including Singapore and Malaysia; concentrations of persons in low-skilled occupations in other birthplace groups, such as Vietnam and the Philippines; and bimodal occupational concentrations in birthplace groups such as China and South Korea. However, after standardising for age, English proficiency and education, the results reveal lower proportions of persons in managerial and professional positions across most Asian birthplace groups. Compared to other ancestry groups within birthplace groups, those of European and Australian ancestries have higher propensities to be in managerial positions, while the Chinese and Indian ancestry groups attain the highest weighted occupational status levels.

Declaration

This thesis is submitted in fulfilment of the requirements of the degree of Master of Research (MRes) in the Faculty of Business and Economics, Macquarie University.

This thesis represents the original work and contribution of the author, except as acknowledged by general and specific references. I hereby certify that this thesis has not been submitted for a higher degree to any other university or institution.

Signed:  Date: 08/10/15

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Abbreviations

ABS	Australian Bureau of Statistics
ANU	Australian National University
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ASCCEG	Australian Standard Classification of Cultural and Ethnic Groups
ASEAN	Association of South-East Asian Nations
CDE	Census Data Enhancement
CSAM	Continuous Survey of Australia's Migrants
DIAC	Department of Immigration and Citizenship
DIBP	Department of Immigration and Border Protection
GFC	Global Financial Crisis
ICT	Information and Communication Technology
IT&T	Information Technology and Telecommunications
LSIA	Longitudinal Survey of Immigrants to Australia
MODL	Migration Occupations in Demand List
nec	not elsewhere classified
NESB	Non-English-Speaking Backgrounds
nfd	not further defined
PES	Post-Enumeration Survey
PR	Permanent Residency
SACC	Standard Australian Classification of Countries
US	United States

Glossary

Asia: As defined by the Standard Australian Classification of Countries (SACC) used by the Australian Bureau of Statistics (2011a), 'Asia' refers to the countries within the regions of South-East Asia, North-East Asia, Southern and Central Asia, and excludes the countries of the Middle East region, as they are dissimilar in terms of their cultural, social and economic characteristics.

Employer Nomination Scheme: This is a permanent residence visa, which allows migrants to work in Australia under the Temporary Residence Transition Stream, the Direct Entry Stream or the Agreement Stream (Australian Government 2014a). Applicants must first be nominated by an approved Australian employer to be eligible for this visa.

Employer Sponsored Programme: This programme comprises the Employer Nomination Scheme and the Regional Sponsored Migration Scheme (Australian Government 2014a).

Family stream: The Family stream of the Migration Programme primarily allows the permanent migration of close family members of Australian citizens, permanent residents and eligible New Zealand citizens (Australian Government 2014a).

First generation migrants: Persons born overseas and who have migrated to Australia.

Humanitarian Programme: The programme provides onshore protection for people already in Australia who are found to be refugees as defined by the United Nations Convention relating to the Status of Refugees and offshore resettlement to people overseas for whom this is the most appropriate option (Australian Government 2014b).

Labour Market Status: Refers to three mutually exclusive states: employed, not employed and not in the labour force (Cobb-Clark and Chapman 1999).

Martial law: A system of control over all activities by a country's military, with the military commander having dictatorial powers.

Migration Programme: A planned programme of migration by which applicants are assessed against requirements set out in the Migration Act and Regulations, and entrants enter under one of three streams: the Skilled stream, the Family stream and Special Eligibility stream (Australian Government 2014a).

Partner migrants: Primary Applicants granted a partner visa through the Family Stream, enabling them to marry their Australian resident fiancé or to settle with their Australian resident spouse or de facto partner in Australia (Australian Government 2015a).

Permanent resident: A non-citizen who holds a permanent visa, and can work, live and study without any restrictions in Australia (Australian Government 2015b).

Regional sponsored migration scheme: This is a permanent residence visa, which allows migrants to work in regional Australia. Applicants must first be nominated by an approved Australian employer for a job in regional Australia to be eligible for this visa (Australian Government 2015c).

Skilled independent visa: This visa is points-tested and allows skilled workers who are not sponsored by an employer, family member or state/territory government to live and work in Australia as permanent residents (Australian Government 2015d).

Skill stream: The Skill Stream consists of various categories for prospective migrants including where there is demand in Australia for occupational skills and they are nominated by an employer, or apply under general skilled migration or regional migration, have outstanding talents in a profession, occupation, the arts or sport, or have business skills (Australian Government 2015e).

Special category visa: This visa allows citizens of New Zealand to visit, study, stay and work in Australia (Australian Government 2015f).

Special eligibility stream: This visa allows former Australian permanent residents, and persons who served in the Australian Armed Forces before 1981, to return to Australia permanently (Australian Government 2014f).

Temporary entrants: These include working holiday-makers, long term temporary business entrants and persons intending to work or reside in Australia on a temporary basis (Australian Government 2015g).

White Australia policy: Formally known as the Immigration Restriction Act 1901, which aimed to limit non-white immigration to Australia, thereby preserving the predominance of the British in Australia (National Archives of Australia 2015).

Chapter 1: Introduction

This thesis deals with the occupational outcomes of first generation migrants in Australia, with special attention given to the diversity exhibited across and within Asian birthplace groups, and comparisons between these groups and the Australia-born population. In the context of this thesis, the definition of ‘Asia’ observes the Standard Australian Classification of Countries (SACC) used by the Australian Bureau of Statistics (ABS; ABS 2011a), including the countries within the regions of South-East Asia, North-East Asia, Southern and Central Asia. It excludes the countries of the Middle East region, which are dissimilar in terms of their cultural, social and economic characteristics and are beyond the scope of this thesis.

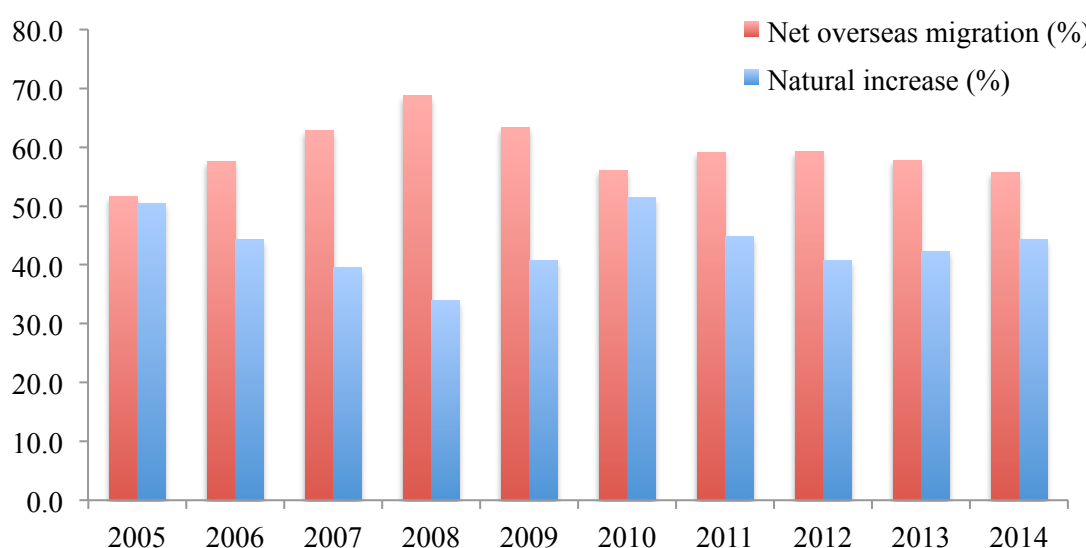
Australia is home to persons from over 290 birthplaces (Australian Government 2014c). As individual populations, birthplace groups are heterogeneous in their patterns, each representing multiple ethnicities, religions, languages and cultural backgrounds, and resulting in a very diverse population. Adjustment to life in Australia and a successful settlement experience is aided by finding employment (Wooden 1994), which provides social integration and a means of fulfilling economic needs. However, successful employment is not guaranteed. Employment patterns within birthplace groups can be just as heterogeneous as those across birthplace groups. Data on ancestry are useful in examining the ethnic diversity of Australia’s population (Khoo and Lucas 2004) and are useful for examining whether occupational patterns differ, not only by birthplace group, but also by ancestry group.

1.1 Role and importance of immigration in Australia

Australia is one of the most popular destinations for immigration worldwide, with over 28% of its population born overseas in 2013–14 (ABS 2014c). Migration has been particularly important in Australia for its contribution to population growth (Birrell and Birrell 1981), its role in counteracting the ageing population (Hugo 2014) and its role in addressing deficits in skills so that economic growth is not hindered in the short term (Iredale 2001).

Net overseas migration has consistently accounted for over 52% of Australia's population growth over the past decade (ABS 2014a) (see Figure 1 below), and contributes to slowing the ageing of the population, since immigrant populations are younger than the Australian population on average (McDonald and Kippen 1999). Like most developed nations, Australia's population is an ageing one, with more than 14% of persons aged 65 years and over (ABS 2014b). An ageing demographic profile is one of the most important demographic challenges of this century (Kippen 2012) and is associated with numerous economic and social implications, including the growing number of aged dependents on the economically active members of society. Having been recently cited as a current and future challenge in the Australian Government's Intergenerational Report (2015h), addressing the ageing population is an increasingly topical issue of national significance.

Figure 1: Components of Australia's population growth by percentage, 2005–2014



Source: Author's representation from ABS (2014a)

One of the further benefits of migration is the human capital and skills that migrants bring with them and inject into the Australian economy. Through skilled migration, shortages of skills in the labour market can be specifically targeted and addressed. Following the Global Financial Crisis (GFC), for example, the Rudd Government identified a need to shift skilled migration towards a 'demand-driven' model in order to better tailor migration flows to address deficits in skills in particular industries (Parliament of Australia 2012).

It is imperative that we sharpen and refine our understanding of migrant outcomes at a deeper level, since the overseas-born population represent a growing proportion of the Australian population and are a critical component of Australia's policy debates. Economic outcomes such as engagement in employment are typically used as indicators of success in the adjustment process. However, simply having a job may not necessarily be an accurate indicator of success (Brooks 1996). The purpose of this thesis is to explore the patterns of migrant employment in Australia in aid of informing this conversation in more depth.

1.2 Australia's overseas arrivals

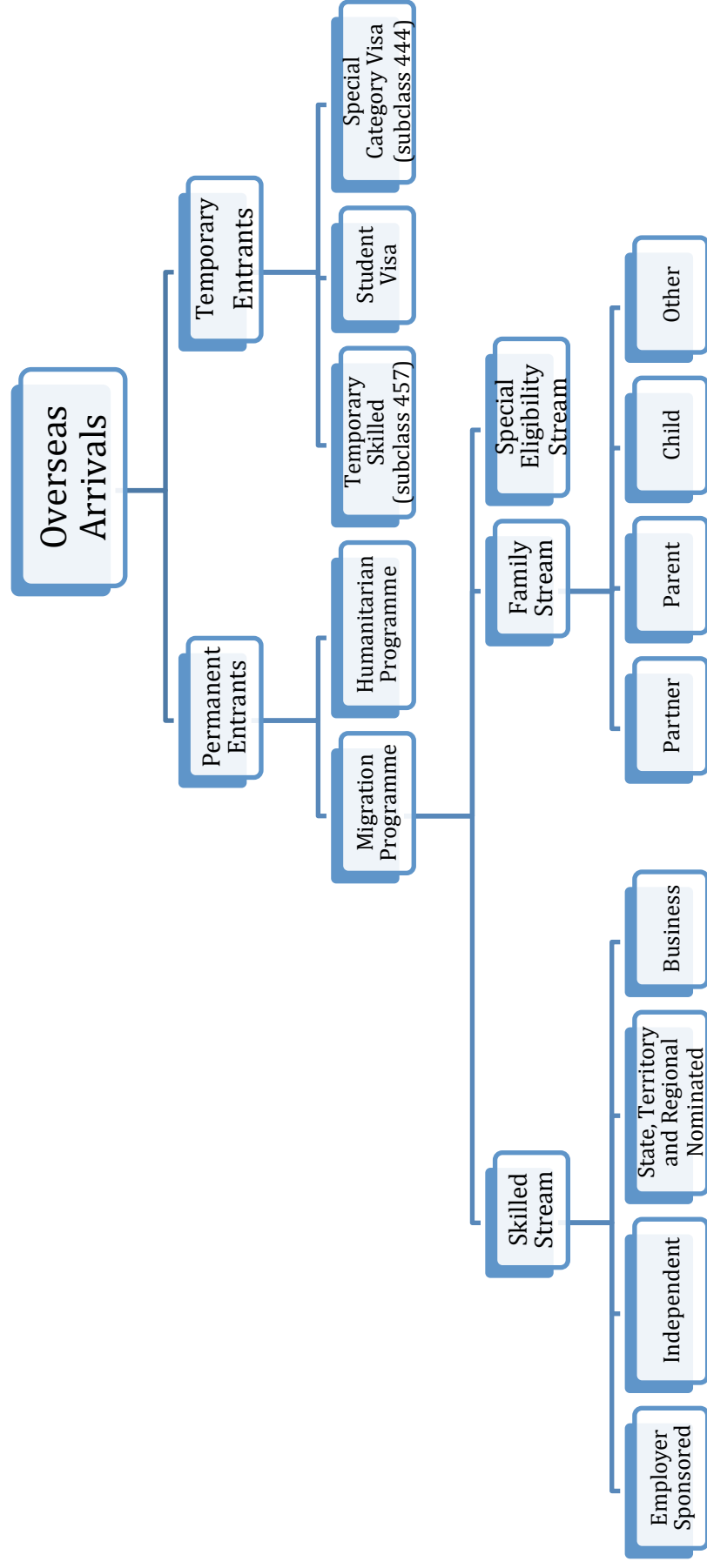
Immigrants to Australia are broadly categorised into Permanent and Temporary entrants. The Permanent Programme encompasses the planned Migration Programme and the Humanitarian Programme. Under the planned Migration Programme, entrants enter under one of three streams: the Skilled stream, the Family stream and Special Eligibility stream.

The Skilled stream is aimed at entrants who will contribute to economic productivity and who possess skills that are in demand in the Australian labour market. The majority of permanent applicants enter under the Skilled stream and include primary applicants who are the skilled migrants as well as their spouses and children, totalling 128,550 places and representing 68% of the 2013–14 Migration Programme (Australian Government 2014a). The largest pathways are the Skilled Independent category and the Employer Nomination Scheme, which comprised 44,984 (35.0%) and 30,912 (24%) places respectively in 2013–14 (see Figure 2 for a breakdown of Australia's overseas arrivals). This was followed by the State and Territory Government Nominated category (24,656 places), the Regional Sponsored Migration Scheme (16,538 places) and the Skilled Regional category (5,100 places).

The Family stream allows Australian citizens or permanent residents to sponsor family members overseas, while the Special Eligibility stream covers applicants who were previously residents of the country and have retained business, cultural or personal ties. The Humanitarian Programme offers permanent resettlement for refugees affected by events in their home country.

Under the Temporary Migration Programme, individuals can study, work or holiday on a temporary basis. As of 31 December 2014, 40.7% of temporary entrants were visitor visa holders, 26.3% were student visa holders, 14.6% were temporary Skilled (subclass 457) visa holders, 14.0% were working holiday maker visa holders, 1.7% were temporary graduate (subclass 485) visa holders, while the remaining 2.7% were other visitor visa holders (Australian Government 2015i). Lastly, New Zealand citizens can enter freely under the Special Category visa (subclass 444) and can reside in Australia as long as they remain New Zealand citizens. As of 31 December 2014, there were 623,440 New Zealand (subclass 444) visa holders in Australia (Australian Government 2015f).

Figure 2: Breakdown of Australia's overseas arrivals into migration streams



Source: Author's representation from Australian Government (2014a)

1.3 The overseas-born population

The flow and composition of migration has undergone a number of changes over time stemming from changes in immigration policy, labour market trends and worldwide social phenomena. The post-World War II period saw a large influx of British and European migrants, following agreements with other governments and organisations to reach migration targets. More recently, Asia has been growing in prominence as a source region of migrants, following changes in Australia's migration policy. These migration flows have formed the basis of the diversity of the Australian population in terms of ethnicity, race, religion, ancestry and languages spoken. This 'melting pot' of diversity is a common characteristic in migrant-receiving countries such as the United States (US) and Canada.

Asia currently represents the largest source region of Australia's immigrants, representing 55% of permanent settler movements in 2014–15 (ABS 2015). As of 2011, over 1.7 million people resided in Australia who were born in Asia (ABS 2011b). The ten largest Asian birthplace groups are presented in Table 1 below.

Table 1: Largest Asian birthplace groups, Australia, 2011

Birthplace	Male	Female	Total	Percentage of Resident Population (%)
China*	141,595	177,375	318,970	1.48
India	164,208	131,155	295,363	1.37
Vietnam	84,806	100,231	185,037	0.86
Philippines	64,620	106,614	171,234	0.80
Malaysia	52,866	63,330	116,196	0.54
Sri Lanka	44,121	42,294	86,415	0.40
Hong Kong^	35,778	39,178	74,956	0.35
Korea, Republic of (South)	34,383	40,154	74,537	0.35
Indonesia	28,038	35,122	63,160	0.29
Singapore	22,078	26,569	48,647	0.23

Source: 2011 Census of Population and Housing and author's calculations

Notes:

* = excludes Special Administrative Regions and Taiwan

^ = Special Administrative Region of China

Skilled migration is a growing component of contemporary global migratory flows (Iredale 1999, 2001). The majority of Asian migrants to Australia enter as skilled

migrants (Australian Government 2014a). The emphasis on the selection of migrants based on skills aims to address skills shortages and contribute to the Australian economy. Points-based skilled migration has been a major component of the Skilled stream, and has been administered via a test whereby migrants are objectively awarded points for a broad range of attributes, including age, English language proficiency, skilled employment in nominated or related occupations, qualifications and partner skills. In recent years, the Employer Sponsored Programme has increased in importance, whereby employers nominate foreign workers to fill genuine vacancies in their business (Australian Government 2015e). In the decade up to 2011, skilled migration accounted for over 60% of arrivals from the ten largest Asian birthplace groups, with the exception of the Vietnam-born, who have predominantly arrived under the Family stream (ABS 2011k).

The Chinese and Indian birthplace groups are by far the largest Asian birthplace groups in Australia, and are only behind England and New Zealand when all birthplaces are considered. Over 62% of China-born and over 74% of India-born residents arrived in Australia in or after the year 2000 (ABS 2011e); this trend can in large part be attributed to the wave of international students and the shifting focus of migration policy towards skilled migrants (Hugo 2014). Between 2007–08 and 2013–14, China and India have maintained their positions as the two largest source countries for student visa applications granted. Within this seven-year period, numbers of granted visas peaked in 2008–09, when India overtook China as the largest source country. In 2013–14, China and India represented 20.7% and 11.7% respectively of total student visas granted, while South Korea and Vietnam represented a further 4.4% and 4.3% respectively (Australian Government 2014d). These four countries in total represented just under 120,000 of the total 292,060 student visas granted.

The Vietnamese birthplace group is the third largest Asian birthplace group in Australia and accounts for 0.9% of the total population. The first large wave of Vietnamese migrants began to arrive in the late 1970s following the end of the Vietnam War (ABS 2011e). Large numbers in the Vietnamese birthplace group were first resettled as refugees between 1975 and 1985, and then as family migrants (Australian Government 2011e), though the proportion entering under the Skilled programme has increased in recent years.

Similarly, the proportion of the Philippines birthplace group who recently arrived based on skills is relatively low (58.6%) compared to the other large birthplace groups. The first wave of Philippines-born migrants arrived during the 1980s following the abolition of the White Australia policy and the declaration of martial law. During the 1970s and 1980s, Filipino women migrated under the Family Reunion Programme as spouses of Australian residents (Australian Government 2011c).

Indonesia, Australia's closest Asian neighbour, is nevertheless only the ninth largest Asian birthplace group, representing just 0.3% of the Australian population. Over half of this group arrived in Australia after the year 2000; 60% of which were under the Skilled Migration Programme. Similarly, migrants belonging to the South Korean birthplace group arrived in Australia fairly recently, with close to two thirds arriving since 2000. Many arrived as skilled migrants, along with large numbers of students (ABS 2011m). The South-East Asian and South Asian birthplace groups of Malaysia, Singapore and Sri Lanka are also comparatively recent arrivals, with the large majority of migrants arriving during the 2000s under the Skilled Migration Programme.

The first large wave of Hong Kong migrants arrived during the 1980s following the Hawke Government's expansion of opportunities for business migrants in response to ensuing debates regarding Australia's ability to compete with the Asian region (Birrell 2003b). Arrivals persisted and expanded during the 1990s, which was a period of uncertainty leading up to the transfer of Hong Kong from British rule to the People's Republic of China in 1997 (Ministry of Foreign Affairs People's Republic of China 1999). A large group also arrived during the 2000s, predominantly composed of skilled migrants and students (ABS 2011m).

1.3.1 Historical context of the diversity within birthplace groups

Diversity within sub-groups of the population, such as ancestry groups, may be concealed by aggregated figures for birthplace groups (Khoo et al. 1994). Ancestry gives an insight into ethnic or cultural identity and may or may not necessarily relate to country of birth. The South Korean birthplace group, for example, is more homogenous compared to the other birthplace groups due to the strict immigration policies and high value placed on homogeneity in South Korea (Park 2004), while countries such as India and Indonesia are more ethnically and culturally diverse (Tran 1993; ABS 2011c).

To give another example, ancestry in Hong Kong is related to various events in its history. The British and Chinese fought a war over the trade of opium during the early 1800s, which resulted in the Chinese government relinquishing Hong Kong territory to the British (Kasaba 1993). Hong Kong was under British rule for much of the nineteenth and twentieth centuries. Early arrivals to Australia from China date as far back as the nineteenth century, following the famines and epidemics in Southern China (Tran 1993) and the discovery of gold in Australia (Australian Government 2011b). Migrants from both the Chinese and Hong Kong birthplace groups with English ancestry also began to arrive in Australia in small numbers in the late 1930s, while larger numbers arrived in the 1990s. Following World War II, Europeans, including China-born migrants with Russian ancestry, were assisted to resettle in Australia as refugees and displaced persons following political disturbances and fear of communist victory (Price 1992). More recently, ethnic Chinese from the Hong Kong and China birthplaces have arrived as skilled migrants and students (ABS 2011m).

The Indian birthplace group is particularly diverse, with nine large ancestry groups in Australia, each with more than 1,000 persons (ABS 2011c). Unsurprisingly, the Indian ancestry group is the largest, with a trend towards recent arrival in Australia, along with the Punjabi, Sikh and Southern Asian ancestry groups, with 7 in 10 arriving after the year 2000. The arrival of the British East India Company in India in 1608 (Lal 1998) and the subsequent legacy of British rule had an overwhelming effect on India's history, and were also responsible for the creation of several other ancestry subgroups, including Anglo-Indians, Irish and Scottish. Though there are mixed definitions of Anglo-Indians, their origin can be traced to the encouragement of employees of the British East India Company to inter-marry with native women to establish roots in the country (Griffiths 2013). Over time, British rulers began to fear the loyalty of Anglo-Indians and distanced themselves, leading to the out-migration of Anglo-Indians and the creation of a diaspora across Australia, Canada, New Zealand and the US (Blunt 2003). Though many were excluded under the White Australia policy (Blunt 2000), large numbers arrived in the late 1960s (ABS 2011f).

Malaysia and Singapore were also part of the British Empire, leading to notable English ancestry groups in both birthplaces. Indian and Chinese ancestries are also prominent: ethnic Indian and Chinese minorities first migrated to the town of Melaka in Malaysia

(then Peninsular Malaya) from the mid-fifteenth century, as it became a major port for shipping routes (Liu et al. 2002). In the late nineteenth and early twentieth centuries, the economic success of Malaya called for more Indian and Chinese labourers in flourishing industries such as mining and agriculture (Kaur 2013). The British East India Company also established a British trading post in Singapore in the early 1800s, and as the economy prospered, the population grew with immigrants from China, India and Malaya. Following decolonisation, many British immigrated to Australia rather than returning to their colonial home for repatriation in the late 1950s (Hugo 2004). The largest waves of arrivals of those with Chinese, Malay and Indian ancestry among the Malaysia and Singapore birthplace groups arrived in Australia in the 2000–09 period in response to skilled migration demands. Ethnic Malays have arrived in Australia fairly recently, with over one fifth arriving between 2010 and the 2011 Census (ABS 2011f).

Sri Lanka (then Ceylon) was also under British rule prior to independence in 1948, resulting in a large English ancestry group. Preceding this was also a period of Portuguese and Dutch rule, which shaped the ongoing history of the country. Burghers of mixed European ancestry constituted the largest proportion of Sri Lanka-born immigrants to arrive in Australia in the 1960s (Australian Government 2011d). Currently, Sri Lanka is divided into two major ethnic communities, with Sinhalese constituting the majority and Tamils constituting the remaining minority (Tambiah 1986). In 1956, the Sinhala Only Act was passed, which mandated that Sinhalese would replace English as the official language. Many Tamils were left disenfranchised and marginalised, eventually leading to communal riots (Gunasinghe 1986). Growing tensions between Tamil separatists and the Sri Lankan government led to the 26-year civil war, which resulted in many Sri Lankans fleeing the conflict and entering other countries. Large numbers entered Australia under the Humanitarian Programme, while more recently, the majority of arrivals have been under the Skilled stream.

There are many ethnic groups in the Philippines, and those of mixed race or ancestry are referred to as *mestizos* (Newson 2009). The period of Spanish rule between the sixteenth and nineteenth centuries resulted in a notable Spanish ancestry group. Chinese immigrant workers were also plentiful, intermarrying with native women (Krieger 1945), devoting themselves to Catholicism (Wickberg 1964) and subsequently creating a Chinese ancestry group. Migrants with Spanish ancestry began to arrive in Australia

from the early 1960s, in contrast to other ancestry groups, who have arrived more recently.

Indonesia is an ethnically diverse country, though it was political taboo to discuss ethnicity openly for several years (Ananta et al. 2013). Indonesians of Chinese origin are a minority group, and there is evidence that many hid their Chinese roots prior to the reform era that began in 1998 (Suryadinata et al. 2003; Ananta et al. 2008). There are similar numbers of those with Indonesian and Chinese ancestry among the Indonesian-born in Australia, and both groups have arrived in similar numbers during various periods, the majority of which were between 2000 and 2009. In contrast, those with Dutch and English ancestry (a product of the colonial era) arrived in Australia much earlier. Similar to Malaysia and Singapore, large numbers immigrated to Australia following decolonisation, rather than returning home (Hugo 2004).

Vietnam has several ethnic groups, of which the largest minority group are the Chinese. Following actions to transform the Vietnamese economy into a socialist economy in the late 1970s, the Chinese were discriminated against and disproportionately affected by the new policies. Many fled to neighbouring countries and some later resettled in Australia (Australian Government 2011e).

1.4 Aims of the thesis

Finding employment is a crucial component of the success of the adjustment process. However, positive labour market outcomes are more complex than simply whether or not one is able to engage in employment. Do migrants fill positions that match their level of skill, or do they end up in positions far below it? If the latter were common, the success of the adjustment process and the purpose of Australia's migration programme would be debatable. In order to shed light on this area, the primary aim of this research is:

To identify and describe the causes of differences in occupational attainment patterns between the ten largest Asian birthplace groups in Australia and the Australian-born population using data from the 2011 Census of Population and Housing.

This thesis is interested in investigating the following research questions:

1. What are the significant differences between the occupational attainment patterns of the ten largest Asian birthplace groups and the Australian-born population, considering male and female subpopulations separately?
2. What are the significant differences between the occupational attainment patterns of the major ancestry groups within the ten largest Asian birthplace groups and the Australian-born population, considering male and female subpopulations separately?
3. To what extent can these differences be explained by the age composition, English proficiency and level of education of the Asian birthplace groups and the Australian-born population?

1.5 Organisation of the thesis

This thesis consists of five chapters. The background for the thesis, an overview of Australia's overseas arrivals and the overseas-born population, the aims of the thesis and the research questions were outlined in this chapter. Chapter 2 provides a review of the recent literature on the labour market outcomes of migrants and the key developments in the field, with a particular focus on empirical research related to Asian migrants in Australia. Chapter 3 outlines the research process, including the data used and data analysis methods. Results of the data analysis are provided in Chapter 4. Finally, Chapter 5 discusses the implications of the findings and the limitations of the study, and concludes the thesis.

Chapter 2: Recent Literature on Labour Market Outcomes for Migrants and Developments in the Field

2.1 Introduction

This chapter will examine previous research on the labour market outcomes of migrants with a particular emphasis on empirical research related to Asian migrants in Australia. The purpose of this literature review is to critically evaluate the current body of literature and bring to light any gaps in knowledge that may exist. The focus of this thesis is on the occupational attainment patterns of migrants; however, other labour market outcomes such as earnings and occupational mobility are also considered in this chapter since many of the underlying factors of human capital characteristics, disadvantage and discrimination, which influence labour market outcomes, are also relevant to occupational outcomes.

Section 2.2 first addresses the importance of understanding the settlement experiences of migrants, and in particular their labour market outcomes, to assessing the effectiveness and relevance of migration policy. Section 2.3 and its subsections look to justify the dimensions that will be analysed in the proceeding chapters and to highlight the paucity of research related to specific subgroups of the migrant population. Specifically, Section 2.3.1 provides a discussion of studies related to the labour market experience of birthplace groups and highlights that there is a tendency to focus on birthplaces as homogenous groups or to only consider single birthplaces. Section 2.3.2 provides a discussion of how ancestry can be used to complement studies of birthplace in order to widen knowledge of ethnic diversity. Section 2.3.3 provides a discussion of how labour market outcomes differ based on length of stay in Australia, Section 2.3.4 provides a discussion of labour market outcomes by English proficiency and Section 2.3.5 draws attention to the consideration of analysing males and females separately. Finally, Section 2.4 concludes the chapter, summarising the gaps in the literature that this research aims to address.

2.2 Importance of understanding migrant outcomes

Australia's migration programme has evolved significantly over the past 70 years. Around the late 1940s, its primary aim was to attract migrants from the United Kingdom to increase the size of the population, but this has since shifted to attracting skilled migrants to meet the needs of the labour market (Parliament of Australia 2010). Migrants are a major contributor to economic productivity, as they typically add to the working-age population (United Nations 2012).

Over the past 30 years, immigration policy has had a particular focus on migrants' labour market outcomes (Birrell 2003a). This focus was in large part concerned with justifying the 'success' of the Migration Programme, at a time of growing discontent with the diversity of racial groups (Hawthorne 2005) and the disproportionate amount of welfare support allocated to migrants compared with the Australian-born population (Cass et al. 1991). Such interest saw the commencement of the Longitudinal Survey of Immigrants to Australia (LSIA) in the early 1990s and the Continuous Survey of Australia's Migrants (CSAM) in 2009 by the Department of Immigration and Citizenship (DIAC). The LSIA collects data over successive waves of migration, covering various periods of the migration process. The aim of the LSIA is to assist research on a number of themes, including the education and qualifications migrants possess, their employment experiences, their utilisation of support services and their demographic characteristics (ABS 2011j). The comparability of this data with the general Australian population however is limited, since information is only collected on immigrants to Australia. Similarly, the CSAM, which involves an introductory survey and a follow-up survey 12 months later, is aimed at providing timely information so as to provide insight into how newly-arrived migrants fare in the labour market, how their outcomes compare relative to each other and against the general Australian population, how their outcomes change over time, and their qualifications, skills and English proficiency (Australian Government 2015j).

Measuring the occupational mobility of migrants is necessary, firstly to assess whether they contribute to the economy, and secondly to gain a better understanding of how they adapt to a new economy (Green 1999). Those who do not adjust economically, for example, rely on government income support, contributing to concerns regarding disproportionate spending on immigrants (Cass et al. 1991). Australia's Skilled

migration stream accounted for two thirds of a total of 190,000 permanent migrants for the 2013–14 Migration Programme (Australian Government 2014a). Migrants who entered under the Skilled stream are more likely to work for a wage or salary compared to those who entered under the Family or Humanitarian visa categories (Hugo 2014). However, the improved standard of living associated with integration into the labour market can be seen as a measure of the success of adjustment for all migrants (Khoo et al. 1994). Without assessing the employment experiences of skilled migrants in particular, Australia could be depriving itself of the very skills it aimed to encourage via the Skilled Migration Programme (Ramsay et al. 2008). As such, there is a growing need to better understand migrant outcomes to ensure the effectiveness of public policy.

2.3 Empirical evidence of labour market outcomes

Chiswick's (1978) study of the occupational mobility of immigrants has been seminal in the growing literature on labour market outcomes for migrants over the past four decades. In the past, it has been found that migrants face inequality in comparison to native-born persons in terms of labour market outcomes and social status (McAllister 1995). Two dominant discourses that address the notion of migrant inequality are human capital theory and social distance theory. Human capital refers to the knowledge and skills the individual possesses: human capital theorists argue that any inequality faced by migrants is attributable to the migrant's skills, qualifications, education and competence in English (Galligan et al. 2014). Social distance theory is derived from discrimination theory and proposes that native-born persons will discriminate or hold prejudice against migrants, particularly those seen as most 'distant' socially or culturally.

Forrest and Johnston (1999) empirically tested data on migrants from the 1996 Census of Population and Housing to determine whether discrimination or disadvantage were at play in the determination of occupational profiles. Their results showed that disadvantage was the major cause of inequality in labour market outcomes, and that there were differences between genders. Occupational outcomes for males were greatly influenced by educational qualifications, while outcomes for females were influenced by proficiency in English.

Junankar et al. (2010) also contributed to the literature on migrant disadvantage and discrimination by exploring differences in unemployment between Asian and non-Asian migrants. They calculated the probability of unemployment for the two groups and then deconstructed this probability into two components, the first based on characteristics related to differences in human capital, and the second based on discrimination resulting from the impact of these characteristics. Their results did not conclusively highlight the role of the 'pure discrimination' component against Asian migrants, but rather produced mixed evidence of the impacts of gender, English language proficiency, educational qualifications and visa category.

Research on the labour market outcomes of migrants in Australia has been fuelled by the growing need to better understand the effectiveness of migration policy. Cohort 1 of the CSAM (see Section 2.2) included migrants that had been in Australia since April 2013, who were first surveyed in October 2013 and followed up in October 2014. The results revealed increases in the proportion of skilled migrants in highly skilled employment, improved unemployment rates and increased annual earnings at both the 6 and 18 month stages of settlement (Australian Government 2015a). However, the increases in employment among partner migrants (granted a visa through the Family stream) were generally in lower-skilled occupations, and their employment outcomes tended to be below those of the general Australian population (Australian Government 2015a). The CSAM has revealed several key findings on the labour market outcomes of migrants in Australia, particularly by categorising migrants by visa stream. However, due to its sample size, it lacks insight into the large differences among migrant groups and subgroups. The following subsections (2.3.1–2.3.5) serve to illustrate the further gaps in the literature related to specific subgroups of the migrant population.

2.3.1 Empirical evidence of labour market outcomes related to country of birth

Studies related to particular birthplace groups have flooded the literature based on the timings of Australia's migration inflows. The 1960s and 1970s were dominated by research on European birthplace groups (Burnley 1972, 1976; Burns and Bowen 1975; Huber 1977; Hugo 1975; Kunz 1971; Loh 1980) due to the implementation of the White Australia policy. Subsequently, researchers have focused more on the labour market outcomes of Asian migrants, as the Asian-born migrant group has exhibited rapid growth. For example, studies of Vietnamese migrant outcomes were prominent during

the 1990s (Burnley 1989; Coughlan 1994, 1998; Schoeni 1998; Thomas and Balnaves 1993; Viviani et al. 1993) following the influx of Vietnamese refugees after the war.

The labour force status of Asia-born migrants in Australia is a well-researched area, since the majority entered Australia under the Skilled programme (Australian Government 2014a). There has been, however, a tendency in the literature to focus on Asia-born migrants as a single, homogenous group so as to widen the coverage of the analysis. Knapman (1997) investigated the employment status, industry and occupation of employment, distribution of income and qualifications of Asia-born immigrants, though a major limitation was that the birthplace groups were geographically categorised into 'South Asia', 'South-East Asia' and 'North-East Asia'. Similar categorisations were used in research on the work differentials of South Asian female migrants. Using data from the 2001 Census, Foroutan (2008a) found that South Asian female migrants were less likely than all non-Asian and Australia-born females to be employed in higher-skilled occupations such as professional and managerial positions. Migrants born in India, Sri Lanka, Pakistan, Bangladesh, Nepal and the Maldives were broadly categorised as the South Asian group. Given the importance of India and Sri Lanka as source countries of migrants and the diversity exhibited within these birthplace groups, it is worthwhile to investigate these countries individually to describe this diversity more fully. It is misleading to make generalisations about 'Asians' in Australia, as the diversity exhibited between Asian birthplace groups can be as significant as differences between countries from different regions of the world (McNamara and Coughlan 1997).

There has also been a tendency for researchers to focus on individual birthplace groups rather than adopting a comparative approach. A number of descriptive studies utilising data from the 1986 and 1991 Censuses are detailed here. Coughlan's (1997b) study of Korean immigrants in Australia utilised data from the 1991 Census and found that, despite having a generally high level of education, the majority of males were employed as labourers, related workers or tradespeople, while females were employed as labourers, related workers or personal service and sales workers. A similar study (Thomas 1997) of the Vietnamese birthplace group using data from the 1986 Census found that males were most commonly employed as labourers, plant and machine operators or tradespeople, while females were most commonly labourers, plant and machine operators or clerks. This was largely attributed to the immigrants' short length

of residence in Australia and low levels of educational attainment, with only 4.7% of males and 3.1% of females possessing a Bachelor's degree. Balaba and Roca's (1992) study of the Philippines birthplace group using data from the 1986 Census also found that, despite high levels of qualifications, Filipino migrants were typically occupied in lower status positions. These descriptive studies do not allow inferences to be made regarding causal or other associations (Grimes and Schulz 2002). However, they raise interesting and important questions regarding the occupational and educational attainment patterns of birthplace groups in Australia, and are a precursor to further and more comprehensive research in which various birthplace groups can be compared in greater detail.

There are few studies of labour market outcomes that bridge the gap between research focusing on individual birthplace groups and research dealing with more homogenous groups comprising multiple birthplaces. A study by Hassan and Tan (1990) aimed to evaluate the economic costs and benefits of Asian migrants to Australia. The study utilised data from the 1981 Census and studied nine birthplace groups. Among males, it found trades and professional occupations to be the most common across the India, Malaysia, Indonesia, Singapore and the Philippines birthplace groups, while trades and service occupations were most common in the Vietnam and China birthplace groups. Professional and administrative occupations were most common for the Japan birthplace group and clerical and tradespeople occupations were most common for the Sri Lanka birthplace group. Similarities among females across all birthplace groups were more pronounced, with professional and clerical occupations the most common, except among Vietnam-born females, where the vast majority were in trades, and China-born females, where the majority were in clerical and service occupations.

Coughlan's (1997a) study also addressed this gap in comparative research methods in its examination of the labour force characteristics of the six ASEAN countries of Brunei, Indonesia, Malaysia, the Philippines, Singapore and Malaysia. The ASEAN countries are diverse in their stages of the demographic transition and economic development (Dasvarma 2013), resulting in diverse socioeconomic characteristics. The study was unique in that it examined hours of work, which have not typically been explored in similar labour outcome studies. However, the nature of the research was descriptive, with the primary aim of briefly describing the socioeconomic characteristics of the six birthplace groups. Ip's (2001) comparative study illuminated the incidence of

high unemployment and non-participation in the Australian labour force among Taiwan-born migrants in comparison to the China and Hong Kong birthplace groups. Despite the high rates of unemployment, among those that were employed, males were most commonly employed in managerial, administrative and professional occupations, while females were most commonly in clerical positions, personal service or sales worker positions (Ip 2001).

Taking a slightly broader approach, Khoo et al. (1994) examined economic and social factors related to the settlement experience of Asian migrants in Australia. The study captured 20 countries of birth, illustrating the diversity in settlement experiences and demonstrating the need for any study related to the Asian-born population in Australia to distinguish among the various birthplace groups (Khoo et al. 1994). Parr and Guo (2005) extended these insights further using data from the 1996 and 2001 Censuses of Population and Housing. Their main findings revealed heterogeneity in the occupational concentrations of selected Asian immigrant groups and upward occupational mobility among almost all groups. Of all studies reviewed, the evidence found by Khoo et al. (1994) and Parr and Guo (2005) most closely addresses the broad research questions of this study, though the highly dynamic nature of migration patterns may mean that their findings do not apply to current migrant groups. The proposed research seeks to update these existing findings using data from the most recent 2011 Census, as well as to extend the analysis into ethnic ancestry subgroups of the broader birthplace groups. Existing evidence on these subgroups will be discussed in the following section.

2.3.2 Empirical evidence of labour market outcomes related to ancestry

Country of birth data does not present a complete picture of the ethnic diversity of the Australian population. There are three main ways in which the existing data is incomplete with respect to ethnic diversity. First, persons born in Asian countries who are not of Asian ethnicity are captured by this data, such as Anglo-Saxons living in countries such as Singapore, Malaysia or Hong Kong due to the legacy of British and European colonial rule (Coughlan 1997a). Second, conversely, there are many people of Asian ethnicity who were not born in Asian countries. Additionally, there is ethnic diversity within groups born in individual Asian countries. There may be very different outcomes for such subgroups of the birthplace group, and failure to recognise such patterns may distort interpretation of the data. For example, those born in Malaysia may

possess one of a multitude of ethnicities, such as Malay, Chinese or Indian, which may each exhibit their own distinct patterns. Examining ancestry is a possible avenue for investigating ethnic diversity across subpopulations. Whereas country of birth data records the country in which the individual was born, ancestry indicates an individual's historical and cultural lineage, and has been shown to produce valid and reliable estimates of migrants' ethnic origins (Coughlan 1992).

In the context of immigrants to Australia, ancestry has not been studied as extensively as country of birth. In response to the growing need for a better understanding of Australia's ethnic composition, the question of ancestry was first featured in the 1986 Census. However, collected data has been limited, as the question has not featured consistently and regularly since. It was excluded in the 1991 and 1996 Censuses due to subjectivity and confusion in responses (ABS 2012), but has since consistently featured in the 2001, 2006 and 2011 Censuses. Following the availability of this data, multiple studies of Asian ancestry groups' settlement experiences in Australia were conducted. Jones' (1992) study comparing Australian immigrants of Chinese ancestry with immigrants of Anglo-Celtic ancestry found that 80–83% of the status level achieved by an Anglo-Celt could be achieved by a Chinese man or woman of similar human capital characteristics. Jones (1992) concluded that the major reasons for these differences were the lower rates of return to schooling and overseas employment experience. Coughlan's (1992) study of the settlement patterns of Indochinese refugees used data from the 1986 Census and provided a brief description of ancestry responses, and found that 33.9% of Vietnam-born migrants, 40.7% of Cambodia-born migrants and 18.0% of Laos-born migrants were of Chinese ancestry. While labour market outcomes were investigated, including occupational attainment by country or region of birth, there was no investigation into these differences by ancestry group. Additionally, the study was restricted to immigrants who entered Australia as refugees and did not consider other visa groups.

Ramachandran and Arudsothy's (1992) study of Malaysian-born immigrants in Australia investigated labour outcomes in terms of unemployment rates, occupation, educational attainment and personal income among the Malay, Chinese and Other Malaysian ancestry groups. Using data from the 1986 Census, the study found that those of Chinese ancestry were more likely to be employed in managerial, administrative and professional occupations; to hold a university degree, diploma or

certificate; and to belong to higher income brackets than the Malay and Other Malaysian ancestries. The Indonesia-born migrant group presented a duality in its distribution of occupational status, with over a third of males and over a quarter of females in high status occupations such as managerial, administrative, professional or para-professional positions, but also around a quarter of both males and females in plant and machine operation or labouring positions (Mangiri and Coughlan 1992). Despite the Indonesian birthplace group's high levels of qualifications attained, with around a third of males and a quarter of females possessing a Bachelor's degree and higher, ancestry was found to be the leading cause of occupational differences. The ethnic Dutch, rather than the ethnic Indonesians, within the group contributed to its high proportions in higher status occupations. These findings offer a significant contribution to the literature, and prove that the labour outcomes of birthplace groups can be explained by differences among subgroups of the population. They are small studies that tend to focus on an individual or only a select few ancestry groups at a time, but their results warrant a larger scale exploration encompassing other birthplace and ancestry groups.

More recently, Borooah and Mangan (2007) studied immigrant outcomes in terms of labour market status and occupational attainment among ancestry groups using data from the 2001 Census. Among the 24 ancestries studied, they found only a few effects of ancestry with regards to employment, and that New Zealand, British, Irish, Greek, Lebanese and Vietnamese ancestries were more likely than Australian ancestries to be in professional or managerial occupations. This research is limited, as it has tended to use aggregate classifications. Occupations were simply split into 'professional and managerial occupations' and 'elementary or labourer occupations', and ancestries were grouped into 'Other East Asian' and 'Other South and Central Asian'. It would thus be of interest to investigate the diversity within these homogenous groups.

