

From Global to Local: Impacts of International Migration, Mobility and Diversity

Pathways, Circuits and Crossroads Conference 2016

9 - 11th November at the Ministry of Business, Innovation and Employment
Wellington



Keynote Speakers

Precious Clark



Precious is of Ngāti Whātua, Waikato and Pākeha descent and was born and raised in Tāmaki Makaurau, Auckland. She is the Managing Director of Maurea Consulting Ltd, which provides culturally-driven solutions and shares Māori culture globally so that it shapes and informs a modern world.

Precious started her career in intellectual property at the Ministry of Economic Development before taking up a senior position with the Ministry of Agriculture and Forestry. She then moved to London where she worked at the Security Industry Authority and was an active cultural leader of Ngāti Rānana - the London-based Māori Club. Precious

returned to Aotearoa and worked as a business consultant, predominantly in the Māori development space. Precious is a Director of Ngāti Whātua Ōrākei Whai Rawa Ltd, (the investment arm of Ngāti Whātua Ōrākei) the Centre for Social Impact, the Chair of the Auckland War Memorial Museum Taumata-ā-Iwi, a member of the Independent Māori Statutory Board and a Trustee of Foundation North (formerly ASB Community Trust). She is a Member of the Institute of Directors, a Member of the National Māori Lawyers Association and a graduate of the Global Women Breakthrough Leaders programme.

Richard Bedford



Richard is Emeritus Professor at the University of Waikato and the Auckland University of Technology; and President of the Royal Society of New Zealand. He is a population geographer who specialises in migration research. Since the mid-1960s he has been researching processes of population movement and demographic change in the Asia-Pacific region. In addition, he has contributed to the development of the social sciences in New Zealand through a number of government-funded initiatives. He is currently chair of the Governance Group for the Building Better Homes, Towns and Cities National Science Challenge, Chairperson of the Social Science Experts' Panel for the Government's

Social Policy Evaluation and Research Unit (Superu), Chairperson of the Advisory Group for the National Centre for Lifecourse Research an adviser to the Pacifica Labour and Skills Team in Immigration New Zealand, a member of the Research Advisory Group of the New Zealand Institute of Pacific Research, a member of the Immigration Research Advisory Group in Australia's Department of Border Protection and a Research Associate in the National Institute for Demographic and Economic Analysis (NIDEA).

Kathleen Newland



Kathleen is co-founder and a Senior Fellow at the Migration Policy Institute (MPI), where she works on refugee protection issues, the relationship between migration and economic development, and the governance of international migration. She is an Overseer of the International Rescue Committee, and sits on the Boards of Kids in Need of Defense (KIND), the Stimson Center, and USA for UNHCR, as well as MPI. Prior to founding MPI in July 2001, she co-directed the International Migration Policy Program at the Carnegie Endowment. Earlier, she was a Lecturer in International Political Economy at the London School of Economics, and Special Assistant to the Rector of the United Nations University. She has worked as a consultant to the UN High Commissioner for Refugees, the International Labor Organization, the Office of the Secretary-General of the United Nations, and the World Bank. She is Chair Emerita of the Women's Refugee Commission. She is author or editor of eight books and 18 shorter monographs as well as numerous book chapters, policy papers and articles. She holds a Bachelor's Degree from Harvard University and a Master's in Public Affairs from the Woodrow Wilson School at Princeton University.

Lesleyanne Hawthorne



Lesleyanne is Professor - International Workforce at the University of Melbourne. Her research concerns global skilled migration; including policy formation, foreign qualification recognition, labour market integration and retention, and international student flows. Lesleyanne has undertaken a wide range of cross-national projects, most recently commissioned by the EU, International Labour Organization, the European Commission, the World Health Organization, the Australian, Canadian and New Zealand governments, UNESCO, the US Migration Policy Institute, the International Organisation of Migration, the Global Forum of Federations, and APEC. In 2005-06 she was appointed to an Expert Panel to conduct the most extensive evaluation of Australia's skilled migration program in 20 years in all fields, with major policy impacts. Most recently Lesleyanne was appointed part of the team commissioned to review the European Union's 'Blue Card' skilled migration policy, and co-authored a cycle of studies assessing Asia-Pacific health workforce mobility for WHO. In 2016-19 she will lead a major Australia-Canada study, funded by the Australian Research Council, designed to critically evaluate the efficacy and impacts of the three major global skilled migration pathways (permanent compared to temporary compared to study-migration flows).

Overview

Established in the 1990s as an annual event to disseminate publicly funded research on international migration and demographic change, the Pathways, Circuits and Crossroads Conference (usually simply referred to as the Pathways Conference) is hosted this year by the CaDDANZ research team (Massey University and the University of Waikato), and the Ministry of Business, Innovation and Employment.

The 'face' of New Zealand is changing rapidly as a consequence of the settlement of migrants from all over the world, temporary and circular international immigration, growing ethnic diversity, population ageing, changing fertility patterns and urban growth. The Pathways conference offers an exciting array of local and international speakers to discuss how New Zealand can better respond to these demographic changes in order to maximise the benefits associated with an increasingly diverse population. The topics include:

- Māori perspectives
- Migration and labour market trends
- Looking back over three decades
- Forced migration and public perceptions
- Immigration and the regions
- Immigrant integration
- Superdiversity
- Workshop on subnational population change
- Post graduate student workshops

The Venue

The Ministry of Business, Innovation and Employment (MBIE) is situated in the Wellington CBD. The move to premises in Stout Street has brought 1800 MBIE people together at the same location, in a building designed to support collaborative working. The building had long been part of Wellington's heritage fabric. Many heritage features of the building have been restored, including the facade, marble foyer and art deco staircases. Salvaged timber has been reused in a feature wall in the atrium. The redevelopment blends old with new; including all the latest technology features expected of a modern office environment. The old semi-enclosed loading bay at the rear of the building has been transformed into an eight-level glass topped atrium, anchored by a ground floor reception foyer and public cafe.

Registration Information

A registration table will be set up in the foyer near the conference rooms and will be open on Wednesday 9th November from 9.45am, Thursday 10th November (8-9am) and Friday 11th November (8.30-9am). There is no registration fee for this conference. Conference packages and a name badge will be provided upon arriving. Tea and coffee will be available on arrival on Wednesday. It is possible to leave and return during the three days, and participants may opt to come to some but not all sessions if required. However, all participants must be registered and name badges must be displayed at all times while attending the conference.

Bathrooms are located next to the café. Internet access will be available. Log-in instructions are available at the registration desk. Catering is provided as requested on your registration form.

We look forward to seeing those who have registered for this event at the informal complimentary drinks session to be held between 5pm and 6pm on Wednesday 9th November. Dinner is by private arrangement.

Welcome Ceremony and Closing

Pōwhiri (a welcome ceremony) is the custom of welcoming and hosting manuhiri (visitors) on a marae (sacred meeting place). At this conference we will have a Mihi whakatau as the formal welcome ceremony for visitors. It is used in non-marae settings.

The Mihi whakatau will include the following steps:

1. We will all be seated in the conference room for the welcome to begin.
2. Key guests (manuhiri) and hosts (tangata whenua) will be seated at the front of the room, in two groups facing each other. Men will be in the front or where delegated seating has been arranged for their kaikōrero (speakers – usually senior men), with women seated behind.
3. Whaikōrero or speeches will begin by paying respect to the:
 - sky and earth - everything terrestrial and celestial;
 - location, place, venue - its relevance and its boundaries;
 - buildings, their significance, all they contain and all they represent; and
 - people - those who have gone to the spirit world, and those here today.The later part of the speech is traditionally specific to the topic that is relevant to the gathering and contains the key themes of what the meeting is about.
4. After each whaikōrero, a waiata (song) is sung to reinforce key messages of the speaker for the audience and show the unity of the people with what has been said. The waiata also serve to mark the end of one speech and create a space for the next speaker.
5. At the conclusion of the whaikōrero and waiata, the hosts will invite guests to come forward and be greeted. The hongi is a personal greeting where noses of hosts and visitors are pressed together. The hongi represents a sharing of breath and creates a union of people - spiritual and physical - that joins the visitors 'as one' with the hosts. This is accompanied by a harirū (handshake). Given our conference schedule, this will most likely involve the hosts and guests who are at the front of the room only.
6. A karakia or blessing can be held at any time during a Mihi whakatau, to bless the ceremony and everyone at it.
7. The conference will close with a karakia, before our shared lunch.