2.3.3 Empirical evidence of labour market outcomes related to period of arrival and duration of stay

In comparison to migrants from other regions, Asia-born migrants have generally arrived in Australia more recently. This has been principally the result of changes in immigration policy, such as the abolishment of the White Australia policy and the subsequent shift towards attracting skilled migrants. Policymakers are concerned with the length of time taken for immigrants to adjust to the host labour market (Beggs and

Chapman 1988). For immigrants themselves, success in the labour market is also arguably a major determinant of successful immigration (Wooden 1994). Duration of residence has a positive association with occupational mobility, due to investments in human capital such as learning about the local labour market, accumulating qualifications and obtaining new skills (Chiswick et al. 2005). The longer it takes for them to find employment, the greater the chance that immigrants will create a burden on the Australian economy in terms of dependency on welfare support.

Occupational status and mobility provide avenues for exploration of migrants' adjustment experiences in a new labour market. Immigrants in Australia typically face a downward movement in occupational status once arriving in the host country, which is gradually reversed based on the duration of residence (McAllister 1995). Findings in other geographical contexts have been similar. For example, immigrants to the US also exhibited a U-shaped pattern in occupational mobility, with a lower occupational status than in their home country at first, followed by improvements with increasing duration of residence (Chiswick 1979, 1980). Rooth and Ekberg (2006) found evidence of a U-shaped occupational mobility relationship among refugee immigrant groups in Sweden, while Raijman and Semyonov (1995) found similar results among male immigrants in Israel.

Various studies have attempted to explain the varying depths and severity of the U-shaped patterns. Akresh (2008) broadened the scope of analysis in a US migrant population and found that the U-shaped pattern varied in depth across different admission groups. Simón et al. (2011) shed light on the role of additional explanatory factors, such as gender, education and level of development of the home country. In addition, similarity between home and host country, transferability of skills and reasons for migrating have been documented as explanatory factors (Chiswick et al. 2005). These studies, with their focus on occupational trajectories over time, demonstrate that there are varying degrees of severity of the U-shaped pattern of occupational mobility with duration of residence. They also support the argument that both the initial downward movement in occupational status and the subsequent upward movement are affected by a number of different variables.

Earnings have also been used as an indicator of economic adjustment in a host country. However, the literature in this area has tended to focus on overseas-born migrants as

aggregated groups, with little research accounting for differences among birthplace groups regarding the impact of duration of residence on labour market outcomes. Using data from the Household Sample File from the 1986 Census, Miller and Chiswick (1985) found that the weekly incomes of overseas-born migrants were 10.5% lower than those of the Australia-born population after one year of residence. They added that this gap narrowed by 0.2% each year due to the positive association between weekly income and duration of residence in Australia (Miller and Chiswick 1985). Broadly speaking, these findings were supported using more recent data from the LSIA, which confirmed a positive association between duration of residence in Australia and weekly wages (Green et al. 2007). More interestingly, however, it was established that the earnings gap between the Australia-born population and migrants from non-English-speaking backgrounds did not narrow with increasing duration of residence in Australia (McDonald and Worswick 1999).

Labour market status (whether employed, unemployed or not in the labour force) has received less attention in the literature than immigrant earnings (Chiswick et al. 1997; Chiswick and Hurst 2000). In the Australian labour market context, studies that attempt to capture information on the role of diversity, beyond the simple categorisation of English-speaking versus non-English-speaking birthplace groups, have been few and far between. Inglis and Stromback (1986) included birthplace in their model of migrant unemployment in relation to duration of residence. They argued that the varying degrees of transferability of skills and experience depending on cultural and social distance, as well as the role of informal job networks, can be attributed to belonging to an ethnic group. However, their birthplace group categorisation considered all Asia-born migrants together. They found that after two years, unemployment was higher among Asia-born than Australia-born males, and that the reduction in unemployment after two years was only minimal, leading to persistently higher unemployment despite duration of residence (Inglis and Stromback 1986). In the US labour market, unemployment among recent overseas-born migrants was found to be significantly higher and employment significant lower than the US-born population for up to three years of residence, but with very similar experiences to the US-born population thereafter (Chiswick and Hurst 2000). Chiswick and Hurst (2000) also found substantial differences based on country of birth, with Indochinese migrants to the US experiencing unemployment rates 2% higher and Japanese migrants 3% lower than the native-born population due to varying adjustment processes with duration of residence.

2.3.4 Empirical evidence of labour market outcomes related to English language proficiency

Proficiency in the local language is an integral component of the adjustment process for immigrants in a new country. English is the main language spoken in Australia, and thus facilitates social inclusion in a number of settings. With respect to employment, English language proficiency is an important form of human capital (Chiswick and Miller 1995) and a key determinant of labour market success (Evans 1984; Harrison 1984; Inglis and Stromback 1986; Syed and Murray 2009). There is evidence (Birrell and Hawthorne 1997; Borooah and Mangan 2002; Brooks and Williams 1995) that migrants from non-English-speaking backgrounds (NESB) have inferior labour market outcomes compared to migrants from English-speaking backgrounds in the Australian labour market. The less favourable outcomes of NESB migrants were affirmed by the Office of Multicultural Australia, in their *National Agenda for a Multicultural Australia* (1989).

Australia's immigration policies have dictated minimum requirements in English language ability for migrants entering under the Skilled programme (Australian Government 2011a) for many years, though its importance has generally increased over time. These requirements also cover overseas students transitioning to permanent residence, though research has found that many students do not achieve acceptable results to satisfy the 'competent' standard, which adversely affects their ability to gain employment in professional fields (Birrell 2006). Additionally, despite being able to satisfy the entry requirements, some migrants may still prefer to speak in their mother tongue in some situations, representing a degree of resistance to assimilation (Taft and Cahill 1989). Evidence has also suggested that, when a language other than English is present in the household, a wage penalty is incurred (Messinis 2009).

Studies have focused on the inferior labour market outcomes of NESB migrants in general, with neglect for the diversity of patterns within the NESB group according to their level of English proficiency and birthplace group. Hawthorne (2001), for example, highlighted the ease with which nurses from English-speaking backgrounds entered into employment, in contrast to the barriers faced by NESB migrants, including qualifications screening, language testing and recruitment processes. Categorising all

NESB migrants as one homogenous group may conceal differences in employment outcomes. Ho and Alcorso (2004) emphasised the diversity in employment experiences of NESB migrants, highlighting that migrants from some birthplace groups, such as Hong Kong and the Philippines, have predominantly been taught in English educational systems. Some studies (Chiswick et al. 2004; Cobb-Clark and Chapman 1999) have given attention to region of origin in their analysis of English proficiency, though individual birthplaces are still overlooked. Persons migrating from South-East Asian countries such as Singapore and Malaysia, where studies are predominantly undertaken in English (Khoo 1994), are more likely to experience superior labour market outcomes than those from nearby countries such as Indonesia and Vietnam.

2.3.5 Empirical evidence of labour market outcomes related to gender

Employment experiences are inevitably dissimilar for males and females, though there has been a tendency in the literature to overlook these dissimilarities (Ho and Alcorso 2004). Women account for a growing proportion of highly skilled migrants (Iredale 2005). Several studies have focused primarily on men, and only recently have researchers begun to extend their investigations to the labour market outcomes of migrant women as a distinct group. It is a common belief that migrant women are mostly tied movers or dependents of skilled migrants (Lee and Kim 2011), who would typically have diverse employment experiences compared to primary applicants; however, there is a dearth of research testing this belief. Adsera and Chiswick (2007) attempted to address this gap in their study of the individual earnings of immigrants in Europe by gender. They found that decreases in earnings upon migration were more significant for men than for women. LeClere and McLaughlin (1997) further added that the earnings penalty associated with migration for married women could largely be explained by exit from the labour force altogether, and a reduction in labour supplied.

In addition to earnings, other studies on female migrants have focused on the gender gap in labour force participation rates (Antecol 2000) and labour market comparative advantage between partnered migrants (Cobb-Clark and Crossley 2001). Studies specific to women in migration in Australia are scarce in the literature (Rudd 2004). Evans' (1984) exploratory study of immigrant women in Australia is one of few, and found that Mediterranean women's occupational status was substantially less than that of other groups. While providing a context for future research, insights were limited, as

countries of birth were subsumed into larger groups such as North-West Europe and the Third World.

Ho and Alcorso (2004), using data from the LSIA, identified clear differences between men and women, particularly in labour force participation rates after several years in Australia. They found that men were more likely to have positions of high occupational status, and tended to have higher incomes, even when considering skilled migrants. These tendencies can in large part be attributed to reasons for migration, in which females tended to cite family reasons where males cited employment reasons (Rudd 2004). Ho and Alcorso (2004) further added that women's careers are often of secondary priority, where supporting the family's settlement process becomes a more important role. These findings are supported by the 'family investment model' (Baker and Benjamin 1997), in which migrant women are secondary workers who accept jobs with relatively little growth shortly after arrival to support their husband's human capital investments and avoid constraints on consumption. Foroutan (2008a) extended findings into specific migrant groups, finding that South Asian female migrants were less likely to be employed in higher-level occupations, such as managerial and professional roles, compared to all female migrants and Australia-born females. This was attributed to the 'compromise hypothesis', in which female migrants favour less demanding roles so as to simultaneously undertake family responsibilities.

It can be argued that the experiences of females in the host country labour market can differ widely from the experiences of males. The feminisation of migration is a growing international phenomenon (Syed and Murray 2009), and the inclusion of both men and women in analyses of immigration is important, since there are clear differences between them (Rudd 2004). This research will contribute to bridging this knowledge gap by conducting separate analyses and evaluations of female and male labour market outcomes.

2.4 Conclusion

While much of the literature on labour market outcomes is still relevant today, migration is a highly dynamic phenomenon, and earlier results may not adequately capture emerging current trends (Tisdell 1998). The research on the labour market outcomes of Asian birthplace groups in Australia tends to treat them as homogenous

groups, inherently concealing within-group diversity and overlooking the unique characteristics that may lead to diversified patterns. For example, immigrants from India comprise several culturo-linguistic subgroups (Ren 2009), such as the Punjabis, Gujaratis and Tamils. Further, the failure to recognise disparate outcomes for subsections of birthplace groups may distort interpretations. This study aims to address this gap and provide new insights into the labour market outcomes of Asian birthplace groups and their subgroups in Australia.

Chapter 3: Data and Methods

3.1 Introduction

As outlined in Section 1.4, the aims of this study are to investigate and describe quantitatively the differences in occupational attainment patterns among migrant subpopulations in Australia. To this end, a quantitative research methodology will be utilised, as its purpose is to provide statistical description. This chapter outlines the research process, including the data source and its limitations (Section 3.2) and the data classification systems used (Section 3.3). Section 3.4 outlines the methods of analysis used in this research study.

3.2 Data source

This study utilises data from the 2011 Census of Population and Housing. The Census has advantages over other data sources since small groups in the population can be examined because the whole population is included in the Census. In contrast, survey data only include a sample of the population and are not likely to include many people from subgroups of the population, thus requiring a large sample size to obtain reliable and robust results. Census data is available via two enumeration methods. The Census count of ‘Place of Enumeration’ counts every person based on where they were located on Census night, while the count of ‘Place of Usual Residence’ counts every person based on where they usually live. Official population estimates provided by the ABS are determined on the basis of ‘Place of Usual Residence’ counts. In line with this, as well as previous similar studies, data has been obtained from the *Counting Persons, Place of Usual Residence* database through the ABS TableBuilder product.

One of the disadvantages of Census data is its lack of record of the visa categories by which migrants entered the country. Fortunately, this can partially be overcome by use of the 2011 Australian Census and Migrants Integrated Dataset. This dataset was produced under the ABS’s Census Data Enhancement (CDE) project, which linked data from the 2011 Census to migrant settlement records (for those that arrived between 1 January 2000 and 9 August 2011). It allows migrants from the Humanitarian

Programme, the Skilled stream and the Family stream to be analysed as distinct groups (Australian Government 2014a).

One of the aims of the Census is to provide a complete enumeration of the entire population in Australia on Census night. As such, temporary migrants, many of whom are temporary skilled migrants and overseas students are also included in the data and analysis, as it is not possible to distinguish between temporary and permanent migrants. Despite complete enumeration, one of the limitations of the census is that, inevitably, people are missed or are counted multiple times. Typically, more people are missed than are over-counted, resulting in a net undercount (ABS 2011n). Actual estimates of the net undercount are derived from the Census Post-Enumeration Survey (PES), where a random sample of households, are selected to establish whether a person was counted or missed in the Census. The 2011 PES sampled 40,000 households and found the net undercount to be 1.7% of the population, which was a significant improvement from the 2006 Census (ABS 2011n).

In completing the Census form, there are several questions for which respondents may either fail to provide a response, provide insufficient information to code their response or decline to answer because the question is not applicable to the person. In such instances, supplementary codes, including 'not stated', 'inadequately described' and 'not applicable', are used to code responses. In this research, unless otherwise stated, these categories are removed from totals prior to calculations of proportions. This method of analysis in effect apportions these results to the other remaining categories, and has also recently been adopted by the ABS (2013).

3.3 Data classifications

A number of classification systems have been employed in the 2011 Census to present its data systematically. Data is available at various levels of aggregation, providing numerous options for analysis. The classification systems employed in this research are presented below.

Occupation data is classified under the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First Edition, Revision 1 (ABS 2011i). The ANZSCO classification is applicable to employed persons, and includes 8 major level

(1-digit code) occupations, 51 sub-major level (2-digit code) occupations, 134 minor level (3-digit code) occupations and 478 unit-group level (4-digit code) occupations. The Department of Immigration and Border Protection (DIBP) also captures information for various Skilled and Temporary Business visas according to this classification. To maintain feasibility of this study within the time frame and to provide a depth of analysis typically unexplored in the literature, occupation data are analysed at the sub-major level (2-digit code). The 20 largest 2-digit level occupations, along with the broader 1-digit level occupation group they fall into, are presented in Table 2 below.

Table 2: Largest 2-digit level occupations in Australia, 2011

2-Digit Level Occupations	1-Digit Level Occupations	No. of Workers	Proportion of Workers in All Occupations (%)
Sales Assistants and Salespersons	Sales Workers	604,344	6.12
Specialist Managers	Managers	599,202	6.07
Business, Human Resource and Marketing Professionals	Professionals	519,793	5.27
Education Professionals	Professionals	447,366	4.53
Health Professionals	Professionals	433,726	4.39
Hospitality, Retail and Service Managers	Managers	407,112	4.13
Carers and Aides	Community and Personal Service Workers	384,190	3.89
Numerical Clerks	Clerical and Administrative Workers	327,868	3.32
Automotive and Engineering Trades Workers	Technicians and Trades Workers	310,997	3.15
Design, Engineering, Science and Transport Professionals	Professionals	302,727	3.07
Construction Trades Workers	Technicians and Trades Workers	297,245	3.01
General Clerical Workers	Clerical and Administrative Workers	286,021	2.90
Road and Rail Drivers	Machinery Operators and Drivers	266,116	2.70
Office Managers and Programme Administrators	Clerical and Administrative Workers	228,433	2.31
Cleaners and Laundry Workers	Labourers	223,056	2.26
Inquiry Clerks and Receptionists	Clerical and Administrative Workers	220,854	2.24
Hospitality Workers	Community and Personal Service Workers	212,939	2.16
Other Clerical and Administrative Workers	Clerical and Administrative Workers	204,028	2.07
Engineering, Information & Communication Technology (ICT) and Science Technicians	Technicians and Trades Workers	202,809	2.05
Electrotechnology and Telecommunications Trades Workers	Technicians and Trades Workers	185,964	1.88

Source: 2011 Census of Population and Housing

Country of birth data is coded under the SACC, Second Edition, Revision 1 and is applicable to all persons. The SACC includes 9 major groups (1-digit code), 36 minor groups (2-digit code) and 293 individual countries (4-digit code). As this study is interested in differences between individual countries of birth, the ten largest Asian birthplace groups under 4-digit codes will be used. The number of males and females, along with their percentage proportion of the total resident population, are presented in Table 1.

Ancestry data is coded under the Australian Standard Classification of Cultural and Ethnic Groups (ASCCEG) Second Edition, Revision 1 (ABS 2011i). Ancestry is a multi-response variable, meaning that respondents may consider both their parents and their grandparents and record more than one ancestry. As in previous studies (Borooah and Mangan 2007; Khoo 2004), only the first coded ancestry response is considered in this research, using the Ancestry 1st Response variable. This ensures that distinct persons are considered, with avoidance of overstating the size of ancestry groups due to double counting. The ASCCEG classification is based on similarity of cultural and ethnic groups and the geographic area in which groups originated (ABS 2011i). It includes 9 1-digit level groups, 37 2-digit level groups and 320 4-digit level groups. A preliminary investigation of the data revealed a diverse array of ancestries among the Sri Lanka and Singapore birthplace groups. Therefore, 4-digit code ancestry data, based on the Ancestry 1st Response, is analysed in this research. The 20 largest ancestry groups in Australia are presented in Table 3 below.

Table 3: Largest ancestry groups in Australia, 2011

4-Digit Ancestry 1st Response	No. of Persons	Proportion of Resident Population (%)
English	7,223,457	33.59
Australian	4,921,932	22.88
Irish	1,170,147	5.44
Chinese	813,291	3.78
Italian	748,373	3.48
Scottish	747,231	3.47
German	489,529	2.28
Indian	350,865	1.63
Greek	300,180	1.40
Vietnamese	199,248	0.93
Filipino	182,233	0.85

Dutch	173,164	0.81
Lebanese	171,298	0.80
Polish	103,501	0.48
Maltese	101,135	0.47
Croatian	91,841	0.43
Australian Aboriginal	91,618	0.43
Korean	84,632	0.39
Macedonian	80,890	0.38
New Zealander	79,154	0.37

Source: 2011 Census of Population and Housing

3.4 Methods

3.4.1 Comparing the occupational distributions of the Asia-born and Australia-born populations using the index of dissimilarity

As the overall aim of this research is to identify differences in occupational attainment patterns between different Asian birthplace groups and the Australian-born population, a suitable method of analysis is to calculate an index of dissimilarity. The index of dissimilarity has been used in similar studies (Khoo et al. 1994; Parr and Guo 2005) to measure the extent of differences in occupational patterns between overseas birthplace groups and the Australian-born population (Siegel 2002: 26). It has also been extensively used in studies of segregation (Bianchi and Rytina 1986; Fong and Shibuya 2000; Frey and Farley 1996; Logan et al. 2004; Massey 1979; Massey and Denton 1989; Semyonov et al. 2000; White 1986).

The index of dissimilarity has been chosen in preference to alternative methods of analysis due to its simplicity in interpretation (Anker 1998), and since its value is not affected by the relative size of the groups. Conceptually, the index of dissimilarity compares the percentage distributions of two populations to measure the extent to which the two populations are different (Yusuf et al. 2014: 46), and can be interpreted as the proportion of one distribution that must be moved from cells of excess to cells of deficit to have two equal distributions (Sakoda 1981).

The formula is as follows:

$$\text{Index of dissimilarity for birthplace group A} = \frac{1}{2} \sum_{i=1}^n \left| \frac{AUS_i}{AUS_T} - \frac{COB_i}{COB_T} \right|$$

Where

AUS_i is the number of Australia-born people in occupational category i ;

AUS_T is the total number of Australia-born people in classifiable occupations;

COB_i is the number of people in birthplace group A who are in occupational category i ;

COB_T is the total number of people in birthplace group A in classifiable occupations;

and n is the number of occupational categories.

The index of dissimilarity can vary between 0 (where the two distributions are identical) and 1 (where the two distributions are complete dissimilar).

3.4.2 Measuring occupational status using the Australian Socioeconomic Index 2006

In addition to occupational attainment, occupational status is also measured and compared across birthplace groups in this study. Ideal measurement instruments are simple and effective to use, are internationally comparable and are meaningful from social and historical perspectives. Several Australian occupational attainment studies were conducted in the 1990s and early 2000s, when the compositions of migration flows were changing dramatically. The majority of studies conducted during this period utilised the ANU occupational status scales to code various occupations (Baxter and Taylor 2014; Haque and Rowshan 2008; Karmel and Liu 2011; Lim and Karmel 2011; Mahuteau and Junankar 2007, 2008). The latest scale in this ANU series is the Australian Socioeconomic Index 2006 (AUSEI06; McMillan et al. 2009), which allows direct coding of occupation data classified under the ANZSCO.

The AUSEI06 provides a score for each occupational classification. Scores range from 0 for Labourers to 100 for Health Professionals (see Appendix 1 for a full list of occupational status scores for 1- and 2-digit occupations). In order to derive a summary measure of occupational status for each birthplace group, a weighted average is estimated.

The formula is as follows:

$$\text{Weighted average of occupational status for birthplace A} = \frac{\sum_{i=1}^n COB_i * AUSEI06_i}{\sum_{i=1}^n COB_i}$$

Where

COB_i is the number of people in birthplace group A who are in occupational category i ;
 $AUSEI06_i$ is the occupational status score assigned to occupational category i ; and
 n is the number of occupational categories.

The weighted averages of occupational status for each birthplace group will be comparable with the Australia-born population, and will also be comparable across birthplace groups. Similarly to the AUSEI06 index itself, the weighted average will also range from 0 to 100.

3.4.3 Accounting for confounding variables of age, English proficiency and education

To account for differences in occupational patterns related to age, English proficiency and education, an indirect standardisation method is employed. Standardisation allows for the comparison of two or more populations by removing the compositional effects of differences in age or other confounding variables (Canudas-Romo 2003). The indirectly standardised indices are calculated as the ratio of the observed number of people of a particular birthplace group in an occupational group to the expected number of people in the same group if the proportions exhibited in the Australia-born population were applied.

The formula is as follows:

$$\text{Indirectly standardised indices for birthplace A} = \frac{COB_i}{\sum_{i=1}^n (S_i^r * COB_T)}$$

Where

COB_i = the sum of people in all age/English proficiency/education groups in occupational category i for birthplace A;

S_i^r = the rate of people in each age/English proficiency/education group in occupational category i exhibited by the standard population;

COB_T = the number of people in each age/English proficiency/education group for birthplace A; and

n is the number of occupational categories.

Indirectly standardised indices less than 1.0 indicate that after adjusting for the effects of age, English proficiency and education between the two groups, there is a lower rate of occupational attainment exhibited by the birthplace group than among the Australia-born population. Conversely, indirectly standardised indices greater than 1.0 indicate that, after adjusting for the effects of age, English proficiency and education, there is a higher rate of occupational attainment in the birthplace group than in the Australia-born population.

Chapter 4: Results

4.1 Introduction

This chapter analyses the occupational attainment patterns of the ten largest Asian birthplace groups in comparison to the Australia-born group, using the *Place of Usual Residence* dataset from the 2011 Census of Population and Housing. The aim of this chapter is to answer the research questions proposed in Section 1.4: to investigate the differences between the occupational attainment patterns of the ten largest Asian birthplace groups and their major ancestry groups, compared to the Australian-born population; and to identify the extent to which these differences can be explained by the age composition, English proficiency and level of education level of the Asian birthplace groups and the Australia-born population.

Sections 4.2.1 and 4.2.2 provide general demographic background information on the birthplace groups and ancestry groups respectively. Section 4.3 and 4.3.2 provide a detailed analysis of the occupational distribution of the Asian birthplace and ancestry groups and analyse the extent of difference from the Australia-born using an index of dissimilarity. Section 4.4.1 and Section 4.4.2 provide the results of the analysis of the occupational status, using the AUSEI06. Finally, Section 4.5 provides the results of indirect standardisation, in which the effect of the confounding variables of age, English proficiency and education are eliminated.

4.2 Demographic background information

4.2.1 Asian birthplace groups

Generally, the Asian birthplace groups have a younger age structure than the Australian population, with a majority of their total populations at working ages (see Table 4). Migrants from birthplaces that were previously under British colonial rule, such as Malaysia, Singapore and Sri Lanka, began arriving in Australia in large numbers in the period prior to 1980 (see Table 5), and consequently their current populations have larger proportions in the 65+ age group compared to the other birthplace groups. In the following decade, large numbers continued to arrive from these birthplaces, coupled

with the first large wave of Vietnamese migrants following the end of the Vietnam War. Large numbers of business migrants also arrived from Hong Kong in this period, following the Hawke Government's policy changes to make Australia more competitive (Birrell 2003b). As such, the Vietnam and Hong Kong birthplace groups have higher proportions towards the older end of the working-age spectrum, in comparison to other birthplace groups where migrants have predominantly arrived more recently. The majority of more recent migrants from these other birthplace groups (China, India, Indonesia and South Korea) have come in response to demand for skilled migration or as overseas students. As a result, these birthplace groups have much higher proportions in the younger ages compared to the other birthplace groups and the Australia-born.

Table 4: Median age and distribution of persons aged 15 and above in Asian birthplace groups and Australia-born group, by age and sex, 2011

	Median Age		Total Persons aged 15 and above			
Birthplace	Males	Females	Males		Females	
Australia	32	34	5,544,675		5,832,871	
China*	34	35	135,716		171,304	
Hong Kong^	36	40	34,080		37,667	
India	30	31	151,705		119,571	
Indonesia	32	34	25,924		33,093	
Korea, Republic of (South)	31	32	30,441		36,862	
Malaysia	37	40	49,481		60,289	
Philippines	36	41	56,246		98,679	
Singapore	34	37	19,160		23,876	
Sri Lanka	40	41	40,886		39,262	
Vietnam	43	41	85,532		98,056	
Distribution of persons aged 15 and above (%)						
	15–24		25–34		35–44	
Birthplace	Males	Females	Males	Females	Males	Females
Australia	20.2	18.6	17.0	16.6	17.9	17.7
China*	24.8	22.4	23.8	24.4	13.4	17.4
Hong Kong^	22.0	18.9	22.6	20.4	12.9	13.7
India	14.0	11.6	44.5	42.8	18.9	18.2
Indonesia	22.7	17.2	29.1	29.9	18.1	21.9
Korea, Republic of (South)	20.7	17.8	30.9	31.7	21.8	24.7
Malaysia	19.2	16.8	22.5	21.2	16.4	16.9
Philippines	15.4	9.6	23.7	19.9	26.4	23.3
Singapore	21.1	21.3	21.0	18.3	19.9	19.1
Sri Lanka	10.4	9.2	22.7	22.1	21.2	21.1
Vietnam	7.6	7.8	17.3	20.0	25.3	27.0
	45–54		55–64		65+	
Birthplace	Males	Females	Males	Females	Males	Females
Australia	16.6	16.4	13.9	13.7	14.3	17.0
China*	17.6	17.0	9.8	8.7	10.6	10.1
Hong Kong^	18.6	22.9	16.9	18.0	7.0	6.0
India	10.0	10.9	6.1	7.4	6.5	9.1
Indonesia	10.2	12.6	10.9	10.3	9.0	8.0
Korea, Republic of (South)	13.9	14.3	6.9	6.6	5.8	4.9
Malaysia	16.4	18.8	15.4	16.9	10.0	9.5
Philippines	19.4	24.2	10.9	16.2	4.3	6.9
Singapore	16.2	18.5	14.1	15.0	7.8	7.9

Sri Lanka	19.7	20.1	14.6	13.9	11.4	13.6
Vietnam	26.6	22.4	14.9	14.2	8.2	8.6

Source: Author's calculations using 2011 Australian Census data

Notes:

Denotes proportion more than 5% larger than equivalent statistic in Australian-born population

Denotes proportion more than 5% smaller than equivalent statistic in Australian-born population

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

Table 5: Percentage of persons in Asian birthplace groups, by period of arrival in Australia, 2011

Birthplace	Prior to 1980 (%)	1980–1989 (%)	1990–1999 (%)	2000–2009 (%)	2010 and later ^o (%)	Total Persons
China*	4.4	11.8	20.9	51.9	10.9	304,837
Hong Kong [^]	13.7	24.8	32.6	24.3	4.5	72,495
India	8.8	5.4	11.6	64.6	9.5	285,510
Indonesia	11.1	12.4	23.8	42.4	10.4	60,563
Korea, Republic of (South)	3.7	13.3	18.3	52.1	12.7	69,631
Malaysia	17.3	24.9	13.9	34.2	9.6	112,463
Philippines	5.3	25.4	23.3	37.8	8.2	165,348
Singapore	17.1	16.3	14.9	41.0	10.6	46,896
Sri Lanka	13.0	16.6	23.4	39.1	7.9	83,446
Vietnam	11.1	38.9	27.6	18.6	3.8	174,833

Source: Author's calculations using 2011 Australian Census data

Notes:

Denotes period with largest proportion of arrivals from birthplace group

* Excludes Special Administrative Regions and Taiwan

[^] Special Administrative Region of China

^o Up to and including date of last Census (9 August, 2011)

There are higher numbers of females than males in all birthplace groups except India, which has an overwhelming predominance of males, with a sex ratio of 125.2 males per 100 females (see Table 6; henceforth sex ratio figures may be interpreted as number of males per 100 females). The Sri Lankan birthplace group also has slightly more males than females, with a sex ratio of 104.3. The larger proportion of Indian males may be attributable to the larger number of single Indian males who migrate (ABS 2011d), as well as husbands who migrate in search of better employment opportunities, leaving their wives behind (Hugo 2000). Moreover, the sex ratio in India itself has been in favour of males for several decades (Dasvarma 2006). The Philippines birthplace group has a substantially larger number of females than males, attributable to the 'Asian wife phenomenon' (Hugo 2004; Khoo et al. 1994), which saw large numbers of Filipino

women enter Australia in the 1980s (see Table 5), sponsored as wives for Australian men under the Family stream.

Table 6: Overall sex ratios of Asian birthplace groups and Australia-born, 2011

Birthplace	Sex Ratio
Australia	97.5
China*	79.8
Hong Kong^	91.3
India	125.2
Indonesia	79.8
Korea, Republic of (South)	85.6
Malaysia	83.5
Philippines	60.6
Singapore	83.1
Sri Lanka	104.3
Vietnam	84.6

Source: Author's calculations using 2011 Australian Census data

Notes:

Sex ratio is measured as males per 100 females

Denotes more males than females

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

Table 7: Percentage of persons by visa stream, Asian birthplace groups, by gender, 2000-2011

Visa Stream	Skilled (%)		Family (%)		Humanitarian (%)		Total Persons	
	M	F	M	F	M	F	M	F
China*	67.6	56.7	30.2	41.8	2.2	1.5	57,953	81,258
Hong Kong^	72.4	61.2	27.6	38.7	0.1	0.1	5,142	6,363
India	91.7	66.6	8.0	33.1	0.3	0.4	76,913	63,414
Indonesia	72.0	52.1	26.2	46.9	1.8	1.1	9,956	14,817
Korea, Republic of (South)	78.3	67.3	21.6	32.6	0.1	0.1	13,185	16,191
Malaysia	85.0	75.8	13.9	23.5	1.2	0.7	15,220	18,698
Philippines	73.5	49.0	26.3	50.9	0.2	0.1	24,934	38,566
Singapore	86.6	77.2	13.4	22.8	0.0	0.0	7,744	9,376
Sri Lanka	73.8	65.3	14.2	27.0	12.0	7.7	16,468	15,794
Vietnam	22.5	11.0	75.8	88.4	1.7	0.6	10,115	20,330

Source: Author's calculations using Australian Census and Migrants Integrated Dataset, 2011

Notes:

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

The majority of persons arriving between 2000 and 2011 across all birthplace groups arrived in Australia under the Skilled migration stream, except for those in the Vietnam birthplace group (see Table 7). The Vietnam birthplace group began arriving as family migrants during the 1980s, and between 2000 and 2011, over 80% of the Vietnam birthplace group entered under the Family stream (see Table 7). The proportion of the Vietnam birthplace group entering under the Skilled programme has increased in more recent years. Within the Singapore, Malaysia and India groups in particular, 4 in 5 persons are skilled migrants. The proportion of Philippines-born females that arrived based on skills is relatively low compared to the other birthplace groups. Even historically, large groups of Filipino women migrated under the Family Reunion Programme as spouses of Australian residents (Australian Government 2011c) during the ‘Asian wife phenomenon’ (Hugo 2004; Khoo et al. 1994). The Sri Lanka birthplace group has the highest proportion of persons arriving as humanitarian migrants, due to large numbers fleeing the conflict during the civil war (Australian Government 2011d).

The level of education among employed persons of all Asian birthplace groups is higher than that of the Australia-born population, with higher percentages of persons with a Bachelor’s degree or higher (see Table 8). The postgraduate level of educational attainment of the Australia-born is higher than that of the Philippines birthplace group, but lower than that of all other Asian birthplaces. The Malaysia and India birthplace groups tend to be the most highly educated, with the highest proportions of employed persons with a Bachelor’s degree or higher; however, the China and India birthplace groups have the highest proportions of persons with a postgraduate degree. The generally high educational levels reflect the large proportions of Asian migrants that arrived in Australia as skilled migrants (ABS 2011k) (see Table 7) as well as graduating overseas students transitioning to permanent residency (Institute for Social Science Research 2010).

Similar proportions of males and females have a Bachelor’s degree or higher in the Hong Kong and Singapore birthplace groups, while in the Australia, China, India, South Korea, Philippines and Vietnam birthplace groups, females are more educated, and the Sri Lanka, Malaysia and Indonesia birthplace groups where males are more educated. The lower proportion of India-born males with a Bachelor’s degree or higher may be attributed to the large number of males arriving as overseas students (ABS 2011k). The proportion of Sri Lanka-born females with a Bachelor’s degree or higher is much lower


than that of males, which may be attributed to the large number of females that arrived as spouses of their husbands who entered under the Skilled migration stream (ABS 2011k).

Table 8: Percentage of employed persons with a Bachelor's degree or higher or a Postgraduate degree, Asian birthplace groups and Australia-born, by gender, 2011

Birthplace	Bachelor's degree or higher (%)		Postgraduate degree (%)		Total employed persons	
	Males	Females	Males	Females	Males	Females
Australia	19.1	26.5	3.3	3.5	3,695,653	3,331,585
China*	50.9	53.8	21.6	21.7	73,073	76,589
Hong Kong^	56.1	55.8	16.4	13.2	22,317	21,292
India	57.3	65.6	26.8	24.9	120,892	67,089
Indonesia	55.2	53.2	16.4	13.1	16,696	17,235
Korea, Republic of (South)	46.1	49.6	10.4	8.3	18,354	15,885
Malaysia	63.9	60.2	14.3	11.1	32,774	34,798
Philippines	41.7	47.9	2.9	3.2	43,953	62,548
Singapore	54.2	55.0	14.1	12.0	12,123	12,921
Sri Lanka	49.4	44.2	15.1	10.3	30,301	21,823
Vietnam	25.4	27.5	4.2	3.6	50,650	43,491

Source: Author's calculations using 2011 Australian Census data

Notes:

 Denotes male proportion more than 5% greater than female proportion

 Denotes female proportion more than 5% greater than male proportion

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

All Asian birthplaces are considered non-English-speaking countries, yet there are diversities in the extent to which their populations are proficient in English. Birthplaces such as Malaysia, Singapore, Sri Lanka and India that were previously under British colonial rule tend to be most proficient, with large proportions of both males and females speaking English only (see Table 9). Additionally, close to two thirds of employed persons across all Asian birthplace groups (except Singapore) are bilingual, speaking English well or very well in addition to another language. The Singapore birthplace group has the lowest rate of bilingualism as a result of the high proportion (more than half) who speak English only. Among the China, South Korea and Vietnam birthplace groups, around one fifth or more report not speaking English well or at all. The China and South Korea groups consist of relatively newer arrivals, with close to

two thirds of the groups arriving during the 2000s, many of whom are overseas students whose English proficiency may be low (Birrell 2006), especially in comparison to skilled migrants. The low level of English proficiency in the Vietnamese birthplace group may be attributed to its large number of early arrivals as refugees or family migrants following the Vietnam War.

Table 9: Percentage of employed persons and level of English proficiency, Asian birthplace groups and Australia-born, by gender, 2011

	Total employed persons		Speaks English only (%)	
	Males	Females	Males	Females
Australia	3,695,653	3,331,585	94.4	94.5
China*	73,073	76,589	2.2	3.9
Hong Kong^	22,317	21,292	11.4	12.8
India	120,892	67,089	17.2	22.1
Indonesia	16,696	17,235	14.1	17.5
Korea, Republic of (South)	18,354	15,885	6.9	15.5
Malaysia	32,774	34,798	35.2	36.1
Philippines	43,953	62,548	16.1	24.3
Singapore	12,123	12,921	50.6	50.9
Sri Lanka	30,301	21,823	24.3	28.5
Vietnam	50,650	43,491	3.6	4.9
	Speaks other language and speaks English: Well or Very Well (%)		Speaks other language and speaks English: Not well or Not at all (%)	
	Males	Females	Males	Females
Australia	5.5	5.4	0.1	0.1
China*	74.0	76.6	23.8	19.6
Hong Kong^	79.6	80.4	9.0	6.8
India	81.6	76.7	1.2	1.3
Indonesia	82.3	79.5	3.6	3.0
Korea, Republic of (South)	65.4	63.7	27.6	20.8
Malaysia	62.4	62.3	2.4	1.6
Philippines	82.9	75.1	1.0	0.6
Singapore	48.8	48.6	0.6	0.5
Sri Lanka	74.2	70.2	1.6	1.2
Vietnam	71.6	67.1	24.8	28.0

Source: Author's calculations using 2011 Australian Census data

Notes:

* Excludes Special Administrative Regions and Taiwan

4.2.2 Ancestry subgroups

In order to deepen the interpretation of the diversity of migrant experiences across Asian birthplace groups, the major ancestry groups within each birthplace were also analysed. Table 10 below presents the ancestry groups where $n \geq 1,000$ persons (henceforth ‘major ancestry groups’) for each Asian birthplace group. The remaining ancestry groups have been grouped as ‘Other’. Chinese ancestry is prominent across all birthplace groups except India, South Korea and Sri Lanka, indicating the presence of a Chinese historical or cultural lineage across South-East and North-East Asia. The Chinese diaspora across South-East Asia can be attributed to the opportunities available during the colonisation of South-East Asia by Western powers in the mid-1800s, together with pressures to leave China, such as overpopulation and famines (Tran 1993).

The Indonesian birthplace group presents a unique distribution, with 85% split almost equally between Chinese and Indonesian ancestry. In contrast, the Indian birthplace group is extremely diverse, with nine major ancestry groups. ‘Other’ ancestries contribute to over a tenth of the Singapore birthplace group, and comprise mainly Eurasian (so described), Irish and Scottish ancestries. The prevalence of English ancestry across the Hong Kong, India, Singapore, Malaysian and Sri Lankan birthplace groups can be tied back to the legacy of British and European colonial rule (Coughlan 1997a).

All birthplace groups have an Australian ancestry subgroup except China, South Korea and Sri Lanka. There are several possible explanations for this trend, though it is not possible to draw definitive conclusions. First, migrants who arrived several years or decades ago may find they most closely identify with Australian ancestry, having lived in Australia for most of their lives, and thus may have responded to the ancestry question accordingly. Alternatively, recently arrived migrants may prefer to distance themselves from their ‘migrant’ status by self-identifying as having Australian ancestry rather than their genuine ancestry. A third plausible explanation is that one or both of the respondent’s parents were born in Australia, or were Australian expatriates working overseas at the time of the respondent’s birth. Of those with Australian ancestry born in

Singapore or Malaysia, close to 95% had either one or both parents born in Australia (ABS 2011c). A fourth plausible explanation is that the Asia-born migrant may be the offspring of inter-marriage of persons with Australian ancestry and another ancestry. Since respondents can state more than one ancestry without ranking them, it is possible that the Ancestry 1st Response variable overstates Australian ancestry (Khoo 2004).

Table 10: Asian birthplace groups, largest ancestries (n ≥ 1,000 persons), 2011

Birthplace group <i>Ancestries</i>	No. of persons	Proportion of group (%)
China*		
<i>Chinese</i>	302,453	95.9
<i>English</i>	5,896	1.9
<i>Russian</i>	3,749	1.2
<i>Other</i> ¹	3,134	1.0
Hong Kong^		
<i>Chinese</i>	65,931	88.7
<i>English</i>	4,287	5.8
<i>Australian</i>	1,168	1.6
<i>Other</i> ²	2,949	4.0
India		
<i>Indian</i>	229,455	79.6
<i>English</i>	22,782	7.9
<i>Punjabi</i>	6,436	2.2
<i>Anglo-Indian</i>	6,401	2.2
<i>Sikh</i>	4,910	1.7
<i>Southern Asia, nfd</i>	4,102	1.4
<i>Australian</i>	1,952	0.7
<i>Irish</i>	1,588	0.6
<i>Scottish</i>	1,027	0.4
<i>Other</i> ³	9,617	3.3
Indonesia		
<i>Chinese</i>	27,526	44.7
<i>Indonesian</i>	25,467	41.4
<i>Dutch</i>	3,331	5.4
<i>English</i>	1,095	1.8
<i>Australian</i>	1,046	1.7
<i>Other</i> ⁴	3,086	5.0
Korea, Republic of (South)		
<i>Korean</i>	71,032	96.6
<i>English</i>	1,084	1.5
<i>Other</i> ⁵	1,386	1.9
Malaysia		
<i>Chinese</i>	78,494	68.2
<i>Malay</i>	13,346	11.6

<i>Indian</i>	6,181	5.4
<i>English</i>	5,343	4.6
<i>Australian</i>	2,553	2.2
<i>Maritime South-East Asian, nec</i>	1,424	1.2
<i>Other⁶</i>	7,725	6.7
Philippines		
<i>Filipino</i>	147,450	88.1
<i>Chinese</i>	5,281	3.2
<i>Spanish</i>	3,931	2.3
<i>English</i>	3,085	1.8
<i>Australian</i>	2,366	1.4
<i>Asian, so described</i>	2,279	1.4
<i>Other⁷</i>	3,001	1.8
Singapore		
<i>Chinese</i>	26,940	56.0
<i>English</i>	4,674	9.7
<i>Indian</i>	4,144	8.6
<i>Singaporean</i>	2,800	5.8
<i>Malay</i>	1,779	3.7
<i>Australian</i>	1,696	3.5
<i>Other⁸</i>	6,064	12.6
Sri Lanka		
<i>Sri Lankan^o</i>	45,901	54.8
<i>Sinhalese^o</i>	15,826	18.9
<i>Tamil, nfd[‡]</i>	8,017	9.6
<i>English</i>	3,897	4.6
<i>Sri Lankan Tamil[‡]</i>	3,578	4.3
<i>Dutch</i>	2,252	2.7
<i>Other⁹</i>	4,363	5.2
Vietnam		
<i>Vietnamese</i>	128,301	72.8
<i>Chinese</i>	41,438	23.5
<i>English</i>	3,273	1.9
<i>Australian</i>	1,925	1.1
<i>Other¹⁰</i>	1,235	0.7

Source: 2011 Census of Population and Housing

Notes:

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

^o In 2006, ancestry responses of ‘Sri Lankan’ (or similar) were coded to ‘Sinhalese’, while in 2011, they were coded to ‘Sri Lankan’. Due to the revision, there is a drop in the number of people with Sinhalese ancestry between the two censuses

[‡] In 2006, ancestry responses of ‘Sri Lankan Tamil’, ‘Indian Tamil’ and ‘Tamil, nfd’ were grouped as ‘Tamil’. Due to issues of historical and cultural lineage, as well as self-identity and consistency with future research, these ancestry groups have been kept separate

¹ Mostly Tibetan, Australian, Uighur and Korean ancestries

² Mostly Vietnamese, Australian and European ancestries

³ Mostly Portuguese, Other European and South Asian ancestries

⁴ Mostly Vietnamese, Balinese, Asian (so described) and Javanese ancestries

⁵ Mostly Chinese ancestry

⁶ Mostly European and South Asian ancestries

⁷ Mostly Australian, Malay and Vietnamese ancestries

⁸ Mostly European and South Asian ancestries

⁹ Mostly Indian, Australian and European ancestries

¹⁰ Mostly Khmer (Cambodian), Indian and European ancestries

nfd denotes ‘not further defined’ where data cannot be coded to the most detailed level of the Ancestry variable (1st Response)

nec denotes ‘not elsewhere classified’ where a suitable substantive category is not included in the classification

Analysis of the Ancestry Multi-Response variable revealed that the other major ancestry groups (where $n \geq 1,000$) would have included the Portuguese, Gujarati and Tamil (nfd) within the Indian birthplace group, the Scottish, Irish and Sri Lankan within the Malaysia birthplace group and Scottish and Eurasian (so described) within the Singapore birthplace group. However, the Ancestry Multi-Response variable does not consider distinct persons, and tends to overstate the size of ancestry groups.

Migrants with English ancestry, who predominantly arrived in Australia in the period prior to 1980, have contributed to the older age structures of the Sri Lanka, Malaysia and Singapore birthplace groups (see Appendix 2 for a detailed table on the age-sex distribution of ancestry groups and Appendix 3 for a detailed table on the periods of arrival of ancestry groups). A similar pattern of events occurred for the English ancestry groups born in India and Hong Kong. However, large numbers of young Punjabi, Sikh and Indian arrivals from India, and Chinese and English arrivals from Hong Kong, in more recent years have contributed heavily towards the younger age structure of these birthplace groups. The Vietnam-born group’s older age structure is largely due to its Chinese and Vietnamese ancestry groups, where over a third of the Chinese and over half of the Vietnamese ancestry groups arrived in the decade following the end of the war (1976–1985). From the Philippines birthplace group, those with Spanish ancestry were the earliest arrivals and have the oldest age structure, with 1 in 10 aged 65+. There are larger proportions of Filipino and Chinese females compared to males in the older age groups due to the large number of arrivals of female spouses for Australian men (Australian Government 2011c).