WEDNESDAY 9th November

REGISTRATION AND WELCOME

9.45-10.15	Registration and tea and coffee in the Main Foyer
10.15-10.30	Proceed to the conference room to be seated for the Mihi whakatau
10.30 - 11.00	Mihi whakatau (Welcome)
SESSION ONE: Immigration Policy (chaired by Paul Spoonley)	
11.00-11.15	Jo Hughes (Labour & Immigration Policy General Manager, MBIE) The importance of immigration to MBIE and New Zealand
11.15 - 11.30	Short break
SESSION TWO: Māori perspectives (chaired by Lucy Te Moana)	
11.30-12.15	KEYNOTE ADDRESS: Precious Clark Mana whenua and immigration: legacies of welcome
12.15-12.30	Q&A
12.30-12.50	Tahu Kukutai: Never the twain shall meet? Bridging the Indigenous-Immigration research divide
12.50-13.00	Q&A
13.00-14.00	LUNCH BREAK
SESSION THREE: Migration and labour market trends (chaired by Judi Altinkaya)	
14.00-14.20	Alice Cleland/Amapola Generosa/Dan Harvey/Holly Norton: How is work changing and to what extent are these changes occurring in New Zealand?
14.20-14.40	Antony Kennedy: Migration research at MBIE: recent trends and insights
14.40-15.00	Manuila Tausi: Migrant labour market outcomes across regions and industries in New Zealand
15.00-15.30	Q&A
15.30-16.00	REFRESHMENT BREAK
SESSION FOUR: Looking back over three decades (chaired by Paul Spoonley)	
16.00-16.45	KEYNOTE ADDRESS: Richard Bedford Reflections on a revolution: immigration policy, 1986-2016
16.45-17.00	Q&A
17.00-18.00	Drinks

THURSDAY 10th November

**SESSION FIVE: Forced migration; public values and prejudice
(chaired by Richard Bedford)**

9.00-9.45	KEYNOTE ADDRESS: Kathleen Newland The year of summiting dangerously: How the world is coping with record levels of forced migration
9.45-10.00	Q&A
10.00-10.20	Chris Sibley: The New Zealand attitudes and values study
10.20-10.30	Q&A
10.30-11.00	REFRESHMENT BREAK

SESSION SIX: Immigration and the regions (chaired by Dave Maré)

11.00-11.20	Judi Altinkaya: Supporting regional growth
11.20-11.40	Natalie Jackson/Lars Brabyn: Mapping diversity
11.40-12.00	Michael Cameron/Jacques Poot: Multi-region stochastic population projections for New Zealand – Results and implications for ethnic projections
12.00-12.30	Q&A
12.30-13.30	LUNCH BREAK

SESSION SEVEN: Immigrant integration (chaired by Anne-Marie Masgoret)

13.30-13.50	Colleen Ward: The role of intercultural competence in retaining immigrants and enhancing settlement
13.50-14.10	Geoff Stone/Robin Peace: English Language Partners New Zealand: what enables and constrains their contribution to newcomer settlement?
14.10-14.30	Matt Roskrug/Jacques Poot: Social capital accumulation and immigrant integration: a synthesis of New Zealand research
14.30-15.00	Q&A
15.00-15.30	REFRESHMENT BREAK

SESSION EIGHT: Superdiversity (chaired by Robin Peace)

15.30-15.50	Paul Spoonley: Superdiversity: the new reality – or restating the obvious?
15.50-16.10	Jessica Terruhn/Junjia Ye: Diversification and changing neighbourhood spaces in Auckland's Avondale
16.10-16.30	Ben Soltani: International students' narratives of socialisation in a super-diverse New Zealand high school
16.30-17.00	Q&A