The large numbers of overseas students from China, Indonesia and South Korea have contributed to the generally young age structure of those birthplace groups. The South Korea birthplace group is relatively homogenous, with only two major ancestry groups, both of which have fairly similar and young age structures. Contrastingly, the China-born Russian ancestry group, who predominantly arrived during the period between the Second World War and 1980 due to political conditions (Price 1992), has the oldest age structure of all ancestry groups, with over half aged 65+. Similarly, the Indonesia-born Dutch and English ancestry groups who resettled in Australia after decolonisation (Hugo 2004) are also exceptions, comprising a large portion of the older population in the Indonesia birthplace group.

Generally, there are more females than males across all ancestry groups except those from the Southern Asian birthplaces of India and Sri Lanka, and some English and Australian ancestry groups. Of those born in India, all ancestry groups have more males than females, except the Anglo-Indian and Irish ancestry groups, which have sex ratios of 89.2 and 97.1 respectively (see Appendix 5 for a detailed table on sex ratios of ancestry groups). The Punjabis, Southern Asians (nfd) and Sikhs contribute heavily towards the overall high sex ratio of the India birthplace group, with individual sex ratios of 156.3, 138.1 and 137.2 respectively, due to their large numbers of single males (ABS 2011d). The proportion of recent India-born males arriving as skilled migrants, particularly Punjabis and Sikhs, is much higher than that of females (see Appendix 4). Of Sri Lankan ancestry groups, all except the Dutch have slightly more males than females. The English ancestry group from the Hong Kong and Vietnam birthplaces and the Australian ancestry group from the Vietnam and Singapore birthplaces also have more males than females, though the difference is slight. The Philippines-born ancestry groups have the largest differences between males and females, particularly the Chinese and Spanish, with sex ratios below 60.0 males per 100 females.

While levels of education across all Asian birthplace groups are higher than among the Australia-born, there are significant differences within birthplaces. The ethnic Chinese and ethnic Indian ancestry groups—not only those born in China and India, but also those born in Hong Kong, Indonesia, Malaysia, the Philippines and Singapore—have the highest rates of educational attainment, including at the postgraduate level, compared to the other ancestry groups within the birthplaces (see Appendix 6 for a detailed table on educational patterns of ancestry groups). The European ancestry

groups, in contrast, who have higher proportions of persons entering Australia under the Family stream (see Appendix 4), tend to be less highly educated, with smaller proportions with Bachelor's degrees or higher.

There are large variations in education patterns among males and females, particularly across the South Asian and South-East Asian birthplace groups. Across the Singapore, Philippines and India birthplace groups, females tend to be more highly educated than males across all ancestry groups, except the Singapore-born Chinese. In contrast, Sri Lanka-born Tamil and Sri Lankan Tamil males, Malaysia-born Chinese males and Indonesia-born Dutch and English males are more educated than their female counterparts. The ancestry groups within the Philippines and Vietnam birthplace groups, which have high proportions of migrants entering under the Family stream, tend to have the lowest proportions of males and females with a Bachelor's degree or higher.

As expected, the ancestry groups from English-speaking backgrounds tend to have the highest proportions of persons who speak English only, while the NESB ancestries have the highest proportions of persons who do not speak English well or at all (see Appendix 7 for a detailed table on the English proficiency of ancestry groups). The rate of bilingualism is highest across the India and Sri Lanka birthplace groups, particularly for the Sikhs and Sinhalese respectively. However, a large proportion of female Sikhs cannot speak English well or at all. The low English proficiency among the China, South Korea and Vietnam birthplace groups is consistent across all ancestry groups, including those with English or Australian ancestry. Hong Kong-born Chinese and Sri Lanka-born Tamils also have high proportions, particularly among females, who do not speak English well or at all.

4.3 Occupational distribution

4.3.1 Asian birthplace groups compared to the Australia-born

Under the 1-digit occupational categories, the largest proportion of Australia-born males are employed as Technicians and Trades Workers, the majority of whom are Automotive and Engineering Trades Workers and Construction Trades Workers (see Table 11 and Table 12). The largest proportions of Australia-born females are employed as Clerical and Administrative Workers, mostly as General Clerical Workers and Numerical Clerks.

The Professionals category accounts for the second largest group of Australia-born males and females. Males are largely employed as Business, Human Resource and Marketing Professionals while females are largely employed as Education Professionals. Under the 2-digit occupations, the largest group of males are employed as Specialist Managers while the largest group of females are employed as Sales Assistants and Salespersons. Some occupations are almost gender-specific, with wide differences between the number of males and females employed. For example, occupations such as Automotive and Engineering Trades Workers are male dominated, with 7,611 males employed per 100 females, while occupations such as Carers and Aides and Sales Assistants and Salespersons are predominantly female, with 12 and 51 males employed respectively per 100 females.


Table 11: Total employed persons and percentage of persons in 1-digit occupations, Asian birthplace groups and Australia-born, by gender, 2011


Birthplace	Total employed persons		Managers (%)		Professionals (%)	
	M	F	M	F	M	F
Australia	3,695,653	3,331,585	16.3	10.1	17.1	24.3
China*	73,073	76,589	14.0	10.7	24.6	28.5
Hong Kong^	22,317	21,292	13.1	9.2	39.1	38.4
India	120,892	67,089	11.3	6.3	27.4	32.8
Indonesia	16,696	17,235	10.4	6.8	28.3	24.8
Korea, Republic of (South)	18,354	15,885	14.0	11.3	20.8	25.9
Malaysia	32,774	34,798	14.5	9.0	44.4	44.4
Philippines	43,953	62,548	6.2	5.2	18.5	22.0
Singapore	12,123	12,921	15.6	10.4	39.0	40.1
Sri Lanka	30,301	21,823	13.2	6.3	33.4	30.8
Vietnam	50,650	43,491	10.5	8.8	16.8	17.9
Birthplace	Technicians and Trades Workers (%)		Community and Personal Service Workers (%)		Clerical and Administrative Workers (%)	
	M	F	M	F	M	F
Australia	24.0	4.5	5.8	14.6	6.5	25.5
China*	22.5	5.5	5.5	12.9	6.3	16.8
Hong Kong^	15.8	3.3	6.7	11.8	9.0	22.6
India	13.9	4.9	5.5	14.1	8.9	21.3
Indonesia	13.5	5.5	4.9	12.9	11.4	23.5
Korea, Republic of (South)	25.9	10.4	6.2	15.2	4.3	12.1
Malaysia	12.2	3.9	4.9	9.6	8.8	20.9
Philippines	26.0	4.2	7.0	16.6	10.0	20.6
Singapore	13.1	3.2	6.4	10.7	9.1	23.6
Sri Lanka	13.6	4.5	3.7	15.6	10.7	25.3
Vietnam	21.3	8.0	3.8	14.3	5.9	15.2
Birthplace	Sales Workers (%)		Machinery Operators and Drivers (%)		Labourers (%)	
	M	F	M	F	M	F
Australia	7.3	13.8	11.4	1.2	11.6	6.2
China*	7.3	11.3	8.1	2.4	11.7	11.8
Hong Kong^	5.8	8.3	4.4	1.4	6.0	5.1
India	7.3	9.6	13.5	1.3	12.2	9.7

Indonesia	7.0	11.6	9.4	1.7	15.1	13.1
Korea, Republic of (South)	4.7	10.2	3.6	0.7	20.4	14.1
Malaysia	5.0	6.8	4.1	0.8	6.1	4.7
Philippines	4.7	8.3	12.4	2.9	15.4	20.1
Singapore	6.4	7.8	5.1	0.6	5.2	3.4
Sri Lanka	5.7	7.0	7.6	1.4	12.2	9.1
Vietnam	4.8	10.3	18.2	7.2	18.5	18.4

Source: Author's calculations using 2011 Australian Census data

Notes:

 Denotes greater than 5% above Australian-born

 Denotes greater than 5% below Australian-born

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

Table 12: Percentage of persons in selected 2-digit occupations, Asian birthplace groups and Australia-born, by gender, 2011

Birthplace	Total employed persons		Specialist Managers (%)		Business, Human Resource and Marketing Professionals (%)		Education Professionals (%)	
	M	F	M	F	M	F	M	F
Australia	3,695,653	3,331,585	7.6	4.2	4.8	5.1	2.7	7.4
China*	73,073	76,589	5.3	3.4	6.6	12.8	2.1	3.0
Hong Kong^	22,317	21,292	6.7	4.6	10.4	13.0	2.5	3.4
India	120,892	67,089	5.9	3.2	6.5	6.6	1.3	4.9
Indonesia	16,696	17,235	4.9	2.8	7.2	10.6	1.9	2.8
Korea, Republic of (South)	18,354	15,885	5.0	3.0	5.2	5.7	1.7	4.7
Malaysia	32,774	34,798	8.7	5.0	11.5	13.1	2.7	4.5
Philippines	43,953	62,548	3.3	2.4	4.0	5.2	0.6	1.3
Singapore	12,123	12,921	8.8	6.0	10.3	11.2	4.2	7.3
Sri Lanka	30,301	21,823	8.0	3.8	9.4	9.3	2.0	4.3
Vietnam	50,650	43,491	3.8	2.6	3.1	6.0	1.0	1.6
Birthplace	Health Professionals (%)		ICT Professionals (%)		Automotive and Engineering Trades Workers (%)		Construction Trades Workers (%)	
	M	F	M	F	M	F	M	F
Australia	1.7	6.4	2.0	0.4	6.3	0.1	6.0	0.1
China*	2.3	6.3	6.8	1.9	3.1	0.2	4.1	0.1
Hong Kong^	7.7	11.9	8.6	2.7	1.8	0.0	0.7	0.0
India	3.9	12.0	9.9	5.3	3.3	0.0	0.4	0.0
Indonesia	1.9	3.5	8.8	2.3	1.8	0.0	0.6	0.0
Korea, Republic of (South)	3.0	8.8	3.9	1.0	5.2	0.1	8.0	0.4
Malaysia	10.2	16.5	7.2	2.6	2.0	0.0	0.7	0.0
Philippines	4.0	11.3	5.0	1.8	10.3	0.1	1.4	0.0
Singapore	6.4	10.9	5.8	2.0	3.7	0.1	0.9	0.0
Sri Lanka	4.8	8.9	7.6	2.4	3.6	0.0	0.4	0.0
Vietnam	3.0	4.7	5.3	2.0	3.6	0.1	2.0	0.1

Birthplace	Food Trades Workers (%)		Carers and Aides (%)		Numerical Clerks (%)		Sales Assistants and Salespersons (%)	
	M	F	M	F	M	F	M	F
Australia	1.4	0.9	0.8	7.1	1.1	5.5	4.3	9.4
China*	9.2	2.4	0.7	4.5	2.1	7.3	4.3	6.9
Hong Kong^	6.9	0.9	0.8	4.3	2.8	7.1	3.3	4.9
India	4.9	1.9	1.7	10.7	2.6	6.9	4.6	5.7
Indonesia	4.8	2.6	0.8	5.9	3.6	9.1	4.4	6.9
Korea, Republic of (South)	7.9	5.8	0.8	5.4	1.0	3.1	2.8	6.9
Malaysia	4.1	1.3	0.9	4.2	2.7	6.5	2.7	4.1
Philippines	3.2	1.2	3.0	11.7	2.7	7.3	2.9	5.2
Singapore	2.2	0.9	1.1	4.7	2.1	5.8	3.3	4.6
Sri Lanka	3.0	1.2	1.1	12.3	3.5	8.4	3.4	4.2
Vietnam	7.2	2.7	0.5	4.6	1.2	5.3	3.3	7.4
Birthplace	Machine and Stationary Plant Operators (%)		Road and Rail Drivers (%)		Cleaners and Laundry Workers (%)		Factory Process Workers (%)	
	M	F	M	F	M	F	M	F
Australia	2.8	0.4	4.7	0.4	1.3	2.5	1.9	0.9
China*	8.7	5.8	4.4	0.2	3.4	3.9	3.1	4.1
Hong Kong^	2.1	0.8	2.4	0.1	1.1	1.2	1.3	1.4
India	1.2	0.5	8.7	0.2	3.3	3.8	3.7	2.7
Indonesia	5.3	1.6	4.3	0.2	4.3	5.6	3.4	3.0
Korea, Republic of (South)	1.2	0.2	2.2	0.1	11.3	7.9	3.3	2.5
Malaysia	1.8	1.7	1.5	0.0	1.1	1.4	1.4	1.2
Philippines	0.6	0.9	1.6	0.1	3.1	8.4	6.4	6.9
Singapore	0.7	0.4	2.3	0.1	1.2	1.2	1.0	0.7
Sri Lanka	2.2	0.4	2.3	0.1	4.6	3.1	3.8	2.6
Vietnam	2.7	0.8	4.6	0.2	2.0	2.5	10.8	11.5

Source: Author's calculations using 2011 Australian Census data

Notes:

Denotes greater than 5% above Australian-born

Denotes greater than 5% below Australian-born

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

The extent of the differences from the Australia-born in occupational distribution is greater for males than for females for all birthplace groups at the 1-digit level, except for Vietnam, the Philippines, China and South Korea (see Table 13). At the 1-digit level, Malaysia-born males and Vietnam-born females are most dissimilar to their Australia-born counterparts, while at the 2-digit level, Malaysia-born males and Philippines-born females are most dissimilar to their Australia-born counterparts.

Table 13: Indices of dissimilarity of 1-digit occupations and 2-digit occupations, Asian birthplace groups against Australia-born, by gender, 2011

Birthplace	1-Digit Occupations		2-Digit Occupations	
	Males	Females	Males	Females
China*	0.08	0.13	0.28	0.27
Hong Kong^	0.25	0.14	0.36	0.24
India	0.15	0.13	0.30	0.24
Indonesia	0.20	0.09	0.32	0.27
Korea, Republic of (South)	0.15	0.17	0.32	0.27
Malaysia	0.30	0.20	0.36	0.27
Philippines	0.13	0.18	0.32	0.31
Singapore	0.25	0.16	0.29	0.19
Sri Lanka	0.21	0.11	0.31	0.25
Vietnam	0.14	0.22	0.31	0.30

Source: Author's calculations using 2011 Australian Census data

Notes:

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

Larger percentages of persons employed in Professional occupations compared to the Australia-born (see

Table 11) account for the largest components of the indices of dissimilarity at the 1-digit level for females in the Malaysia, Singapore, Hong Kong and India birthplace groups, and males in all birthplace groups except Vietnam, South Korea and the Philippines. Across the 2-digit occupations, there are higher proportions of both males and females employed as Business, Human Resource and Marketing Professionals compared to the Australia-born (see Table 12) in the Singapore, Hong Kong and Malaysia birthplace groups, as well as females in the Indonesia and China groups, which largely contribute to the indices of dissimilarity. There are also higher proportions of males employed as ICT Professionals in all Asian birthplace groups than among the Australia-born, which contributes the greatest component of the indices of

dissimilarity for the Indonesia, Hong Kong, India and Sri Lanka birthplaces. The higher proportions of both males and females in the Hong Kong and Malaysia birthplace groups, and females in the India birthplace group, who are employed as Health Professionals compared to the Australia-born also significantly contribute to the indices of dissimilarity. The lower proportions of females employed as Education Professionals compared to the Australia-born, particularly in the Vietnam and Philippines groups, also contribute heavily towards the indices of dissimilarity.

There are smaller proportions of males employed in Managerial positions in all Asian birthplace groups compared to the Australia-born, especially in the Philippines group, where the lower proportion contributes the largest component of the index of dissimilarity. Females born in India, Sri Lanka and the Philippines have the lowest propensities to be in Managerial positions, while females born in China, South Korea and Singapore tend to out-do their Australian counterparts, due to their high levels of education (see Table 8).

More than half of the Malaysia and Singapore birthplace groups are in Professional and Managerial occupations (compared to a third of the Australian birthplace group), indicating a generally high level of skill among the two birthplace groups. The Malaysia group demonstrates the highest level of occupational concentration of all birthplace groups, with the largest proportion of both males and females employed in any single 2-digit occupation: 11.5% of Malaysia-born males are employed as Business, Human Resource and Marketing Professionals compared to just 4.8% of Australia-born males, and 16.5% of Malaysia-born females are employed as Health Professionals compared to just 6.4% of Australia-born females. Additionally, the Malaysia and Singapore groups have the highest proportions of persons employed as Specialist Managers compared to the other Asian birthplace groups and the Australia-born. The higher percentage in Professional and Managerial occupations is mainly attributable to high proportions (8 in 10 arrivals between 2000 and 2011) who enter Australia as skilled migrants, and the high percentage of persons with a Bachelor's degree or higher compared to the other birthplace groups (see Table 8). These two nations' historical legacy of belonging to the British Empire and their large proportion of persons who gained their qualifications in Western countries (Parr and Guo 2005) has also contributed to these highly skilled occupational distributions, highlighted by the high proportions of persons who speak English only (see Table 4).

Table 14: Number of employed persons by Asian birthplace groups, visa steam and gender, and percentage distribution of persons by 1-digit occupation, 2000-2011

Visa Type	Skilled		Family		Humanitarian	
Sex	M	F	M	F	M	F
China*	25,321	25,960	7,480	12,290	572	359
Managers	12.8	11.8	10.1	7.9	6.8	4.4
Professionals	32.6	37.7	13.0	18.3	7.1	10.0
Technicians and Trades Workers	20.8	4.3	25.2	5.4	39.5	6.0
Community and Personal Service Workers	4.7	8.7	7.0	17.6	4.6	20.5
Clerical and Administrative Workers	8.0	19.5	6.4	16.5	1.8	6.4
Sales Workers	7.1	9.2	8.4	13.5	5.9	10.4
Machinery Operators and Drivers	5.0	1.0	10.2	2.8	10.5	1.6
Labourers	9.0	7.9	19.8	18.0	23.8	40.8
Hong Kong^	2,561	2,411	712	1,148	0	0
Managers	10.4	7.7	14.0	8.3	0.0	0.0
Professionals	45.4	46.9	18.0	23.3	0.0	0.0
Technicians and Trades Workers	15.4	2.6	20.2	3.2	0.0	0.0
Community and Personal Service Workers	6.2	9.8	10.3	19.4	0.0	0.0
Clerical and Administrative Workers	10.8	23.4	10.2	27.6	0.0	0.0
Sales Workers	5.6	7.1	9.7	11.4	0.0	0.0
Machinery Operators and Drivers	2.5	0.2	8.8	1.1	0.0	0.0
Labourers	3.7	2.3	8.8	5.7	0.0	0.0
India	54,644	22,143	3,905	9,880	115	20
Managers	10.1	4.8	11.2	5.3	2.9	0.0
Professionals	32.1	41.6	22.0	29.9	15.9	0.0
Technicians and Trades Workers	14.6	3.9	10.3	5.4	15.1	0.0
Community and Personal Service Workers	5.1	13.4	7.2	15.5	10.6	33.0
Clerical and Administrative Workers	10.0	18.3	11.1	24.8	2.8	0.0
Sales Workers	6.6	8.7	7.6	10.5	4.7	46.5

Machinery Operators and Drivers	12.4	1.2	17.4	1.1	21.3	0.0
Labourers	9.1	8.0	13.2	7.5	26.9	20.5
Visa Type	Skilled		Family		Humanitarian	
Sex	M	F	M	F	M	F
Indonesia	5,303	4,761	1,630	3,065	86	16
Managers	10.3	7.7	7.5	5.3	0.0	0.0
Professionals	41.3	35.7	13.0	11.7	0.0	0.0
Technicians and Trades Workers	11.8	4.9	16.3	5.0	22.9	0.0
Community and Personal Service Workers	3.4	8.0	7.6	19.1	10.7	25.9
Clerical and Administrative Workers	14.9	28.8	9.1	21.7	8.4	24.1
Sales Workers	6.7	9.3	7.0	13.2	7.3	0.0
Machinery Operators and Drivers	4.2	0.7	13.8	1.8	14.2	0.0
Labourers	7.3	5.0	25.7	22.3	36.6	50.0
Korea, Republic of (South)	5,748	3,753	1,187	1,835	0	0
Managers	14.1	11.7	10.6	12.1	0.0	0.0
Professionals	22.5	30.7	15.6	18.8	0.0	0.0
Technicians and Trades Workers	30.2	14.3	32.2	9.0	0.0	0.0
Community and Personal Service Workers	6.0	12.5	5.8	18.5	0.0	0.0
Clerical and Administrative Workers	3.9	9.5	4.8	15.7	0.0	0.0
Sales Workers	4.5	8.9	4.8	11.2	0.0	0.0
Machinery Operators and Drivers	3.4	0.2	4.9	1.1	0.0	0.0
Labourers	15.5	12.2	21.3	13.5	0.0	0.0
Malaysia	8,317	8,337	1,146	2,176	0	0
Managers	12.8	8.5	11.2	9.5	0.0	0.0
Professionals	51.6	52.6	30.5	27.6	0.0	0.0
Technicians and Trades Workers	10.9	3.5	16.9	4.4	0.0	0.0
Community and Personal Service Workers	4.1	7.0	7.0	12.6	0.0	0.0
Clerical and Administrative Workers	9.0	18.4	10.2	29.3	0.0	0.0
Sales Workers	5.4	6.7	7.8	8.7	0.0	0.0
Machinery Operators and Drivers	1.8	0.4	6.2	0.8	0.0	0.0
Labourers	4.4	2.9	10.2	7.2	0.0	0.0

Visa Type	Skilled		Family		Humanitarian	
Sex	M	F	M	F	M	F
Philippines	11,176	10,383	3,615	10,110	0	0
Managers	4.7	4.3	4.0	3.5	0.0	0.0
Professionals	23.0	35.1	9.2	10.7	0.0	0.0
Technicians and Trades Workers	31.5	5.3	17.7	3.5	0.0	0.0
Community and Personal Service Workers	6.1	13.5	11.3	24.1	0.0	0.0
Clerical and Administrative Workers	7.4	18.4	8.2	14.8	0.0	0.0
Sales Workers	3.9	8.3	6.3	10.3	0.0	0.0
Machinery Operators and Drivers	8.7	1.9	15.2	2.8	0.0	0.0
Labourers	14.7	13.1	28.2	30.3	0.0	0.0
Singapore	3,601	3,447	505	1,009	0	0
Managers	14.4	9.8	16.9	12.2	0.0	0.0
Professionals	43.5	49.7	34.8	34.5	0.0	0.0
Technicians and Trades Workers	13.0	3.6	7.8	2.6	0.0	0.0
Community and Personal Service Workers	5.6	8.5	7.6	10.1	0.0	0.0
Clerical and Administrative Workers	9.4	18.7	13.0	28.6	0.0	0.0
Sales Workers	6.2	7.4	8.3	8.0	0.0	0.0
Machinery Operators and Drivers	3.7	0.0	6.4	0.9	0.0	0.0
Labourers	4.1	2.2	5.2	3.1	0.0	0.0
Sri Lanka	8,411	4,774	1,492	1,769	1,011	244
Managers	9.7	5.0	9.1	3.3	4.6	3.7
Professionals	41.6	34.3	21.8	23.9	11.1	15.8
Technicians and Trades Workers	16.2	5.9	12.3	4.2	12.7	3.2
Community and Personal Service Workers	3.3	17.8	6.2	20.6	3.2	23.2
Clerical and Administrative Workers	10.2	20.9	10.8	26.4	7.7	19.7
Sales Workers	4.4	7.2	9.3	8.7	7.9	9.5
Machinery Operators and Drivers	4.8	0.9	12.6	2.1	16.2	3.6
Labourers	9.9	7.9	17.9	10.7	36.6	21.2

Visa Type	Skilled		Family		Humanitarian	
Sex	M	F	M	F	M	F
Vietnam	1,474	1,193	3,564	6,212	86	40
Managers	<i>5.6</i>	<i>7.8</i>	<i>6.9</i>	<i>5.5</i>	<i>13.9</i>	<i>0.0</i>
Professionals	<i>34.2</i>	<i>32.6</i>	<i>7.1</i>	<i>7.2</i>	<i>8.9</i>	<i>9.2</i>
Technicians and Trades Workers	<i>23.6</i>	<i>7.1</i>	<i>22.3</i>	<i>7.2</i>	<i>22.7</i>	<i>23.4</i>
Community and Personal Service Workers	<i>3.5</i>	<i>13.2</i>	<i>6.3</i>	<i>24.5</i>	<i>5.7</i>	<i>24.6</i>
Clerical and Administrative Workers	<i>8.5</i>	<i>20.3</i>	<i>3.0</i>	<i>9.1</i>	<i>4.6</i>	<i>0.0</i>
Sales Workers	<i>4.5</i>	<i>7.4</i>	<i>5.1</i>	<i>11.2</i>	<i>0.0</i>	<i>9.7</i>
Machinery Operators and Drivers	<i>6.1</i>	<i>1.9</i>	<i>17.4</i>	<i>6.8</i>	<i>17.3</i>	<i>0.0</i>
Labourers	<i>14.0</i>	<i>9.8</i>	<i>31.9</i>	<i>28.6</i>	<i>26.9</i>	<i>33.1</i>

Source: Author's calculations using Australian Census and Migrants Integrated Dataset, 2011

Notes:

Numbers in *Italics* denote percentages

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

There are higher proportions of males employed as Food Trades Workers in all Asian birthplace groups compared to the Australia-born, though the difference is the greatest contribution to the indices of dissimilarity for the Vietnam, China and South Korea birthplace groups. The high proportions of Vietnam-, China- and South Korea-born males in these low-skilled occupations are due to the large proportion who report not speaking English well or at all. Of those born in Vietnam who arrived between 2001 and 2011 and are employed as Technicians and Trades Workers, the majority entered under the Family stream, while more than 6 in 10 born in China and South Korea entered as skilled migrants. For the Philippines birthplace group, despite higher proportions of males being employed as Technicians and Trades Workers compared to the Australia-born, the largest component of the index of dissimilarity at the 2-digit level is the lower proportion of males employed as Construction Trades Workers. Males born in the Philippines are instead concentrated in the Automotive and Engineering Trades Worker occupation.

There are higher percentages of males employed as Labourers and as Machinery Operators and Drivers in all Asian birthplace groups compared to the Australia-born, with the exceptions of the Malaysia, Singapore and Hong Kong birthplace groups,

where fewer than 6.2% of males are employed in those two occupational categories. Surprisingly, the majority of males in all birthplace groups that arrived between 2000 and 2011 and are employed as Labourers and Machinery Operators and Drivers, entered Australia as skilled migrants, except those born in Indonesia and Vietnam.

Large groups of Vietnam-born males are employed as Technicians, Trades Workers and Labourers. From the 2-digit occupations, it is evident that the most common Labourer category occupation for both Vietnam-born males and females is Factory Process Workers. This is also the largest 2-digit occupation overall for the Vietnam birthplace group, representing around 1 in 10 persons, compared to less than 2% of Australia-born persons and contributing the greatest component of the index of dissimilarity. The South Korea, Indonesia and the Philippines birthplace groups also have large proportions of persons employed in low-skilled occupations such as Factory Process Workers, Food Preparation Assistants and Cleaners and Laundry Workers, together accounting for 11–18% of males and females in each birthplace group (see Appendix 8). The higher proportion of South Korea-born males and females employed as Cleaners and Laundry Workers compared to the Australia-born constitutes the largest component of the index of dissimilarity. Vietnam- and Philippines-born females have the lowest levels of education compared to the other Asian birthplace groups, which could be explained by the high proportions of Vietnamese who arrived in Australia following the Vietnam War through the Humanitarian and Family streams, and the large numbers of Filipino women who arrived in Australia under the Family Reunion Programme as spouses of Australian men.

There are smaller proportions of Asia-born females employed as Sales Workers compared to the Australia-born group, due to the large proportion of Australia-born females aged 15–19 employed as Sales Assistants and Salespersons. For the Sri Lankan birthplace group, the lower proportion of females employed as Sales Workers compared to Australia-born females, particularly as Sales Assistants and Salespersons, is the largest component of the index of dissimilarity.

Higher proportions of females are employed as Community and Personal Service Workers in the South Korea, Philippines and Sri Lanka birthplace groups. Within the 2-digit occupations, Carers and Aides form the largest or second largest occupational category for South Asian females born in India, Sri Lanka and the Philippines, where

they represent more than 1 in 10 females. The higher proportion of Sri Lanka-born females employed as Carers and Aides compared to the Australia-born, is the largest component of the index of dissimilarity. Lower proportions of females in the China and South Korea birthplace groups are employed as Clerical and Administrative Workers compared to the Australia-born, which contributes the greatest component of the indices of dissimilarity for the two birthplace groups.

Despite differences in their occupational distributions, the patterns of gender-specific occupations are consistent across all birthplace groups. The sex ratios for Technicians and Trades Workers and Machinery Operators and Drivers—occupations that primarily require physical labour—range between 236 and 511 males per 100 females and 294 and 1838 males per 100 females respectively. In contrast, Clerical and Administrative Workers are predominantly female, with sex ratios ranging between 34 and 76 males per 100 females, in part due to the high proportion of females employed in part-time positions.

4.3.2 Comparisons among ancestry subgroups and with the Australia-born

In general, those with European ancestry are more likely to be employed in Managerial occupations than those with Asian ancestry. For example, those of English, Irish, Scottish and Dutch ancestries within the Singapore, Malaysia, India and Hong Kong birthplace groups are more likely to be employed in Managerial positions, while those of Asian ancestries are more likely to be employed in Professional positions. Generally, the European ancestry groups tend to have the most similar occupational distributions to the Australia-born, with the exceptions of those from the Philippines and Vietnam birthplace groups.

Across both the 1- and 2-digit occupation categories, the indices of dissimilarity show that all ancestry groups have different occupational distributions from the Australian birthplace group (see Table 15). The extent of the difference is greater for females than for males for most ancestries, especially in the Vietnam, Philippines, China and South Korea birthplace groups. At the 1-digit level, the groups with the most dissimilar occupational distributions to the Australia-born are, for females, the Maritime South-East Asian ancestry group born in Malaysia and the Sri Lankan Tamil ancestry group born in Sri Lanka, and for males, the English ancestry groups born in Vietnam and the

Philippines. At the 2-digit level, India-born males with Punjabi ancestry and Vietnam-born females with English and Other ancestries have the most dissimilar occupational distributions to their Australia-born counterparts.

Table 15: Indices of dissimilarity of 1-digit occupations and 2-digit occupations for selected ancestries of Asian birthplace groups, by gender, 2011

Birthplace Ancestries	1-Digit Occupations		2-Digit Occupations	
	Males	Females	Males	Females
China*				
Chinese	0.08	0.13	0.29	0.27
English	0.07	0.09	0.29	0.29
Russian	0.16	0.12	0.32	0.20
Other	0.12	0.14	0.38	0.27
Hong Kong^				
Chinese	0.26	0.15	0.38	0.25
English	0.22	0.08	0.27	0.16
Australian	0.25	0.08	0.30	0.26
Other	0.22	0.15	0.30	0.24
India				
Indian	0.16	0.14	0.32	0.26
English	0.12	0.11	0.23	0.18
Punjabi	0.31	0.32	0.46	0.20
Anglo-Indian	0.14	0.13	0.21	0.35
Sikh	0.27	0.25	0.42	0.40
Southern Asian, nfd	0.14	0.17	0.35	0.32
Australian	0.09	0.12	0.28	0.25
Irish	0.16	0.16	0.23	0.26
Scottish	0.13	0.14	0.23	0.30
Other	0.16	0.10	0.28	0.24
Indonesia				
Chinese	0.25	0.10	0.38	0.31
Indonesian	0.19	0.18	0.32	0.28
Dutch	0.15	0.06	0.19	0.19
English	0.15	0.14	0.30	0.28
Australian	0.18	0.10	0.30	0.23
Other	0.22	0.11	0.37	0.27
Korea, Republic of (South)				
Korean	0.15	0.17	0.32	0.27
English	0.17	0.19	0.37	0.33
Other	0.19	0.11	0.38	0.25
Malaysia				
Chinese	0.33	0.22	0.40	0.31
Malay	0.24	0.18	0.34	0.25
Indian	0.33	0.22	0.37	0.27
English	0.16	0.09	0.20	0.13
Australian	0.16	0.09	0.21	0.15
Maritime South-East Asian, nec	0.34	0.21	-	-

Other	0.24	0.15	0.30	0.19
Philippines				
Filipino	0.13	0.18	0.33	0.31
Chinese	0.21	0.10	0.36	0.28
Spanish	0.09	0.17	0.22	0.25
English	0.22	0.34	0.39	0.33
Asian, so described	0.13	0.20	0.38	0.40
Australian	0.11	0.17	0.24	0.23
Other	0.11	0.08	0.27	0.20
Singapore				
Chinese	0.31	0.19	0.35	0.24
English	0.21	0.11	0.24	0.14
Indian	0.27	0.21	0.31	0.24
Singaporean	0.21	0.14	0.29	0.20
Malay	0.11	0.12	0.32	0.20
Australian	0.15	0.10	0.21	0.15
Other	0.21	0.11	0.28	0.17
Sri Lanka				
Sri Lankan	0.21	0.10	0.31	0.23
Sinhalese	0.21	0.18	0.32	0.33
Tamil, nfd	0.28	0.17	0.40	0.34
Sri Lankan Tamil	0.34	0.19	0.41	0.37
English	0.11	0.12	0.23	0.18
Dutch	0.17	0.15	0.26	0.21
Other	0.22	0.14	0.33	0.20
Vietnam				
Vietnamese	0.15	0.22	0.30	0.31
Chinese	0.11	0.20	0.34	0.30
English	0.22	0.34	0.36	0.42
Australian	0.20	0.26	0.36	0.37
Other	0.19	0.16	0.41	0.42

Source: Author's calculations using 2011 Australian Census data

Notes:

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the Ancestry variable (1st Response)

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

To avoid the release of confidential data, the values could not be generated for the Maritime South-East Asian, nec ancestry group within the Malaysia birthplace.

The largest components of the index of dissimilarity across most ancestry groups are the differences in the proportions of persons employed as Professionals. In the China-born Chinese and English ancestry groups, and in the Indonesia- and Hong Kong-born

Chinese ancestry groups, the proportions of females employed as Business, Human Resource and Marketing Professionals and the proportions of males employed as ICT Professionals are both higher than among the Australia-born. South Korea-born females with English ancestry, Malaysia-born Chinese, Indian and Malay, Singapore-born Chinese and Singaporean and Sri Lanka-born Sri Lankan Tamil, Tamil and Other ancestry groups also have much higher proportions of both males and females employed as Business, Human Resource and Marketing Professionals compared to the Australia-born. The high proportions of persons with Sri Lankan Tamil and Tamil ancestry employed as Professionals are noteworthy, since more than 2 in 5 males and 1 in 5 females from these groups, arriving in Australia between 2000 and 2011, arrived under the Humanitarian stream (see Appendix 4).

The higher proportions of persons employed as Business, Human Resource and Marketing Professionals compared to the Australia-born constitute the largest component of the indices of dissimilarity for several ancestry groups, including: China-born females with Chinese and English ancestry, Hong Kong-born males and females with Other ancestry, Hong Kong-born males with Australian ancestry, Indonesia-born females with Chinese ancestry and South Korea-born females with English ancestry. The higher proportions of persons employed as Business, Human Resource and Marketing Professionals compared to the Australia-born also constitute the largest component of the indices of dissimilarity for the following groups: Singapore-born males and females with Chinese and Other ancestry, Singapore-born males with English ancestry, Singapore-born females with Singaporean and Australian ancestry, Sri Lanka-born females with Tamil and Sri Lankan Tamil ancestry and Sri Lanka-born males with Other ancestry.

Of persons with Chinese ancestry born in Hong Kong, Malaysia, Philippines and Singapore; Malay ancestry born in Malaysia; and Sri Lankan Tamil ancestry born in Sri Lanka, the proportions of these groups employed as Health Professionals are also much higher than that of the Australia-born. All India-born ancestry groups, except the English, Punjabis and Sikhs, have higher proportions of males and females in Professional occupations compared to the Australia-born. The Indian ancestry group, who constitute between 87 and 93% of India-born male and female ICT and Health Professionals, have higher proportions of persons employed in those two occupations compared to the Australia-born. The higher proportion of males employed as either ICT

or Health Professionals compared to Australia-born males contributes the largest component of the indices of dissimilarity for several ancestry groups, including Indian and Chinese ancestry within the Hong Kong, India, Indonesia, Malaysia and the Philippines birthplace groups, Malaysia-born Malays and Sri Lanka-born Sri Lankans and Sinhalese.

Additionally, the Chinese ancestry groups born in Malaysia and Singapore and the Sinhalese, Tamil and Sri Lankan Tamil groups born in Sri Lanka have higher proportions of males employed as Design, Engineering, Science and Transport Professionals and ICT Professionals. For Sri Lanka-born males with Tamil and Sri Lankan Tamil ancestries, the higher proportion of males employed as Design, Engineering, Science and Transport Professionals compared to the Australia-born population contributes the largest component of their indices of dissimilarity.

Proportions employed as Education Professionals among China-born females with English ancestry, India-born females with Southern Asian (nfd) ancestry, Indonesia-born females with Chinese and English ancestry, all Philippines-born ancestry groups and all Vietnam-born ancestry groups except the Other category are much lower than those among the Australia-born. The lower proportion of Education Professionals in the Vietnam-born English ancestry group also contributes heavily towards these groups' particularly high indices of dissimilarity.

Across the North-East Asian birthplace groups, the European and Australian ancestry groups are more likely to be employed in Managerial positions than the other ancestry groups. China- and Hong Kong-born males and females with English ancestry are more likely than those with Chinese ancestry and the Australia-born to be employed in Managerial positions. South Korea-born males, especially those with English ancestry, are also more likely to be employed in Managerial positions compared to the other South Korea-born ancestry groups. The largest groups of the China, Hong Kong and South Korea-born English ancestry groups are employed as Specialist Managers and Hospitality, Retail and Service Managers, with similar proportions in these 2-digit occupations to the Australia-born.

In the Indonesia birthplace group, males with Dutch and Australian ancestry are more likely to be employed in Managerial positions, mainly as Specialist Managers,

compared to the other ancestry groups within the birthplace groups. Indonesia-born females with English and Australian ancestry are more likely to be employed in Managerial positions, mainly as Hospitality, Retail and Service Managers, compared to the other major Indonesia-born ancestry groups. Within the Philippines birthplace group, males and females in all ancestry groups, especially the English and Asian (so described) ancestry groups, have dramatically lower proportions of persons employed in Managerial positions compared to the Australia-born. The proportions of Vietnam-born males and females employed in Managerial positions are lower than the Australia-born for all ancestry groups, especially for the male Vietnamese and English ancestry groups. At the 2-digit level, however, the proportion of males with Other ancestries who are employed as Farmers and Farm Managers is much higher than the Australia-born.

The lower proportions compared to the Australia-born of Philippines-born males in all ancestry groups except the Chinese, Indonesia-born English males and females and Vietnam-born Vietnamese and Chinese males employed in Managerial positions constitute a large component of the indices of dissimilarity at the 1-digit level. At the 2-digit level, the lower proportion of Philippines-born males with Australian ancestry employed as Specialist Managers compared to the Australia-born is the largest component of the index of dissimilarity.

India-born males with European ancestry are more likely than those with Asian ancestry to be in Managerial positions, with the Indian, Punjabi, Sikh and Southern Asian (nfd) ancestry groups constituting much lower proportions than the Australia-born. At the 2-digit level, all ancestry groups have similar proportions in Managerial occupations compared to the Australia-born, except male Punjabis, who are underrepresented as Specialist Managers. Among females, all ancestry groups have lower propensities to be in Managerial positions than the Australia-born, except the Scottish, who have a notably higher proportion of Specialist Managers, which also contributes the largest component of the index of dissimilarity. All the Sri Lanka-born ancestry groups have similar proportions of persons employed as Managers compared to the Australia-born, except Sinhalese males and females and Tamil females, who have much lower proportions than the Australian-born. Sri Lanka-born females with Dutch ancestry have the least favourable occupational outcomes across all ancestry groups, with lower proportions in Professional and Managerial positions, while Sri Lankan Tamils fare the best, with the

highest proportion of persons employed in either Managerial or Professional positions, due to high levels of education, including at the postgraduate level.

The Chinese and Indian ancestry groups within the Malaysia and Singapore birthplace groups, who have high proportions of persons entering as skilled migrants (see Appendix 4), seem to fare better compared to all other major ancestry groups and the Australia-born, with over half employed in Managerial or Professional occupations, due to their high levels of education (see Appendix 6). The proportion of migrants employed in Managerial positions across all ancestry groups is similar to that of the Australia-born, though Malaysia-born persons with Australian ancestry and Singapore-born persons with English ancestry, among whom there are larger numbers of early arrivals compared to the other major ancestry groups, are the most likely to be employed in Managerial positions. The higher proportion of Malaysia-born males with Australian ancestry employed as Specialist Managers contributes the largest component of the index of dissimilarity.

Across the North-East Asian birthplace groups, for all Chinese and Hong Kong ancestry groups, the proportion of persons employed as Technicians and Trades Workers is lower than that among the Australia-born, due to their high levels of educational attainment. The exception is the China-born Russian ancestry group, who have a much higher proportion of males employed as Construction Trades Workers compared to the Australia-born (see Appendix 10). The proportions of South Korea-born persons with English ancestry and females with Korean ancestry employed as Technicians and Trades Workers are much higher than those among the Australia-born. At the 2-digit level, this is mainly attributable to the significantly larger proportions of males and females employed as Food Trades Workers compared to the Australia-born. The proportions of China- and Hong Kong-born males with Chinese ancestry, Vietnam-born males with Chinese, English and Australian ancestry, and Vietnam-born females with Other ancestry employed as Food Trades Workers are also notably higher than among the Australia-born, and contribute the largest component of the indices of dissimilarity for males in the China-born Chinese and English ancestry groups, and females in the Vietnam-born Other ancestry group. The proportion of Chinese males employed as Construction Trades Workers is notably lower than that of the Australia-born.

There are lower proportions of males across all Indian and Sri Lankan ancestry groups employed as Technicians and Trades Workers compared to the Australia-born. At the 2-digit level, the difference is most dramatic for Construction Trades Workers, in which the proportion of males employed across ancestry groups is much lower than that among the Australia-born, though the difference is smaller for the Punjabi and Scottish ancestry groups. However, males and females in the Punjabi ancestry group, female Sikhs and males in the Australian and Southern Asian ancestry groups all have higher proportions of persons employed as Food Trades Workers compared to the Australia-born.

For males of English ancestry within the Hong Kong, India and Malaysia birthplace groups, and those of Indian, Malay and Singaporean ancestry in the Singapore-born group—groups with more than 8 in 10 males who arrived between 2000 and 2011 were as skilled migrants (see Appendix 4)—the largest component of the indices of dissimilarity is attributable to the much smaller proportions of males employed as Construction Trades Workers compared to the Australia-born. The same is also true for males in other European ancestry groups, including the Irish, Scottish and Anglo-Indian ancestry groups in the India birthplace group, the Dutch in the Indonesia and Sri Lanka birthplace groups and the Spanish in the Philippines birthplace group.

There are much lower proportions of Indonesia-born males in the Chinese and Indonesian ancestry groups employed in Technical and Trades Workers occupations compared to the Australia-born, particularly as Construction Trades Workers and Automotive and Engineering Trades Workers. The proportion of males employed as Technicians and Trades Workers in all Singapore- and Malaysia-born ancestry groups is lower than that among the Australia-born, except for Singapore-born Malays. This is mainly attributed to the larger proportion of Singapore-born Malays employed as Automotive and Engineering Trades Workers compared to the Australia-born. The lower proportions of Indonesia- and Singapore-born males with Australian ancestry employed as Automotive and Engineering Trades Workers also contribute the largest components of the indices of dissimilarity.

The proportion of males employed as Construction Trades Workers is lower compared to the Australia-born population for most ancestry groups across the Malaysia and Singapore birthplace groups; in particular, it is dramatically lower among the Chinese,

Indian and Malay ancestry groups. The Philippines-born English ancestry group seem to fare the worst, with the highest proportion of male Technicians and Trades Workers compared to the other Philippines ancestry groups and the Australia-born. Among Philippines-born males with English ancestry, 1 in 5 are employed as Automotive and Engineering Trades Workers; this group contributes the largest component of the index of dissimilarity.

The proportion of males employed as Community and Personal Service Workers is similar to the Australia-born for all ancestry groups with few exceptions. The Hong Kong-born English and Australian ancestry groups have much higher proportions of males employed as Hospitality Workers, while the higher proportions of females in the Hong Kong- and Indonesia-born Australian, and South Korea-born Other ancestry groups employed as Hospitality Workers is the largest component of the indices of dissimilarity. The China-born Other, India-born Sikh and Anglo-Indian, and the Sri Lanka-born Sinhalese ancestry groups, which have had over a fifth of recent female arrivals entering under the Family stream (see Appendix 4), have much higher proportions of females employed as Carers and Aides than the Australia-born, which also contribute the largest component of the indices of dissimilarity. The India-born Southern Asian and the Philippines-born Asian (so described) groups also have much higher proportions of females employed as Carers and Aides than the Australia-born.