FRIDAY 11th November	
SESSION NINE: Skilled migration (chaired by Antony Kennedy)	
9.00-9.45	KEYNOTE ADDRESS: Leslyanne Hawthorne Designer Immigrants? The growing global demand for international students as skilled migrants
9.45-10.00	Q&A
10.00-10.20	Dave Maré/Jacques Poot: Do immigration and diversity boost firm performance?
10.20-10.30	Q&A
10.30-11.00	REFRESHMENT BREAK
SESSION TEN: WORKSHOPS	
Workshop 1: Tai timu tangata - taihoa e? The ebbing of the human tide - what will it mean for the people? (chaired by Jacques Poot)	
11.00-11.20	Natalie Jackson: Why do some towns grow and others not? Outlining the demographic components of change for the period 1976-2013
11.20-11.40	Michael Cameron: Tracking the paths of ageing and depopulation in regional New Zealand
11.40-12.00	Dave Maré/Bill Cochrane : Depopulation by day: commuting zones
12.00-12.20	Lars Brabyn: Human habitat modelling - identifying the preferred urban setting in New Zealand
12.20-12.30	General discussion
Workshop 2: Postgraduate students workshop A (chaired by Jessica Terruhn)	
11.00-11.30	Ximena Flores-Palacios: Samoa: Exploring the linkages between climate change and population movements
11.30-12.00	Shemana Cassim: Oceans away: Sri Lankan migration, distance, material practice & hybrid identities
12.00-12.30	Hina Cheema: Deliberate religiosities and disjunct modernities: working immigrant Muslim women in 21 st century New Zealand
Workshop 3: Postgraduate students workshop B (chaired by Robin Peace)	
11.00-11.30	Liza Bolton: Why do Asian New Zealanders earn less than the rest?: a case of lower income return on education
11.30-12.00	Jesse Hunter: Overseas Filipino workers and the Christchurch rebuild
12.00-12.30	Lisa Tsai: Youth, mobilities, and time: Taiwanese working holidaymakers in New Zealand
Conference closing session	
12.30-12.35	Jacques Poot: Closing remarks
12.35-12.40	Tipene Chrisp: Karakia
12.40-13.30	LUNCH

ABSTRACTS

DAY ONE: Wednesday 9th November

Session Two: Māori perspectives

Precious Clark (Whai Rawa Ltd)

Mana whenua and immigration: legacies of welcome

Precious will present her own perspectives as a member of Ngāti Whātua Ōrakei, the mana whenua of Auckland, on the impact of immigration on our position as mana whenua and our ability to manaaki people within our region.

Tahu Kukutai (University of Waikato)

Never the twain shall meet? Bridging the Indigenous-Immigration research divide

Kotahi te kohao o te ngira e kuhuna ai te miro ma, te miro pango, te miro whero

There is but one eye of the needle through which the white, red and black threads must pass

(Nā Kīngi Potatau Te Wherowhero)

With a high foreign-born population share (one in four), large diaspora, recent and rapid experience of ethnic diversification, and Indigenous ‘majority minority’, Aotearoa New Zealand is a fascinating context within which to study migration and diversity. However in Aotearoa, as in other colonial settler states, there is a yawning black hole in the intellectual and political discourses that frame immigration research, debates, and policies - that is the virtual absence of Indigenous peoples and perspectives. In so far as immigration and Māori research and policy are treated as two separate spheres of inquiry, it is a case of ‘never the twain shall meet’. This is both curious and counter-productive given the long, and often fraught, historical experience of Māori with migration and migrants, and the contemporary politics of biculturalism and multiculturalism.

This paper focuses on the Indigenous-Immigration divide and reflects on how Māori-migrant relationships might be fruitfully envisioned through a Treaty-based approach which recognises the unique status of Māori as tangata whenua. It interrogates popular concepts in the migration literature such as ‘host’ society and suggests alternative ways of thinking about migration through an indigenous lens that acknowledges, rather than obscures, the ongoing significance of settler colonialism.

Session Three: Migration and labour market trends

Alice Cleland, Amapola Generosa, Dan Harvey and Holly Norton (MBIE)

How is work changing and to what extent are these changes occurring in New Zealand?

The purpose of this paper is to provide a snapshot of the key trends regarding the workforce, the workplace, and the nature of work in New Zealand. Desk-top research and analyses of administrative/survey data were undertaken to develop the evidence base on this. The research highlighted that the workforce is becoming more diverse, workers now have more options to

work differently, and that there are data gaps in what is known about how the nature of work is changing.

Antony Kennedy (MBIE)

Migration research at MBIE: recent trends and insights

MBIE produces an update on the stocks and flows of migrants to New Zealand every year. This presentation will cover some of the key highlights that have occurred in the 2015/16 year. In addition, I will present MBIE's strategy in regard to future migration measurement and discuss the key migration-related research projects currently under way and planned for the remainder of the financial year.

Manuila Tausi (MBIE)

Migrant labour market outcomes across regions and industries in New Zealand

Migrants make a significant contribution to New Zealand's labour market. Accordingly, New Zealand's immigration policies continue to focus on attracting skilled temporary and permanent migrants to help resolve New Zealand's labour and skill shortages and also contribute to its economic development.