The proportion of females employed as Clerical and Administrative Workers is much lower compared to the Australia-born for several ancestry groups, including (but not limited to) the China-born ancestry groups (except the Russian ancestry group), all South Korea- and Vietnam-born ancestry groups, Philippines-born English and Asian (so described) ancestry groups, and the Malaysia-born Malay and Indian ancestry groups. The differences in the proportions of females employed as Clerical and Administrative Workers constitute the largest components of the indices of dissimilarity for all female China-born ancestry groups, the India-born Punjabi, Australian and Irish ancestry groups, the Indonesia-born Australian ancestry group, the South Korea-born Korean and English ancestry groups and the Sri Lanka-born Dutch ancestry group. At the 2-digit level there are no large differences with the Australia-born, with the exception of the Indonesia-born Chinese ancestry group, which has a much higher proportion of females employed as Numerical Clerks.

The proportions of females employed as Sales Workers, particularly as Sales Assistants and Salespersons, are generally lower than that among Australia-born females for almost all ancestry groups, especially across the Malaysia, Singapore and Sri Lanka-born ancestry groups. At the 2-digit level, the most dramatic differences from the Australia-born population are the proportions of females employed as Sales Assistants and Salespersons of Chinese and Indian ancestry in the Malaysia and Singapore birthplace groups, of Singaporean ancestry in the Singapore birthplace group, and of Sinhalese, Tamil, Sri Lankan Tamil and Other ancestry in the Sri Lankan birthplace group. The lower proportion of females employed as Sales Assistants and Sales Workers is the largest component of the indices of dissimilarity for several ancestry groups, including: the China-born Russians; the India-born English, Punjabis and Irish; the Indonesia-born Dutch; the Malaysia-born English and Australian; the Singapore-born English; the Sri Lanka-born Sri Lankan, English, Dutch and Other; and the Vietnam-born Other ancestry groups.

Most ancestry groups have lower proportions of males employed as Machinery Operators and Drivers compared to the Australia-born, except for ancestry groups within the Vietnam and India birthplace groups. The proportions of persons in all Vietnam-born ancestry groups who are employed as Machinery Operators and Drivers, particularly as Machinery and Stationary Plant Operators, are much higher than those among the Australia-born; this is partially attributable to these groups' dramatically low proportions of persons entering Australia as skilled migrants in comparison to the other ancestry groups (see Appendix 4). The Punjabi and Sikh ancestry groups seem to fare worse than the other major India-born ancestry groups. They have the most dissimilar occupational distributions from the Australia-born, with lower proportions in Professional and Managerial occupations and higher proportions in low-skilled occupations such as Machinery Operators and Drivers (see Appendix 9), despite high proportions of males arriving in Australia more recently as skilled migrants (see Appendix 4). At the 2-digit level, the dramatically higher proportions of male Sikhs and Punjabis employed as Road and Rail Drivers (1 in 4 males) compared to the Australia-born are the largest component of the index of dissimilarity. The majority of Road and Rail Drivers are Automobile Drivers, who have high levels of English proficiency but low levels of educational attainment compared to the overall India birthplace group (ABS 2011g).

The proportion of persons in all Asia-born ancestry groups who are employed as Labourers is generally higher than that among the Australia-born, especially in the Indonesia-, South Korea- and Vietnam-born ancestry groups, and for females in particular in the Philippines-born ancestry groups. Within the Vietnam birthplace group, the proportion of persons employed as Labourers, which is largely constituted by the higher proportion of persons employed as Factory Process Workers, is significantly higher compared to the Australia-born population for all ancestry groups, and is the largest component of the indices of dissimilarity. This is due to high proportions (between a quarter and a half) of persons across all ancestry groups who do not speak English well or at all, the generally low levels of education compared to other birthplace and ancestry groups and the large proportions of persons who entered Australia under the Family stream (Australian Government 2011e).

Within the Philippines birthplace group, the English ancestry group seems to fare the worst, with the highest proportion of Labourers compared to the other Philippines ancestry groups and the Australia-born. At the 2-digit level, close to 1 in 10 males born in the Philippines with English ancestry are employed as Factory Process Workers, and the higher proportion of males with Filipino ancestry employed as Factory Process Workers is the largest component of the index of dissimilarity. Females across all ancestry groups have significantly higher proportions of persons employed in Labourer occupations compared to the Australia-born due to the large numbers who arrived under the Family stream. The proportion of females with Filipino and Asian (so described) ancestry employed as Factory Process Workers, and the proportion of females with Filipino, Spanish and Asian (so described) ancestry employed as Cleaners and Laundry Workers is also much larger than that among the Australia-born. The larger proportion of females with Asian (so described) ancestry is also the largest component of the index of dissimilarity.

The Indonesia-born English ancestry group, with lower levels of education compared to the other ancestry groups, and the Indonesian ancestry group, who largely have arrived in Australia very recently, have much higher proportions of persons employed as Labourers—mainly as Cleaners and Laundry Workers—compared to the Australia-born. The higher proportion of persons employed as Cleaners and Laundry Workers compared to the Australia-born is the largest component of the indices of dissimilarity

for Indonesia-born persons with Indonesian and Other ancestry and males with English ancestry.

Similarly, across all South Korea-born ancestry groups, the higher proportions of persons employed as Labourers, particularly as Cleaners and Laundry Workers, compared to the Australia-born is the largest component of the indices of dissimilarity for all male South Korea-born ancestry groups and the female Korean ancestry group. The proportion of males with Korean and English ancestry employed as Cleaners and Laundry Workers is more than eight times that of Australia-born males. The concentration of South Korea-born persons in low-skilled occupations can be attributed to the low levels of English proficiency across all ancestry groups.

Within the Chinese birthplace group, females of Chinese ancestry are more likely to be employed as Labourers than those of other ancestry, due to low English proficiency, especially when compared to the Australia-born. Sri Lanka-born males with English ancestry, who have similar occupational distributions to the Australia-born, seem to fare the worst among the Sri Lanka-born ancestry groups, with the lowest proportion in Professional and Managerial positions, and a large proportion employed as Cleaners and Laundry Workers; this large proportion contributes the largest component of the index of dissimilarity. The proportion of males employed as Labourers across the Malaysia- and Singapore-born ancestry groups is significantly lower compared to the Australia-born.

4.4 Occupational status

4.4.1 Asian birthplace groups

Occupational status was measured across the 1- and 2-digit level occupational data with similar results obtained for both. To avoid duplication, the status scores at the 2-digit level are analysed in this section. The Australian birthplace group has a weighted average occupational status score of 47.9 for all persons, which is below the scores of all Asian birthplace groups except Vietnam, South Korea and the Philippines. The occupational status scores tend to be lower for males than for females. This gender gap is most pronounced within the Australia and India birthplace groups, where males have an occupational status score more than 5 points below females. The Indonesian and Sri

Lankan birthplace groups are the only groups where males have a higher occupational status than females, though the gap between the two sexes is less than 0.5 index points.

The birthplaces with the highest occupational status scores (Malaysia, Singapore, Hong Kong and Sri Lanka) tend to be those that had large groups of arrivals in Australia prior to 1980 (see Table 5). The Vietnamese birthplace group also has a large group of early arrivals, though a large proportion of these were under the Family stream (Australian Government 2011e). Malaysia has the highest occupational status among the 11 birthplace groups, with a weighted score of 60.1 for all persons (see Table 16 below). Malaysia-born females have the highest occupational status out of all birthplace and sex groups, primarily due to their large number employed as Health Professionals, attaining the highest occupational status score of 85.1. Similarly, the largest occupational group among males is that of Business, Human Resource and Marketing Professionals, who also attain a relatively high score of 77.3. The large groups of both males and females employed in other Professional occupations, such as ICT Professionals and Design, Engineering, Science and Transport Professionals and Specialist Managers (see Appendix 8), also contribute significantly to the high occupational status attained by the Singapore, Hong Kong and Sri Lanka birthplace groups.

Birthplace groups with low occupational status scores, such as Vietnam, South Korea and the Philippines, tend to be those where large numbers arrived in Australia under the Family stream and/or have large proportions that do not speak English well (see Table 9). These birthplace groups exhibit high concentrations in Labourer occupations, which significantly contributes to their low overall occupational status. Vietnam-born males and females and Philippines-born males are overrepresented as Factory Process Workers, and South Korea-born males and females and Philippines-born females are overrepresented as Cleaners and Laundry Workers. The majority of Vietnam-born males and females and Philippines-born females who arrived between 2000 and 2011 and are employed as Labourers, arrived under the Family stream; in contrast, the majority of South Korea-born males and females and Philippines-born males employed as Labourers arrived as skilled migrants.

The occupational status scores of the South Korea and Vietnam birthplace groups are driven down further due to the concentration of persons towards the lower end of the occupational status scale within the occupational categories. For example, 4 in 5 South


Korea-born females who are employed as Technicians and Trades Workers are employed as Food Trades Workers, which have the lowest occupational status within the occupational category. Similarly, 6 in 10 Vietnam-born persons employed as Labourers are employed as Factory Process Workers, which has the second lowest occupational status of any 2-digit occupation.


Table 16: Weighted AUSEI06 occupational status score for 2-digit occupations, Asian birthplace groups and Australia-born, by gender and total persons, 2011

Birthplace	Males	Females	All
Australia	45.2	50.9	47.9
China*	46.8	50.0	48.5
Hong Kong^	56.2	57.1	56.6
India	47.7	52.8	49.5
Indonesia	48.3	48.0	48.2
Korea, Republic of (South)	44.1	47.9	45.8
Malaysia	59.9	60.3	60.1
Philippines	42.5	45.4	44.2
Singapore	58.2	59.3	58.8
Sri Lanka	52.9	52.8	52.9
Vietnam	39.4	42.5	40.8

Source: Author's calculations using 2011 Australian Census data

Notes:

 Denotes greater than 5 points above Australian-born

 Denotes greater than 5 points below Australian-born

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

4.4.2 Comparisons among ancestry subgroups

The weighted occupational status scores tend to be lower for males than for females. Exceptions include the China-born Russian ancestry group, the Indonesia-, Malaysia-, Singapore- and Philippines-born Chinese ancestry groups, the Philippines-born Spanish ancestry group, and all Sri Lanka-born ancestry groups except the Sri Lankan and English (see Appendix 11 for a detailed table on occupational status scores of all major ancestry groups). The gap between males and females is most pronounced in the South Korea-born English and the Vietnam-born Other ancestry groups, where females have a higher weighted occupational status score by 8 points.

The Chinese and Indian ancestry groups in the Malaysia and Singapore birthplaces, which have recently (2000-2011) had large proportions of persons arriving as skilled migrants (see Appendix 4), also have the highest weighted occupational status scores across all ancestry groups, and are the main drivers of the overall high occupational status of these birthplace groups. This is mainly attributed to the high proportions of males and females employed as Education Professionals, Business, Human Resource and Marketing Professionals, Health Professionals, Design, Engineering, Science and Transport Professionals and Specialist Managers, all of which are towards the upper end of the occupational status scale.

The male Punjabi ancestry group has the lowest weighted occupational status score compared to all ancestry groups. This is mainly attributable to the low proportions of persons in Professional and Managerial positions compared to the other major ancestry groups, as well as the higher proportions of males employed in occupations such as Road and Rail Drivers and the higher proportions of females employed as Carers and Aides and Factory Process Workers, which have relatively low occupational status scores. The Vietnam- and Philippines-born English ancestry groups also have low weighted occupational status scores due to relatively higher proportions of persons who arrived under the Family stream compared to most other ancestry groups (Australian Government 2011e; 2011c). Large proportions of males born in the Philippines with English ancestry are employed as Automotive and Engineering Trades Workers, while females of the same group are mostly employed as Cleaners, Laundry Workers and Factory Process Workers. Within the Vietnam birthplace group, large proportions of males with English ancestry are employed as Factory Process Workers and Machine and Stationary Plant Operators, while females are largely employed as Factory Process Workers. These occupations tend to be at the lower end of the occupational status spectrum, with status scores below 31.

The Chinese and Indian ancestry groups consistently attain the highest weighted occupational status scores compared to the other ancestry groups within their birthplace group. The European and Australian ancestry groups, except for those born in India, tend to have lower weighted occupational status scores compared to the other ancestry groups within their birthplace group. This is most pronounced in the South Korea, Philippines, Sri Lanka and Vietnam birthplaces, where large proportions of migrants arrived under the Family stream.

4.5 Controlling for the effects of confounding variables

The demographic characteristics of age, education and English proficiency account for the larger proportions of Asian migrants in highly skilled occupations. After standardising results for age, English proficiency and education, the following observations can be made as comparisons with what would be expected if the Asian birthplace groups exhibited the levels of these variables as the Australia-born population. All Asian birthplace groups have lower proportions of persons in Managerial positions, and most birthplace groups also have lower proportions of persons in Professional positions, with few exceptions (note that all proportions referred to in this section are ‘standardised’). The exceptions are males in the Hong Kong, Malaysia and Singapore birthplace groups, who are just as likely to be employed in Professional occupations compared to the Australia-born group (see Table 17). At the 2-digit level, for example, Hong Kong-born males in all ancestry groups are at least as likely as the Australia-born to be employed as ICT Professionals and Business, Human Resource and Marketing Professionals, but are less likely to be employed as Education Professionals (see Appendix 14). All major ancestry groups in the Malaysia birthplace groups are also more likely to be employed as Design, Engineering, Science and Transport Professionals, Health Professionals and ICT Professionals, but only those in the Chinese ancestry group are also more likely to be employed as Business, Human Resource and Marketing Professionals.

All Asian birthplace groups have higher proportions of persons employed as Technicians and Trades Workers. There are higher propensities of the South Korean and China birthplace groups to be employed as Food Trades Workers. The South Korea, Indonesia, India and the Philippines birthplace groups also have dramatically higher propensities to be employed in all Labourer occupations than the Australia-born, except for the Construction and Mining Labourer category (see Appendix 12). The China and India birthplace groups are three to five times more likely to be employed as Machinery Operators and Drivers. This likelihood is largely driven by male Sikhs and Punjabis, who are more than 26 times more likely than the Australia-born to be employed as Road and Rail Drivers.

All birthplace groups except for Singapore are more likely to be employed as Labourers, mainly as Cleaners and Laundry Workers and Factory Process Workers. All Singapore-born ancestry groups have lower propensities to be in all Labourer occupations than the Australia-born, except Singaporean females and Chinese males, who are more likely to be employed as Cleaners and Laundry Workers and Factory Process Workers, and Chinese males and females, who are more likely to be employed as Food Preparation Assistants (see Appendix 13 and Appendix 14).

Females in all birthplace groups are more likely than the Australia-born to be employed as Clerical and Administrative Workers and Sales Workers, with few exceptions. These higher propensities are mainly driven by females employed as Numerical Clerks and Sales Support Workers, particularly in the Sri Lankan Tamil ancestry group, where females are 29 and 42 times more likely to be employed in these occupations respectively, compared to the Australia-born group. The South Korean and Vietnam birthplace groups are less likely to be employed as Clerical and Administrative Workers, and the Malaysia, Singapore, Sri Lanka and Hong Kong birthplace groups are also less likely to be employed as Sales Workers than the Australia-born.

Most birthplace groups have higher propensities to be employed as Community and Personal Service Workers, except males and females born in Malaysia and males born in Sri Lanka. The highest such propensities occur among Indonesia-born Australian males, who are 18 times more likely than the Australia-born to be employed as Carers and Aides, and Sri Lankan Tamil females, who are 29 and 26 times more likely to be employed as Carers and Aides and Hospitality Workers respectively, compared to the Australia-born (see Appendix 14).

Table 17: Indirectly standardised ratios (of age, English proficiency and education) of percentages in 1-digit occupations, Asian birthplace groups, by gender, 2011

Occupation (1-digit)	Managers		Professionals		Technicians and Trades Workers		Community and Personal Service Workers	
Sex	M	F	M	F	M	F	M	F
China	0.8	0.9	0.7	0.7	1.6	1.7	1.4	1.6
Hong Kong	0.7	0.8	1.0	0.9	1.2	1.1	1.3	1.2
India	0.7	0.5	0.7	0.7	1.2	1.9	1.2	2.0
Indonesia	0.6	0.7	0.8	0.6	1.3	1.7	1.1	1.4
South Korea	0.7	0.9	0.6	0.7	2.0	3.3	1.4	1.7
Malaysia	0.8	0.8	1.1	1.0	1.1	1.3	1.0	1.0
Philippines	0.3	0.5	0.7	0.6	1.5	1.2	1.7	1.9
Singapore	0.8	0.9	1.0	0.9	1.1	1.1	1.1	1.1
Sri Lanka	0.7	0.5	0.9	0.9	1.1	1.4	0.8	1.6
Vietnam	0.6	0.7	1.0	0.8	1.3	1.6	1.0	1.5
Occupation (1-digit)	Clerical and Administrative Workers		Sales Workers		Machinery Operators and Drivers		Labourers	
Sex	M	F	M	F	M	F	M	F
China	0.9	1.1	1.5	1.7	3.2	5.2	2.9	5.6
Hong Kong	1.1	1.2	1.0	1.0	1.2	1.5	1.2	1.6
India	1.0	1.2	1.3	1.6	4.7	3.9	3.2	8.2
Indonesia	1.4	1.4	1.2	1.4	2.5	3.3	3.4	6.0
South Korea	0.6	0.7	0.8	1.3	1.2	1.3	4.5	7.3
Malaysia	1.1	1.1	0.9	0.9	1.0	1.1	1.4	1.5
Philippines	1.3	1.1	0.7	1.0	2.6	5.9	2.7	7.7
Singapore	1.2	1.2	1.1	1.0	1.0	0.8	0.9	1.0
Sri Lanka	1.2	1.1	0.9	0.8	1.8	2.0	2.6	3.4
Vietnam	0.9	0.9	0.8	1.0	2.1	4.5	1.8	2.9

Source: Author's calculations using 2011 Australian Census data

Notes:

Ratios are standardised for age, English proficiency and highest non-school qualification.

Denotes indirectly standardised ratio greater than 1.0

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

Chapter 5: Conclusions

5.1 Introduction

The aim of this thesis is to identify and describe some of the causes of differences in occupational attainment patterns between the ten largest Asian birthplace groups in Australia and the Australia-born population. Chapter 1 outlined the context of migration in Australia and stated the research problem this thesis aims to address. Chapter 2 provided a critical review of the literature, highlighting the tendency of previous research to overlook within-group diversity and its resulting failure to recognise disparate outcomes of migrant subgroups. Chapter 3 outlined the research process and the methods of analysis that were utilised in this study. Chapter 4 presented the findings of the data analysis based on the index of dissimilarity and the AUSEI06 occupational status scores. This final chapter analyses the causes of differences in the occupational attainment patterns of the migrant groups, and outlines possible avenues for future research and the limitations of this study.

5.2 Summary of results and contribution to knowledge

This thesis serves to illustrate that the labour market outcomes of Asian birthplace groups in Australia are heterogeneous. Previous studies (Foroutan 2008a; Knapman 1997) that have focused on homogenous groups, such as ‘North-East Asian’, ‘South-East Asian’ or ‘South Asian’, have failed to reveal large differences within these groups as well as the individual characteristics that led to the diversified patterns. This research addresses this gap in the literature by highlighting the diversity of occupational outcomes among birthplace groups, as well the diversity exhibited by ancestry groups within the birthplace groups. The detailed analysis of occupational categories at the 2-digit level reveals further aspects of diversity in occupational outcomes that are not typically explored in the literature. Further, the use of the AUSEI06 to measure the occupational status of birthplace and ancestry groups is an additional contribution to the literature.

All the birthplace groups surveyed have occupational distributions that are different from that of the Australia-born. The extent of these differences is greater for males than for females in most cases. In birthplace groups such as Malaysia, Singapore, India and Hong Kong, the occupational differences from the Australia-born population are mainly attributable to these groups' higher proportions of persons employed in Professional occupations. In birthplace groups such as Vietnam and the Philippines, there are concentrations of persons in low-skilled occupations such as Labourers and Technicians and Trades Workers, due to the lower proportions of persons in these groups arriving as skilled migrants and the lower level of educational attainment compared to the other birthplace groups. Additionally, in birthplace groups such as China, Indonesia and South Korea, there are concentrations of persons, especially males, in both high-skilled occupations (e.g., Managers and Professionals) and low-skilled occupations (e.g., Labourers and Technicians and Trades Workers). There are some consistencies across all Asian birthplace groups, such as smaller proportions of males employed in Managerial positions compared to the Australia-born. Further, there is evidence of gender-specific occupations: for example, Technicians and Trades Workers are predominantly male, and Clerical and Administrative Workers are predominantly female.

Previous research on the occupational attainment patterns of Asian migrants in Australia has almost exclusively focused on 1-digit occupation data, or a similar level of aggregation based on the occupational classification system used at the time of the research. The results of this thesis reveal that that 1-digit occupation categories tend to conceal large differences between some Asian birthplace groups and the Australia-born. The indices of dissimilarity for the 2-digit occupations are higher than for the 1-digit occupations for all birthplace groups, and reveal additional points of difference with the Australia-born. For example, the Philippines birthplace group has one of the most similar occupational distributions to the Australia-born at the 1-digit level. However, at the 2-digit level, the absence of Philippines-born males employed as Construction Trades Workers creates a large component driving up the index of dissimilarity, resulting in one of the most dissimilar occupational distributions from the Australia-born.

The AUSEI06 occupational status scores reveal further diversity across the occupational categories. The low occupational status of some birthplace groups, such as Vietnam and

South Korea, is heavily influenced by the high concentrations of persons towards the lower end of the occupational status scale within the occupational category, such as Food Trades Workers within the Technicians and Trades Worker occupational category and Factory Process Workers within the Labourers occupational category. Similarly, the high occupational status of the Malaysia birthplace group, for example, is driven by its possession of not only the highest proportion of persons in Professional occupations, but also, particularly, the highest proportion of persons employed as Health Professionals, who attain the highest occupational status score overall.

The diversity that is exhibited across birthplace groups also occurs within birthplace groups, with ancestry subgroups also demonstrating diverse patterns of occupational outcomes. In general, the European ancestry groups have the most similar occupational distributions to the Australia-born, and are more likely to be employed in Managerial positions compared to the Asian ancestry groups. Despite their higher proportions in Managerial positions, the European and Australian ancestry groups (except for those born in India) tend to have lower weighted occupational status scores compared to the other ancestry groups in the same birthplace group. This is most pronounced in the South Korea, Philippines, Sri Lanka and Vietnam birthplace groups.

While the visa stream under which migrants entered accounts for a large portion of the occupational distributions, some ancestry groups persistently face poorer occupational distributions, highlighting the notion that arriving as a skilled migrant does not guarantee a successful settlement experience. The Indian birthplace group, which has higher proportions of persons employed in Professional occupations compared to most other Asian birthplace groups and the Australia-born, has considerable diversity across its ancestry subgroups. The Indian ancestry subgroup, of which recent arrivals are predominantly skilled migrants, accounts for the majority of persons employed as Professionals, especially as ICT and Health Professionals. However, the results reveal that male Sikhs and Punjabis, who have also recently predominantly arrived as skilled migrants, have the least favourable occupational outcomes across all ancestry groups, with lower proportions of males employed in Professional and Managerial positions, and overwhelmingly high proportions of males employed as Road and Rail Drivers.

5.2.1 Accounting for occupational distributions of migrant groups

The large concentrations of migrant groups in some occupations and the large differences in occupational outcomes among groups may be attributable to unique circumstances at or during migrants' time of arrival. Birthplace groups such as Malaysia and Singapore, in which close to a fifth arrived in the period prior to 1980, have the best occupational attainment patterns, with the highest proportions of persons employed in Professional and Managerial positions. Ancestry groups such as Sri Lanka-born Tamils, who arrived earlier than other Sri Lanka-born ancestry groups following the political riots in Sri Lanka in 1983, also seem to fare the best within the birthplace group. Groups that have had longer settlement periods have higher propensities to be employed in Managerial positions, having had more time for upward mobility and more experience in the local labour market. Newer arrivals within the established migrant groups are also able to draw upon an existing network of social and ethnic ties to facilitate finding employment. Friends and family have long been cited as powerful sources of information in job searches (Montgomery 1991), and are particularly important for migrants due to their lack of knowledge and familiarity with a host country's labour market.

In April 2000, the Australian Government introduced the Migration Occupations in Demand List (MODL), which identified occupations that had skills shortages and aimed to assist industries, states and territories to obtain skilled migrants in necessary fields. Applicants who nominated occupations on the MODL were given priority processing, waived labour market testing, waived work experience requirements and extra points towards obtaining a Skilled Independent visa (Parliament of Australia 2012). The concentration of India-born migrants employed as ICT Professionals and the discrepancy between this group and the Australia-born are the results of the inclusion of several occupations in the information technology and telecommunications (IT&T) industry on the MODL when it was first introduced in 2000. Additionally, overseas students who had obtained qualifications relevant to the IT&T industry within the previous 6 months after physically studying in Australia for at least 12 months (Parliament of Australia 2012) were also given additional benefits in order to address the skills shortage in the IT&T industry. In subsequent years, increased demand from overseas students with ICT qualifications, along with the desire to retain Australian-educated students, saw the Migration Programme amended to allow onshore

applications from students, plus an increase in the number of places in the Skilled stream.

Overseas students hoping to transition to permanent residence may have also chosen their areas of study based on the MODL to increase their points allocation in the skills test; indeed, this was encouraged by Federal Government policy (Jackling and Keneley 2009). Overseas students also have the advantages of an easily recognisable qualification and experience of life in Australia, and are thus more able to speedily integrate into the Australian labour market (Iredale 2001). As a result of these policy initiatives, accounting degrees have been overwhelmingly popular among overseas students since the inclusion of accounting on the MODL in 2004; this is reflected in the large proportions of persons across several birthplace groups employed in the Business, Human Resource and Marketing Professionals occupational category, under which accounting is categorised. In a study of overseas students studying accounting at a Melbourne university, more than 8 in 10 had the intention of seeking permanent residency (PR) by using their accounting degrees to meet PR status requirements (Jackling 2007). The largest enrolment group is students from China, who are highly likely to seek PR status upon graduating (Birrell and Rapson 2005). A high proportion of persons employed in Professional positions from the ten Asian birthplace groups sought PR through the onshore overseas student visa subclasses, especially from the China, Hong Kong and Indonesia birthplace groups (more than 1 in 3 persons; ABS 2011).

There are also high proportions of recent skilled migrants employed in low-skilled occupations such as Labourers and Technicians and Trades Workers, supporting earlier findings (Iredale 2000) of significant wastages of skills. Low English proficiency among overseas students has been cited as a concern in this regard, compromising the quality and employability of graduates (Birrell 2006; Jackling 2007; Watty 2007). The lenient policy initiatives encouraging overseas students to seek PR mean that few have experience in their field (Birrell and Rapson 2005), and their limited time in Australia (particularly for postgraduate overseas students) means that the English language competency of many is well below what is required to participate effectively in the labour force (Watty 2007). Accounting graduates from NESB often face difficulties in finding professional employment (Birrell and Rapson 2005); for example, less than half of China-born persons who stated accounting as their field of study were employed in

Professional positions in 2011 (ABS 2011h). The shortages of skills in targeted professions such as accounting are likely to persist if the quality of accounting academics does not meet the expectations of employers in the field.

5.2.2 Migrant disadvantage in labour market outcomes

The demographic characteristics of age, education and English proficiency account for the larger proportions of Asian migrants in highly skilled occupations, particularly as Professionals. After standardising the results to observe what would be expected if the Asian birthplace groups exhibited the same age, education and English proficiency structure as the Australia-born, it was observed that there are lower proportions of persons in Professional and Managerial occupations and higher proportions of persons in all other occupational categories across most birthplace groups compared to the Australia-born. The exceptions are males born in Hong Kong, Singapore and Malaysia, who are just as likely as the Australia-born to be employed in Professional occupations. The results indicate that some migrants are disadvantaged, receiving lower returns from their human capital in comparison to the Australia-born; this supports previous findings (Forrest and Johnston 1999) that disadvantage is the major cause of inequality in labour market outcomes.

Migrant disadvantage in terms of labour market outcomes is attributable to a number of intersecting factors. The first is that schooling undertaken overseas is not of equal standing to schooling undertaken in Australia (Jones 1989). Miller and Chiswick (1985) found that an additional year of schooling overseas has the effect of increasing incomes by 6.6%, compared to 8.2% for the Australia-born. Second, labour market experiences prior to migration are often discounted (Jones 1989), and migrants face difficulties in gaining recognition for qualifications obtained overseas (Hawthorne 2002), particularly for professionals such as medical practitioners, who must follow a rigorous process to have their qualifications assessed and recognised (Parr and Guo 2005). Bias against recognising the qualifications of migrants from NESBs (Chapman and Iredale 1993; Iredale 1987), in particular, may lead these migrants to elect to avoid the credential-recognition process altogether (Hawthorne 2002) after being discouraged by what they have heard from others (Iredale 2000). However, research suggests that with increasing duration of residence, there is a subsequent decline in disadvantage (Maani 1994). The higher propensities of persons born in Hong Kong, Singapore and Malaysia to be in

Professional occupations are attributable to the high proportions of these groups who obtain their qualifications in Western countries—such qualifications are more easily recognised in Australia (Iredale 2001)—and the high proportions who usually study in English before migrating (Khoo 1994).

The results within the birthplace groups may also serve to illustrate discrimination. As espoused by social distance theory, native-born persons will discriminate or hold prejudice against those who are seen as more culturally or socially ‘distant’. Within all birthplace groups, the European and Australian ancestry groups, who are culturally similar to the Australia-born, are more likely than the other ancestry groups to be in Managerial positions. The lower tendency for Asia-born migrants with Asian ancestries to be employed in Managerial positions, even after controlling for age, education and English proficiency, may indicate some degree of discrimination. These results support the findings of Junankar et al. (2010), who did not highlight ‘pure discrimination’ against Asian migrants, but rather presented mixed evidence for disadvantage based on gender, English language proficiency, educational qualification and visa category.

There are also consistently lower proportions of females employed in Managerial positions compared to males in all birthplace groups, including the Australia-born. Females in all Asian birthplace groups are also consistently underrepresented in Professional and Managerial positions in comparison to the Australia-born, with indirectly standardised ratios below 1.0. Females in the South Asian birthplace groups of India and Sri Lanka in particular are half as likely as the Australia-born to be employed in Managerial positions. The results support Foroutan’s (2008a) ‘compromise hypothesis’ that female migrants favour less demanding roles so as to simultaneously undertake family responsibilities, and that women willingly give priority to family responsibilities, resulting in a lack of motivation towards advancing their careers (Cooke 2007). Additionally, women’s abilities to retrain are contingent upon their family responsibilities and re-negotiation processes after arriving in Australia (Iredale 2005). The present results also support the ‘family investment model’ (Baker and Benjamin 1997), in which migrant women’s occupational choices aim to support their husband’s human capital investments.

5.2.3 Superior occupational outcomes of the Chinese and Indian ancestry groups

The incidence of large Chinese ancestry groups across several of the Asian birthplace groups, including Malaysia, Singapore, Indonesia and Vietnam, as well large Indian ancestry groups across the Malaysia and Singapore birthplace groups, suggests that ethnic Chinese and ethnic Indians are highly motivated to migrate to Australia for reasons of upward social mobility, in comparison to the other ethnic groups from these birthplaces. The Chinese and Indian ancestry groups also outperform all other ancestry groups and consistently attain the highest weighted occupational status scores compared to the other ancestry groups from their birthplaces. These results contradict earlier findings (Jones 1992) that immigrants with Chinese ancestry perform worse than immigrants with Anglo-Celtic ancestry, achieving only 80–83% of the same status level, and suggest a degree of upward occupational mobility of the two ancestry groups.

The tendency for the Indian and Chinese ancestry groups to outperform other ancestry groups across various birthplaces may also suggest traits and values that are inherent in their cultures. In the case of the Chinese, values privileging work are deeply ingrained from traditional Chinese philosophies (Shenkar and Ronen 1987). The Confucian work ethic (Lim 2003) places emphasis on hard work, respect for educational achievements (Wong and Wong 1989) and the accumulation of wealth (Hibbins 2005). It has also been suggested that Chinese workers share traits that are uniquely ‘Chinese’ (Ward 1972), such as the aforementioned beliefs in education, the virtues of hard work and the goal of betterment of one’s family (Harrell 1985). In the case of the Indian ancestry group, social facets, such as a family-centred work ethic, education and religion, guide the individual’s belief system (Kanungo 1990). Attitudes and values are likely to be influenced by the dominant religion, Hinduism, in which the desire to satisfy family needs and wants permeates the Indian work ethic (Gopalan and Rivera 1997). Occupational expectations based on class systems (Batnitzky et al. 2008) and the value and prestige of money (Meijering and Van Hoven 2003) may have also led to this group’s superior employment outcomes. Indeed, the wage differential between India and immigrant-receiving countries has been cited (Madhavan 1985) as the biggest stimulus for emigration, and it is not surprising that this would be a large motivator towards superior employment outcomes.

5.3 Policy implications and recommendations

Migration represents an important component of Australia's public policy. The findings of this thesis have the potential to inform decision-making on the future of Australia's Migration Programmes, especially due to the increased emphasis on skills in the selection of migrants.

Given the diversity of occupational attainment patterns presented by birthplace and ancestry, culturally tailored practices may be beneficial for subgroups of the migrant population. For example, community based support services for recently arrived migrants by various ancestry groups, especially for those entering under the Family and Humanitarian streams. The multitude of occupational attainment patterns also has implications for diversity management within organisations. The higher tendency for European and Australian ancestry groups to be in managerial positions compared to Asia-born migrants with Asian ancestries even after standardising for a range of human capital characteristics may indicate discrimination and warrant policy intervention aimed at strengthening socio-cultural ties between Asian migrants and employers (Junankar et al. 2010).

Additionally, the recognition of qualifications represents a significant barrier for many migrants (Hawthorne 2002), despite developments to streamline the credential recognition process over recent decades. Migrants that choose to avoid the process of qualification recognition altogether (Hawthorne 2002) represent wasted skills. Increasing the component of employer-nominated migrants in the Skilled stream may be an effective method in matching immigrant's qualifications, skills and experience (Hugo 2014) with employment in Australia and thereby reducing skills wastages. If migrants persistently end up in occupations that do not match their human capital then the adjustment process wouldn't be successful and the targeting of Australia's Migration Programme, which is to contribute to economic productivity and to gain in-demand skills, would be debateable.

5.4 Limitations and avenues for further research

There are a number of possible pathways that this thesis could have followed over the course of the research process. However, due to time and word restrictions, there were

limitations on the scope and breadth of analysis that could be covered in this thesis. For example, persons that were not employed were excluded from this analysis, so it would be worthwhile investigating unemployment and labour force participation patterns, as well as earnings among the birthplace groups. A further limitation of this study is that the Census is cross-sectional in nature. Longitudinal analyses, which are able to capture the dynamic nature of migration and migration policy, are also possible avenues for future research.

Another variable that may contribute to the diverse occupational patterns within birthplace groups is religious affiliation. The intersection of religious affiliation and Australian labour market outcomes is not thoroughly researched in the literature, as the impact of religion on secularised societies is not particularly pronounced (Feldmann 2007). However, immigrants, who constitute a growing proportion of the population, contribute to the diversity of Western societies by bringing their associated religions and religious practices (Smith 2002). As shown by the superior labour market outcomes of the Indian and Chinese ancestry groups, who may be influenced by their respective belief systems, studies of religious affiliation and labour market outcomes are another possible avenue for future research.

Religious affiliation is particularly diverse among Asian immigrants, with large differences within and across birthplace groups. For example, almost all Philippines-born migrants in Australia are Christian, while only a small proportion of the Chinese birthplace group are affiliated with Christianity. Some birthplace groups represent multiple religions: for example, the Sri Lanka group has almost equal proportions of Buddhists and Christians. Religious affiliation may contribute to diversified labour market outcomes, since there are clear links between values and attitudes towards work and achievement (McClelland 1961; Weber 1958). Weber's (1958) Protestant work ethic, for example has been credited for Protestants' hard-working nature, their beliefs about self-discipline and concern with achievement (Chusmir and Koberg 1988). Additionally, sociocultural factors, such as the preoccupation with traditional gender roles, have also been linked to religious affiliation, and may account for disparate labour market outcomes for females. Women in traditional Islamic contexts, for example, often face barriers to employment participation due to especially high fertility rates, restrictions on interacting with unfamiliar men in certain occupations and accepted gender roles (Foroutan 2008b). In the Australian labour market context, Foroutan

(2008b) also finds that the differences between Muslim and non-Muslim women vary greatly from one region of origin to another. The degree to which religious affiliation accounts for differences in labour market outcomes among birthplace groups in the context of Asian migrants in the Australian labour market is a possible avenue for future research.

Comparing the occupational attainment patterns of the top 3 or 4 birthplace groups in Australia with the occupational attainment patterns of the populations in the respective home countries is another avenue for further research. It would also be interesting to note whether the superior employment outcomes of the Chinese and Indian ethnic groups are a diaspora-wide pattern across other regions or whether the intersection of various factors in the Australian labour market context specifically has led to their superior outcomes. Cheng (1996), for example, described the Chinese in Britain as a 'successful ethnic minority' who are 'upwardly mobile'. It is possible that ancestry is an under-researched area due to challenges associated with international comparisons. There exists an assortment of international approaches to classifying ethnicities, including but not limited to 'race', 'ethnic origin', 'nationality' and 'ancestry' (Morning 2008). While international comparisons of ethnicity may be difficult, there is merit in contributing to the Australian literature if there are significant differences in labour market outcomes that can be attributed to ancestry. Additionally, research has tended to focus on broad categories of birthplace, and there are gaps in the literature in recognising diversity among subpopulations of birthplace groups.

5.5 Conclusion

Engaging in employment facilitates social integration and financial freedom, which can considerably assist in a successful settlement experience in Australia. While Australia's Migration Programme has been successful overall, this thesis illustrates that employment outcomes are diverse among subgroups of the population. Barriers including English proficiency, recognition of overseas qualifications and bias in the labour market are all causes of inferior labour market outcomes for some migrant groups. In light of the growing focus on migrant labour market outcomes (Birrell 2003a), especially those from NESBs, this thesis provides a timely and relevant analysis of the occupational attainment patterns of migrant groups in Australia. This study contributes to the literature by highlighting the diversity of occupational outcomes

among birthplace groups as well the diversity exhibited by ancestry groups within birthplace groups. Further, this thesis illustrates that the diversity within and across migrant groups can be affected by the characteristics of age, time of arrival, education and English proficiency.

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Appendices

Appendix 1: Australian Socioeconomic Index 2006 (AUSEI06) values for 1- and 2-digit occupations

Occupation (1 and 2-digit)	AUSEI06
Managers	58.1
Managers nfd	58.1
Chief Executives, General Managers and Legislators	78.2
Farmers and Farm Managers	34.0
Specialist Managers	71.4
Hospitality, Retail and Service Managers	45.4
Professionals	81.6
Professionals nfd	81.6
Arts and Media Professionals	68.1
Business, Human Resource and Marketing Professionals	77.3
Design, Engineering, Science and Transport Professionals	81.2
Education Professionals	84.9
Health Professionals	85.1
ICT Professionals	81.3
Legal, Social and Welfare Professionals	84.4
Technicians and Trades Workers	35.9
Technicians and Trades Workers nfd	35.9
Engineering, ICT and Science Technicians	57.7
Automotive and Engineering Trades Workers	30.4
Construction Trades Workers	36.4
Electrotechnology and Telecommunications Trades Workers	41.0
Food Trades Workers	21.2
Skilled Animal and Horticultural Workers	32.7
Other Technicians and Trades Workers	33.5
Community and Personal Service Workers	41.7
Community and Personal Service Workers nfd	41.7
Health and Welfare Support Workers	60.0
Carers and Aides	34.9
Hospitality Workers	34.7
Protective Service Workers	47.8
Sports and Personal Service Workers	49.8
Clerical and Administrative Workers	45.6
Clerical and Administrative Workers nfd	57.4
Office Managers and Program Administrators	57.4
Personal Assistants and Secretaries	44.8
General Clerical Workers	41.9
Inquiry Clerks and Receptionists	37.3

Numerical Clerks	48.8
Clerical and Office Support Workers	37.7
Other Clerical and Administrative Workers	47.1
Sales Workers	34.8
Sales Workers nfd	34.8
Sales Representatives and Agents	50.7
Sales Assistants and Salespersons	30.8
Sales Support Workers	32.0
Machinery Operators and Drivers	21.0
Machinery Operators and Drivers nfd	21.0
Machine and Stationary Plant Operators	25.1
Mobile Plant Operators	14.7
Road and Rail Drivers	21.1
Storepersons	20.8
Labourers	18.5
Labourers nfd	18.5
Cleaners and Laundry Workers	20.4
Construction and Mining Labourers	23.3
Factory Process Workers	12.1
Farm, Forestry and Garden Workers	11.0
Food Preparation Assistants	22.0
Other Labourers	24.8

Source: Australian Socioeconomic Index (AUSEI06) (McMillan et al. 2009)

Notes:

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

Appendix 2: Percentage of major ancestry groups in Asian birthplace groups aged 15 and above, by age and sex, 2011

Birthplace & Ancestry	15-24		25-34		35-44		45-54		55-64		65+		Total persons aged 15+	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>China*</i>														
Chinese	25.0	22.7	24.1	24.7	13.7	17.8	17.8	17.2	9.6	8.4	9.8	9.3	128,355	163,042
English	32.9	31.1	31.3	31.8	9.0	11.2	11.2	10.6	5.3	5.5	10.3	9.9	2,651	2,873
Russian	0.2	0.0	0.0	0.4	1.3	0.9	13.5	11.6	32.2	29.0	52.8	58.1	1,677	2,077
Other	17.7	14.9	17.3	19.0	15.7	16.9	11.5	11.5	12.0	11.6	25.8	26.1	1,370	1,512
<i>Hong Kong^</i>														
Chinese	21.0	17.7	22.5	20.2	12.9	13.8	19.1	23.8	17.7	18.8	6.8	5.7	30,283	33,869
English	25.7	24.8	22.4	18.9	14.9	15.3	15.7	18.3	11.5	13.1	9.7	9.5	1,894	1,813
Australian	43.3	40.9	21.8	21.9	13.8	18.5	14.0	12.6	4.9	2.8	2.3	3.3	349	389
Other	33.9	34.8	27.5	28.8	9.8	9.0	10.7	10.8	9.9	9.0	8.1	7.5	1,247	1,318
<i>India</i>														
Indian	14.3	12.3	47.8	47.5	20.2	19.8	9.5	10.2	4.7	5.6	3.4	4.6	118,259	91,157
English	10.1	6.2	24.0	17.9	11.4	10.0	11.9	13.8	13.9	15.9	28.7	36.2	11,445	10,531
Punjabi	24.4	16.6	52.8	55.5	11.6	12.6	5.1	6.6	3.8	4.7	2.4	4.0	3,749	2,350
Anglo-Indian	4.7	4.0	6.7	6.6	15.8	14.7	23.9	23.6	24.1	23.0	24.9	28.1	2,960	3,295
Sikh	20.1	15.6	46.0	45.0	15.9	18.6	9.5	9.7	4.2	6.0	4.3	5.0	2,648	1,925
Australian	18.4	16.4	41.7	41.1	17.6	13.2	10.3	10.8	4.9	7.1	7.0	11.4	952	703
Irish	2.9	1.6	6.4	3.9	10.4	9.5	23.1	18.4	20.2	23.6	37.1	42.9	769	792
Scottish	1.5	2.9	5.7	4.8	8.3	8.1	17.1	16.2	22.5	21.0	44.9	47.1	543	482
Other	10.2	11.2	32.9	29.8	19.0	17.3	13.2	13.2	10.6	12.3	14.1	16.2	4,855	4,245
<i>Indonesia</i>														

Chinese	24.8	19.7	33.6	33.3	16.4	18.6	9.5	11.8	9.1	9.7	6.6	7.0	11,844	14,781
Indonesian	22.3	15.6	29.3	30.3	23.7	28.3	11.7	14.5	9.1	7.9	3.8	3.4	9,491	13,871
Dutch	0.6	0.8	0.6	0.9	0.6	1.4	4.9	5.8	37.2	36.3	56.1	54.7	1,647	1,675
English	25.2	22.0	24.5	23.2	10.5	18.0	13.4	14.3	12.2	11.6	14.3	10.9	449	440
Australian	43.3	37.4	25.3	25.4	9.6	12.0	8.5	8.7	9.2	12.0	4.1	4.5	293	334
Other	27.7	20.9	25.2	30.6	17.6	20.4	11.5	10.8	8.4	8.7	9.6	8.6	1,292	1,443
<i>Korea, Republic of (South)</i>														
Korean	20.5	17.4	30.6	31.4	22.1	25.2	14.1	14.4	6.9	6.6	5.8	4.9	29,118	35,208
English	23.5	26.3	42.3	42.6	15.7	14.8	9.2	8.3	4.3	4.5	5.1	3.4	447	528
Other	24.5	23.6	39.3	42.8	12.4	12.9	12.4	12.3	7.0	6.2	4.4	2.2	412	628
<i>Malaysia</i>														
Chinese	19.2	16.6	23.3	21.5	15.1	15.5	14.9	18.2	17.0	18.5	10.5	9.6	34,028	41,348
Malay	31.4	26.1	26.1	24.2	16.7	17.9	12.0	14.2	8.6	11.6	5.1	6.0	4,973	6,977
Indian	15.3	14.1	19.0	20.8	17.8	18.9	19.2	20.3	18.3	17.1	10.4	8.8	2,600	3,071
English	10.4	8.4	14.3	14.5	22.6	24.3	29.8	28.9	12.7	13.2	10.2	10.8	2,531	2,561
Australian	10.6	11.1	22.6	20.1	36.1	32.9	25.9	29.5	2.7	3.8	2.1	2.6	1,132	1,172
Other	14.4	13.2	17.3	16.8	16.7	16.1	21.7	21.3	13.8	16.7	16.0	15.9	3,257	3,819
<i>Philippines</i>														
Filipino	14.6	9.2	23.6	19.9	27.0	23.6	19.7	24.4	11.0	16.3	4.1	6.7	48,454	85,506
Chinese	14.6	9.3	24.9	21.3	25.3	19.9	18.8	24.2	11.6	18.3	4.8	7.0	1,694	3,198
Spanish	8.9	5.5	16.8	12.9	19.9	21.4	25.2	28.9	17.4	19.1	11.8	12.2	1,354	2,450
English	25.0	15.2	27.2	23.4	27.4	22.2	12.6	20.3	5.5	12.9	2.3	6.1	979	1,577
Australian	45.4	34.5	31.9	29.7	11.5	14.5	5.2	12.1	4.2	7.2	1.9	2.0	696	936
Asian, so described	12.9	6.7	19.7	19.4	33.8	30.7	22.2	22.5	7.8	16.1	3.6	4.5	743	1,304

Other	26.0	24.0	27.8	25.6	15.1	16.0	16.1	17.2	10.8	11.5	4.3	5.6	1,214	1,485
<i>Singapore</i>														
Chinese	24.7	24.6	23.5	19.1	18.2	17.1	12.6	16.2	13.4	15.5	7.6	7.6	10,689	13,886
English	10.5	11.1	10.1	9.8	27.4	24.8	25.2	26.6	16.6	16.4	10.1	11.4	1,961	2,101
Indian	20.4	19.4	23.7	24.0	15.8	19.3	20.3	19.7	15.1	13.4	4.8	4.2	1,674	1,949
Singaporean	21.2	20.7	25.3	20.6	16.6	18.0	18.8	19.5	13.3	14.2	4.8	7.0	1,026	1,552
Malay	19.7	19.0	17.5	18.4	24.9	24.3	20.7	23.4	11.7	10.8	5.6	4.1	676	870
Australian	21.1	18.9	19.3	15.6	40.6	44.2	12.6	12.8	4.4	5.2	2.0	3.3	549	577
Other	14.8	14.7	16.5	16.8	19.7	18.2	20.5	22.3	17.6	16.4	10.9	11.6	2,366	2,713
<i>Sri Lanka</i>														
Sri Lankan	11.6	10.2	26.8	26.2	22.4	21.8	18.2	18.8	12.5	12.4	8.4	10.7	21,480	20,955
Sinhalese	11.3	9.8	18.8	21.0	23.7	26.9	25.0	22.8	13.5	11.4	7.6	8.0	7,268	6,927
Tamil, nfd	9.1	9.1	18.5	17.6	18.8	18.9	21.2	23.7	19.5	16.2	13.0	14.4	3,884	3,785
English	6.1	5.0	16.1	11.9	12.7	9.6	17.4	19.5	21.5	23.1	26.3	30.9	1,911	1,847
Sri Lankan Tamil	7.4	6.9	18.1	20.0	22.8	22.0	21.3	22.7	17.6	14.3	12.8	14.2	1,731	1,633
Dutch	3.5	3.7	5.1	4.1	8.3	8.1	19.8	17.9	24.5	24.1	38.8	42.0	1,095	1,133
Other	5.6	6.1	14.0	13.9	15.7	16.0	19.2	19.0	20.3	19.3	25.2	25.6	2,201	2,079
<i>Vietnam</i>														
Vietnamese	9.2	9.2	19.0	22.1	24.3	26.7	25.4	21.5	14.2	12.8	7.9	7.6	56,147	68,909
Chinese	2.8	2.9	11.5	12.4	26.2	25.8	30.6	26.7	18.5	20.0	10.4	12.2	19,198	21,956
English	9.3	11.4	18.1	27.3	34.3	35.6	26.3	16.1	8.8	7.3	3.1	2.3	1,594	1,498
Australian	7.3	7.9	22.5	23.1	32.2	36.7	25.5	19.3	9.2	7.8	3.3	5.3	846	872
Other	7.3	10.0	23.0	22.1	25.1	29.2	19.2	12.3	16.7	14.5	8.7	11.9	634	620

Source: Author's calculations using 2011 Australian Census data

Notes:

■ Denotes greater than 5% above Australian-born

■ Denotes greater than 5% below Australian-born

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

To avoid the release of confidential data, the values could not be generated for the Maritime South-East Asian, nec ancestry group within the Malaysia birthplace and the Southern Asia, nfd ancestry group within the India birthplace, and thus have been excluded from this table.


Appendix 3: Percentage of major ancestry groups in Asian birthplace groups, by period of arrival in Australia, 2011


Birthplace & Ancestry	Prior to 1980	1980-1989	1990-1999	2000-2009	2010 and later^o	Total persons
<i>China*</i>						
Chinese	3.0	12.0	21.3	52.6	11.2	289,736
English	9.8	8.0	14.9	58.7	8.5	5,648
Russian	95.1	3.1	1.5	0.2	0.0	3,613
Other	23.3	10.3	14.7	42.8	8.8	3,017
<i>Hong Kong[^]</i>						
Chinese	12.5	25.8	33.6	23.7	4.4	63,986
English	26.6	14.4	21.6	32.5	4.8	4,109
Australian	17.9	12.6	26.8	32.3	10.5	1,110
Other	19.9	20.8	30.7	24.6	3.9	2,840
<i>India</i>						
Indian	3.6	4.6	12.0	69.2	10.5	222,913
English	44.8	9.2	7.6	34.5	3.9	21,803
Punjabi	1.8	3.2	9.8	79.2	5.9	6,279
Anglo-Indian	50.0	16.0	15.0	17.9	1.1	6,236
Sikh	1.5	4.3	16.7	71.8	5.7	4,778
Southern Asia, nfd	0.7	1.8	7.1	77.8	12.6	3,977
Australian	15.8	8.3	14.0	56.1	5.8	1,801
Irish	66.4	13.3	10.4	8.7	1.2	1,523
Scottish	72.5	12.2	6.8	7.3	1.1	972
Other	16.5	9.7	13.4	50.9	9.4	9,596
<i>Indonesia</i>						
Chinese	5.0	13.7	29.3	44.6	7.5	26,869
Indonesian	6.5	11.0	20.9	46.6	15.1	24,593
Dutch	87.8	6.8	2.6	2.5	0.3	3,247
English	25.2	14.6	17.7	33.8	8.6	1,026
Australian	17.1	12.0	23.9	38.0	9.1	961
Other	13.1	17.0	24.1	36.5	9.3	2,954
<i>Korea, Republic of (South)</i>						
Korean	3.6	12.9	18.3	52.5	12.7	66,589
English	6.8	18.6	16.7	45.3	12.6	958
Other	5.0	25.7	18.9	37.8	12.6	1,273
<i>Malaysia</i>						

Chinese	13.5	27.8	14.9	35.1	8.7	76,509
Malay	8.6	14.8	9.9	45.5	21.2	12,907
Indian	12.4	22.4	14.6	40.5	10.0	6,040
English	61.0	15.2	7.6	12.4	3.8	5,025
Australian	62.7	16.7	8.7	9.7	2.2	2,358
Maritime South-East Asian, nec	10.1	25.8	17.9	39.3	6.8	1,394
Other	32.6	24.2	15.3	22.5	5.3	7,454
<i>Philippines</i>						
Filipino	4.7	25.4	23.3	38.3	8.4	142,899
Chinese	5.0	29.9	21.3	36.8	7.0	5,142
Spanish	22.7	28.6	21.3	23.9	3.5	3,855
English	5.9	22.1	23.8	38.7	9.5	2,885
Australian	5.4	22.1	32.6	32.9	7.0	2,206
Asian, so described	4.8	19.2	18.2	46.5	11.3	2,224
Other	9.7	26.1	26.0	32.1	6.1	2,928
<i>Singapore</i>						
Chinese	10.5	16.5	15.4	44.9	12.7	26,045
English	50.4	13.4	11.1	21.1	4.0	4,479
Indian	7.2	16.5	18.6	47.9	9.8	4,052
Singaporean	12.2	18.0	13.6	44.5	11.8	2,713
Malay	10.0	15.1	13.2	49.1	12.6	1,740
Australian	38.9	12.6	12.4	28.4	7.7	1,594
Other	26.1	18.2	14.6	34.7	6.4	5,916
<i>Sri Lanka</i>						
Sri Lankan	10.6	16.7	21.1	42.5	9.1	44,556
Sinhalese	4.2	10.6	30.3	46.5	8.5	15,539
Tamil, nfd	1.3	24.1	36.1	33.0	5.6	7,840
English	49.8	15.1	11.3	20.4	3.4	3,783
Sri Lankan Tamil	3.0	23.4	30.0	35.6	8.0	3,532
Dutch	64.2	18.1	8.9	8.1	0.7	2,212
Other	40.4	19.4	14.0	22.3	3.8	4,316
<i>Vietnam</i>						
Vietnamese	6.6	37.3	29.7	21.7	4.6	122,384
Chinese	25.8	46.2	18.9	7.9	1.2	39,871
English	7.5	33.1	32.2	23.7	3.5	2,968
Australian	7.4	29.6	37.1	23.0	2.9	1,764
Other	23.7	22.2	26.5	21.6	6.1	1,171

Source: Author's calculations using 2011 Australian Census data

Notes:

 Denotes male proportion greater than 5% above female proportion

 Denotes female proportion greater than 5% above male proportion

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

Appendix 4: Percentage of major ancestry groups in Asian birthplace groups, by visa stream and gender, 2000-2011

Visa Stream	Skilled (%)		Family (%)		Humanitarian (%)		Total persons	
Sex	M	F	M	F	M	F	M	F
China*								
Chinese	68.2	57.0	30.1	41.8	1.8	1.2	55,712	78,531
English	70.8	60.2	28.1	38.5	1.0	1.4	1,051	1,300
Russian	0.0	17.5	100.0	82.5	0.0	0.0	7	23
Hong Kong^								
Chinese	72.3	60.6	27.6	39.4	0.1	0.0	4,436	5,654
English	72.0	64.5	28.0	35.5	0.0	0.0	409	384
Australian	100.0	75.4	0.0	24.6	0.0	0.0	24	25
India								
Indian	92.4	66.9	7.5	33.0	0.2	0.1	65,802	54,373
English	87.7	69.1	11.9	30.7	0.4	0.2	2,655	2,164
Punjabi	86.0	55.4	13.7	44.6	0.2	0.0	1,413	970
Anglo-Indian	81.4	73.4	18.6	26.6	0.0	0.0	569	552
Sikh	88.4	58.8	11.6	41.2	0.0	0.0	1,129	919
Southern Asian, nfd	92.2	66.3	7.5	33.4	0.2	0.3	1,280	1,018
Australian	91.9	64.6	8.1	35.4	0.0	0.0	443	297
Irish	83.7	68.2	16.3	31.8	0.0	0.0	83	62
Scottish	67.2	73.3	32.8	26.7	0.0	0.0	41	19
Indonesia								
Chinese	82.8	68.4	16.8	31.5	0.5	0.1	5,312	7,050
Indonesian	62.0	38.0	36.2	60.8	1.8	1.1	3,950	6,788
Dutch	52.2	39.2	47.8	60.8	0.0	0.0	23	55
English	59.5	43.9	40.5	56.1	0.0	0.0	120	127
Australian	39.8	21.4	60.2	78.6	0.0	0.0	44	67
Korea, Republic of (South)								
Korean	79.2	67.6	20.7	32.3	0.1	0.1	12,728	15,743
English	76.6	67.5	23.4	32.5	0.0	0.0	102	160
Malaysia								
Chinese	86.9	78.6	12.9	21.3	0.2	0.1	11,118	13,586
Malay	80.3	68.2	18.3	31.2	1.4	0.5	1,604	2,263
Indian	85.8	74.0	13.5	25.2	0.7	0.8	1,077	1,285
English	81.6	75.6	18.4	24.4	0.0	0.0	251	214
Australian	79.2	71.8	20.8	28.2	0.0	0.0	51	53
Maritime South-East Asian, nec	82.9	70.3	17.1	29.7	0.0	0.0	236	320

Philippines								
Filipino	74.3	49.5	25.6	50.5	0.1	0.0	22,108	34,421
Chinese	80.4	56.4	19.6	43.6	0.0	0.0	681	1,103
Spanish	67.6	36.5	32.4	63.5	0.0	0.0	330	567
English	61.1	36.2	38.9	63.8	0.0	0.0	418	547
Australian	26.3	15.8	73.7	84.2	0.0	0.0	151	189
Asian, so described	83.0	56.9	17.0	43.1	0.0	0.0	400	583
Singapore								
Chinese	87.2	77.4	12.8	22.6	0.0	0.0	4,748	5,852
English	82.4	74.4	17.6	25.6	0.0	0.0	290	259
Indian	87.1	80.7	12.9	19.3	0.0	0.0	949	1,103
Singaporean	84.9	72.3	15.1	27.7	0.0	0.0	471	673
Malay	92.5	72.6	7.5	27.4	0.0	0.0	382	500
Australian	71.6	100.0	28.4	0.0	0.0	0.0	19	17
Sri Lanka								
Sri Lankan	77.2	69.3	14.5	25.4	8.3	5.3	9,381	8,846
Sinhalese	87.5	77.0	9.6	21.1	2.9	1.9	3,706	3,723
Tamil, nfd	33.9	30.2	22.4	41.0	43.7	28.7	1,377	1,397
English	59.2	53.3	19.7	38.0	21.1	8.7	386	315
Sri Lankan Tamil	46.4	41.7	13.0	35.2	40.7	23.1	690	664
Dutch	77.4	56.2	22.6	43.8	0.0	0.0	84	90
Vietnam								
Vietnamese	23.7	11.5	74.7	87.9	1.6	0.6	8,099	16,492
Chinese	19.7	9.1	78.4	90.9	1.9	0.0	1,032	2,029
English	14.1	9.1	84.0	90.9	2.0	0.0	208	384
Australian	21.6	8.4	78.4	91.6	0.0	0.0	110	192

Source: Author's calculations using Australian Census and Migrants Integrated Dataset, 2011

Notes:

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

To avoid the release of confidential data, the values could not be generated for all other ancestry groups within each birthplace, thus 'Other' ancestries have been excluded from this table.

Appendix 5: Overall sex ratios of major ancestry groups in Asian birthplace groups, 2011


Birthplace & Ancestry	Sex Ratio
<i>China*</i>	
Chinese	79.3
English	93.2
Russian	80.8
Other	93.3
<i>Hong Kong^</i>	
Chinese	90.1
English	105.0
Australian	94.8
Other	95.5
<i>India</i>	
Indian	127.6
English	108.5
Punjabi	156.3
Anglo-Indian	89.2
Sikh	137.2
Southern Asian, nfd	138.1
Australian	130.9
Irish	97.1
Scottish	113.3
Other	113.6
<i>Indonesia</i>	
Chinese	80.8
Indonesian	70.9
Dutch	98.6
English	98.7
Australian	94.1
Other	93.6
<i>Korea, Republic of (South)</i>	
Korean	85.6
English	90.2
Other	78.3
<i>Malaysia</i>	
Chinese	83.4
Malay	74.6
Indian	85.5
English	98.1
Australian	97.9

Other	84.1
<i>Philippines</i>	
Filipino	60.2
Chinese	55.3
Spanish	56.8
English	67.1
Australian	80.5
Asian, so described	61.3
Other	85.9
<i>Singapore</i>	
Chinese	79.7
English	93.4
Indian	89.2
Singaporean	67.7
Malay	80.5
Australian	100.9
Other	90.7
<i>Sri Lanka</i>	
Sri Lankan	102.8
Sinhalese	104.7
Tamil, nfd	102.8
English	104.9
Sri Lankan Tamil	105.7
Dutch	97.2
Other	105.0
<i>Vietnam</i>	
Vietnamese	82.0
Chinese	87.5
English	107.7
Australian	102.4
Other	102.7

Source: Author's calculations using 2011 Australian Census data

Notes:

Sex ratio measured as males per 100 females

 Denotes more males than females within ancestry group

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

To avoid the release of confidential data, the values could not be generated for the Maritime South-East Asian, nec ancestry group and thus have been excluded from this table.

Appendix 6: Percentage of employed persons with a Bachelor's degree or higher or a Postgraduate degree, by major ancestry groups in Asian birthplace groups and gender, 2011

Birthplace & Ancestry	Bachelor's Degree or higher		Postgraduate Degree		Total employed persons	
	Males	Females	Males	Females	Males	Females
<i>China*</i>						
Chinese	51.4	54.2	21.9	21.9	69,942	73,754
English	50.8	51.2	21.1	19.4	1,324	1,255
Russian	20.8	25.9	4.2	5.6	601	549
Other	36.3	42.4	12.5	12.7	614	490
<i>Hong Kong^</i>						
Chinese	57.7	56.9	17.3	13.9	19,994	19,065
English	44.2	44.9	9.7	7.6	1,210	1,046
Australian	41.1	45.0	8.1	6.2	236	242
Other	40.4	49.8	7.1	6.9	762	831
<i>India</i>						
Indian	61.6	71.0	29.6	27.6	98,461	53,810
English	32.6	34.2	10.6	8.8	6,970	4,501
Punjabi	33.0	47.8	12.7	19.0	2,960	1,171
Anglo-Indian	31.5	35.0	7.4	7.9	1,951	1,775
Sikh	39.1	54.7	15.8	24.8	2,162	1,029
Southern Asian, nfd	51.9	62.0	23.8	25.6	1,750	806
Australian	41.4	47.1	16.9	14.4	711	395
Irish	32.0	30.7	7.5	9.5	428	326
Scottish	27.6	40.5	9.1	8.1	275	185
Other	54.1	57.6	24.0	19.2	3,461	2,109
<i>Indonesia</i>						
Chinese	66.9	65.7	19.5	15.7	8,213	8,458
Indonesian	46.8	43.0	14.8	11.6	6,481	7,000
Dutch	32.9	27.4	9.0	6.0	565	464
English	39.5	33.0	7.2	5.3	276	227
Australian	29.4	35.8	9.4	7.4	180	190
Other	37.5	38.7	11.0	7.6	781	695
<i>Korea, Republic of (South)</i>						
Korean	46.7	50.1	10.7	8.4	17,647	15,095
English	28.8	34.7	2.0	6.5	250	248
Other	37.4	49.0	9.9	7.6	273	382
<i>Malaysia</i>						

Chinese	69.8	63.7	15.1	11.3	22,734	24,390
Malay	56.7	58.3	14.6	11.3	2,687	3,087
Indian	63.8	59.4	16.8	14.7	1,900	1,894
English	34.5	40.2	9.1	7.0	1,776	1,623
Australian	32.2	37.6	5.4	5.1	890	820
Other	62.0	64.4	14.5	13.1	374	528
<i>Philippines</i>						
Filipino	42.2	48.5	2.8	3.2	38,390	54,706
Chinese	60.9	61.1	7.0	5.7	1,312	2,057
Spanish	35.7	39.2	3.0	2.7	989	1,494
English	16.7	22.5	1.6	1.6	681	835
Australian	18.6	25.1	2.5	2.1	479	573
Asian, so described	50.8	59.0	3.1	5.0	590	879
Other	38.6	45.6	6.2	4.0	854	900
<i>Singapore</i>						
Chinese	65.6	61.1	18.3	13.9	6,267	7,073
English	35.9	40.8	7.4	7.0	1,438	1,315
Indian	53.0	61.4	15.9	14.2	1,155	1,224
Singaporean	45.0	49.6	10.6	12.0	667	817
Malay	34.1	41.1	5.5	8.3	458	433
Australian	30.3	41.7	3.1	4.8	413	393
Other	43.4	45.9	9.8	8.8	1,652	1,584
<i>Sri Lanka</i>						
Sri Lankan	49.8	45.2	14.5	10.7	16,794	12,340
Sinhalese	52.2	47.3	18.5	12.9	5,731	4,048
Tamil, nfd	56.7	49.6	17.5	9.4	2,795	1,867
English	27.8	23.6	6.4	3.7	1,145	819
Sri Lankan Tamil	65.7	53.8	22.3	11.0	1,280	879
Dutch	24.6	19.8	6.0	2.4	630	495
Other	40.8	35.7	12.1	6.7	1,410	1,033
<i>Vietnam</i>						
Vietnamese	27.1	28.8	4.9	4.0	34,353	30,506
Chinese	24.5	26.6	3.1	2.6	12,956	10,482
English	9.7	12.9	1.6	0.5	910	629
Australian	14.8	23.7	2.4	2.5	500	367
Other	20.5	24.0	5.8	4.1	342	246

Source: Author's calculations using 2011 Australian Census data

Notes:

Denotes greater than 5% difference between males and females

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable
nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

To avoid the release of confidential data, the values could not be generated for the Maritime South-East Asian, nec ancestry group within the Malaysia birthplace, and thus have been excluded from this table.

Appendix 7: Percentage of employed persons and level of English proficiency, major ancestry groups in Asian birthplace groups, by gender, 2011

Birthplace & Ancestry	Male			Female				
	Speaks other language and speaks English: Very well or Well (%)	Speaks other language and speaks English: Not well or Not at all (%)	Total employed persons	Speaks English only (%)	Speaks other language and speaks English: Very well or Well (%)	Speaks other language and speaks English: Not well or Not at all (%)	Total employed persons	
	Speaks English only (%)							
<i>China*</i>								
Chinese	1.6	73.9	24.5	71,965	3.4	76.3	20.3	75,508
English	6.6	84.0	9.3	1,391	7.7	83.2	9.1	1,319
Russian	42.2	55.7	2.1	616	41.2	57.3	1.4	558
Other	17.4	63.8	18.8	638	14.4	69.1	16.5	515
<i>Hong Kong^</i>								
Chinese	5.7	84.6	9.7	20,263	7.3	85.2	7.5	19,273
English	66.8	31.0	2.2	1,225	69.8	28.9	1.3	1,055
Australian	80.1	18.3	1.7	241	82.7	17.3	0.0	248
Other	49.7	49.8	0.5	793	45.8	53.3	1.0	841
<i>India</i>								
Indian	12.4	86.5	1.1	99,964	15.1	83.7	1.3	54,543
English	60.6	38.6	0.8	7,181	73.5	26.0	0.5	4,607
Punjabi	3.1	93.2	3.8	2,994	2.4	95.0	2.6	1,188

Anglo-Indian	96.3	3.7	0.0	1,995	97.6	2.4	0.0	1,805
Sikh	1.0	96.3	2.8	2,177	0.7	96.3	3.0	1,033
Southern Asian, nfd	8.6	89.8	1.6	1,778	5.2	92.0	2.8	809
Australian	25.6	73.4	1.0	733	35.3	63.0	1.8	400
Irish	93.9	5.4	0.7	445	95.2	4.8	0.0	330
Scottish	93.6	5.3	1.1	281	94.7	5.3	0.0	190
Other	28.8	69.2	2.0	3,536	34.4	64.6	1.0	2,150
Indonesia								
Chinese	7.8	89.1	3.1	8,350	10.7	86.7	2.7	8,541
Indonesian	12.2	83.0	4.8	6,587	18.8	77.2	3.9	7,080
Dutch	74.0	26.0	0.0	577	65.3	34.7	0.0	467
English	57.0	40.1	2.8	284	65.9	32.8	1.3	232
Australian	65.6	34.4	0.0	186	65.8	34.2	0.0	190
Other	24.3	72.7	3.0	794	28.4	69.9	1.7	708
Korea, Republic of (South)								
Korean	6.1	65.9	28.0	17,951	13.6	64.9	21.5	15,370
English	29.9	53.7	16.4	268	55.3	29.8	14.9	262
Other	32.9	50.2	17.0	283	60.7	30.5	8.8	387
Malaysia								
Chinese	24.2	72.8	3.0	23,110	25.6	72.3	2.1	24,630
Malay	37.0	60.1	2.9	2,717	43.6	54.9	1.4	3,123
Indian	51.2	48.6	0.2	1,921	51.4	48.5	0.2	1,912
English	90.3	9.5	0.3	1,806	91.5	8.5	0.0	1,634
Australian	95.0	4.7	0.3	902	96.0	3.6	0.4	830
Maritime South-	35.1	62.0	2.9	379	36.2	63.2	0.6	530

Other	56.6	42.2	1.2	1,455	61.9	38.1	0.0	1,074
<i>Vietnam</i>								
Vietnamese	3.1	72.4	24.6	35,371	4.5	66.3	29.1	31,205
Chinese	4.2	70.3	25.6	13,256	5.1	69.8	25.1	10,674
English	8.0	69.0	23.0	1,000	8.9	64.6	26.5	683
Australian	11.8	67.1	21.1	532	12.2	60.4	27.4	394
Other	17.8	57.0	25.3	388	25.2	54.7	20.1	278

Source: Author's calculations using 2011 Australian Census data

Notes:

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

Appendix 8: Percentage of persons in 2-digit occupations, Asian birthplace groups and Australia-born, by gender, 2011

Occupation (2-digit)	Australia		China*		Hong Kong^		India		Indonesia		Korea, Republic of (South)	
	M	F	M	F	M	F	M	F	M	F	M	F
Managers nfd	0.5	0.2	0.7	0.5	0.4	0.3	0.3	0.2	0.3	0.2	0.5	0.5
Chief Executives, General Managers and Legislators	1.4	0.5	0.8	0.4	0.8	0.3	0.5	0.2	0.7	0.2	1.1	0.5
Farmers and Farm Managers	2.7	1.1	0.4	0.3	0.2	0.1	0.5	0.3	0.2	0.1	0.7	0.5
Specialist Managers	7.6	4.2	5.3	3.4	6.7	4.6	5.9	3.2	4.9	2.8	5.0	3.0
Hospitality, Retail and Service Managers	4.2	4.1	6.8	6.2	5.1	4.0	4.0	2.4	4.2	3.4	6.6	6.8
Professionals nfd	0.2	0.3	0.9	0.7	0.6	0.7	0.5	0.6	0.8	0.7	0.4	0.3
Arts and Media Professionals	0.8	0.8	0.4	0.3	0.5	0.5	0.2	0.2	0.5	0.3	0.5	0.6
Business, Human Resource and Marketing Professionals	4.8	5.1	6.6	12.8	10.4	13.0	6.5	6.6	7.2	10.6	5.2	5.7

Design, Engineering, Science and Transport Professionals	3.7	1.7	4.9	2.5	6.9	3.4	4.5	2.0	6.5	3.8	3.2	2.5
Education Professionals	2.7	7.4	2.1	3.0	2.5	3.4	1.3	4.9	1.9	2.8	1.7	4.7
Health Professionals	1.7	6.4	2.3	6.3	7.7	11.9	3.9	12.0	1.9	3.5	3.0	8.8
ICT Professionals	2.0	0.4	6.8	1.9	8.6	2.7	9.9	5.3	8.8	2.3	3.9	1.0
Legal, Social and Welfare Professionals	1.3	2.1	0.6	1.0	1.9	2.8	0.6	1.2	0.8	0.8	2.9	2.3
Technicians and Trades Workers	0.3	0.0	0.3	0.1	0.3	0.0	0.3	0.0	0.2	0.0	0.1	0.0
Engineering, ICT and Science Technicians	2.9	1.0	2.4	1.2	3.4	1.1	2.8	2.0	3.5	1.4	1.4	0.7
Automotive and Engineering Trades Workers	6.3	0.1	3.1	0.2	1.8	0.0	3.3	0.0	1.8	0.0	5.2	0.1
Construction Trades Workers	6.0	0.1	4.1	0.1	0.7	0.0	0.4	0.0	0.6	0.0	8.0	0.4
Electrotechnology and Telecommunications Trades Workers	3.8	0.1	1.8	0.1	1.4	0.1	1.2	0.1	1.1	0.1	1.3	0.1
Food Trades Workers	1.4	0.9	9.2	2.4	7.0	0.9	4.9	1.9	4.8	2.6	7.9	5.8

Skilled Animal and Horticultural Workers	1.5	0.7	0.1	0.1	0.1	0.1	0.1	0.3	0.1	0.3	0.2	0.2	0.2	0.3
Other Technicians and Trades Workers	1.8	1.7	1.4	1.3	1.3	0.9	0.6	0.7	1.2	1.1	1.8	3.1		
Community and Personal Service Workers nfd	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Health and Welfare Support Workers	0.6	1.7	0.5	0.8	0.3	0.7	0.3	0.7	0.2	0.5	1.0	1.0		
Carers and Aides	0.8	7.1	0.7	4.5	0.8	4.3	1.7	10.7	0.8	5.9	0.8	5.4		
Hospitality Workers	1.2	3.2	3.0	6.1	4.0	5.2	1.2	1.7	2.9	5.4	2.7	7.3		
Protective Service Workers	2.2	0.6	0.2	0.0	0.4	0.1	2.1	0.3	0.5	0.1	0.2	0.1		
Sports and Personal Service Workers	1.0	1.9	1.0	1.5	1.2	1.4	0.3	0.8	0.4	1.0	1.4	1.5		
Clerical and Administrative Workers nfd	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.0	0.1		
Office Managers and Program Administrators	1.1	3.8	0.6	1.4	1.3	3.1	1.1	2.5	0.9	2.2	0.7	1.6		
Personal Assistants and Secretaries	0.0	2.6	0.0	0.7	0.1	2.0	0.0	1.3	0.0	1.3	0.0	1.0		
General Clerical	0.8	5.7	0.8	2.9	1.1	4.1	0.6	3.7	1.6	5.0	0.6	2.6		

Storepersons	1.6	0.3	1.5	0.5	1.1	0.3	1.7	0.7	2.1	0.7	0.5	0.1
Labourers nfd	0.4	0.1	0.1	0.1	0.0	0.0	0.3	0.1	0.2	0.0	0.1	0.1
Cleaners and Laundry Workers	1.3	2.5	3.4	3.9	1.1	1.2	3.3	3.8	4.3	5.6	11.3	7.9
Construction and Mining Labourers	2.6	0.1	0.6	0.0	0.2	0.0	0.3	0.0	0.6	0.1	0.5	0.1
Factory Process Workers	1.9	0.9	3.1	4.1	1.3	1.4	3.7	2.7	3.4	3.0	3.3	2.5
Farm, Forestry and Garden Workers	1.5	0.5	0.2	0.3	0.3	0.4	0.8	0.5	0.5	0.4	1.9	1.1
Food Preparation Assistants	1.1	1.4	3.3	3.0	2.1	1.7	2.1	2.0	3.9	3.2	2.3	2.1
Other Labourers	2.8	0.9	1.0	0.4	1.0	0.3	1.8	0.5	2.2	0.9	0.9	0.3
Total employed persons	3,695,654	3,331,583	73,071	76,591	22,316	21,293	120,983	67,089	16,695	17,235	18,354	15,883
Occupation (2-digit)	Malaysia		Philippines		Singapore		Sri Lanka		Vietnam			
	M	F	M	F	M	F	M	F	M	F		
	0.5	0.3	0.2	0.1	0.4	0.4	0.4	0.2	0.3	0.2		
	1.1	0.4	0.2	0.1	1.6	0.4	1.0	0.2	0.4	0.2		
	0.2	0.2	0.4	0.3	0.2	0.1	0.1	0.0	1.8	1.4		

nfd																	
Engineering, ICT and Science Technicians	3.1	1.4	4.8	1.8	3.3	1.3	3.4	2.0	2.7	1.2							
Automotive and Engineering Trades Workers	2.0	0.0	10.3	0.1	3.7	0.1	3.6	0.0	3.6	0.1							
Construction Trades Workers	0.7	0.0	1.4	0.0	0.9	0.0	0.4	0.0	2.0	0.1							
Electrotechnology and Telecommunications Trades Workers	1.1	0.1	3.8	0.1	1.3	0.0	1.8	0.1	2.3	0.1							
Food Trades Workers	4.1	1.3	3.2	1.2	2.2	0.9	3.0	1.2	7.2	2.7							
Skilled Animal and Horticultural Workers	0.2	0.1	0.2	0.2	0.4	0.3	0.2	0.1	0.3	0.3							
Other Technicians and Trades Workers	0.8	0.8	1.7	0.8	0.9	0.6	0.9	1.0	2.9	3.3							
Community and Personal Service Workers nfd	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0							
Health and Welfare Support Workers	0.5	0.8	0.5	1.2	0.5	1.1	0.3	0.9	0.3	0.5							
Carers and Aides	0.9	4.3	3.0	11.7	1.1	4.7	1.1	12.3	0.5	4.6							
Hospitality Workers	2.1	3.3	2.0	2.9	1.9	3.1	1.2	1.5	1.8	3.9							

Protective Service Workers	0.8	0.1	1.0	0.1	1.6	0.2	0.6	0.1	0.3	0.1
Sports and Personal Service Workers	0.6	1.0	0.5	0.7	1.4	1.7	0.4	0.7	1.0	5.3
Clerical and Administrative Workers nfd	0.1	0.2	0.1	0.2	0.0	0.2	0.1	0.2	0.0	0.1
Office Managers and Program Administrators	1.8	3.6	0.8	1.8	1.8	4.4	1.6	3.4	0.5	1.4
Personal Assistants and Secretaries	0.1	1.6	0.0	1.0	0.1	2.5	0.0	1.7	0.0	0.8
General Clerical Workers	0.8	3.7	1.1	3.8	1.1	4.5	0.9	4.2	0.6	2.4
Inquiry Clerks and Receptionists	0.8	2.5	1.2	2.6	0.9	2.9	0.9	3.1	0.4	2.1
Numerical Clerks	2.7	6.5	2.7	7.3	2.1	5.8	3.5	8.4	1.2	5.3
Clerical and Office Support Workers	0.9	0.7	1.7	1.6	1.2	0.9	1.4	1.3	2.1	1.6
Other Clerical and Administrative Workers	1.7	2.1	2.3	2.4	2.0	2.3	2.3	3.0	1.1	1.5
Sales Workers nfd	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Sales Representatives and Agents	1.6	1.2	0.7	0.7	2.4	1.4	1.2	0.7	1.1	0.8

Sales Assistants and Salespersons	2.7	4.1	2.9	5.2	3.3	4.6	3.4	4.2	3.3	7.4
Sales Support Workers	0.6	1.5	0.9	2.4	0.7	1.7	1.0	2.0	0.4	2.0
Machinery Operators and Drivers nfd	0.1	0.0	0.3	0.0	0.1	0.0	0.1	0.0	0.2	0.1
Machine and Stationary Plant Operators	1.2	0.5	5.3	1.6	1.2	0.2	2.7	0.8	8.7	5.8
Mobile Plant Operators	0.4	0.0	1.9	0.1	0.5	0.0	0.7	0.0	2.1	0.0
Road and Rail Drivers	1.5	0.0	1.6	0.1	2.3	0.1	2.3	0.1	4.6	0.2
Storepersons	0.9	0.2	3.2	1.1	1.0	0.2	1.8	0.5	2.6	1.1
Labourers nfd	0.1	0.0	0.2	0.1	0.1	0.1	0.1	0.0	0.4	0.2
Cleaners and Laundry Workers	1.1	1.4	3.1	8.4	1.1	1.2	4.6	3.1	2.0	2.5
Construction and Mining Labourers	0.4	0.0	0.7	0.0	0.4	0.0	0.2	0.0	0.6	0.0
Factory Process Workers	1.4	1.2	6.4	6.8	1.0	0.7	3.8	2.6	10.8	11.5
Farm, Forestry and Garden Workers	0.3	0.1	0.5	0.8	0.2	0.1	0.2	0.2	0.7	0.8
Food Preparation Assistants	1.6	1.5	2.3	3.1	1.1	1.1	1.5	2.6	2.1	2.7
Other Labourers	1.2	0.4	2.1	0.9	1.3	0.4	1.9	0.6	2.0	0.6

Total employed persons	32,776	34,798	43,953	62,549	12,123	12,920	30,302	21,823	50,651	43,490
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Source: Author’s calculations using 2011 Australian Census data

Notes:

■ Denotes greater than 5% above Australian-born

■ Denotes greater than 5% below Australian-born

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes ‘not further defined’ where data cannot be coded to the most detailed level of the variable

Appendix 9: Percentage of persons in 1-digit occupations, major ancestry groups in Asian birthplace groups and Australia-born, by gender, 2011

Birthplace Group & Ancestries	Managers		Professionals		Technicians and Trades Workers		Community and Personal Service Workers		Clerical and Administrative Workers		Sales Workers		Machinery Operators and Drivers		Labourers		Total employed persons	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Australia	16.3	10.1	17.1	24.3	24.0	4.5	5.8	14.6	6.5	25.5	7.3	13.8	11.4	1.2	11.6	6.2	3,695,654	3,331,583
China*																		
Chinese	14.0	10.7	24.8	28.7	22.4	5.5	5.4	12.9	6.3	16.7	7.3	11.2	8.1	2.4	11.7	11.9	69,952	73,754
English	16.5	11.2	20.8	26.8	20.1	5.0	6.2	14.0	7.3	17.1	8.8	17.0	9.4	1.8	10.8	7.1	1,324	1,262
Russian	15.3	6.7	20.0	21.9	37.1	4.9	2.7	12.6	7.0	32.2	5.7	9.7	7.7	3.1	4.7	8.9	598	548
Other	10.9	8.6	19.9	27.1	22.8	4.5	10.9	22.2	4.1	13.9	7.2	13.9	8.1	0.0	16.1	9.8	594	475
Hong Kong^																		
Chinese	12.9	9.2	40.2	39.0	16.1	3.3	6.2	11.5	8.9	22.6	5.6	7.9	4.3	1.5	5.8	5.2	20,002	19,069
English	17.4	10.5	30.3	31.9	12.6	3.6	12.0	14.6	7.9	21.9	7.9	11.7	5.0	0.4	6.9	5.4	1,214	1,049
Australian	13.6	9.5	32.6	30.2	13.6	2.9	11.4	16.5	8.9	20.2	8.5	13.2	4.2	1.2	7.2	6.2	240	250
Other	14.3	9.3	28.7	38.7	13.9	1.8	10.5	11.0	12.3	25.5	6.6	10.8	6.4	0.7	7.2	2.2	743	802
India																		
Indian	11.3	6.3	29.7	35.1	13.4	4.8	5.4	13.7	8.9	20.4	7.5	9.6	12.5	1.2	11.3	8.8	98,468	53,814
English	12.5	7.1	16.0	21.4	16.4	4.8	6.2	14.5	9.9	30.4	7.3	8.2	16.1	1.3	15.5	12.2	6,980	4,508
Punjabi	7.3	5.3	6.8	15.2	14.0	9.8	6.0	22.8	6.3	9.1	5.4	11.5	31.9	2.4	22.2	23.9	2,957	1,175

Anglo-Indian	14.9	6.6	20.7	24.7	14.8	1.7	5.6	13.4	15.7	38.4	6.6	9.5	12.5	1.0	9.2	4.7	1,957	1,773
Sikh	9.9	6.4	9.8	19.2	13.3	6.6	6.1	19.6	8.1	12.9	4.8	10.4	30.3	4.1	17.9	20.7	2,168	1,025
Southern Asian, nfd	9.8	6.2	20.8	26.1	16.9	7.4	6.2	15.1	8.8	15.4	8.5	11.2	11.5	0.9	17.6	17.7	1,757	813
Australian	13.1	5.8	16.7	25.1	19.1	6.1	5.5	15.4	6.6	18.5	7.0	13.4	18.4	3.0	13.5	12.7	719	395
Irish	20.1	6.4	22.0	26.7	11.7	2.5	7.0	11.7	11.0	38.7	5.4	6.4	12.9	0.9	10.0	6.7	438	323
Scottish	17.5	14.6	23.6	33.0	15.6	1.6	4.7	11.4	10.9	25.4	8.7	5.9	10.2	1.6	8.7	6.5	285	182
Other	11.5	5.6	30.2	31.3	16.6	4.6	6.2	14.0	8.8	25.7	7.4	9.2	8.4	1.3	10.8	8.3	3,257	2,024
Indonesia																		
Chinese	12.3	7.5	34.6	30.2	11.4	5.5	4.4	9.3	13.2	26.9	8.0	12.1	6.5	1.4	9.6	7.2	8,211	8,459
Indonesian	7.7	5.6	21.8	18.4	15.2	5.7	5.4	16.6	9.8	20.2	6.0	11.0	12.9	2.3	21.2	20.2	6,478	7,001
Dutch	18.6	9.5	27.6	26.7	16.8	3.9	2.7	15.5	8.3	27.2	5.5	8.8	10.4	0.9	10.1	7.5	568	472
English	10.5	5.3	25.0	25.6	21.0	6.2	5.1	15.9	5.4	20.7	8.3	9.7	7.2	1.8	17.4	15.0	291	228
Australian	12.8	6.8	15.6	26.8	16.1	3.7	10.0	14.7	11.1	20.5	10.6	17.9	6.1	0.0	17.8	9.5	188	194
Other	7.8	9.9	24.8	24.3	14.5	5.8	7.2	15.5	11.7	18.1	5.8	11.7	8.5	0.0	19.8	14.7	746	667
Korea, Republic of (South)																		
Korean	14.0	11.2	21.0	26.0	25.9	10.4	6.2	15.2	4.4	12.0	4.7	10.2	3.6	0.7	20.2	14.3	17,648	15,095
English	13.6	12.9	10.0	26.6	29.6	10.9	6.4	16.9	4.8	12.9	6.8	8.5	6.4	0.0	22.4	11.3	247	249
Other	14.7	12.8	27.8	30.1	22.3	7.1	7.3	13.9	3.3	20.2	6.6	9.7	0.0	0.0	17.9	6.3	272	383
Malaysia																		
Chinese	13.9	8.6	48.1	46.6	11.6	3.9	4.1	8.6	8.7	20.5	5.1	6.5	3.2	0.7	5.3	4.6	22,739	24,391
Malay	12.5	8.5	37.3	41.6	13.6	4.3	6.7	10.9	8.8	19.1	3.9	7.8	5.3	0.9	11.8	6.8	2,690	3,092
Indian	15.7	9.9	45.7	46.1	8.8	3.9	6.3	11.7	9.9	18.4	4.2	5.3	4.5	0.8	4.8	3.9	1,903	1,899

English	17.3	11.8	27.9	31.8	18.1	3.9	7.5	14.5	9.1	23.5	5.4	8.8	7.2	0.6	7.4	4.9	1,785	1,624
Australian	20.1	11.0	25.5	30.2	16.4	3.4	8.1	13.0	7.9	28.0	4.7	8.7	9.7	0.7	7.6	4.9	890	829
Maritime South-East Asian, nec	14.7	11.2	50.3	43.8	13.4	4.9	4.0	7.2	7.0	20.5	3.7	7.0	2.7	0.6	4.3	4.9	373	528
Other	18.0	9.3	35.5	39.2	12.4	2.7	6.7	11.8	9.6	25.5	5.4	7.3	6.6	0.8	5.8	3.4	2,577	2,743
Philippines																		
Filipino	5.9	5.1	18.3	22.1	26.2	4.3	6.9	16.7	10.0	20.5	4.5	8.1	12.6	3.0	15.5	20.2	38,396	54,701
Chinese	9.1	7.2	31.2	28.8	16.7	4.2	6.0	14.0	13.5	24.5	4.0	8.3	8.3	1.5	11.2	11.5	1,314	2,058
Spanish	11.1	6.9	18.3	17.3	20.7	3.1	8.0	18.4	9.9	23.7	7.2	9.6	11.9	2.7	12.8	18.2	990	1,499
English	5.9	4.9	9.3	12.9	36.0	4.2	5.7	18.2	5.4	11.3	4.4	10.3	13.5	4.4	19.8	33.8	686	841
Australian	9.2	5.2	15.7	16.4	22.5	4.9	8.8	17.3	7.3	21.5	9.6	16.2	10.9	2.8	16.1	15.7	485	577
Asian, so described	6.6	4.1	22.7	32.8	24.2	3.3	8.0	13.8	9.5	19.3	4.2	7.4	11.5	2.0	13.2	17.3	591	882
Other	8.4	6.4	20.8	25.6	25.8	3.6	8.5	14.1	9.7	24.4	6.6	12.3	8.8	0.4	11.4	13.1	806	857
Singapore																		
Chinese	14.5	10.6	46.1	43.1	11.4	3.2	4.8	9.5	9.0	23.1	6.3	7.1	3.4	0.7	4.4	2.8	6,274	7,080
English	20.4	11.7	29.3	33.2	15.3	3.3	8.8	14.6	8.4	24.1	6.4	8.5	5.8	1.1	5.6	3.5	1,438	1,319
Indian	15.8	9.4	37.6	45.4	11.7	2.7	8.1	9.6	11.3	21.7	6.8	7.8	5.4	0.0	3.5	3.4	1,156	1,232
Singaporean	15.3	10.6	33.1	37.3	14.1	4.5	8.5	10.9	8.7	24.0	5.7	7.2	6.7	0.0	7.8	5.4	664	816
Malay	9.0	4.8	20.7	33.7	24.0	2.5	8.3	14.8	10.3	25.4	3.5	10.2	12.4	0.0	11.8	8.5	461	438
Australian	15.7	9.9	25.2	32.8	16.9	3.1	5.6	13.0	11.4	26.7	9.2	9.9	9.2	0.8	6.8	3.8	422	398
Other	17.5	10.7	33.2	34.3	13.3	3.2	8.3	12.4	8.2	25.8	7.2	9.2	6.3	0.8	6.0	3.7	1,604	1,538
Sri Lanka																		
Sri Lankan	13.4	7.0	32.8	31.0	13.4	4.5	4.1	15.2	10.7	25.1	6.3	7.7	6.8	1.1	12.5	8.5	16,798	12,340