The Ministry of Business, Innovation and Employment established baseline measures for reporting of recent migrants' labour market outcomes in New Zealand (Merwood, 2013). The focus of that analysis was on the contribution of recent migrants to the New Zealand labour market, by looking at where migrants work and the industries they work in, the proportion of migrants who work or receive income support, as well as their earnings and sources of income. We will update these baseline measures and extend the research to include regional measures of migrants' labour market outcomes and also identify the main trends over time.

Session Four: Looking back over three decades

Richard Bedford (Royal Society of New Zealand)

Reflections on a Revolution: Immigration Policy, 1986-2016

On 5 August 1986, the Labour Government's Minister of Immigration, Hon. Kerry Burke, tabled a substantive *Review of Immigration Policy* in Parliament (the Burke Review). This was arguably one of the most significant immigration policy reviews in New Zealand during the 20th century. It laid the foundation for major changes to the Immigration Act in 1987, the introduction of the points system for selection of skilled migrants in 1990, and the much later development of a focused migrant settlement strategy during the 2000s. In essence, this is the foundation document for New Zealand's policies on long-term as well as temporary migration over the past 30 years.

In this presentation I revisit some key principles and objectives of immigration policy which were articulated in the Burke Review, and reflect briefly on the major developments during the past 30 years with particular reference to policy relating to migrants seeking residence approval in New Zealand. Burke was very conscious of the need for the process of review to "be a continuing one so that immigration policy takes account of changes within New Zealand and in our relations with the wider world". But while there have been numerous reviews of immigration policy since 1986, including the one that our current Minister of Immigration, Hon Michael Woodhouse is

undertaking of our residence as well as temporary migration policy settings, none have transformed New Zealand's immigration system in such a fundamental way as the Burke Review. On the eve of what is shaping up to be another significant election year debate about the role of immigration in New Zealand's development it is appropriate to reflect a little on some of the legacies of the Burke Review over the past 30 years. The policies that were implemented from August 1986 were truly revolutionary – they changed forever the framing of immigration in New Zealand and, in the process, reshaped in a profound way our relations with countries in the Asia-Pacific region and beyond.

DAY TWO: Thursday 10th November

Session Five: Forced migration; public values and prejudice

Kathleen Newland (Migration Policy Institute)

The year of summiting dangerously: How the world is coping with record levels of forced migration

Kathleen Newland will trace the trajectories of armed conflict, political repression, poor governance, economic stagnation and environmental degradation that have brought the highest level of forced migration the world has seen since World War II. She will then look at the ways governments are trying to manage the flows of people and protect themselves from the repercussions, as public perceptions of uncontrolled movements give rise to backlash in many countries. The year 2016 has seen an unprecedented number of global meetings on international migration and refugee flows, a topic that until very recently was excluded from multilateral negotiation. Culminating in a UN Summit on Addressing Large Movements of Refugees and Migrants, on September 19 2016, what have these meetings accomplished? is there any prospect that the two negotiated Global Compacts on refugees and migrants anticipated in 2018 will in fact bring greater order, safety and humanity to movements of desperate people? What alternatives to broad global negotiations might bring better outcomes for forced migrants and the countries that receive them?

Chris Sibley (University of Auckland)

The New Zealand attitudes and values study

Research studying the factors that predict change in prejudice over time is relatively scarce. This is partially because collecting large scale longitudinal data is costly and time consuming. However, in my view, many of the key research questions in the study of prejudice require such large-scale nationally representative longitudinal data to test. In this talk, I describe the New Zealand Attitudes and Values Study (NZAVS). The NZAVS is a study that is explicitly designed to answer questions about the factors that predict prejudice over time, and how rates of prejudice itself may also change over time. The NZAVS is New Zealand's own longitudinal social psychological study and follows the same group of around 18,000 New Zealanders each year. It aims to track changes in various social psychological and health factors over a twenty year period, from 2009 to 2029. I discuss practical details for setting up a longitudinal study such as the NZAVS, and outline some preliminary results from the first seven years of the study on change in prejudice in New Zealand.

Session Six: Immigration and the regions

Judi Altinkaya (MBIE)

Supporting regional growth

Immigration New Zealand is based within the Ministry of Business, Innovation and Employment, the Government agency responsible for leading New Zealand's Business Growth Agenda. In recent times it has identified the attraction and retention of skilled migrants as one of its key roles, expressed through its organisational vision of "Bringing the best to New Zealand." With the recent transformation of its business model, part of Immigration New Zealand's new approach involves broadened organisational functions that are delivered via its Settlement, Protection and Attraction Group. New Relationship Management roles have been established in regions to support regional business growth needs for migrant skills and investment. This session will outline how these roles work, their achievements and how stakeholders view their contribution.