Sinhalese	10.7	4.5	35.1	31.0	17.3	5.6	3.1	19.2	8.4	20.6	4.5	6.0	8.4	2.0	12.5	11.1	5,733	4,048
Tamil, nfd	12.7	4.7	38.7	35.3	9.3	4.2	2.4	12.4	12.5	28.6	4.3	4.7	8.9	1.9	11.2	8.2	2,794	1,858
English	15.2	7.4	19.5	21.0	16.8	5.0	4.3	14.9	12.1	29.8	6.7	7.7	10.7	1.6	14.7	12.6	1,151	818
Sri Lankan Tamil	15.1	5.8	45.5	39.5	8.1	4.3	1.8	10.8	12.0	29.1	2.7	4.6	6.6	0.8	8.1	5.1	1,290	870
Dutch	19.8	7.1	23.2	19.4	10.3	2.8	4.3	15.2	13.7	33.9	7.9	8.7	10.8	2.6	10.0	10.3	634	495
Other	15.6	6.5	33.3	30.5	12.0	1.8	3.8	13.6	12.6	31.9	6.7	7.3	6.5	0.9	9.4	7.6	1,351	1,025
Vietnam																		
Vietnamese	10.2	8.7	17.9	18.4	21.0	8.3	4.0	15.2	5.8	14.1	4.4	10.0	18.1	7.4	18.7	18.0	34,355	30,514
Chinese	11.5	9.3	16.6	18.5	21.8	6.7	3.4	10.8	6.8	19.1	5.9	10.7	16.8	6.2	17.2	18.6	12,950	10,489
English	10.8	7.2	5.7	6.7	23.2	9.9	4.8	19.7	4.5	11.6	5.7	16.7	24.2	9.4	21.1	18.9	909	632
Australian	11.4	9.3	11.0	14.2	19.4	6.8	4.8	18.3	7.4	13.4	4.4	10.4	21.8	7.9	19.8	19.9	502	364
Other	15.8	8.9	12.9	23.2	14.9	8.5	4.4	16.7	5.6	18.3	4.7	7.3	21.3	1.6	20.5	15.4	308	237

Source: Author's calculations using 2011 Australian Census data

Notes:

Denotes greater than 5% above Australian-born

Denotes greater than 5% below Australian-born

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

Appendix 10: Percentage of persons in 2-digit occupations, major ancestry groups in Asian birthplace groups and Australia-born, by gender, 2011

	Total employed persons			Managers nfd		Chief Executives, General Managers and Legislators			Farmers and Farm Managers		Specialist Managers		Hospitality, Retail and Service Managers	
	M	F		M	F	M	F		M	F	M	F	M	F
Australia	3,695,654	3,331,583		0.49	0.2	1.36	0.5		2.69	1.1	7.65	4.2	4.16	4.1
China *														
Chinese	69,952	73,754		0.7	0.5	0.7	0.4		0.4	0.3	5.3	3.4	6.8	6.2
English	1,324	1,262		1.0	0.5	1.4	0.2		0.0	0.0	5.9	2.7	8.4	7.5
Russian	598	548		0.0	0.0	2.8	0.0		0.0	0.0	9.4	3.1	2.8	2.7
Other	594	475		0.5	0.0	0.0	0.0		0.0	0.0	5.4	5.1	4.7	3.4
Hong Kong ^														
Chinese	20,002	19,069		0.4	0.3	0.7	0.3		0.1	0.1	6.4	4.5	5.1	4.1
English	1,214	1,049		0.3	0.6	1.7	0.6		1.1	0.6	8.9	4.9	5.0	4.4
Australian	240	250		2.1	0.0	0.0	0.0		0.0	0.0	9.2	5.2	2.9	4.4
Other	743	802		0.0	0.0	1.6	0.6		0.4	0.0	9.8	5.4	3.6	1.6
India														
Indian	98,468	53,814		0.3	0.2	0.5	0.2		0.4	0.3	6.1	3.3	4.0	2.3
English	6,980	4,508		0.6	0.1	1.0	0.3		1.0	0.5	5.7	3.1	4.3	3.1
Punjabi	2,957	1,175		0.3	0.2	0.1	0.5		2.1	0.0	1.7	4.2	3.2	1.6

Sikh	2,168	1,025	0.2	0.0	0.2	0.0	0.0	2.1	1.7	3.6	0.9	3.6	2.7
Anglo-Indian	1,957	1,773	0.8	0.0	1.2	0.0	0.0	0.0	2.6	9.5	1.1	3.7	3.1
Australian	719	395	0.0	0.0	1.4	0.0	0.0	1.1	0.0	5.0	1.5	5.6	3.5
Irish	438	323	0.0	0.0	3.2	0.0	0.0	0.7	0.0	10.7	3.4	5.3	1.9
Scottish	285	182	0.0	2.2	0.0	0.0	0.0	1.1	0.0	11.9	10.4	3.9	4.4
Southern Asian, nfd	1,757	813	0.3	0.0	0.6	0.0	0.0	0.4	0.0	3.9	2.5	5.0	2.6
Other	3,257	2,024	0.2	0.8	1.1	0.0	0.0	0.2	0.3	6.4	3.2	3.7	1.8
<i>Indonesia</i>													
Chinese	8,211	8,459	0.3	0.2	0.8	0.3	0.1	0.1	0.0	6.1	3.5	5.0	3.5
Indonesian	6,478	7,001	0.3	0.1	0.3	0.1	0.2	0.2	0.1	3.1	2.0	3.8	3.3
Dutch	568	472	0.9	1.7	3.5	0.8	1.4	0.6	0.6	9.0	2.8	3.7	4.0
English	291	228	0.0	0.0	2.7	0.0	0.0	0.0	0.0	5.5	3.1	1.4	4.4
Australian	188	194	0.0	0.0	1.6	0.0	3.2	0.0	0.0	7.4	2.1	2.1	4.6
Other	746	667	0.0	0.0	0.5	0.0	0.0	0.0	0.6	4.8	3.9	3.1	3.6
<i>Korea, South</i>													
Korean	17,648	15,095	0.5	0.5	1.1	0.5	0.7	0.5	0.5	5.0	2.8	6.7	6.9
English	247	249	1.2	0.0	1.6	0.0	1.2	0.0	0.0	8.1	5.2	5.3	4.4
Other	272	383	0.0	0.0	0.0	0.0	0.0	0.0	1.3	4.0	7.6	8.5	3.7
<i>Malaysia</i>													
Chinese	22,739	24,391	0.5	0.2	1.0	0.3	0.1	0.1	0.1	8.3	4.8	4.1	3.1
Malay	2,690	3,092	0.3	0.3	0.8	0.3	0.0	0.0	0.2	7.1	4.9	4.0	2.8
Indian	1,903	1,899	0.9	0.3	1.0	0.4	0.0	0.0	0.0	9.7	6.7	4.2	2.5
English	1,785	1,624	0.6	0.0	2.2	1.0	0.7	1.1	1.1	10.4	5.7	3.8	3.9
Australian	890	829	1.0	0.0	2.0	0.4	0.8	0.7	0.7	12.9	7.0	3.6	3.6

Other	2,577	2,743	0.3	0.4	1.8	0.5	0.0	0.0	10.5	5.3	4.6	3.6
<i>Philippines</i>												
Filipino	38,396	54,701	0.2	0.1	0.2	0.1	0.4	0.3	3.1	2.4	2.1	2.2
Chinese	1,314	2,058	0.3	0.2	0.5	0.1	0.3	0.0	5.6	3.6	2.4	3.0
Spanish	990	1,499	0.0	0.2	1.7	0.4	0.9	0.3	5.7	3.1	2.8	3.0
English	686	841	0.0	0.0	0.6	0.0	0.0	0.0	2.9	1.6	2.2	2.3
Asian, so described	591	882	0.8	0.0	0.0	0.0	0.8	0.0	3.6	1.9	1.5	2.5
Australian	485	577	0.0	0.0	1.0	0.0	0.0	0.0	3.5	2.1	3.7	3.1
Other	806	857	0.0	0.0	0.0	0.8	0.0	0.6	5.6	3.4	3.3	2.9
<i>Singapore</i>												
Chinese	6,274	7,080	0.5	0.5	1.3	0.5	0.0	0.1	8.0	6.1	4.5	3.4
English	1,438	1,319	1.0	0.2	2.6	0.8	0.8	0.7	11.0	6.1	5.2	4.2
Indian	1,156	1,232	0.3	0.6	1.6	0.4	0.0	0.0	10.2	6.0	3.5	2.8
Singaporean	664	816	0.0	0.4	0.5	0.6	0.0	0.0	9.0	5.9	4.8	4.2
Malay	461	438	0.0	0.0	0.7	0.0	0.0	0.0	5.0	1.6	3.9	1.8
Australian	422	398	1.2	0.0	1.9	0.0	0.7	0.0	8.1	4.5	5.7	4.0
Other	1,604	1,538	0.0	0.2	2.7	0.0	0.2	0.0	9.7	7.1	4.1	3.5
<i>Sri Lanka</i>												
Sri Lankan	16,798	12,340	0.4	0.2	1.1	0.2	0.1	0.0	7.8	4.2	4.1	2.4
Sinhalese	5,733	4,048	0.3	0.2	0.6	0.1	0.1	0.0	6.6	3.1	3.1	1.2
Tamil, nfd	2,794	1,858	0.4	0.2	0.5	0.0	0.0	0.0	9.3	3.1	2.0	1.5
English	1,151	818	0.5	0.0	1.9	0.0	0.4	0.5	8.7	4.3	4.0	2.6
Sri Lankan Tamil	1,290	870	0.4	0.0	0.8	0.3	0.0	0.0	10.5	4.1	3.5	1.4
Dutch	634	495	0.0	0.0	1.9	0.8	0.0	0.0	10.7	2.6	6.2	3.4

Other	1,351	1,025	1.0	0.0	1.6	0.6	0.0	0.3	9.3	3.9	4.5	1.9
<i>Vietnam</i>												
Vietnamese	34,355	30,514	0.2	0.2	0.3	0.1	2.1	1.6	3.5	2.5	3.9	4.2
Chinese	12,950	10,489	0.4	0.2	0.5	0.3	0.7	0.4	4.7	3.0	5.3	5.4
English	909	632	0.3	0.0	0.0	0.0	2.9	1.1	3.3	1.7	4.3	3.3
Australian	502	364	0.6	0.0	0.6	1.4	3.0	3.3	3.4	2.2	3.8	3.3
Other	308	237	0.0	0.0	0.0	0.0	8.4	2.5	8.1	2.5	1.9	4.6

	Professionals nfd		Arts and Media Professionals		Business, Human Resource and Marketing Professionals		Design, Engineering, Science and Transport Professionals		Education Professionals		Health Professionals		ICT Professionals		Legal, Social and Welfare Professionals	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>Australia</i>	0.24	0.3	0.81	0.8	4.77	5.1	3.70	1.7	2.66	7.4	1.69	6.4	1.97	0.4	1.26	2.1
<i>China*</i>																
Chinese	0.9	0.7	0.3	0.3	6.7	12.9	5.0	2.5	2.1	3.0	2.3	6.3	7.0	2.0	0.6	1.0
English	0.7	0.7	0.5	0.7	6.4	14.1	4.0	2.1	1.7	1.4	2.5	6.5	4.3	0.8	0.5	0.8
Russian	0.0	0.0	0.0	0.7	3.0	3.1	5.0	0.9	3.7	7.7	3.3	5.1	1.5	0.5	2.3	4.2
Other	0.5	0.0	1.0	0.0	6.6	9.1	2.0	1.5	0.8	8.0	5.9	7.4	2.9	0.0	2.2	2.3
<i>Hong Kong^</i>																
Chinese	0.6	0.7	0.4	0.5	10.5	13.2	7.0	3.5	2.4	3.2	8.2	12.3	9.1	2.8	1.9	2.7
English	0.4	0.0	0.8	1.0	9.2	9.6	6.7	3.1	3.5	5.8	3.1	7.7	4.4	1.3	1.4	3.0
Australian	2.1	1.2	2.9	1.2	9.6	10.0	5.4	3.2	4.2	5.2	2.9	5.2	3.3	2.0	2.5	3.6
Other	0.0	0.6	0.8	1.6	10.9	12.3	4.7	4.2	3.4	5.7	4.7	11.2	4.7	0.6	0.7	4.0

Chinese	0.7	0.8	0.4	0.3	12.6	14.5	10.8	4.4	2.4	3.8	11.3	17.6	8.2	3.0	1.7	2.2
Malay	0.6	1.1	0.4	0.5	9.9	12.1	8.7	5.2	2.7	4.6	7.5	14.1	5.4	2.3	1.9	1.5
Indian	0.8	0.5	0.7	0.5	11.4	9.8	8.3	2.8	3.8	7.2	13.1	19.9	4.9	1.9	2.7	3.2
English	0.4	0.5	1.3	1.6	7.5	6.5	6.4	3.0	2.7	7.9	3.6	8.8	3.5	0.7	2.1	2.7
Australian	0.0	0.4	1.2	0.7	4.5	6.9	4.9	2.7	3.9	6.4	3.6	8.0	4.7	0.7	2.7	3.6
Other	0.8	0.7	0.8	1.0	9.0	9.8	7.3	3.2	4.2	6.8	9.0	14.8	5.5	1.7	1.6	2.9
<i>Philippines</i>																
Filipino	0.3	0.3	0.2	0.2	3.9	5.2	3.9	1.3	0.5	1.3	3.9	11.5	5.0	1.8	0.5	0.6
Chinese	0.9	0.8	0.5	0.3	6.8	8.2	4.8	1.8	0.5	1.4	7.6	11.8	9.2	3.8	0.7	1.1
Spanish	0.4	0.3	1.0	0.0	5.6	4.1	3.3	1.3	1.0	1.5	3.9	7.7	2.8	1.1	0.5	1.0
English	0.0	0.3	0.6	0.0	2.5	6.7	1.7	1.8	1.2	1.2	1.5	20.2	1.6	1.6	0.7	1.0
Asian, so described	0.0	0.0	0.0	1.1	3.4	2.6	4.1	0.8	1.2	1.8	8.6	4.6	4.6	0.8	0.0	1.0
Australian	0.0	0.0	2.3	0.9	5.6	5.5	3.5	0.7	1.2	2.1	0.8	5.2	1.6	0.5	1.6	0.0
Other	0.0	0.5	0.6	0.4	4.8	8.6	5.5	2.2	1.0	2.6	2.9	9.1	5.2	1.6	0.6	1.8
<i>Singapore</i>																
Chinese	1.1	1.3	0.7	1.0	12.0	13.1	9.6	4.5	4.7	6.1	8.3	11.5	7.3	2.4	2.4	3.0
English	0.7	0.3	1.4	1.6	9.2	6.7	6.9	2.6	3.0	8.4	2.3	8.6	3.5	1.1	2.2	3.7
Indian	1.1	0.8	0.6	0.6	9.2	9.2	7.4	1.8	4.7	12.3	7.2	13.9	4.5	1.7	3.3	4.5
Singaporean	1.1	0.5	0.6	1.2	8.0	10.8	7.8	3.1	4.1	8.0	4.7	9.7	4.4	1.8	2.1	2.6
Malay	0.0	0.9	0.7	0.9	2.6	8.0	5.9	2.3	1.7	6.4	4.1	11.0	3.7	1.6	0.0	3.0
Australian	0.0	0.8	0.7	2.0	6.9	8.3	6.4	2.0	4.3	8.3	2.6	8.5	3.1	1.0	1.2	2.5
Other	0.3	0.5	1.4	1.4	9.2	9.6	6.9	2.1	3.6	7.6	5.1	9.5	5.3	1.1	2.7	2.9
<i>Sri Lanka</i>																
Sri Lankan	0.5	0.6	0.2	0.3	9.8	9.8	6.9	3.1	1.8	4.3	4.9	8.6	7.8	2.4	0.9	1.9

Sinhalese	0.4	0.9	0.2	0.2	0.2	7.7	7.9	10.6	4.0	2.4	4.3	4.0	9.1	9.1	3.2	0.6	1.3
Tamil, nfd	0.8	0.4	0.1	0.2	0.2	10.1	11.5	12.1	3.8	2.0	3.1	5.3	10.9	7.3	2.9	1.0	2.0
English	0.0	0.0	0.7	0.9	0.9	6.2	6.5	3.0	1.0	1.9	4.8	2.2	5.9	3.6	0.9	1.4	1.6
Sri Lankan Tamil	0.4	1.1	0.0	0.0	0.0	11.2	12.9	11.7	4.5	3.3	3.7	8.2	13.9	8.2	2.4	1.9	1.4
Dutch	0.5	0.6	0.9	0.6	0.6	9.0	5.5	2.5	0.8	2.5	5.7	3.2	4.6	2.7	0.0	1.9	1.4
Other	0.8	0.3	0.7	1.0	1.0	11.9	9.1	5.3	1.9	2.2	6.3	5.0	8.9	7.0	1.2	2.0	3.2
Vietnam																	
Vietnamese	0.3	0.4	0.2	0.1	0.1	2.9	5.8	3.3	1.8	1.2	1.8	3.3	5.1	5.4	1.9	1.1	1.5
Chinese	0.3	0.5	0.2	0.1	0.1	3.8	7.3	2.7	1.6	0.6	1.2	2.5	4.1	5.9	2.4	0.7	1.2
English	0.0	0.0	0.0	0.0	0.0	1.1	2.2	1.3	0.0	0.6	0.5	0.9	2.7	1.3	0.6	0.0	0.0
Australian	0.0	0.0	0.0	0.0	0.0	2.0	5.8	2.0	0.0	1.2	1.6	1.0	3.6	4.2	1.6	0.0	0.8
Other	0.0	0.0	0.0	0.0	2.5	4.5	6.8	2.3	1.3	0.0	3.8	1.6	8.4	2.9	4.2	0.0	0.0

	Technicians and Trades Workers nfd		Engineering, ICT and Science Technicians		Automotive and Engineering Trades Workers		Construction Trades Workers		Electrotechnology and Telecommunications Trades Workers		Food Trades Workers		Skilled Animal and Horticultural Workers		Other Technicians and Trades Workers	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>Australia</i>	0.35	0.0	2.88	1.0	6.27	0.1	6.00	0.1	3.84	0.1	1.39	0.9	1.51	0.7	1.75	1.7
China*																
Chinese	0.3	0.1	2.4	1.3	3.2	0.2	3.9	0.1	1.8	0.1	9.3	2.4	0.1	0.1	1.4	1.3
English	0.8	0.0	3.0	1.0	2.2	0.0	2.9	0.2	1.3	0.0	7.6	2.4	0.0	0.2	1.7	1.6
Russian	0.0	0.0	3.2	0.9	3.7	0.0	25.6	0.5	2.5	0.0	0.0	1.1	1.2	0.5	1.7	1.6
Other	0.0	0.0	1.5	0.6	1.0	0.0	12.6	0.6	1.5	0.0	6.1	2.7	0.0	0.0	0.5	0.0

Korean	0.1	0.0	1.4	0.7	5.3	0.1	8.0	0.4	1.3	0.1	7.8	5.8	0.2	0.3	1.7	3.1
English	0.0	0.0	2.0	0.0	3.2	0.0	7.7	3.6	1.6	0.0	10.5	6.8	0.0	0.0	2.0	1.6
Other	1.1	0.0	2.9	0.8	5.1	0.0	4.4	0.0	1.5	0.0	8.1	3.1	0.0	0.8	0.0	1.0
<i>Malaysia</i>																
Chinese	0.2	0.1	3.2	1.5	1.4	0.0	0.4	0.0	0.9	0.1	4.6	1.3	0.1	0.1	0.7	0.8
Malay	0.4	0.0	2.6	1.5	2.7	0.1	0.9	0.1	0.7	0.1	5.1	2.0	0.3	0.0	1.0	0.8
Indian	0.6	0.2	2.2	1.6	2.3	0.0	0.3	0.0	1.2	0.0	1.6	1.3	0.2	0.2	0.5	0.5
English	0.4	0.0	3.0	1.5	4.8	0.0	2.4	0.0	2.1	0.2	2.9	0.6	1.2	0.4	1.6	1.2
Australian	0.0	0.0	2.1	1.1	4.7	0.0	3.0	0.0	3.1	0.0	1.1	0.6	0.8	0.6	1.5	1.1
Other	0.1	0.0	3.3	0.9	3.3	0.1	1.0	0.0	1.2	0.0	2.0	0.8	0.3	0.2	1.2	0.4
<i>Philippines</i>																
Filipino	0.6	0.0	5.0	1.9	10.4	0.1	1.4	0.0	3.8	0.1	3.2	1.2	0.2	0.2	1.7	0.8
Chinese	0.7	0.0	4.8	1.8	3.7	0.0	0.0	0.0	3.4	0.0	2.8	1.6	0.3	0.3	0.9	0.4
Spanish	1.4	0.0	3.1	0.8	6.6	0.0	1.6	0.2	4.2	0.2	2.5	1.1	0.3	0.3	0.7	0.7
English	0.0	0.0	1.9	1.7	20.0	0.0	2.2	0.0	3.6	0.0	5.1	0.5	0.0	0.0	2.8	0.7
Asian, so described	0.0	0.0	4.9	1.4	11.3	0.0	1.5	0.0	3.7	0.0	2.7	2.6	0.0	0.0	1.7	0.4
Australian	0.8	0.0	1.6	1.4	4.3	0.5	4.3	0.0	3.3	0.5	4.5	1.6	0.8	0.0	1.4	1.7
Other	0.7	0.0	5.5	1.9	7.9	0.0	0.6	0.0	4.3	0.0	3.2	1.1	0.6	0.0	1.4	0.7
<i>Singapore</i>																
Chinese	0.3	0.1	3.6	1.5	2.8	0.1	0.3	0.0	1.0	0.0	2.5	0.9	0.2	0.4	0.8	0.4
English	0.2	0.0	3.0	0.8	3.8	0.0	2.9	0.0	1.7	0.0	1.3	0.6	1.0	0.5	1.0	1.1
Indian	0.9	0.0	2.4	1.2	5.0	0.0	0.3	0.0	1.1	0.0	1.4	1.1	0.0	0.0	1.0	0.6
Singaporean	1.1	0.0	1.2	1.3	5.4	0.0	1.1	0.0	1.8	0.0	2.6	1.7	0.6	0.5	0.9	1.5
Malay	1.5	0.0	4.8	1.1	11.7	0.0	0.0	0.0	2.4	0.0	2.6	1.8	0.0	0.0	0.0	0.0

Australian	0.9	0.0	2.8	0.0	2.4	0.0	2.1	0.0	2.8	0.0	1.7	1.3	2.1	1.3	1.7	1.5
Other	0.0	0.0	3.9	0.9	4.1	0.0	1.8	0.0	1.2	0.0	1.9	0.5	0.4	0.0	0.7	0.7
<i>Sri Lanka</i>																
Sri Lankan	0.3	0.1	3.2	1.8	3.4	0.0	0.5	0.0	1.5	0.1	3.4	1.4	0.2	0.1	0.9	1.1
Sinhalese	0.3	0.2	4.0	2.9	6.2	0.2	0.2	0.0	2.2	0.0	3.2	1.4	0.2	0.0	0.9	0.9
Tamil, nfd	0.3	0.0	4.4	2.5	0.8	0.0	0.3	0.0	1.7	0.0	0.7	0.8	0.1	0.2	0.9	0.8
English	0.6	0.0	2.8	1.0	4.6	0.0	1.2	0.0	2.4	0.0	3.3	2.1	0.8	0.5	1.6	1.2
Sri Lankan Tamil	0.4	0.0	3.7	3.4	1.5	0.0	0.0	0.0	1.2	0.0	0.5	0.0	0.0	0.0	0.9	0.0
Dutch	0.6	0.0	2.5	0.0	1.7	0.0	0.5	0.0	2.1	0.0	0.9	0.8	1.3	0.0	1.4	1.4
Other	0.7	0.0	2.0	1.0	2.8	0.0	0.3	0.0	2.0	0.3	3.0	0.3	0.0	0.0	0.6	1.1
<i>Vietnam</i>																
Vietnamese	0.4	0.1	2.7	1.3	3.7	0.2	2.3	0.2	2.4	0.1	6.4	2.7	0.3	0.3	2.9	3.5
Chinese	0.3	0.1	2.9	1.1	3.0	0.1	1.1	0.1	2.1	0.2	9.3	2.4	0.2	0.2	2.7	2.7
English	0.7	0.0	1.4	1.6	6.5	0.0	2.1	0.5	1.4	0.0	6.9	3.6	0.7	0.0	3.6	4.7
Australian	0.0	0.0	1.2	0.0	3.0	0.0	3.0	0.0	2.2	0.8	6.6	0.8	0.6	0.0	2.6	4.4
Other	1.3	0.0	1.9	1.3	2.6	0.0	1.6	0.0	1.6	0.0	3.9	8.0	0.0	0.0	4.2	0.0

	Community and Personal Service Workers nfd			Health and Welfare Support Workers			Carers and Aides			Hospitality Workers			Protective Service Workers			Sports and Personal Service Workers		
	M	F		M	F		M	F		M	F		M	F		M	F	
<i>Australia</i>	0.01	0.0		0.58	1.7		0.79	7.1		1.19	3.2		2.23	0.6		1.01	1.9	
<i>China*</i>																		
Chinese	0.0	0.0		0.5	0.8		0.7	4.4		3.0	6.1		0.2	0.0		1.0	1.5	
English	0.0	0.0		0.5	1.0		0.6	3.8		3.2	7.9		0.3	0.0		1.2	1.5	
Russian	0.0	0.0		0.0	2.4		0.0	8.9		0.5	0.7		1.8	0.0		0.7	0.7	
Other	0.0	0.0		0.7	0.0		5.4	16.2		3.4	2.9		0.7	0.0		2.4	2.9	
<i>Hong Kong^</i>																		
Chinese	0.0	0.0		0.3	0.7		0.7	4.3		3.8	5.1		0.2	0.1		1.1	1.3	
English	0.0	0.0		0.9	1.0		1.0	4.9		5.9	5.4		2.4	0.3		1.8	2.7	
Australian	0.0	0.0		0.0	0.0		1.3	4.0		4.6	10.0		3.3	0.0		1.3	1.2	
Other	0.0	0.0		0.0	1.7		1.2	3.7		5.2	3.7		1.5	0.4		2.4	3.1	
<i>India</i>																		
Indian	0.0	0.0		0.3	0.6		1.6	10.4		1.3	1.7		2.0	0.3		0.2	0.8	
English	0.0	0.1		0.4	1.5		1.8	9.9		1.4	1.6		2.4	0.2		0.4	1.2	
Punjabi	0.0	0.0		0.2	1.1		1.4	9.7		0.7	1.0		3.8	0.2		0.1	1.4	
Sikh	0.0	0.0		0.2	0.3		1.1	19.5		0.4	2.0		4.0	0.3		0.2	0.3	
Anglo-Indian	0.0	0.0		0.4	0.4		1.8	16.8		0.3	2.0		2.1	0.4		0.8	0.7	
Australian	0.0	0.0		0.7	0.0		0.6	10.4		1.4	2.3		3.2	0.8		0.6	2.3	

Irish	0.0	0.0	0.7	1.5	1.6	7.1	0.7	0.0	2.7	0.9	2.1	0.0
Scottish	0.0	0.0	1.1	0.0	1.8	9.3	1.1	0.0	1.4	0.0	1.4	2.2
Southern Asian, nfd	0.0	0.0	0.3	0.6	1.9	12.4	1.9	1.7	1.7	0.7	0.2	0.0
Other	0.0	0.0	0.5	0.5	2.1	10.2	1.6	1.3	1.1	0.1	0.7	1.2
Indonesia												
Chinese	0.0	0.0	0.2	0.3	0.6	3.5	2.9	4.7	0.3	0.1	0.4	0.7
Indonesian	0.0	0.0	0.1	0.6	0.9	8.6	3.3	6.3	0.6	0.1	0.5	1.0
Dutch	0.0	0.0	0.5	2.5	0.7	8.3	0.5	1.1	0.7	0.0	0.5	3.2
English	0.0	0.0	0.0	0.0	1.7	4.8	2.4	6.6	2.1	0.0	0.0	1.3
Australian	0.0	0.0	0.0	2.1	2.7	4.1	3.7	7.2	1.6	0.0	3.7	2.1
Other	0.0	0.0	0.0	1.3	1.9	7.9	2.4	5.5	0.8	0.0	0.0	2.8
Korea, South												
Korean	0.0	0.0	1.0	1.0	0.8	5.5	2.7	7.2	0.2	0.1	1.4	1.5
English	0.0	0.0	1.6	2.0	1.2	4.4	5.7	8.0	0.0	0.0	2.4	1.2
Other	0.0	0.0	0.0	0.0	1.1	2.9	2.9	9.7	0.0	0.0	0.0	2.3
Malaysia												
Chinese	0.0	0.0	0.3	0.6	0.7	3.4	2.2	3.6	0.3	0.1	0.5	1.0
Malay	0.0	0.0	0.5	0.8	1.7	5.0	2.9	3.7	0.9	0.0	0.9	1.2
Indian	0.0	0.0	0.9	1.2	1.6	8.0	1.6	1.7	1.6	0.2	0.4	0.7
English	0.0	0.0	1.3	2.0	1.0	7.3	1.1	2.5	2.7	0.5	1.2	2.2
Australian	0.0	0.4	1.0	2.1	0.6	5.9	0.9	2.3	4.5	0.4	1.1	2.1
Other	0.0	0.0	0.5	1.8	0.9	5.7	1.8	2.3	1.9	0.3	1.5	0.9
Philippines												

Filipino	0.0	0.0	0.0	0.5	1.2	3.1	11.8	1.9	2.9	1.0	0.1	0.5	0.6
Chinese	0.0	0.1	0.7	1.0	2.1	9.3	2.4	2.6	2.6	0.4	0.1	0.5	0.7
Spanish	0.0	0.0	0.7	1.3	2.7	12.1	1.9	2.8	1.7	0.3	0.3	1.4	1.7
English	0.0	0.0	0.0	1.6	2.3	9.4	2.3	1.9	0.4	0.0	0.7	0.9	
Asian, so described	0.0	0.0	0.0	0.8	4.7	12.1	2.4	4.8	0.7	0.4	0.5	1.0	
Australian	0.0	0.0	1.9	1.0	1.0	7.6	2.3	7.3	2.5	0.0	0.8	1.2	
Other	0.0	0.0	0.7	0.8	2.6	7.9	2.9	2.8	2.9	0.0	0.0	1.3	
Singapore													
Chinese	0.0	0.0	0.2	0.7	1.0	3.7	1.7	3.3	0.8	0.1	1.1	1.6	
English	0.0	0.0	0.9	2.4	1.2	7.1	1.4	2.7	3.2	0.7	1.7	2.0	
Indian	0.0	0.0	0.8	1.4	1.6	4.5	1.9	1.9	2.3	0.0	1.5	1.5	
Singaporean	0.0	0.0	0.8	1.2	0.5	4.4	2.7	3.2	2.3	0.0	2.6	2.1	
Malay	0.0	0.0	0.9	0.9	1.5	7.1	1.1	4.6	2.6	0.0	2.6	2.5	
Australian	0.0	0.0	0.0	1.3	1.4	5.3	0.9	3.0	3.1	0.0	1.4	2.0	
Other	0.0	0.0	0.7	1.8	0.6	6.8	3.3	2.2	1.8	0.2	1.4	1.4	
Sri Lanka													
Sri Lankan	0.0	0.0	0.3	1.0	1.2	11.6	1.6	1.8	0.6	0.1	0.5	0.8	
Sinhalese	0.0	0.0	0.3	0.7	1.0	16.6	1.1	1.4	0.5	0.1	0.2	0.4	
Tamil, nfd	0.0	0.0	0.1	1.1	1.1	10.8	0.5	0.4	0.5	0.0	0.3	0.3	
English	0.0	0.0	0.4	1.2	1.2	10.0	1.4	1.8	0.9	0.0	0.4	1.5	
Sri Lankan Tamil	0.0	0.0	0.4	0.6	0.9	9.8	0.0	0.0	0.5	0.0	0.2	0.0	
Dutch	0.0	0.0	0.5	2.0	1.1	11.7	0.6	1.2	1.3	0.0	0.9	1.6	
Other	0.0	0.0	0.2	0.5	1.2	8.4	0.4	1.3	1.4	0.3	0.2	1.0	
Vietnam													

Vietnamese	0.0	0.0	0.3	0.6	0.5	4.6	1.8	3.8	0.3	0.1	1.1	6.1
Chinese	0.0	0.0	0.2	0.3	0.4	4.3	1.9	4.0	0.3	0.0	0.7	2.1
English	0.0	0.0	0.3	0.0	0.7	5.5	1.4	5.7	0.3	0.0	2.4	8.5
Australian	0.0	0.0	0.0	1.1	0.0	4.1	2.2	4.1	0.6	0.0	1.8	9.6
Other	0.0	0.0	1.0	0.0	1.9	5.9	0.0	3.8	0.0	0.0	0.0	4.2

	Clerical and Administrative Workers nfd		Office Managers and Program Administrators		Personal Assistants and Secretaries		General Clerical Workers		Inquiry Clerks and Receptionists		Numerical Clerks		Clerical and Office Support Workers		Other Clerical and Administrative Workers	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>Australia</i>	0.05	0.1	1.14	3.8	0.05	2.6	0.79	5.7	0.58	4.4	1.15	5.5	0.88	1.0	1.91	2.4
<i>China*</i>																
Chinese	0.1	0.1	0.6	1.4	0.0	0.7	0.8	2.9	0.5	1.7	2.1	7.3	0.6	0.4	1.5	2.1
English	0.0	0.0	0.7	0.7	0.0	0.3	1.9	2.7	0.7	2.1	2.4	8.9	1.0	0.2	1.3	1.6
Russian	0.0	0.0	1.5	3.8	0.0	4.6	1.8	8.0	1.0	5.3	2.0	6.8	1.0	1.1	1.2	2.9
Other	0.0	0.0	0.0	1.1	0.0	0.8	0.7	3.4	0.8	0.0	0.0	5.9	0.0	0.0	1.3	1.1
<i>Hong Kong^</i>																
Chinese	0.1	0.1	1.2	3.1	0.1	2.0	1.1	4.0	0.9	2.6	2.8	7.3	1.2	0.7	1.6	2.7
English	0.0	0.0	1.9	2.3	0.0	3.2	1.0	4.6	0.6	3.1	2.6	5.5	1.1	1.0	1.2	2.6
Australian	0.0	0.0	0.0	6.4	0.0	1.6	1.3	6.0	0.0	3.2	2.9	2.8	0.0	0.0	3.3	1.6
Other	0.0	0.0	1.3	3.6	0.0	1.1	1.5	4.6	1.3	6.0	3.0	6.2	0.9	0.0	2.3	2.6
<i>India</i>																
Indian	0.1	0.2	1.1	2.4	0.0	0.9	0.6	3.3	1.3	3.5	2.8	7.1	1.4	0.8	1.7	2.1
English	0.2	0.2	1.2	4.1	0.1	4.2	1.1	6.1	1.1	5.4	2.2	6.3	1.8	1.2	2.4	2.6

Punjabi	0.0	0.5	0.3	5.2	0.0	5.2	0.6	8.5	0.5	0.6	6.4	0.8	7.2	3.1	2.1	1.1	3.3
Sikh	0.0	0.0	0.8	1.0	0.0	0.0	1.1	1.2	0.2	1.1	1.9	1.5	2.6	3.3	0.9	1.6	1.1
Anglo-Indian	0.2	0.5	2.1	1.5	0.0	0.3	2.2	2.4	1.8	2.2	1.8	3.1	2.2	1.6	1.4	4.4	2.6
Australian	0.0	0.0	0.4	0.0	0.0	0.8	0.6	4.3	1.4	0.6	3.5	2.5	5.6	1.7	1.3	1.0	1.0
Irish	0.0	0.0	0.9	5.6	0.0	7.1	0.7	9.0	0.7	0.7	7.1	3.2	7.7	0.9	0.0	3.7	2.5
Scottish	0.0	0.0	2.5	2.7	0.0	3.8	2.5	4.9	1.4	2.5	5.5	2.1	8.2	1.4	0.0	1.1	2.7
Southern Asian, nfd	0.0	0.0	1.3	0.9	0.0	0.5	1.4	2.7	0.5	1.4	3.6	2.4	6.4	1.9	0.4	1.1	1.2
Other	0.0	0.0	0.5	3.5	0.0	2.2	0.6	5.1	0.6	0.9	3.9	2.2	7.9	0.8	1.2	2.7	2.7
Indonesia																	
Chinese	0.1	0.2	0.9	2.4	0.0	1.1	1.7	5.2	1.2	1.2	2.3	4.8	12.0	2.2	0.9	2.3	2.7
Indonesian	0.1	0.1	0.7	2.1	0.0	1.2	1.5	4.9	1.0	1.0	2.6	2.5	6.8	2.0	0.8	2.0	1.8
Dutch	0.0	0.0	1.4	2.5	0.0	5.1	0.9	5.1	1.1	1.1	4.2	1.1	5.9	1.2	1.7	2.1	2.5
English	0.0	1.3	0.0	1.8	0.0	3.1	1.0	7.0	1.0	1.0	3.9	1.0	3.5	0.0	2.2	2.1	1.3
Australian	0.0	0.0	2.7	2.6	0.0	2.1	2.7	3.6	2.1	2.1	3.6	1.6	3.6	0.0	1.5	2.7	4.6
Other	0.0	0.0	2.5	1.5	0.0	0.7	2.1	3.6	1.1	1.1	3.4	5.1	5.7	1.7	0.0	0.4	2.2
Korea, South																	
Korean	0.0	0.1	0.7	1.6	0.0	1.0	0.6	2.6	0.5	0.5	2.1	1.0	3.1	0.3	0.4	1.1	1.2
English	0.0	0.0	0.0	2.0	0.0	2.4	0.0	4.0	1.2	1.2	0.0	0.0	1.6	1.6	0.0	1.2	2.0
Other	0.0	0.0	1.1	1.8	0.0	1.6	0.0	4.2	0.0	0.0	5.2	0.0	5.2	0.0	0.0	2.2	2.3
Malaysia																	
Chinese	0.1	0.2	1.8	3.5	0.1	1.5	0.8	3.5	0.7	0.7	2.0	2.9	7.0	0.8	0.7	1.6	2.0
Malay	0.0	0.2	1.9	3.2	0.0	1.4	0.8	3.2	1.2	1.2	3.0	2.0	5.5	1.1	0.8	1.8	1.7
Indian	0.2	0.0	1.9	3.5	0.0	1.2	0.5	2.8	0.9	0.9	3.2	2.6	4.8	1.4	0.8	2.6	2.1
English	0.0	0.4	2.1	4.7	0.0	2.4	1.4	5.6	0.7	0.7	3.2	1.4	4.7	0.8	0.7	2.3	2.4

Australian	0.0	0.7	2.4	6.5	0.0	2.4	0.9	4.8	0.4	3.9	1.6	5.3	1.1	1.1	1.7	3.3
Other	0.1	0.0	1.5	3.8	0.2	2.2	0.8	5.4	0.9	4.1	2.8	6.1	0.9	0.7	2.0	2.0
<i>Philippines</i>																
Filipino	0.1	0.2	0.8	1.7	0.0	0.9	1.1	3.8	1.2	2.5	2.7	7.4	1.8	1.6	2.3	2.4
Chinese	0.2	0.3	1.8	2.6	0.0	1.2	1.1	3.5	1.8	3.2	3.7	8.8	1.4	1.9	3.0	3.0
Spanish	0.0	0.5	1.3	3.2	0.0	1.1	1.2	4.5	0.8	3.1	2.7	8.1	1.8	1.3	1.8	2.4
English	0.0	0.0	0.0	1.4	0.0	0.7	1.2	5.1	1.3	2.6	0.6	6.8	1.5	0.9	1.0	2.5
Asian, so described	0.0	0.0	1.7	1.3	0.0	0.7	1.9	2.9	1.0	2.4	2.5	2.1	0.8	0.5	1.0	1.7
Australian	0.0	0.0	0.6	2.6	0.0	1.7	1.9	4.7	0.6	4.7	2.5	4.5	0.8	1.2	2.1	2.3
Other	0.0	0.0	0.6	3.0	0.0	1.2	1.5	3.9	0.9	4.6	3.7	6.5	0.7	1.3	2.0	2.2
<i>Singapore</i>																
Chinese	0.1	0.1	1.8	4.3	0.2	2.6	1.2	4.4	0.7	2.3	2.3	6.1	1.1	0.9	1.8	2.2
English	0.0	0.0	2.0	4.4	0.2	2.5	1.1	4.5	1.0	4.6	1.3	4.5	1.0	1.1	2.0	2.4
Indian	0.0	0.2	2.2	4.2	0.0	1.8	0.8	4.5	1.0	3.1	2.2	4.7	1.7	1.0	3.0	2.6
Singaporean	0.0	0.5	0.8	5.1	0.0	1.2	0.5	3.3	1.8	2.7	2.1	6.7	1.7	1.0	2.4	2.2
Malay	0.0	0.0	2.4	3.9	0.0	3.4	1.3	6.4	2.2	3.2	2.0	5.9	2.0	1.1	2.6	2.1
Australian	0.0	1.3	3.6	4.0	0.0	1.0	0.9	6.8	1.2	3.8	0.0	5.8	1.2	0.0	3.3	4.0
Other	0.0	0.0	1.5	4.9	0.0	3.3	0.9	4.6	0.6	4.4	2.1	6.2	0.7	0.8	1.2	2.4
<i>Sri Lanka</i>																
Sri Lankan	0.1	0.2	1.5	3.3	0.0	1.9	0.7	4.3	1.0	3.1	3.8	8.3	1.3	1.0	2.4	2.9
Sinhalese	0.1	0.1	1.5	2.7	0.1	0.7	0.7	2.9	0.6	2.3	2.6	7.9	1.1	1.7	1.6	2.1
Tamil, nfd	0.1	0.5	2.0	3.6	0.0	0.8	1.4	4.7	1.0	2.5	4.3	10.2	1.9	1.9	2.0	4.3
English	0.0	0.0	1.4	3.7	0.0	3.1	1.0	5.6	1.0	5.0	3.1	7.9	2.3	1.6	3.1	2.1
Sri Lankan Tamil	0.0	0.5	2.5	3.9	0.0	1.4	0.7	5.3	0.9	2.6	3.1	9.2	2.1	1.8	3.1	5.1

Dutch	0.0	0.0	1.6	5.5	0.0	4.4	1.6	5.5	1.9	5.9	3.6	8.1	2.1	1.4	2.7	4.0
Other	0.0	0.3	1.6	5.8	0.2	3.1	2.2	5.8	0.2	4.2	3.6	9.1	1.4	1.5	2.9	3.2
Vietnam																
Vietnamese	0.0	0.1	0.5	1.3	0.0	0.8	0.5	2.2	0.4	1.8	1.2	4.9	2.0	1.7	1.0	1.4
Chinese	0.0	0.1	0.6	1.6	0.0	1.0	0.7	3.3	0.4	2.7	1.5	6.8	2.3	1.6	1.2	2.0
English	0.0	0.0	0.0	1.1	0.0	0.6	1.1	0.8	0.4	2.4	1.2	5.7	1.4	1.4	1.0	0.6
Australian	0.0	0.0	1.6	0.8	0.0	1.1	1.0	1.9	0.0	4.1	1.6	3.8	2.0	1.1	1.0	1.4
Other	0.0	0.0	0.0	0.0	0.0	0.0	1.0	5.9	1.0	0.0	0.0	1.7	1.6	0.0	0.0	1.3

	Machinery Operators and Drivers nfd		Machine and Stationary Plant Operators		Mobile Plant Operators		Road and Rail Drivers		Storepersons	
	M	F	M	F	M	F	M	F	M	F
<i>Australia</i>	0.21	0.0	2.82	0.4	2.11	0.1	4.70	0.4	1.55	0.3
<i>China*</i>										
Chinese	0.1	0.1	1.8	1.7	0.4	0.0	4.4	0.1	1.5	0.5
English	0.0	0.0	1.8	0.6	0.4	0.0	5.9	0.4	1.7	0.4
Russian	0.0	0.0	1.7	2.4	0.7	0.0	4.0	0.0	0.8	0.0
Other	1.0	0.6	0.0	0.0	0.0	0.0	3.7	0.0	1.5	0.0
<i>Hong Kong</i> [^]										
Chinese	0.0	0.0	0.6	1.0	0.2	0.0	2.4	0.1	1.1	0.4
English	0.0	0.0	0.7	0.3	1.0	0.0	2.7	0.0	1.0	0.5
Australian	0.0	0.0	2.5	0.0	0.0	0.0	1.7	0.0	1.3	0.0
Other	0.0	0.0	1.2	0.0	0.9	0.0	1.9	0.0	2.0	0.0

Chinese	0.1	0.0	0.9	0.5	0.3	0.0	1.1	0.0	0.8	0.2
Malay	0.1	0.0	1.6	0.5	0.8	0.0	1.9	0.1	0.9	0.2
Indian	0.0	0.2	1.4	0.2	0.3	0.0	1.8	0.2	1.2	0.2
English	0.2	0.0	2.1	0.6	1.0	0.0	2.4	0.0	1.5	0.0
Australian	0.0	0.0	2.8	0.8	1.0	0.0	3.0	0.0	2.2	0.4
Other	0.0	0.0	1.7	0.1	0.7	0.0	2.7	0.0	1.6	0.4
<i>Philippines</i>										
Filipino	0.3	0.0	5.5	1.7	2.0	0.1	1.6	0.1	3.2	1.1
Chinese	0.0	0.0	2.9	0.8	1.4	0.1	1.3	0.0	2.6	0.4
Spanish	0.4	0.0	2.6	1.7	1.7	0.3	3.7	0.0	3.2	0.9
English	0.6	0.0	6.1	1.6	1.7	0.0	0.9	0.3	3.6	0.3
Asian, so described	0.5	0.0	5.2	3.0	2.2	0.0	1.7	0.0	2.2	1.7
Australian	1.0	0.0	1.6	1.6	3.5	0.0	2.1	0.0	3.5	1.2
Other	0.4	0.0	3.6	0.0	0.6	0.0	1.0	0.4	3.3	0.0
<i>Singapore</i>										
Chinese	0.1	0.0	0.6	0.3	0.3	0.1	1.5	0.1	1.0	0.2
English	0.0	0.0	1.5	0.2	0.8	0.0	2.9	0.5	0.7	0.3
Indian	0.0	0.0	1.5	0.0	0.3	0.0	2.2	0.0	1.0	0.0
Singaporean	0.8	0.0	2.1	0.0	0.0	0.0	2.9	0.0	1.1	0.0
Malay	1.1	0.0	4.8	0.0	0.9	0.0	4.8	0.0	1.3	0.0
Australian	0.0	0.0	2.6	0.0	1.4	0.0	3.8	0.0	0.9	0.0
Other	0.0	0.0	0.8	0.4	0.5	0.0	3.1	0.0	1.4	0.7
<i>Sri Lanka</i>										
Sri Lankan	0.1	0.0	2.2	0.6	0.7	0.0	2.2	0.1	1.7	0.4

Sinhalese	0.1	0.1	3.5	1.2	0.5	0.0	2.9	0.2	1.6	0.5
Tamil, nfd	0.1	0.0	4.4	1.0	0.6	0.0	1.7	0.0	2.1	0.9
English	0.0	0.0	3.0	1.0	1.4	0.0	3.4	0.0	2.8	0.7
Sri Lankan Tamil	0.0	0.0	2.6	0.9	0.9	0.0	1.0	0.0	1.9	0.0
Dutch	0.0	0.0	3.0	0.6	1.7	0.0	3.3	0.6	3.0	0.8
Other	0.0	0.0	1.6	0.4	0.4	0.0	1.6	0.0	2.1	0.4
<i>Vietnam</i>										
Vietnamese	0.2	0.1	8.7	6.0	2.1	0.0	4.8	0.2	2.3	1.1
Chinese	0.2	0.1	7.9	4.8	2.0	0.0	3.6	0.1	3.1	1.1
English	0.0	0.0	11.6	7.3	3.1	0.0	6.3	0.6	3.1	1.4
Australian	0.8	0.0	10.0	5.8	3.2	0.0	7.2	0.0	2.4	1.1
Other	0.0	1.3	10.7	6.8	1.6	0.0	5.8	0.0	3.6	0.0

	Labourers nfd		Cleaners and Laundry Workers		Construction and Mining Labourers		Factory Process Workers		Farm, Forestry and Garden Workers		Food Preparation Assistants		Other Labourers	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>Australia</i>	0.44	0.1	1.30	2.5	2.64	0.1	1.86	0.9	1.47	0.5	1.11	1.4	2.76	0.9
<i>China*</i>														
Chinese	0.1	0.1	3.4	3.9	0.6	0.0	3.1	4.1	0.2	0.3	3.4	3.0	1.0	0.4
English	0.2	0.0	2.7	2.0	0.5	0.0	2.3	2.5	0.3	0.7	4.0	1.4	1.2	0.5
Russian	0.0	0.0	0.0	4.9	1.8	0.0	1.0	1.1	0.0	0.0	0.0	2.6	1.2	1.3
Other	0.0	0.0	5.4	2.7	0.7	0.0	2.5	2.9	0.0	0.0	3.5	4.0	2.7	0.0
<i>Hong Kong^</i>														

Chinese	0.0	0.0	1.1	1.2	0.1	0.0	1.2	1.5	0.3	0.4	2.1	1.8	0.9	0.3
English	0.2	0.0	1.5	1.6	0.9	0.0	0.7	0.9	0.4	1.0	1.4	1.3	2.0	0.7
Australian	0.0	0.0	0.0	2.8	0.0	0.0	1.7	0.0	0.0	0.0	2.1	2.4	3.3	1.6
Other	0.0	0.0	1.1	0.4	0.0	0.0	1.6	0.4	0.0	0.0	0.9	0.4	1.9	0.4
India														
Indian	0.2	0.1	3.0	3.4	0.2	0.0	3.5	2.6	0.6	0.4	2.1	1.9	1.7	0.5
English	0.3	0.2	4.4	5.9	0.6	0.0	4.6	2.7	1.0	0.4	1.9	2.1	2.6	1.0
Punjabi	0.9	0.0	5.9	1.4	0.7	0.0	6.4	1.5	3.1	0.0	3.1	1.4	2.2	0.3
Sikh	0.7	0.4	4.6	6.8	0.9	0.0	5.6	7.8	1.8	2.9	2.6	5.2	1.9	0.8
Anglo-Indian	0.0	0.0	1.5	6.2	0.2	0.0	3.5	7.1	0.3	3.1	0.4	3.2	3.5	1.2
Australian	0.6	0.0	3.2	6.1	0.4	0.0	3.9	3.8	1.3	1.0	1.7	1.5	2.4	0.8
Irish	0.0	0.0	1.6	1.9	2.1	0.0	1.8	3.1	0.0	0.0	0.0	3.4	4.1	0.0
Scottish	0.0	0.0	2.5	2.7	2.1	0.0	2.1	0.0	0.0	0.0	0.0	1.6	2.8	1.6
Southern Asian, nfd	0.5	0.0	6.2	9.7	0.3	0.0	4.7	3.2	1.2	1.5	3.1	2.6	2.0	0.6
Other	0.0	0.1	3.2	4.0	0.2	0.0	3.5	1.7	0.3	0.1	2.2	1.3	1.5	0.4
Indonesia														
Chinese	0.1	0.0	1.9	2.0	0.2	0.0	2.1	2.1	0.1	0.1	3.6	2.4	1.7	0.6
Indonesian	0.3	0.1	7.0	9.7	1.1	0.1	4.9	4.2	0.8	0.8	4.5	4.1	2.8	1.3
Dutch	0.0	0.0	1.6	3.4	1.2	0.0	1.9	1.1	1.8	1.3	0.5	1.5	2.8	1.1
English	0.0	0.0	5.5	7.0	1.0	0.0	2.7	1.8	1.4	0.0	3.8	3.9	3.1	0.0
Australian	0.0	0.0	2.7	1.5	3.7	0.0	2.1	2.6	0.0	0.0	4.8	1.5	3.2	0.0
Other	0.0	0.0	7.5	8.4	1.2	0.0	4.6	2.4	1.6	0.0	3.6	4.5	2.8	0.4
Korea, South														
Korean	0.2	0.1	11.3	8.0	0.5	0.1	3.2	2.5	1.9	1.1	2.3	2.1	0.9	0.3

English	0.0	0.0	10.9	5.6	1.6	0.0	2.4	3.2	2.4	3.6	1.6	0.0
Other	0.0	0.0	8.8	3.1	1.1	0.0	3.3	2.3	2.2	1.8	2.3	0.0
Malaysia												
Chinese	0.1	0.0	0.7	1.1	0.2	0.0	1.5	1.3	0.1	1.8	1.6	0.4
Malay	0.0	0.0	4.8	3.4	0.6	0.0	2.0	1.2	0.9	1.6	1.3	0.7
Indian	0.0	0.2	1.2	1.3	0.3	0.0	1.1	0.7	0.0	1.2	1.4	0.5
English	0.0	0.0	1.5	1.8	1.3	0.2	1.4	1.0	1.0	0.6	0.7	0.6
Australian	0.3	0.0	0.0	1.9	2.4	0.0	0.7	0.6	0.8	0.7	1.0	1.0
Other	0.2	0.0	0.6	1.3	0.3	0.0	0.7	1.0	0.6	0.1	1.1	0.2
Philippines												
Filipino	0.2	0.1	3.2	8.5	0.7	0.0	6.5	6.9	0.5	2.3	3.1	0.9
Chinese	0.2	0.0	2.6	4.1	0.8	0.0	4.4	3.9	0.0	2.4	2.3	0.6
Spanish	0.0	0.0	2.8	7.9	0.7	0.0	4.8	5.1	0.5	1.1	2.9	1.1
English	0.4	0.0	3.5	7.3	2.5	0.0	8.7	5.2	0.6	2.0	2.7	1.4
Asian, so described	0.0	0.0	4.1	13.7	0.0	0.0	5.4	12.0	0.0	1.1	4.0	1.8
Australian	0.6	0.0	1.2	5.4	2.7	0.0	5.4	4.9	0.6	2.9	2.8	1.7
Other	0.4	0.0	1.9	5.8	1.1	0.0	2.6	5.1	0.5	1.9	1.8	0.7
Singapore												
Chinese	0.1	0.1	0.8	0.8	0.2	0.0	0.9	0.6	0.1	1.2	1.1	0.4
English	0.3	0.0	1.3	1.7	0.9	0.0	0.8	0.2	0.4	0.3	0.9	0.3
Indian	0.0	0.0	0.3	0.7	0.3	0.0	1.1	0.6	0.0	1.0	1.1	0.9
Singaporean	0.0	0.0	2.7	1.3	1.1	0.0	2.1	1.2	0.0	1.4	1.1	0.4
Malay	0.0	0.0	2.4	2.7	0.0	0.0	2.4	3.0	0.0	2.6	1.6	1.6
Australian	0.0	0.0	1.2	2.5	2.6	0.0	0.0	0.0	0.7	0.8	1.3	0.8

Other	0.0	0.2	2.2	1.2	0.4	0.0	0.7	1.2	0.3	0.0	0.6	0.8	1.6	0.0
<i>Sri Lanka</i>														
Sri Lankan	0.1	0.0	5.1	3.3	0.2	0.0	3.3	2.0	0.2	0.1	1.6	2.5	1.9	0.5
Sinhalese	0.1	0.0	4.6	3.1	0.2	0.0	4.3	3.4	0.2	0.3	1.5	3.7	1.6	0.7
Tamil, nfd	0.1	0.0	1.8	1.1	0.3	0.0	6.4	4.9	0.0	0.3	0.8	1.9	1.7	0.3
English	0.0	0.0	6.9	5.1	0.3	0.0	3.8	4.2	0.0	0.6	1.6	1.8	2.4	1.1
Sri Lankan Tamil	0.2	0.0	1.5	0.5	0.0	0.0	3.9	3.2	0.0	0.6	0.7	0.8	1.6	0.3
Dutch	0.0	0.0	3.6	4.2	0.5	0.0	1.9	2.2	0.6	0.0	0.5	2.6	3.2	0.8
Other	0.0	0.6	3.6	2.0	0.2	0.0	2.2	1.6	0.0	0.0	1.4	1.6	2.0	0.4
<i>Vietnam</i>														
Vietnamese	0.4	0.2	2.2	2.6	0.7	0.0	10.8	11.0	0.8	1.0	1.8	2.6	2.1	0.6
Chinese	0.3	0.1	1.5	2.2	0.4	0.0	10.1	12.2	0.3	0.3	3.0	3.1	1.6	0.6
English	0.3	0.8	2.4	1.4	0.6	0.0	12.2	12.2	1.7	1.9	1.4	2.1	2.1	0.8
Australian	0.6	0.8	2.0	3.8	0.6	0.0	12.2	11.8	0.6	0.0	1.0	2.2	3.2	0.0
Other	0.0	0.0	0.0	2.5	2.3	0.0	12.3	13.5	1.6	0.0	1.3	1.3	0.0	0.0

Source: Author's calculations using 2011 Australian Census data

Notes:

Denotes greater than 5% above Australian-born

Denotes greater than 5% below Australian-born

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

To avoid the release of confidential data, the values could not be generated for the Maritime South-East Asian, nec ancestry group within the Malaysia birthplace and the Southern Asia, nfd ancestry group within the India birthplace, and thus have been excluded from this table.

Appendix 11: Weighted AUSEI06 occupational status scores for 2-digit occupations, major ancestry groups in Asian birthplace groups and Australia-born, by gender and total persons, 2011

Birthplace & Ancestry	Males	Females	Persons
<i>China*</i>			
Chinese	46.9	50.1	48.5
English	46.0	49.8	47.9
Russian	50.0	49.5	49.7
Other	45.2	50.5	47.5
<i>Hong Kong^</i>			
Chinese	56.5	57.3	56.9
English	53.7	54.1	53.9
Australian	54.0	54.0	54.0
Other	53.9	59.4	56.7
<i>India</i>			
Indian	49.2	54.0	50.9
English	41.9	48.1	44.4
Punjabi	30.7	38.3	32.9
Sikh	34.6	40.9	36.6
Anglo-Indian	48.5	52.2	50.3
Australian	41.4	46.9	43.3
Irish	49.9	52.3	50.9
Scottish	50.4	58.4	53.5
Southern Asian, nfd	42.6	47.0	44.0
Other	50.6	53.8	51.8
<i>Indonesia</i>			
Chinese	53.4	52.1	52.7
Indonesian	42.4	43.0	42.8
Dutch	51.4	53.6	52.4
English	46.2	47.4	46.7
Australian	45.3	51.2	48.3
Other	46.2	47.2	46.7
<i>Korea, Republic of (South)</i>			
Korean	44.2	47.8	45.9
English	39.2	48.7	44.0
Other	47.8	51.8	50.1
<i>Malaysia</i>			
Chinese	61.5	61.1	61.3
Malay	54.3	57.9	56.2

Indian	61.6	61.8	61.7
English	52.9	55.8	54.3
Australian	53.1	55.3	54.2
Other	58.6	59.4	59.0
<i>Philippines</i>			
Filipino	42.3	45.4	44.1
Chinese	51.4	51.3	51.3
Spanish	44.7	44.5	44.6
English	35.1	36.8	36.0
Asian, so described	44.7	51.3	48.7
Australian	41.4	42.1	41.8
Other	46.4	49.7	48.1
<i>Singapore</i>			
Chinese	61.3	60.7	60.9
English	55.1	56.6	55.8
Indian	58.6	61.9	60.3
Singaporean	53.5	58.1	56.0
Malay	45.5	53.5	49.4
Australian	51.6	55.1	53.3
Other	56.6	57.2	56.9
<i>Sri Lanka</i>			
Sri Lankan	52.6	53.1	52.8
Sinhalese	52.4	51.7	52.1
Tamil, nfd	56.1	54.6	55.5
English	46.1	47.8	46.8
Sri Lankan Tamil	60.6	58.5	59.8
Dutch	50.4	48.3	49.5
Other	55.3	55.0	55.2
<i>Vietnam</i>			
Vietnamese	39.8	42.7	41.2
Chinese	40.0	43.1	41.4
English	32.1	35.8	33.6
Australian	35.2	41.2	37.7
Other	36.8	45.0	40.3

Source: Author's calculations using 2011 Australian Census data and Australian Socioeconomic Index (AUSEI06) (McMillan et al. 2009)

Notes:

Denotes greater than 5 points above Australian-born

Denotes greater than 5 points below Australian-born

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable. To avoid the release of confidential data, the values could not be generated for the Maritime South-East Asian, nec ancestry group within the Malaysia birthplace and the Southern Asia, nfd ancestry group within the India birthplace, and thus have been excluded from this table.

Appendix 12: Indirectly standardised ratios (of age, English proficiency and education) of percentages in 2-digit occupations, Asian birthplace groups, by gender, 2011

Birthplace	China*		Hong Kong [^]		India		Indonesia		South Korea	
	M	F	M	F	M	F	M	F	M	F
Sex										
Managers nfd	0.8	1.3	0.5	0.7	0.5	0.8	0.4	0.9	0.6	1.0
Chief Executives, General Managers and Legislators	0.5	0.5	0.4	0.4	0.4	0.3	0.5	0.2	0.8	0.9
Farmers and Farm Managers	0.3	0.4	0.2	0.5	0.5	0.3	0.2	0.2	0.8	2.4
Specialist Managers	0.5	0.5	0.6	0.7	0.6	0.5	0.5	0.5	0.4	0.4
Hospitality, Retail and Service Managers	1.9	1.8	1.1	1.0	1.1	0.7	1.1	1.1	1.8	1.9
Professionals nfd	1.2	0.8	0.8	0.9	0.5	0.6	1.1	1.0	0.8	0.6
Arts and Media Professionals	0.3	0.3	0.4	0.5	0.1	0.2	0.4	0.2	0.5	0.6
Business, Human Resource and Marketing Professionals	0.7	1.4	1.0	1.4	0.6	0.6	0.7	1.1	0.6	0.7
Design, Engineering, Science and Transport Professionals	0.7	0.7	0.9	1.0	0.6	0.5	0.9	1.1	0.5	0.8
Education Professionals	0.4	0.2	0.4	0.2	0.2	0.3	0.4	0.2	0.4	0.4
Health Professionals	0.5	0.9	1.6	1.5	0.7	1.3	0.4	0.4	0.8	1.3
ICT Professionals	1.8	2.3	2.1	3.1	2.0	5.0	1.9	2.5	1.0	1.1
Legal, Social and Welfare Professionals	0.2	0.2	0.6	0.6	0.2	0.2	0.3	0.2	1.1	0.6
Technicians and Trades Workers nfd	2.4	5.6	2.0	0.0	1.7	1.5	1.1	2.2	0.5	0.0
Engineering, ICT and Science Technicians	1.0	1.4	1.3	1.2	0.8	1.9	1.2	1.5	0.5	0.7
Automotive and Engineering Trades Workers	1.4	5.5	1.1	0.0	1.6	1.1	1.0	0.0	2.2	0.0
Construction Trades Workers	1.2	1.6	0.3	0.0	0.1	0.8	0.2	0.0	2.8	5.6
Electrotechnology and Telecommunications Trades Workers	1.5	4.0	1.2	0.0	0.7	2.8	0.8	0.0	0.8	1.0
Food Trades Workers	10.3	6.3	5.9	1.9	7.3	7.9	9.3	7.4	14.1	17.8
Skilled Animal and Horticultural Workers	0.3	0.8	0.2	0.3	0.8	0.4	0.4	0.6	0.1	1.0

Other Technicians and Trades Workers	1.2	1.1	1.1	0.7	0.7	0.7	1.2	0.8	1.7	2.7
Community and Personal Service Workers nfd	0.0	2.0	0.0	0.0	8.2	0.0	0.0	3.5	0.0	0.0
Health and Welfare Support Workers	1.0	0.5	0.6	0.6	0.5	0.5	0.3	0.4	1.7	0.6
Carers and Aides	1.9	1.6	1.4	1.2	3.2	3.7	1.7	1.6	2.6	1.7
Hospitality Workers	3.6	5.7	4.0	3.5	1.2	1.7	3.2	4.4	3.3	6.2
Protective Service Workers	0.2	0.2	0.4	0.2	1.4	0.8	0.3	0.0	0.1	0.4
Sports and Personal Service Workers	1.5	0.9	1.4	0.9	0.3	0.6	0.6	0.6	1.9	0.9
Clerical and Administrative Workers nfd	0.7	1.0	1.4	0.7	0.7	1.5	0.0	1.4	0.0	0.9
Office Managers and Program Administrators	0.4	0.5	0.7	1.0	0.6	0.7	0.5	0.8	0.4	0.5
Personal Assistants and Secretaries	0.6	0.4	0.0	1.1	0.1	0.7	0.0	0.8	0.0	0.5
General Clerical Workers	1.0	1.0	1.2	1.1	0.6	1.1	1.7	1.6	0.6	0.8
Inquiry Clerks and Receptionists	0.8	0.8	1.2	1.0	1.5	1.5	1.3	1.0	0.8	0.8
Numerical Clerks	1.2	2.2	1.5	1.8	1.2	1.8	1.9	2.3	0.6	0.7
Clerical and Office Support Workers	1.5	1.1	1.8	1.3	2.7	2.0	3.9	1.6	0.8	0.8
Other Clerical and Administrative Workers	1.0	1.1	0.8	1.3	0.9	1.0	1.2	1.1	0.8	0.5
Sales Workers nfd	2.4	1.1	0.0	0.0	1.7	0.5	0.7	0.0	0.0	0.0
Sales Representatives and Agents	1.0	1.3	0.8	1.0	0.5	0.6	0.7	0.7	0.6	0.7
Sales Assistants and Salespersons	1.8	1.6	1.2	0.9	1.7	1.6	1.6	1.4	1.0	1.5
Sales Support Workers	2.9	2.5	1.2	1.5	3.7	3.2	2.2	2.7	1.0	1.5
Machinery Operators and Drivers nfd	5.3	120.4	0.0	0.0	7.7	0.0	1.8	0.0	0.0	0.0
Machine and Stationary Plant Operators	2.9	10.6	1.0	2.1	3.7	3.5	2.4	4.3	0.5	2.2
Mobile Plant Operators	1.0	0.0	0.3	0.0	1.5	0.0	1.2	0.6	0.2	0.0
Road and Rail Drivers	3.9	1.8	1.1	0.5	7.2	2.3	2.8	1.1	2.2	0.0
Storepersons	4.1	6.2	2.4	1.8	3.0	8.7	3.3	5.9	0.8	0.9
Labourers nfd	0.9	2.9	0.0	0.0	2.1	7.5	0.0	0.0	0.7	0.0
Cleaners and Laundry Workers	8.5	7.6	1.6	1.4	7.7	11.1	9.6	7.6	23.6	12.8
Construction and Mining Labourers	0.7	2.0	0.2	0.0	0.2	0.0	0.5	0.0	0.5	6.4

Factory Process Workers	5.4	13.1	1.7	2.6	7.6	14.9	4.4	8.2	4.7	8.2
Farm, Forestry and Garden Workers	0.5	1.5	0.2	3.4	1.7	4.9	1.0	2.4	3.4	4.3
Food Preparation Assistants	8.9	7.5	5.2	2.6	6.2	9.2	9.6	8.1	7.3	7.5
Other Labourers	0.9	1.8	0.8	0.3	1.7	2.5	2.1	2.8	0.9	1.2
Birthplace	Malaysia		Philippines		Singapore		Sri Lanka		Vietnam	
Sex	M	F	M	F	M	F	M	F	M	F
Managers nfd	0.7	0.8	0.3	0.3	0.5	1.3	0.6	0.4	0.4	0.6
Chief Executives, General Managers and Legislators	0.5	0.6	0.1	0.2	0.8	0.5	0.4	0.2	0.3	0.4
Farmers and Farm Managers	0.1	0.2	0.6	0.5	0.1	0.1	0.1	0.0	0.9	1.0
Specialist Managers	0.8	0.8	0.3	0.4	0.8	0.9	0.7	0.6	0.5	0.6
Hospitality, Retail and Service Managers	1.0	0.9	0.4	0.7	1.1	1.0	0.9	0.5	0.9	0.9
Professionals nfd	1.0	1.1	0.8	0.6	1.3	1.5	0.8	1.1	1.1	1.1
Arts and Media Professionals	0.4	0.4	0.3	0.2	0.7	1.0	0.2	0.3	0.3	0.2
Business, Human Resource and Marketing Professionals	1.0	1.4	0.5	0.7	1.0	1.3	0.9	1.2	0.6	1.1
Design, Engineering, Science and Transport Professionals	1.2	1.3	0.7	0.6	1.1	1.1	1.2	1.2	0.9	0.9
Education Professionals	0.4	0.3	0.2	0.1	0.7	0.5	0.3	0.4	0.4	0.2
Health Professionals	1.9	1.6	1.1	1.5	1.4	1.1	1.1	1.2	1.4	1.2
ICT Professionals	1.6	3.1	1.4	2.3	1.4	2.5	2.0	3.3	2.4	3.5
Legal, Social and Welfare Professionals	0.5	0.5	0.2	0.2	0.8	0.7	0.3	0.5	0.7	0.6
Technicians and Trades Workers nfd	1.6	2.2	2.1	2.2	2.0	0.0	1.7	0.0	2.0	2.0
Engineering, ICT and Science Technicians	1.1	1.5	1.7	2.1	1.2	1.4	1.0	2.2	1.4	1.8
Automotive and Engineering Trades Workers	1.1	1.0	2.5	2.3	1.7	0.0	1.5	0.0	1.1	1.3
Construction Trades Workers	0.3	0.0	0.3	0.7	0.3	0.0	0.1	0.0	0.5	0.6
Electrotechnology and Telecommunications Trades Workers	0.9	0.7	1.5	1.9	0.8	0.0	1.0	0.0	1.5	3.4
Food Trades Workers	5.8	3.7	3.1	2.6	3.3	2.4	5.4	3.0	4.6	2.3
Skilled Animal and Horticultural Workers	0.4	0.4	0.4	0.4	0.3	1.2	0.4	0.3	0.2	0.9

Other Technicians and Trades Workers	0.8	0.8	1.0	0.4	0.8	0.6	0.7	0.6	1.5	1.4
Community and Personal Service Workers nfd	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	2.9
Health and Welfare Support Workers	0.8	0.5	1.0	0.9	0.6	0.7	0.4	0.6	0.8	0.5
Carers and Aides	1.6	1.1	5.9	2.8	1.5	1.1	1.8	2.6	1.4	1.4
Hospitality Workers	2.3	2.7	2.3	2.6	2.1	2.3	1.7	1.2	2.8	3.2
Protective Service Workers	0.5	0.2	0.6	0.3	0.9	0.0	0.3	0.1	0.3	0.2
Sports and Personal Service Workers	0.7	0.7	0.6	0.5	1.4	1.1	0.5	0.4	1.3	2.2
Clerical and Administrative Workers nfd	0.1	2.1	1.6	1.6	0.9	1.0	1.0	1.3	0.2	0.8
Office Managers and Program Administrators	1.0	1.0	0.6	0.6	1.0	1.3	0.8	0.9	0.5	0.6
Personal Assistants and Secretaries	0.7	0.9	0.3	0.5	0.5	1.3	0.0	0.5	0.5	0.4
General Clerical Workers	0.8	1.0	1.3	1.0	0.9	1.1	0.7	0.9	1.0	0.7
Inquiry Clerks and Receptionists	1.1	0.9	1.7	1.0	1.3	1.1	1.2	0.9	0.8	0.8
Numerical Clerks	1.5	1.6	1.7	1.8	1.3	1.4	2.0	1.7	1.1	1.5
Clerical and Office Support Workers	1.5	1.1	2.7	2.7	1.7	1.0	2.0	1.8	2.9	2.0
Other Clerical and Administrative Workers	1.0	1.0	1.3	1.3	1.1	1.1	1.1	1.2	0.8	0.9
Sales Workers nfd	1.1	0.0	0.6	1.6	1.0	0.0	0.0	0.0	0.0	0.0
Sales Representatives and Agents	0.8	0.9	0.3	0.4	1.0	1.1	0.4	0.4	0.5	0.6
Sales Assistants and Salespersons	0.9	0.8	0.9	1.1	1.3	0.9	1.3	0.8	1.2	1.1
Sales Support Workers	1.0	1.2	2.1	1.9	1.2	1.2	2.1	1.7	1.1	1.2
Machinery Operators and Drivers nfd	2.2	0.0	4.6	13.9	0.8	0.0	2.0	0.0	1.2	0.0
Machine and Stationary Plant Operators	1.3	1.9	5.2	8.8	1.2	0.0	3.0	3.8	4.0	8.5
Mobile Plant Operators	0.6	0.0	2.3	1.7	0.3	0.0	0.7	0.0	1.1	0.0
Road and Rail Drivers	0.7	0.0	0.7	0.8	1.0	0.0	1.2	0.0	1.3	0.0
Storepersons	1.7	0.8	4.6	9.9	1.4	0.5	2.9	2.2	3.1	5.2
Labourers nfd	0.2	0.0	1.1	2.2	0.0	0.0	0.5	0.0	0.6	2.1
Cleaners and Laundry Workers	2.4	1.1	4.6	8.0	1.9	0.6	7.7	3.1	1.6	1.5
Construction and Mining Labourers	0.4	0.0	0.4	0.0	0.2	0.0	0.2	0.0	0.3	0.0

Factory Process Workers	2.4	2.8	9.0	18.0	1.2	0.8	6.1	6.2	6.2	12.2
Farm, Forestry and Garden Workers	0.7	0.3	1.0	3.2	0.4	0.0	0.5	1.2	0.8	1.8
Food Preparation Assistants	4.8	2.6	5.4	6.5	2.6	1.8	5.1	5.6	4.6	3.3
Other Labourers	1.1	0.7	1.5	2.3	0.8	0.7	1.5	1.5	1.1	1.4

Source: Author's calculations using 2011 Australian Census data

Notes:

Denotes indirectly standardised ratio greater than 1.0

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

Appendix 13: Indirectly standardised ratios (of age, English proficiency and education) of percentages in 1-digit occupations, major ancestry groups in Asian birthplace groups, by gender, 2011

Occupation (1-Digit)	Managers		Professionals		Technicians and Trades Workers		Community and Personal Service Workers		Clerical and Admin- istrative Workers		Sales Workers		Machinery Operators and Drivers		Labourers	
Sex	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>China*</i>																
Chinese	0.7	0.8	0.7	0.7	1.7	1.9	1.1	1.3	1.1	1.4	1.8	2.2	3.4	4.7	3.1	5.6
English	1.0	1.0	0.5	0.6	1.6	1.2	0.9	1.1	1.0	1.2	1.7	3.0	3.8	0.0	2.9	2.6
Russian	0.6	0.4	1.1	0.9	1.6	0.0	0.0	1.1	0.8	1.4	1.0	0.6	0.6	0.0	0.4	1.4
Other	0.9	0.4	0.7	0.8	1.1	0.0	1.7	2.7	0.7	0.8	1.5	1.3	1.6	2.3	3.3	0.0
<i>Hong Kong^</i>																
Chinese	0.6	0.8	1.0	0.9	1.3	1.2	1.0	1.0	1.3	1.5	1.2	1.3	1.2	1.5	1.2	1.6
English	1.0	1.0	0.9	1.0	1.0	1.1	2.0	1.3	1.0	1.0	1.2	0.7	1.0	0.0	1.0	1.0
Australian	1.1	0.0	1.2	1.0	1.1	0.0	0.4	0.0	0.4	1.5	0.8	1.8	0.0	0.0	0.0	0.0
Other	1.0	1.0	0.9	1.0	0.9	0.0	1.1	0.9	1.7	1.3	1.0	1.1	0.6	0.0	1.0	0.0
<i>India</i>																
English	0.7	0.6	0.6	0.7	1.0	1.3	1.0	1.3	1.2	1.2	1.2	1.0	3.4	1.1	2.8	5.4
Australian	0.9	0.4	0.5	0.6	1.0	1.0	1.0	1.8	0.9	1.2	1.1	1.6	5.3	0.0	2.4	8.3
Anglo-Indian	0.7	0.7	0.8	0.8	0.9	0.5	1.1	1.4	2.0	1.5	1.0	0.9	2.3	1.7	1.4	0.7
Indian	0.6	0.5	0.7	0.7	1.2	2.0	1.0	1.7	1.3	1.5	1.7	2.1	5.0	3.8	3.4	7.9
Punjabi	0.5	0.4	0.2	0.4	0.8	2.7	0.9	1.9	0.9	0.5	1.0	2.0	9.4	4.3	3.7	14.4

Sikh	0.6	0.3	0.3	0.4	0.9	2.1	1.0	2.0	1.2	1.0	0.8	1.9	9.6	8.9	3.7	13.1
Scottish	1.1	1.3	0.9	1.0	1.0	0.0	0.0	0.5	0.0	1.0	2.2	0.4	0.0	0.0	2.0	0.0
Irish	1.1	0.3	0.7	0.8	0.8	0.0	2.0	1.0	1.4	1.8	1.2	0.0	1.6	0.0	0.6	1.9
Southern Asian, nfd	0.6	0.5	0.5	0.5	1.2	2.9	1.0	1.7	1.4	1.1	1.7	1.9	4.0	0.0	5.0	12.7
Other	0.6	0.5	0.7	0.7	1.3	1.6	1.2	1.6	1.2	1.5	1.6	1.3	2.8	2.9	2.9	4.4
Indonesia																
Chinese	0.7	0.7	0.8	0.6	1.4	2.1	0.8	0.9	1.9	2.0	1.7	2.1	2.5	3.4	2.6	4.2
English	0.7	0.0	0.9	1.1	0.9	2.3	0.7	1.7	0.2	0.9	1.0	0.0	1.6	0.0	2.9	0.0
Australia	0.4	0.0	0.7	1.2	1.3	0.0	2.0	1.0	1.2	1.0	0.0	0.0	0.0	7.7	3.0	1.4
Dutch	1.0	0.7	1.0	0.9	1.1	0.8	0.4	1.8	1.1	0.8	1.1	0.8	1.0	0.0	1.3	0.5
Indonesian	0.4	0.6	0.7	0.5	1.3	1.6	0.9	1.4	1.7	1.3	1.3	1.7	3.2	3.4	4.9	7.7
Other	0.5	1.0	0.9	0.7	1.0	0.7	1.2	1.5	1.8	1.0	0.8	0.9	1.6	0.0	3.5	4.4
Korea, Republic of (South)																
Korean	0.7	0.9	0.6	0.7	2.0	3.5	1.1	1.4	0.7	0.8	1.0	1.5	1.3	1.2	4.8	7.1
English	0.9	1.1	0.5	0.9	1.7	2.5	0.0	2.0	0.6	0.6	1.4	0.2	0.0	0.0	4.9	2.8
Other	0.8	1.3	0.9	0.9	1.7	0.9	1.6	1.2	0.0	0.8	0.7	0.5	1.3	0.0	1.3	1.3
Malaysia																
Chinese	0.7	0.8	1.1	1.0	1.2	1.5	0.7	0.8	1.2	1.3	1.0	1.0	0.9	1.0	1.3	1.6
English	0.8	1.0	1.0	1.0	1.1	1.0	1.6	1.4	1.1	0.9	0.6	0.9	0.8	0.0	1.4	0.6
Australian	1.2	1.0	1.1	1.0	0.8	0.7	1.6	1.1	0.8	1.1	0.3	0.7	0.9	0.0	0.9	0.8
Indian	0.8	0.8	1.0	1.0	0.9	1.0	1.1	1.3	1.3	1.0	0.8	0.7	1.5	0.0	1.0	1.4
Malay	0.7	0.8	1.0	1.0	1.0	1.4	1.1	1.0	1.2	1.1	0.6	1.1	1.2	1.6	3.1	2.3
Maritime South	0.7	0.9	1.1	0.9	1.4	1.4	0.9	0.8	0.7	1.2	0.6	1.5	0.5	5.2	0.0	0.0

Sri Lankan Tamil	0.7	0.5	1.1	0.8	1.0	1.4	0.3	1.1	1.9	1.6	0.2	0.7	2.0	0.0	2.0	1.2
Other	0.8	0.7	1.0	0.9	0.9	0.9	0.9	1.2	1.5	1.2	1.1	1.4	0.7	0.0	1.5	1.3
<i>Vietnam</i>																
Chinese	0.6	0.8	0.9	0.8	1.3	1.6	0.7	0.9	1.2	1.3	1.2	1.3	1.7	2.2	1.5	1.8
English	0.6	0.6	0.6	0.6	0.9	1.8	0.7	1.3	1.0	0.7	1.3	2.0	1.6	1.9	1.8	0.0
Australian	0.2	0.7	0.9	0.8	1.2	0.8	0.5	1.0	1.6	0.8	0.0	0.7	2.2	0.0	1.8	0.9
Vietnamese	0.5	0.7	0.9	0.8	1.3	1.8	0.8	1.3	1.1	1.0	1.0	1.3	2.1	4.1	2.2	2.9
Other	0.4	1.4	0.9	1.1	1.2	2.1	1.7	0.6	0.0	0.9	1.0	1.1	1.5	0.0	2.5	0.0

Source: Author's calculations using 2011 Australian Census data

Notes:

Denotes indirectly standardised ratio greater than 1.0

* Excludes Special Administrative Regions and Taiwan

^ Special Administrative Region of China

nfd denotes 'not further defined' where data cannot be coded to the most detailed level of the variable

nec denotes 'not elsewhere classified' where a suitable substantive category is not included in the classification

Appendix 14: Indirectly standardised ratios (of age, English proficiency and education) of percentages in 2-digit occupations, major ancestry groups in Asian birthplace groups, by gender, 2011

Occupation (2-digit)	Managers and Professionals		Chief Executives, General Managers and Legislators		Farmers and Farm Managers		Specialist Managers		Hospitality, Retail and Service Managers	
Sex	M	F	M	F	M	F	M	F	M	F
<i>China*</i>										
Chinese	0.9	1.2	0.4	0.5	0.1	0.1	0.5	0.5	2.1	2.1
English	1.7	2.9	0.7	0.0	0.0	0.0	0.6	0.4	3.3	2.7
Russian	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.6	0.0	0.0
Other	0.0	0.0	1.2	0.0	0.0	0.0	0.6	0.6	1.5	0.3
<i>Hong Kong^</i>										
Chinese	0.6	0.7	0.3	0.4	0.1	0.1	0.6	0.7	1.3	1.2
English	0.0	1.4	1.5	0.0	0.5	3.3	0.9	1.0	1.7	1.4
Australian	0.0	0.0	0.0	0.0	0.0	0.0	2.2	0.0	1.0	0.6
Other	1.1	0.0	0.3	0.0	0.0	0.0	1.0	1.1	0.4	0.5
<i>India</i>										
English	0.9	0.0	0.8	0.0	0.7	0.0	0.6	0.6	1.0	0.8
Australian	1.2	0.0	0.4	0.0	0.0	0.0	0.7	0.3	1.9	0.0
Anglo-Indian	0.0	0.0	0.6	0.0	0.0	0.0	0.8	1.0	0.9	0.4
Indian	0.6	0.8	0.3	0.3	0.2	0.2	0.6	0.4	1.3	0.8

Punjabi	0.0	0.0	0.3	0.0	1.6	3.3	0.3	0.2	0.9	0.7
Sikh	0.0	0.0	0.3	0.0	0.6	0.0	0.4	0.2	1.2	1.1
Scottish	0.0	0.0	0.0	0.0	0.0	2.7	1.7	1.7	1.4	0.0
Irish	0.0	0.0	1.6	0.0	0.0	0.0	1.3	0.7	0.7	0.4
Southern Asian, nfd	0.0	0.0	0.3	0.0	0.0	0.0	0.5	0.5	1.5	1.0
Other	0.3	0.0	0.4	0.0	0.0	0.0	0.5	0.5	1.0	0.4
Indonesia										
Chinese	0.5	1.4	0.5	0.4	0.0	0.0	0.5	0.6	1.6	1.2
English	0.0	0.0	0.9	0.0	0.0	0.0	0.5	0.0	1.6	0.0
Australia	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0
Dutch	0.0	0.0	1.0	0.0	1.1	0.0	1.2	1.0	0.9	0.0
Indonesian	0.5	0.0	0.3	0.0	0.0	0.0	0.3	0.4	1.2	1.1
Other	0.0	0.0	0.0	0.0	0.0	5.8	0.6	0.8	0.0	1.8
Korea, Republic of (South)										
Korean	0.7	1.2	0.7	0.9	0.3	0.7	0.4	0.4	2.1	2.0
English	0.0	0.0	0.0	0.0	0.0	0.0	0.8	1.0	1.0	1.3
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.2	1.1	3.4	0.9
Malaysia										
Chinese	0.8	0.7	0.4	0.5	0.1	0.0	0.7	0.8	1.1	1.0
English	0.3	0.8	1.1	1.7	0.0	4.3	1.0	1.0	0.5	1.3
Australian	0.0	0.0	1.6	0.0	0.0	0.0	1.4	1.3	0.8	0.6
Indian	0.8	0.0	0.4	0.0	0.0	0.0	0.9	1.1	1.3	0.8
Malay	0.7	0.4	0.4	0.5	0.0	0.0	0.7	0.8	1.3	0.8

Maritime South East Asian nec	0.0	0.0	0.0	0.0	0.0	1.1	0.0	0.7	1.2	1.6	0.6
Other	0.0	0.0	1.1	0.7	0.0	0.0	1.0	0.8	1.1	1.1	
<i>Philippines</i>											
Chinese	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.6	0.3	1.0	
English	0.0	0.0	2.5	0.0	0.0	0.0	0.8	0.5	0.0	1.7	
Australia	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.3	1.2	0.0	
Filipino	0.3	0.3	0.1	0.2	0.3	0.3	0.3	0.4	0.5	0.7	
Spanish	0.0	0.0	1.4	0.0	0.0	0.0	0.9	0.6	1.0	0.3	
Asian, so described	0.0	0.0	0.0	0.0	0.5	0.0	0.4	0.4	0.2	0.6	
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.2	1.0	1.2	
<i>Singapore</i>											
Chinese	0.5	1.7	0.6	0.5	0.0	0.0	0.7	0.9	1.2	1.2	
English	1.3	0.0	1.8	1.5	0.0	2.5	1.0	1.1	1.2	0.8	
Australian	0.0	0.0	1.1	0.0	0.0	0.0	1.1	0.7	1.6	0.0	
Indian	0.0	0.0	0.7	0.0	0.0	0.0	0.9	0.9	0.9	0.7	
Malay	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.8	0.0	
Singaporean	0.0	0.0	0.0	0.0	0.0	0.0	1.0	1.1	1.0	0.7	
Other	0.0	0.0	1.5	0.0	0.0	0.0	0.8	1.2	1.3	0.7	
<i>Sri Lanka</i>											
English	0.0	0.0	1.4	0.0	0.0	0.0	0.9	1.3	1.2	0.0	
Dutch	0.0	3.3	1.2	0.0	0.0	0.0	0.9	0.0	2.4	0.0	
Sri Lankan	0.7	0.2	0.5	0.1	0.1	0.0	0.7	0.7	1.0	0.7	
Sinhalese	0.5	0.0	0.2	0.3	0.0	0.0	0.5	0.5	0.8	0.4	

Tamil	0.2	0.0	0.1	0.0	0.0	0.0	0.8	0.5	0.1
Sri Lankan Tamil	1.4	2.5	0.0	1.3	0.0	0.0	0.8	7.7	10.3
Other	0.0	0.0	0.0	0.0	0.0	0.6	1.0	0.8	0.0
<i>Vietnam</i>									
Chinese	0.8	0.4	0.3	0.6	0.1	0.0	0.6	1.2	1.3
English	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	1.0
Australian	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.2	0.0
Vietnamese	0.4	0.7	0.2	0.3	0.5	0.4	0.4	0.6	1.0
Other	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.9

Occupation (2-digit)	Professionals		Arts and Media Professionals		Business, Human Resource and Marketing Professionals		Design, Engineering, Science and Transport Professionals		Education Professionals		Health Professionals		ICT Professionals		Legal, Social and Welfare Professionals	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>China*</i>																
Chinese	1.2	0.8	0.3	0.2	0.7	1.7	0.6	0.6	0.3	0.2	0.5	0.6	2.2	4.0	0.2	0.2
English	0.9	0.0	0.1	0.0	0.6	1.8	0.5	0.5	0.2	0.1	0.5	0.7	1.3	1.1	0.3	0.0
Russian	0.0	0.0	0.0	0.0	0.3	0.9	1.6	1.6	1.0	1.0	1.5	0.7	0.0	0.0	2.1	2.1
Other	0.0	0.0	0.0	0.0	1.3	1.6	0.1	0.5	0.9	0.7	1.9	0.8	1.9	0.0	0.4	0.2
<i>Hong Kong^</i>																
Chinese	0.9	1.1	0.3	0.3	1.1	1.7	0.8	1.0	0.3	0.2	1.9	1.1	2.4	5.1	0.6	0.6
English	0.0	0.0	1.0	1.2	1.0	1.4	1.2	1.0	1.0	0.5	0.9	1.2	1.0	0.0	0.8	0.5