Natalie Jackson and Lars Brabyn (Massey University and University of Waikato)

Mapping diversity

In this presentation we show some of the maps and supporting work we have been developing for the online Social Atlas.

Michael Cameron and Jacques Poot (University of Waikato)

Multi-region stochastic population projections for New Zealand – Results and implications for ethnic projections

In this presentation, we update previous work on the development of a multi-region stochastic population projections model for New Zealand. Gross migration between pairs of regions in New Zealand is modelled using a set of age-sex-specific gravity models, while international migration is also modelled using a pseudo-gravity model.

Our model allows all inter-regional and international migration flows to be estimated and projected in a common framework with a single set of assumptions. This method offers a number of advantages over traditional methods, in particular that factors known to affect migration flows (such as economic factors, climate, etc.) can be explicitly incorporated (based on regression modelling) into the population projections in a transparent and justifiable manner. Moreover, the nature of the model allows us to explicitly incorporate parameter uncertainty into the model and present the results of stochastic (probabilistic) projections.

Finally, we discuss future extensions of the model that are currently under development, focusing on national and subnational ethnic population projections. In these extended models, it should be possible to extend the gravity framework to consider inter-ethnic mobility.

Session Seven: Immigrant integration

Colleen Ward (Victoria University of Wellington)

The role of intercultural competence in retaining immigrants and enhancing settlement

Intercultural competence refers to the acquisition and display of culturally appropriate skills and behaviors to function effectively in new and different cultural contexts. This presentation reports the results of two studies on intercultural competence and how it relates to: 1) the retention of immigrants in New Zealand and 2) the achievement of positive settlement outcomes described in the government's new Settlement and Integration Strategy. The first study examines known predictors of immigrant retention: migration motivations, feelings of inclusion, and life satisfaction, along with language proficiency and intercultural competence. The results from an on-line survey completed by 184 immigrants in New Zealand indicated that in addition to security motivations and life satisfaction, language proficiency and intercultural competence predicted the intention to remain in New Zealand. The second study reports the results of our meta-analysis, a summary of the findings from 66 independent studies with over 10,000 research participants, on the factors that relate to intercultural competence. The results of this study and related research revealed that intercultural competence is reliably related to settlement objectives, including language proficiency, feelings of inclusion, integration and psychological well-being. The results of the studies are discussed in relation to the development of policies and programmes that work towards increasing intercultural competence among our new immigrants.

Geoff Stone and Robin Peace (Massey University)

English Language Partners New Zealand: what enables and constrains their contribution to newcomer settlement?

English Language Partners New Zealand (ELPNZ) plays an instrumental role in facilitating newcomer settlement. This presentation reports on initial findings from the first of six institutional evaluations that the CaDDANZ project is undertaking, in which we use a developmental evaluation approach to work alongside the institutions involved to facilitate better settlement and integration outcomes. We outline ELPNZ's place within the settlement system and reflect on how the various parts of the system inter-relate. We then point to the enabling and constraining factors in the newcomer settlement pathway. Finally, we explore, through the lens of ELPNZ, how ELPNZ understands, is a product of, and continues to respond to increasing diversity in New Zealand.

Matt Roskrige and Jacques Poot (University of Waikato)

Social capital accumulation and immigrant integration: a synthesis of New Zealand research

Since Putnam's 1996 visit to Victoria University's Institute of Policy Studies, there has been steady interest in the role of social capital in New Zealand's development. However, it's only during the last decade that survey-based research has been undertaken to assess social capital accumulation among migrants vis-a-vis others in the communities they live in. Additionally, research has been conducted to show how economic integration of immigrants is influenced by social capital accumulation and networking activities such as bonding, bridging and linking. In this presentation we briefly review what the literature suggests regarding the role of social capital in assisting in positive outcomes for migrants, as well as the benefits for New Zealand of migrants who bring with them linkages to overseas networks. The focus will be in particular on the impacts

of cultural diversity and the spatial distribution of migrants. We then proceed with showing some key findings from New Zealand regression modelling, as well as outline enquires that could be fruitful for future work.