Australian	0.0	0.0	0.0	0.0	0.0	2.0	0.7	0.9	1.5	0.0	1.1	0.0	1.2	1.7	0.0	0.0	2.3
Other	0.0	1.4	0.0	0.0	2.5	1.4	1.2	0.8	0.5	0.5	0.5	1.2	1.2	2.0	0.8	0.2	0.7
India																	
English	0.3	0.5	0.2	0.2	0.0	0.6	0.7	0.4	0.3	0.5	0.5	0.5	1.2	1.4	2.6	0.3	0.4
Australian	0.0	0.0	0.0	0.0	0.0	0.5	0.9	0.2	0.2	0.0	0.7	0.5	1.0	1.0	5.8	0.2	0.2
Anglo-Indian	0.0	0.0	0.2	0.2	0.2	1.0	1.1	1.0	0.3	0.8	0.7	0.2	1.3	1.3	0.0	0.4	0.8
Indian	0.5	0.6	0.1	0.2	0.2	0.6	0.7	0.5	0.4	0.2	0.3	0.8	1.0	2.6	8.5	0.1	0.2
Punjabi	0.0	0.0	0.0	0.0	0.0	0.2	0.3	0.3	0.3	0.2	0.4	0.2	0.7	0.6	0.9	0.0	0.0
Sikh	0.0	0.0	0.0	0.0	0.3	0.4	0.6	0.2	0.0	0.1	0.5	0.4	0.5	0.9	3.9	0.1	0.0
Scottish	0.0	0.0	0.0	0.0	0.0	1.7	1.2	0.3	0.0	1.0	0.9	0.4	0.9	2.3	0.0	0.0	2.6
Irish	2.0	0.0	0.0	0.0	0.0	0.7	1.8	1.2	0.0	0.6	1.2	1.2	1.5	0.0	0.0	0.0	1.0
Southern Asian, nfd	0.0	0.9	0.0	0.0	0.0	0.6	0.7	0.3	0.6	0.1	0.2	0.7	0.6	2.2	9.3	0.0	0.2
Other	0.5	1.4	0.2	0.4	0.4	0.7	0.7	0.7	0.4	0.3	0.4	0.9	1.3	2.4	5.5	0.4	0.4
Indonesia																	
Chinese	1.3	0.9	0.3	0.2	0.2	0.8	1.6	0.7	1.0	0.2	0.1	0.5	0.3	2.7	5.0	0.2	0.1
English	0.0	0.0	0.0	0.0	0.0	0.6	0.9	2.2	0.0	0.9	0.7	0.0	2.2	0.4	0.0	1.6	0.5
Australia	0.0	0.0	0.0	0.0	0.0	0.0	1.7	0.0	2.3	1.7	1.3	0.0	2.4	0.0	0.0	0.0	2.0
Dutch	0.0	0.0	4.1	0.0	0.0	1.2	0.0	0.9	0.0	0.7	1.1	0.9	1.4	2.5	0.0	0.7	0.7
Indonesian	1.3	1.1	0.3	0.1	0.1	0.5	1.0	0.8	0.9	0.4	0.3	0.3	0.3	1.7	2.7	0.2	0.2
Other	0.0	0.0	0.0	0.0	0.0	1.1	1.4	1.2	1.5	0.9	0.3	1.1	0.2	2.2	0.0	0.0	0.7
Korea, Republic of (South)																	
Korean	0.9	0.7	0.4	0.5	0.5	0.6	0.7	0.4	0.7	0.3	0.3	0.8	1.0	1.1	1.6	1.1	0.6
English	0.0	0.0	0.0	0.0	0.0	0.7	1.4	0.7	0.0	0.0	0.6	2.2	1.3	0.0	0.0	0.0	1.0

Other	0.0	0.0	1.7	0.0	0.8	1.4	1.4	1.4	1.4	0.0	0.5	0.8	1.0	1.3	0.0	3.7	0.7
Malaysia																	
Chinese	1.0	1.1	0.2	0.3	1.1	1.7	1.1	1.2	0.3	0.2	2.0	1.4	1.8	4.3	0.4	0.4	0.4
English	0.0	1.2	1.5	1.4	1.0	1.0	1.4	1.5	0.7	0.7	1.2	1.4	1.2	0.0	1.1	0.9	0.9
Australian	0.0	0.0	3.2	0.0	0.6	1.1	1.2	0.9	1.4	0.7	1.5	1.7	1.5	1.2	1.5	1.0	1.0
Indian	0.8	0.0	0.3	0.4	1.0	1.2	1.1	0.9	0.5	0.5	2.3	1.9	1.3	2.3	0.7	0.7	0.7
Malay	1.0	2.2	0.2	0.5	1.0	1.4	1.0	1.6	0.4	0.3	1.7	1.4	1.3	3.4	0.7	0.2	0.2
Maritime South East Asian nec	0.0	0.0	0.6	0.0	1.1	1.3	1.2	1.5	0.6	0.3	1.5	1.4	1.9	8.6	0.6	1.0	1.0
Other	0.9	1.5	0.4	0.7	0.9	1.2	1.0	1.1	0.7	0.6	2.0	1.8	1.3	1.3	0.5	0.8	0.8
Philippines																	
Chinese	0.5	2.4	0.0	0.5	0.6	1.1	0.6	0.7	0.1	0.1	2.0	1.0	2.6	5.8	0.0	0.4	0.4
English	0.0	0.0	0.0	2.9	0.6	0.4	1.1	0.6	0.3	0.3	0.0	1.0	0.0	3.2	0.0	0.6	0.6
Australia	0.0	0.0	3.0	2.5	1.5	1.1	1.1	1.2	2.2	0.1	0.0	1.2	1.1	0.0	2.6	0.0	0.0
Filipino	0.9	0.7	0.2	0.2	0.5	0.8	0.6	0.5	0.1	0.1	1.2	1.1	1.5	3.2	0.2	0.2	0.2
Spanish	1.0	0.0	0.0	0.0	1.1	0.6	0.6	0.7	0.1	0.2	1.1	1.0	0.7	1.7	0.0	0.2	0.2
Asian, so described	0.0	0.0	0.0	0.0	0.4	1.1	0.5	0.3	0.2	0.1	2.3	1.9	1.4	0.0	0.0	0.2	0.2
Other	0.0	0.0	0.0	0.0	0.7	1.4	0.7	0.2	0.1	0.3	1.6	0.8	2.3	3.0	0.0	0.5	0.5
Singapore																	
Chinese	1.6	1.9	0.5	0.9	1.0	1.5	1.0	1.3	0.6	0.4	1.6	1.0	1.6	3.3	0.7	0.6	0.6
English	0.0	0.0	1.4	2.4	1.1	1.0	1.5	0.9	0.7	0.7	0.5	1.5	1.4	1.5	1.1	1.0	1.0
Australian	0.0	0.0	0.0	0.0	0.8	1.2	1.5	0.0	1.9	0.9	0.8	1.6	0.7	0.0	0.6	1.2	1.2
Indian	0.0	2.2	0.9	0.0	1.0	1.0	1.0	0.3	0.7	1.0	1.7	1.4	1.2	2.4	1.3	1.0	1.0
Malay	0.0	0.0	0.0	0.0	0.2	1.4	1.3	1.5	0.7	0.2	1.8	1.7	1.5	3.3	0.0	0.8	0.8

Singaporean	0.0	0.0	0.0	0.0	0.0	0.8	1.4	1.3	0.8	1.1	0.7	1.6	1.2	1.7	1.3	0.8	1.0
Other	2.8	0.4	0.7	1.5	1.1	1.1	1.2	1.1	0.8	0.7	0.6	1.4	1.2	1.4	0.4	0.9	0.8
<i>Sri Lanka</i>																	
English	0.0	0.0	0.0	0.0	0.8	0.8	1.8	0.9	0.0	0.5	0.6	0.5	1.2	1.7	2.4	0.0	0.0
Dutch	0.0	0.0	0.8	0.0	1.5	0.3	1.6	0.3	0.0	0.7	1.0	1.7	1.0	1.1	0.0	1.5	1.1
Sri Lankan	0.8	1.2	0.1	0.3	1.0	1.1	1.3	0.9	1.1	0.3	0.3	1.2	1.0	2.0	4.1	0.3	0.5
Sinhalese	0.7	1.4	0.1	0.2	0.8	1.1	1.1	1.3	1.4	0.3	0.3	0.9	0.9	2.6	5.8	0.2	0.4
Tamil	1.6	0.9	0.0	0.0	1.1	1.1	1.7	1.5	1.3	0.3	0.2	1.2	0.9	2.2	5.9	0.1	0.6
Sri Lankan Tamil	0.0	15.3	0.0	3.7	1.1	1.1	17.2	1.5	14.4	0.5	3.9	1.6	9.9	2.3	53.5	0.2	6.4
Other	0.0	2.2	0.3	1.3	1.3	1.3	1.1	0.9	0.5	0.6	0.6	1.2	1.4	2.5	1.9	1.1	0.5
<i>Vietnam</i>																	
Chinese	1.2	1.4	0.2	0.1	0.8	0.8	1.7	0.7	0.9	0.2	0.2	1.3	0.7	2.8	6.3	0.5	0.6
English	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.7	0.0	0.0	0.0	0.0	1.1	0.0	0.0	0.0	0.0
Australian	0.0	0.0	0.0	0.0	0.7	0.7	2.5	0.0	1.6	0.4	0.0	0.5	0.7	4.0	0.0	0.0	0.0
Vietnamese	1.3	1.1	0.2	0.2	0.6	0.6	1.2	0.8	0.9	0.4	0.2	1.6	0.9	2.6	5.1	0.7	0.6
Other	0.0	3.0	0.0	0.0	1.1	1.1	0.8	1.0	0.0	0.0	0.3	3.3	2.2	2.4	0.0	0.0	0.5

Occupation (2-digit)	Technicians and Trades Workers nfd		Engineering, ICT and Science Technicians		Automotive and Engineering Trades Workers		Construction Trades Workers		Electro- technology and Telecomm- unications Trades Workers		Food Trades Workers		Skilled Animal and Horticultural Workers		Other Technicians and Trades Workers	
Sex	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
China*																
Chinese	2.1	4.0	1.1	1.7	1.4	3.6	1.2	1.3	1.6	3.2	13.1	6.4	0.2	0.4	1.3	1.3
English	2.3	0.0	1.1	0.7	1.5	0.0	0.7	0.0	1.0	0.0	11.2	3.9	0.0	0.0	0.9	1.3
Russian	0.0	0.0	1.9	0.0	1.4	0.0	4.8	0.0	2.1	0.0	1.1	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	1.1	0.0	0.0	0.0	2.4	0.0	0.0	0.0	3.1	2.5	0.0	0.0	0.0	0.0
Hong Kong^																
Chinese	2.1	0.0	1.5	1.3	1.1	0.0	0.3	0.0	1.3	0.0	7.7	2.2	0.1	0.4	1.2	1.0
English	0.0	0.0	1.4	1.1	0.8	0.0	0.6	0.0	1.1	0.0	4.5	2.3	0.0	0.0	0.9	0.3
Australian	0.0	0.0	0.5	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.1	0.0	0.0	1.5
Other	0.0	0.0	1.4	0.0	1.3	0.0	0.5	0.0	0.8	0.0	2.7	0.0	0.0	0.0	0.6	0.0
India																
English	2.4	0.0	0.7	1.1	1.2	0.0	0.2	0.0	0.7	0.0	6.1	5.4	0.7	0.0	0.9	0.6
Australian	0.0	0.0	1.3	2.9	1.6	0.0	0.0	0.0	1.2	0.0	9.0	9.5	0.0	0.0	0.0	0.0
Anglo-Indian	0.0	0.0	1.0	0.0	1.2	0.0	0.2	0.0	1.1	0.0	1.7	0.0	0.7	0.0	1.0	0.0
Indian	1.7	1.7	1.0	2.4	1.5	1.0	0.1	0.8	0.7	2.8	8.8	7.4	0.4	0.2	0.6	0.8
Punjabi	1.5	0.0	0.1	1.0	0.8	0.0	0.1	0.0	0.2	0.0	8.7	17.3	0.6	0.0	0.3	0.9
Sikh	0.0	0.0	0.4	1.6	0.8	0.0	0.0	0.0	0.3	0.0	8.7	12.5	0.6	0.0	0.4	0.0

Scottish	0.0	0.0	1.1	0.0	3.4	0.0	0.0	0.0	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Irish	0.0	0.0	0.3	0.0	1.9	0.0	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Southern Asian, nfd	0.0	0.0	1.0	1.5	1.1	0.0	0.0	0.0	0.0	0.7	0.0	12.2	11.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.9	0.0
Other	0.0	0.0	1.3	2.6	2.1	0.0	0.3	0.0	0.0	1.2	0.0	4.8	3.4	0.2	1.3	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Indonesia																							
Chinese	0.7	4.3	1.7	1.9	0.7	0.0	0.0	0.0	0.0	1.0	0.0	12.4	9.8	0.0	0.4	1.3	1.0	0.0	0.0	0.0	0.0	1.0	0.0
English	0.0	0.0	0.5	0.0	1.7	0.0	1.8	0.0	0.0	0.0	0.0	0.0	12.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Australia	0.0	0.0	1.6	0.0	0.0	0.0	2.1	0.0	0.0	0.0	0.0	0.0	0.0	4.3	6.7	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dutch	0.0	0.0	0.8	0.0	1.7	0.0	0.0	0.0	0.0	2.3	0.0	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Indonesian	1.3	0.0	1.1	1.4	1.0	0.0	0.3	0.0	0.0	0.7	0.0	12.2	6.3	0.6	0.3	1.5	1.0	0.0	0.0	0.0	0.0	1.0	0.0
Other	0.0	0.0	0.6	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	7.4	10.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Korea, Republic of (South)																							
Korean	1.0	0.0	0.6	0.8	2.2	0.0	3.1	6.6	0.9	0.9	0.9	15.7	18.7	0.1	0.7	1.7	3.1	0.0	0.0	0.0	0.0	0.0	0.0
English	0.0	0.0	0.0	0.0	0.0	0.0	3.9	0.0	0.0	0.0	0.0	15.7	24.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.5	0.9	1.7	0.0	0.4	0.0	0.0	0.0	0.0	7.2	3.0	0.0	0.0	0.0	1.5	0.0	0.0	0.0	0.0	1.5	0.0
Malaysia																							
Chinese	1.7	1.9	1.3	1.6	1.0	0.8	0.2	0.0	0.9	0.9	0.7	8.4	4.6	0.1	0.4	0.8	1.0	0.0	0.0	0.0	0.0	0.0	0.0
English	0.0	0.0	1.0	2.2	1.1	0.0	0.7	0.0	0.7	0.7	0.0	4.3	0.0	1.6	1.0	1.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0
Australian	0.0	0.0	0.9	0.0	1.1	0.0	0.8	0.0	0.9	0.9	0.0	0.0	0.0	0.0	1.9	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0
Indian	0.0	0.0	0.8	1.5	1.4	0.0	0.0	0.0	1.2	1.2	0.0	5.4	2.6	0.0	0.7	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Malay	0.0	0.0	1.1	1.4	1.6	0.0	0.0	0.0	0.7	0.7	0.0	9.0	4.9	0.5	0.4	0.7	0.4	0.0	0.0	0.0	0.0	0.0	0.0
Maritime South East Asian nec	0.0	0.0	1.8	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.6	9.2	0.0	0.0	5.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Other	0.0	0.0	1.1	1.2	1.6	0.0	0.5	0.0	1.2	0.0	0.0	1.1	1.6	0.3	0.0	1.0	0.3
<i>Philippines</i>																	
Chinese	1.4	0.0	2.0	2.3	1.0	0.0	0.0	0.0	1.4	0.0	0.0	5.5	3.5	0.0	0.0	1.0	0.0
English	0.0	0.0	1.4	0.0	3.5	0.0	0.0	0.0	1.6	0.0	0.0	3.4	0.0	0.0	0.0	0.8	0.0
Australia	0.0	0.0	0.0	0.0	1.6	0.0	0.0	0.0	1.7	0.0	0.0	7.9	0.0	0.0	0.0	0.0	1.0
Filipino	2.2	1.7	1.8	2.2	2.4	1.9	0.3	0.4	1.5	1.4	0.3	3.2	2.6	0.3	0.3	1.2	0.5
Spanish	1.6	0.0	0.9	0.0	2.0	0.0	1.1	0.0	1.9	0.0	0.5	3.3	0.0	0.5	0.0	1.2	0.7
Asian, so described	0.0	0.0	2.6	2.0	3.3	0.0	0.0	0.0	1.8	0.0	0.0	4.4	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	1.7	2.5	2.7	0.0	0.5	0.0	2.1	0.0	0.0	3.5	0.0	0.0	0.0	0.0	0.8
<i>Singapore</i>																	
Chinese	2.3	0.0	1.4	1.7	1.9	0.0	0.0	0.0	0.8	0.0	0.0	5.7	2.7	0.0	1.3	0.9	0.4
English	0.0	0.0	1.3	0.0	0.7	0.0	0.8	0.0	1.0	0.0	0.0	1.3	2.4	1.6	0.0	0.5	0.0
Australian	0.0	0.0	0.3	0.0	0.7	0.0	0.0	0.0	2.2	0.0	0.0	4.2	8.1	0.0	0.0	1.7	0.0
Indian	0.0	0.0	0.9	1.7	3.1	0.0	0.0	0.0	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Malay	2.8	0.0	3.4	0.0	3.2	0.0	0.0	0.0	0.9	0.0	0.0	3.2	0.0	0.0	0.0	0.0	0.0
Singaporean	0.0	0.0	0.0	1.6	3.9	0.0	0.0	0.0	0.0	0.0	0.0	4.9	0.0	0.0	0.0	0.0	1.7
Other	0.0	0.0	1.2	1.0	1.1	0.0	0.6	0.0	0.6	0.0	0.0	2.8	0.0	0.0	0.0	0.8	0.7
<i>Sri Lanka</i>																	
English	0.0	0.0	0.5	0.0	1.9	0.0	0.0	0.0	1.3	0.0	0.0	9.5	4.6	0.5	0.0	1.0	0.0
Dutch	0.0	0.0	0.9	0.0	0.5	0.0	0.0	0.0	1.1	0.0	0.0	3.8	0.0	0.0	0.0	2.0	0.0
Sri Lankan	1.6	1.7	1.0	1.9	1.4	0.0	0.2	0.0	0.9	0.0	0.0	6.8	3.3	0.3	0.1	0.7	1.0
Sinhalese	1.9	4.6	1.2	3.1	2.1	0.0	0.0	0.0	1.1	0.0	0.0	6.1	3.2	0.2	0.0	0.8	0.9
Tamil	0.0	0.0	2.2	3.1	0.4	0.0	0.0	0.0	1.9	0.0	0.0	0.0	2.3	0.0	0.0	1.1	0.0
Sri Lankan Tamil	0.0	23.6	1.6	26.0	0.7	0.0	0.0	0.0	1.4	0.0	0.0	2.9	59.2	0.0	1.2	0.0	18.3

Other	3.7	0.0	1.1	0.0	1.0	0.0	0.4	0.0	1.0	0.0	3.7	0.0	0.0	0.0	0.0
Vietnam															
Chinese	1.3	0.0	1.8	1.7	0.9	1.3	0.3	0.0	1.7	0.0	5.1	1.9	0.1	0.0	1.6
English	3.3	0.0	0.2	0.0	1.1	0.0	0.5	0.0	0.0	0.0	6.7	0.0	0.0	0.0	2.8
Australian	0.0	0.0	1.7	0.0	0.0	0.0	1.4	0.0	0.0	0.0	5.5	0.0	0.0	0.0	6.5
Vietnamese	2.4	2.3	1.5	2.0	1.1	0.4	0.5	0.0	1.6	2.7	4.8	2.5	0.2	0.7	1.5
Other	0.0	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Occupation (2-digit)	Community and Personal Service Workers nfd		Health and Welfare Support Workers		Carers and Aides		Hospitality Workers		Protective Service Workers		Sports and Personal Service Workers	
	M	F	M	F	M	F	M	F	M	F	M	F
China*												
Chinese	0.0	0.4	0.7	0.4	1.8	1.3	3.9	4.9	0.1	0.1	1.2	0.8
English	0.0	0.0	0.0	0.0	0.6	1.0	3.1	4.0	0.0	0.0	1.1	0.9
Russian	0.0	0.0	0.0	2.4	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	1.5	13.0	3.6	0.0	8.5	0.5	0.0	1.0	1.2
Hong Kong^												
Chinese	0.0	0.0	0.3	0.5	1.6	1.0	4.3	3.3	0.2	0.1	1.0	0.7
English	0.0	0.0	1.5	0.0	0.0	1.6	3.9	2.4	1.6	1.9	2.3	2.6
Australian	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	1.1	0.0	2.0	0.0
Other	0.0	0.0	0.0	0.8	0.0	0.2	4.3	0.4	0.3	0.0	0.0	2.4

India															
English	0.0	0.0	0.3	1.0	2.3	1.8	1.3	1.5	1.0	0.0	0.2	0.7			
Australian	0.0	0.0	0.0	0.0	1.5	4.1	0.0	0.0	2.4	0.0	0.0	0.0			
Anglo-Indian	0.0	0.0	0.0	0.9	1.8	2.1	0.0	0.0	1.9	0.0	0.3	1.3			
Indian	1.4	0.0	0.3	0.4	3.3	3.4	1.4	1.6	0.9	0.4	0.2	0.5			
Punjabi	0.0	0.0	0.0	0.0	2.1	3.9	0.4	0.9	1.5	0.0	0.0	0.0			
Sikh	0.0	0.0	0.0	0.6	3.0	4.1	0.7	1.7	1.7	0.0	0.0	0.0			
Scottish	0.0	0.0	2.4	0.0	0.0	0.5	0.0	0.0	0.0	0.0	0.0	0.0			
Irish	0.0	0.0	0.0	0.0	0.0	0.9	0.0	0.0	2.3	0.0	0.0	0.0			
Southern Asian, nfd	0.0	0.0	0.0	0.0	3.2	3.8	2.6	1.0	0.6	0.0	0.2	0.0			
Other	0.0	0.0	0.7	0.1	4.0	2.8	2.7	0.8	0.4	0.3	0.4	0.9			
Indonesia															
Chinese	0.0	0.0	0.2	0.3	1.1	1.0	3.0	3.4	0.1	0.0	0.2	0.5			
English	0.0	0.0	0.0	0.0	0.0	3.1	0.0	0.0	0.0	0.0	0.0	0.0			
Australia	0.0	0.0	0.0	0.0	17.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0			
Dutch	0.0	0.0	0.0	0.4	0.0	2.5	0.0	0.0	0.0	0.0	0.0	4.5			
Indonesian	0.0	0.0	0.0	0.3	1.7	1.8	4.2	4.6	0.3	0.0	0.4	0.4			
Other	0.0	0.0	0.0	1.0	0.0	2.6	0.0	3.1	0.3	0.0	0.0	2.9			
Korea, Republic of (South)															
Korean	0.0	0.0	1.2	0.5	2.4	1.5	3.8	6.1	0.1	0.1	1.7	0.9			
English	0.0	0.0	0.0	0.0	0.0	1.1	0.0	8.9	0.0	0.0	0.0	0.0			
Other	0.0	0.0	0.0	0.0	0.0	1.1	12.7	3.5	0.0	0.0	0.0	0.0			
Malaysia															

Chinese	0.0	0.0	0.5	0.4	1.4	0.9	2.3	2.9	0.2	0.1	0.5	0.7
English	0.0	0.0	2.0	1.9	0.8	1.5	1.8	0.0	1.8	1.9	0.0	1.0
Australian	0.0	0.0	2.3	1.6	0.0	1.0	2.4	0.0	3.3	0.0	0.7	1.1
Indian	0.0	0.0	1.4	0.8	1.2	2.2	2.1	1.6	0.5	0.0	0.5	0.5
Malay	0.0	0.0	0.0	0.4	3.4	1.2	2.6	1.8	0.3	0.0	0.2	0.6
Maritime South East Asian nec	0.0	0.0	0.0	0.0	0.0	1.3	0.0	3.3	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.8	1.2	3.4	1.0	2.1	1.7	1.7	0.0	1.6	0.8
<i>Philippines</i>												
Chinese	0.0	0.0	0.0	0.7	4.3	2.4	4.0	2.4	0.0	0.0	0.0	0.5
English	0.0	0.0	0.0	0.0	5.3	2.5	0.0	5.9	0.0	0.0	0.0	0.0
Australia	0.0	0.0	5.6	0.0	0.0	1.1	0.0	4.5	0.0	0.0	0.0	0.0
Filipino	1.8	0.0	0.7	0.8	5.7	2.5	2.9	2.4	0.5	0.2	0.6	0.4
Spanish	0.0	0.0	2.5	0.4	2.1	2.5	0.0	4.2	0.6	0.0	0.0	1.8
Asian, so described	0.0	0.0	0.0	1.0	9.9	2.6	3.6	0.7	0.0	0.0	0.0	1.1
Other	0.0	0.0	0.0	0.5	0.0	2.2	0.0	0.5	2.0	0.0	2.3	0.0
<i>Singapore</i>												
Chinese	0.0	0.0	0.3	0.4	1.7	1.0	1.8	2.8	0.4	0.0	1.3	1.3
English	0.0	0.0	1.7	2.5	0.0	1.4	2.0	0.0	1.6	0.0	2.1	0.6
Australian	0.0	0.0	0.0	0.0	0.0	2.8	5.0	0.0	1.7	0.0	1.5	0.0
Indian	0.0	0.0	0.0	0.6	1.8	1.3	2.3	0.0	1.2	0.0	0.5	0.9
Malay	0.0	0.0	0.0	0.5	4.2	2.0	0.0	3.5	0.0	0.0	1.1	0.0
Singaporean	0.0	0.0	0.7	0.3	0.0	1.0	7.9	2.1	0.0	0.0	0.8	1.1
Other	0.0	0.0	0.4	1.3	1.6	1.1	2.4	3.4	2.0	0.0	0.0	1.3

English	0.0	0.0	1.7	1.5	0.0	0.0	0.0	0.9	0.0	1.3	0.8	0.8	1.8	0.0	0.4	1.1
Australian	0.0	0.0	1.1	3.5	0.0	0.0	0.0	1.5	0.0	1.3	1.4	1.0	0.0	0.0	1.5	0.0
Indian	0.0	0.0	1.1	1.3	0.0	0.0	0.0	1.1	1.2	1.5	1.2	1.0	2.3	0.0	2.3	1.7
Malay	0.0	0.0	1.5	1.3	0.0	1.2	0.0	2.6	1.8	0.4	0.0	2.6	0.0	0.0	0.0	0.0
Singaporean	0.0	0.0	0.0	2.2	0.0	2.4	0.0	1.1	0.0	0.7	0.0	1.7	1.3	0.0	1.3	0.2
Other	0.0	0.0	0.4	1.1	0.0	2.0	0.0	0.7	1.4	1.9	1.4	1.4	1.6	1.5	0.1	1.7
Sri Lanka																
English	0.0	0.0	0.8	1.2	0.0	0.3	1.6	1.0	1.0	1.6	2.1	0.0	0.7	0.0	0.0	0.0
Dutch	9.9	0.0	0.4	2.9	0.0	1.3	0.0	0.0	5.4	2.1	2.6	0.9	4.4	0.0	0.5	1.7
Sri Lankan	0.0	2.2	0.8	0.9	0.0	0.7	0.6	1.0	1.4	0.9	2.5	2.0	2.2	1.3	1.3	1.2
Sinhalese	2.0	0.8	0.8	0.6	0.0	0.4	0.8	0.8	1.5	0.9	2.1	2.3	2.8	2.4	1.0	0.8
Tamil	0.0	1.8	1.3	0.9	0.0	0.1	1.8	1.1	1.5	1.5	3.5	3.1	2.1	4.0	1.4	2.5
Sri Lankan Tamil	0.0	30.2	1.6	11.2	0.0	10.6	0.0	14.2	0.0	14.8	2.3	29.4	2.2	16.9	2.9	19.0
Other	3.7	0.0	0.4	1.7	0.0	0.6	1.3	0.6	3.3	1.3	2.5	2.2	1.7	0.0	1.1	1.7
Vietnam																
Chinese	0.0	1.5	0.5	0.7	0.0	0.6	1.3	1.1	1.4	1.1	1.8	2.4	3.5	1.5	1.0	1.5
English	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	1.1	0.0	2.6	0.0	0.0	2.2	0.0
Australian	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	0.0	1.0	0.0	0.0	1.1	0.0
Vietnamese	0.7	0.8	0.5	0.6	0.4	0.5	1.2	0.8	1.1	0.9	1.5	1.9	3.8	2.4	0.9	1.0
Other	0.0	0.0	0.0	0.0	0.0	4.3	0.0	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Occupation (2-digit)	Sales Workers nfd		Sales Representatives and Agents		Sales Assistants and Salespersons		Sales Support Workers	
Sex	M	F	M	F	M	F	M	F
<i>China*</i>								
Chinese	1.9	1.3	1.3	1.7	2.1	2.1	3.6	3.5
English	0.0	0.0	0.9	3.1	2.1	3.2	2.3	4.3
Russian	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0
Other	0.0	0.0	1.7	0.6	0.9	2.1	0.0	0.0
<i>Hong Kong^</i>								
Chinese	0.0	1.2	1.0	1.3	1.4	1.2	1.7	2.0
English	0.0	0.0	1.7	0.0	0.8	1.0	0.0	0.4
Australian	0.0	0.0	0.8	0.0	0.7	1.7	0.0	0.0
Other	0.0	0.0	1.6	1.4	2.0	0.4	0.0	2.8
<i>India</i>								
English	0.0	0.0	0.7	0.6	1.5	1.2	2.7	1.6
Australian	0.0	0.0	0.6	0.0	1.7	2.2	0.0	6.9
Anglo-Indian	0.0	0.0	0.5	0.5	1.1	0.8	1.9	1.6
Indian	1.8	0.5	0.6	0.7	2.1	2.1	4.4	4.5
Punjabi	0.0	0.0	0.2	0.5	1.2	2.3	2.2	4.6
Sikh	0.0	0.0	0.5	0.7	0.9	2.2	2.1	3.7
Scottish	0.0	0.0	2.4	0.0	0.9	0.7	0.0	0.0
Irish	0.0	0.0	1.3	0.0	0.0	0.4	0.0	0.0
Southern Asian, nfd	0.0	0.0	0.3	0.0	2.7	2.2	3.1	2.7

Other	0.0	0.0	0.6	0.2	2.2	1.4	4.7	2.8
Indonesia								
Chinese	1.3	0.0	1.0	1.4	2.2	1.9	2.8	4.3
English	0.0	0.0	0.0	0.0	0.7	0.5	0.0	0.0
Australia	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dutch	0.0	0.0	1.5	0.0	1.1	0.0	0.0	0.0
Indonesian	0.0	0.0	0.6	0.4	1.6	1.9	2.8	3.0
Other	0.0	0.0	0.0	0.0	1.8	0.6	0.0	0.0
Korea, Republic of (South)								
Korean	0.0	1.5	0.8	0.8	1.1	1.8	1.3	1.8
English	0.0	0.0	0.0	0.0	0.0	0.9	0.0	0.0
Other	0.0	0.0	0.0	0.0	2.7	0.5	0.0	3.1
Malaysia								
Chinese	0.0	0.0	1.0	1.1	1.1	0.9	1.2	1.6
English	0.0	0.0	0.8	0.2	0.9	1.2	0.0	0.3
Australian	0.0	0.0	0.0	1.1	0.7	0.6	1.5	0.0
Indian	0.0	0.0	0.1	0.9	1.5	0.6	0.0	0.0
Malay	0.0	0.0	0.4	1.1	0.3	1.1	2.4	1.1
Maritime South East Asian nec	0.0	0.0	0.0	0.0	1.7	1.0	0.0	0.0
Other	0.0	0.0	0.9	0.0	0.6	0.8	0.0	0.7
Philippines								
Chinese	0.0	0.0	0.8	0.6	1.1	1.9	1.1	1.9

English	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.4	0.0	1.8
Australia	0.0	0.0	0.0	0.5	0.0	0.0	1.3	1.2	0.0	0.0	0.6
Filipino	0.0	1.5	0.3	0.7	0.5	0.0	1.0	1.2	2.8	2.3	2.3
Spanish	0.0	0.0	0.0	0.7	0.4	0.0	0.5	2.2	0.0	2.2	2.2
Asian, so described	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	0.0	2.2
Other	0.0	0.0	0.0	0.3	1.5	0.0	0.0	1.1	0.0	0.0	1.6
<i>Singapore</i>											
Chinese	0.0	0.0	0.0	1.0	1.2	1.5	1.0	1.3	1.5		
English	0.0	0.0	0.0	1.2	1.6	1.5	1.0	0.0	0.0	0.0	0.0
Australian	0.0	0.0	0.0	1.4	0.0	1.3	0.0	3.1	0.0	0.0	0.0
Indian	0.0	0.0	0.0	0.8	0.7	0.7	1.5	3.8	0.0	0.0	0.0
Malay	0.0	0.0	0.0	0.0	0.0	0.5	0.3	0.0	0.0	0.0	0.0
Singaporean	0.0	0.0	0.0	0.8	0.0	0.3	0.4	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	1.4	0.7	1.8	1.2	0.7	1.0		
<i>Sri Lanka</i>											
English	0.0	0.0	0.0	0.0	0.0	1.4	1.2	0.0	0.0	0.0	0.0
Dutch	0.0	0.0	0.0	1.5	0.0	0.4	0.5	0.0	0.0	0.0	0.0
Sri Lankan	0.0	0.0	0.0	0.5	0.5	1.6	1.1	2.7	2.3		
Sinhalese	0.0	0.0	0.0	0.4	0.2	1.2	1.0	2.2	2.2		
Tamil	0.0	0.0	0.0	0.2	0.4	1.6	0.4	3.9	1.9		
Sri Lankan Tamil	0.0	0.0	0.0	0.0	7.5	0.6	19.2	0.0	42.1		
Other	0.0	0.0	0.0	0.5	0.8	1.5	0.7	3.8	0.0		
<i>Vietnam</i>											
Chinese	0.0	0.0	0.0	0.9	1.1	1.8	1.3	0.8	1.5		

English	0.0	0.0	0.0	0.0	1.8	1.4	3.4	0.0	0.0
Australian	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.9
Vietnamese	0.0	0.0	0.6	0.6	0.6	1.3	1.4	1.5	1.7
Other	0.0	0.0	0.0	0.0	0.0	0.0	2.8	0.0	2.4

Occupation (2-digit)	Machinery Operators and Drivers		Machine and Stationary Plant Operators		Mobile Plant Operators		Road and Rail Drivers		Storepersons	
	M	F	M	F	M	F	M	F	M	F
<i>China*</i>										
Chinese	2.9	4.4	2.3	7.1	0.9	0.0	4.8	1.2	4.5	6.0
English	0.0	0.0	0.9	0.0	0.0	0.0	6.9	0.0	6.1	0.0
Russian	0.0	0.0	2.4	0.0	0.0	0.0	0.7	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	0.0	0.0	5.0	0.0	0.0	0.0
<i>Hong Kong^</i>										
Chinese	0.0	0.0	0.8	1.9	0.4	0.0	1.4	0.6	2.7	2.1
English	0.0	0.0	2.0	0.0	2.1	0.0	1.1	0.0	2.7	0.0
Australian	0.0	0.0	0.0	0.0	0.0	0.0	1.6	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	1.3	0.0	0.5	0.0	0.0	0.0
<i>India</i>										
English	6.6	0.0	3.0	2.9	2.2	0.0	4.1	0.0	3.2	0.0
Australian	0.0	0.0	3.4	0.0	0.0	0.0	11.6	0.0	0.0	0.0
Anglo-Indian	0.0	0.0	3.4	5.3	0.0	0.0	1.6	0.0	3.6	0.0
Indian	6.4	0.0	2.9	2.5	1.5	0.0	9.5	1.8	3.4	9.7

Punjabi	0.0	0.0	1.6	6.1	2.4	0.0	29.0	0.0	2.5	8.3
Sikh	0.0	0.0	3.0	3.5	1.8	0.0	26.3	0.0	4.0	12.5
Scottish	0.0	0.0	4.1	0.0	0.0	0.0	0.8	0.0	0.0	0.0
Irish	0.0	0.0	1.1	0.0	0.0	0.0	0.5	0.0	8.2	0.0
Southern Asian, nfd	0.0	0.0	1.1	0.0	0.0	0.0	8.1	0.0	5.4	0.0
Other	6.7	0.0	3.4	0.0	0.8	0.0	2.4	0.0	2.6	9.8
Indonesia										
Chinese	0.0	0.0	1.0	3.1	0.7	0.0	3.8	0.0	3.5	5.5
English	0.0	0.0	0.0	0.0	0.0	0.0	4.7	0.0	0.0	0.0
Australia	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dutch	0.0	0.0	4.4	0.0	0.0	0.0	1.1	0.0	0.0	0.0
Indonesian	2.8	0.0	2.8	3.7	1.1	0.0	4.0	0.0	4.9	4.9
Other	0.0	0.0	0.0	0.0	4.3	0.0	0.0	0.0	0.0	11.5
Korea, Republic of (South)										
Korean	0.0	0.0	0.5	1.8	0.3	1.2	2.6	0.0	1.1	1.4
English	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0	0.0
Malaysia										
Chinese	3.2	0.0	1.2	1.7	0.6	0.0	0.7	0.0	1.8	0.8
English	0.0	0.0	2.2	0.0	0.0	0.0	0.8	0.0	2.8	0.0
Australian	0.0	0.0	1.8	0.0	0.0	0.0	0.0	0.0	0.8	0.0
Indian	0.0	0.0	0.0	0.0	0.7	0.0	1.0	0.0	2.0	0.0
Malay	0.0	0.0	2.6	3.9	0.0	0.0	1.4	0.0	0.0	5.3

Maritime South East Asian nec	0.0	0.0	0.0	18.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0
<i>Philippines</i>														
Chinese	5.9	0.0	3.3	3.9	3.3	0.0	0.8	0.0	0.0	6.6	0.0	0.0	0.0	0.0
English	0.0	0.0	4.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Australia	0.0	0.0	0.0	0.0	1.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Filipino	3.6	3.7	4.1	8.4	2.2	1.6	0.8	0.5	5.1	9.5	5.8	5.8	5.8	5.8
Spanish	0.0	0.0	1.4	0.0	2.7	0.0	2.4	0.0	6.9	5.8	5.8	5.8	5.8	5.8
Asian, so described	0.0	0.0	4.7	0.0	3.7	0.0	1.0	0.0	4.1	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	3.3	0.0	0.0	0.0	0.0	0.0	5.8	0.0	0.0	0.0	0.0	0.0
<i>Singapore</i>														
Chinese	0.0	0.0	0.6	0.0	0.0	0.0	0.9	0.0	1.9	0.0	0.0	0.0	0.0	0.0
English	0.0	0.0	1.9	0.0	0.0	0.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Australian	0.0	0.0	2.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Indian	0.0	0.0	1.6	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Malay	0.0	0.0	3.7	0.0	0.0	0.0	2.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Singaporean	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	1.0	0.0	0.0	0.0	1.2	0.0	1.9	0.0	0.0	0.0	0.0	0.0
<i>Sri Lanka</i>														
English	0.0	0.0	1.6	0.0	0.7	0.0	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Dutch	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sri Lankan	2.0	0.0	2.1	2.8	0.9	0.0	1.4	0.0	3.1	1.3	1.3	1.3	1.3	1.3
Sinhalese	0.0	0.0	3.4	4.3	0.5	0.0	1.8	0.0	3.4	3.0	3.0	3.0	3.0	3.0

Tamil		0.0	0.0	0.0	4.2	0.0	0.5	0.0	0.9	0.0	6.5	0.0
Sri Lankan Tamil		0.0	0.0	0.0	2.7	38.2	1.2	0.0	0.0	0.0	8.4	20.8
Other		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.0	0.0
<i>Vietnam</i>												
Chinese		1.5	0.0	0.0	2.7	3.1	1.1	0.0	0.9	0.0	4.1	2.1
English		0.0	0.0	0.0	4.3	0.0	0.0	0.0	0.0	0.0	3.3	0.0
Australian		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Vietnamese		0.7	4.7	0.0	2.9	7.4	1.1	0.0	1.7	0.0	3.3	5.3
Other		0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.7	0.0	0.0	0.0

Occupation (2-digit)	Labourers nfd		Cleaners and Laundry Workers		Construction and Mining Labourers		Factory Process Workers		Farm, Forestry and Garden Workers		Food Preparation Assistants		Other Labourers	
Sex	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<i>China*</i>														
Chinese	0.8	3.8	9.9	7.2	0.7	0.6	5.6	16.0	0.3	0.7	16.7	8.9	1.0	1.3
English	0.0	0.0	8.9	1.8	0.8	0.0	5.7	18.3	1.1	0.0	13.6	1.5	0.4	0.0
Russian	0.0	0.0	0.0	0.9	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	0.0	5.9	0.0	0.0	0.0	1.7	0.0	0.0	0.0	14.9	0.0	1.5	0.0
<i>Hong Kong^</i>														
Chinese	0.3	0.0	1.8	1.4	0.3	0.0	1.7	3.3	0.1	1.6	8.5	3.2	0.8	0.5
English	0.0	0.0	3.1	0.9	0.4	0.0	0.8	0.0	0.0	14.2	3.6	0.0	0.0	0.0
Australian	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0
Other	0.0	0.0	0.0	0.0	0.0	0.0	4.1	0.0	0.0	0.0	2.7	0.0	0.7	0.0

India															
English	1.6	0.0	6.2	8.0	0.2	0.0	7.0	11.0	0.9	0.7	7.6	5.4	1.8	1.6	
Australian	0.0	0.0	5.5	17.5	0.0	0.0	4.6	0.0	3.1	0.0	6.0	0.0	0.0	0.0	
Anglo-Indian	0.0	0.0	1.6	0.0	0.0	0.0	4.3	0.0	0.0	0.0	0.0	0.0	1.8	0.0	
Indian	2.1	5.5	9.4	10.4	0.2	0.0	7.9	16.6	1.0	2.3	9.6	10.2	1.9	2.2	
Punjabi	4.5	0.0	12.5	16.3	0.6	0.0	8.6	32.7	2.2	7.2	6.3	23.0	1.3	1.2	
Sikh	2.7	0.0	10.8	18.1	0.0	0.0	9.3	33.8	2.5	2.1	9.1	14.0	1.3	1.4	
Scottish	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Irish	0.0	0.0	0.0	0.0	0.0	0.0	1.7	0.0	0.0	0.0	0.0	0.0	2.9	0.0	
Southern Asian, nfd	0.0	0.0	20.7	27.8	0.0	0.0	8.9	24.4	0.0	0.0	14.0	6.1	3.2	0.0	
Other	0.0	0.0	7.0	4.8	0.0	0.0	8.1	7.0	0.7	0.0	8.8	5.3	1.2	0.0	
Indonesia															
Chinese	0.0	0.0	5.1	3.4	0.1	0.0	4.1	8.1	0.0	0.0	10.4	9.0	1.9	1.9	
English	0.0	0.0	4.4	0.0	0.0	0.0	0.0	0.0	4.3	0.0	7.0	0.0	0.0	0.0	
Australia	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	0.0	
Dutch	0.0	0.0	0.0	0.0	2.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	
Indonesian	0.7	0.0	19.2	11.5	0.9	0.0	6.6	10.2	1.1	2.7	17.3	9.8	2.4	2.8	
Other	0.0	0.0	25.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.0	6.6	0.0	7.1	
Korea, Republic of (South)															
Korean	0.6	0.0	28.5	12.6	0.6	2.4	4.9	9.6	2.3	2.6	11.1	8.6	0.9	1.2	
English	0.0	0.0	51.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Other	0.0	0.0	10.5	2.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Malaysia															

Chinese	0.0	0.0	1.6	1.0	0.2	0.0	2.8	3.7	0.1	0.4	6.6	3.4	1.0	0.9
English	0.0	0.0	0.4	0.0	0.0	0.0	0.4	0.0	0.0	0.0	6.2	0.0	1.4	0.0
Australian	0.0	0.0	0.0	0.8	1.2	0.0	0.0	0.0	4.0	0.0	2.0	0.0	0.0	0.0
Indian	0.0	0.0	1.7	0.0	0.0	0.0	2.5	0.0	0.7	0.0	0.0	2.5	0.3	0.0
Malay	0.0	0.0	14.3	3.1	0.7	0.0	4.0	1.9	0.9	0.0	3.8	1.7	1.8	0.0
Maritime South East Asian nec	0.0	0.0	0.0	0.0	0.0	0.0	3.3	0.0	0.0	0.0	7.6	0.0	0.0	0.0
Other	0.0	0.0	0.5	0.0	0.7	0.0	0.4	0.0	0.0	0.0	2.9	0.0	0.7	0.0
<i>Philippines</i>														
Chinese	0.0	0.0	6.8	5.7	0.4	0.0	6.3	18.3	0.8	4.1	16.4	6.8	1.2	0.0
English	0.0	0.0	0.0	6.5	1.6	0.0	9.8	25.7	0.0	0.0	9.8	5.6	1.8	2.3
Australia	0.0	0.0	0.0	5.4	0.0	0.0	0.0	14.4	0.0	0.0	0.0	0.0	0.0	0.0
Filipino	1.2	2.9	5.8	7.7	0.5	0.0	9.1	20.7	0.8	2.1	7.8	7.7	1.6	2.1
Spanish	0.0	0.0	0.0	7.7	0.0	0.0	5.2	9.3	0.0	0.0	0.0	3.1	0.4	1.9
Asian, so described	0.0	0.0	9.0	6.9	0.0	0.0	12.7	11.1	0.0	0.0	0.0	5.4	3.4	0.0
Other	0.0	0.0	0.0	6.4	0.0	0.0	0.0	15.4	0.0	0.0	0.0	12.2	1.6	6.5
<i>Singapore</i>														
Chinese	0.0	0.0	2.0	0.8	0.4	0.0	2.3	0.4	0.7	0.0	3.7	2.9	0.6	0.0
English	0.0	0.0	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Australian	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Indian	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Malay	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.1	0.0
Singaporean	0.0	0.0	6.3	1.2	0.0	0.0	0.0	3.2	0.0	0.0	0.0	0.0	0.7	0.0
Other	0.0	0.0	0.5	0.0	0.0	0.0	0.5	0.0	0.0	0.0	1.5	0.0	0.8	3.5