Session Eight: Superdiversity

Paul Spoonley (Massey University)

Superdiversity: the new reality – or restating the obvious?

Since Steve Vertovec coined the term in 2007, “superdiversity” has been widely used to signal that diversity has intensified in the second decade of the 21st century. However, the term was originally constructed as a way of signalling that diversity (not simply that related to immigration and ethnicity) had become more interrelated, conceptually complex and politically problematic. Does the term operate as signalling new insights? Does it have ongoing utility? Is it relevant to Aotearoa?

Jessica Terruhn and Junjia Ye (Massey University)

Diversification and changing neighbourhood spaces in Auckland’s Avondale

In this talk we present findings from an ongoing Auckland-based research project which aims to understand people’s everyday encounters and understandings of diversity in urban locales. We look at Avondale, a neighbourhood that is characterised by a significant increase in ethnic diversity, and which has also been identified by Auckland Council as a priority area for revitalisation and residential intensification. We highlight how public places and community services shape residents’ opportunities for social interaction and participation. More specifically, we discuss how residents of diverse backgrounds construct and imagine community in Avondale through their interactions with difference in shared spaces. As such, our analysis focuses on how diversity is constituted through the intertwined processes of neighbourhood change and place-making by residents. Drawing on ethnographic data from observations, interviews, and transect walks conducted with residents, we will critically discuss notions of “community cohesion”, “conviviality”, and “commonplace diversity”.

Ben Soltani (Massey University)

International students’ narratives of socialisation in a superdiverse New Zealand high school

The New Zealand population is becoming more diverse than ever before. Schools as a microcosm of the wider society are social spaces in which this diversity becomes evident. To address diversity, the New Zealand curriculum introduced changes to address the needs of all students. This talk reports on 145 international students’ experiences in a superdiverse New Zealand high school where the school has adopted a new curriculum which focuses on inquiry-based learning, and improving ako, whanaungatanga, tangata whenuatanga, manaakitanga and wānanga, emphasising partnership, community and belonging. The students’ challenges, feelings, thoughts, and identities in their new educational context as they come across the norms and rules of their new high school will be discussed. This talk is part of a larger study which uses multiple-methods including classroom observations, video/audio recordings of natural classroom interactions, narrative frames, documentary analysis, and photo elicitation to present rich descriptions about international students’ experiences within their new school contexts. The

findings will be presented regarding these students' positionings, memberships, and negotiations in their school communities. The talk ends with possible implications of the study for international students, teachers, schools, policy makers and international students' narratives of socialisation in a superdiverse NZ high school.

DAY THREE: Friday 11th November

Session Nine: Skilled migration

Lesleyanne Hawthorne (University of Melbourne)

Designer Immigrants? The growing global demand for international students as skilled migrants

OECD countries increasingly compete to attract and retain international students as economic migrants. By definition, former international students are of prime workforce age, face no regulatory barriers (compared to migrants qualified overseas), and have self-funded to meet domestic employer demand. Within the global 'race for talent' they have emerged as a priority human capital resource, and an integral part of transnational migration systems. This paper describes study-migration pathways which have evolved in the past decade within skilled migration policy frameworks. Four contrasting approaches are provided, comparing policy strategies in the UK, USA, Canada and Australia. Based on a major recent Australian study, the extent to which employers value former international students is then assessed relative to temporary foreign workers, permanent skilled migrants elected offshore, and recent 'local' graduates. On the basis of empirical research, policy issues of relevance to a range of international student destination countries are identified.

Dave Maré and Jacques Poot (Motu Economic and Public Policy Research and University of Waikato)

Do immigration and diversity boost firm performance?

During the last decade there has been a lot of effort, in New Zealand and in a number of other popular migrant destination countries, to quantify the effects of immigration, and the resulting greater cultural diversity, on productivity and innovation in regions but also in individual firms. In this presentation we provide a short synthesis of the literature and outline our current research that aims to disentangle the effect of "identity" diversity (linked to country of birth or ethnicity) and "cognitive" diversity (linked to qualifications, field of study and experience).

Session Ten: Workshops

Workshop 1: 'Tai timu tangata - taihoa e? The ebbing of the human tide - what will it mean for the people?

Natalie Jackson (Massey University)

Why do some towns grow and others not? Outlining the demographic components of change for the period 1976-2013

In this paper we report on the approximate size, rate of change and contribution of migration and natural increase for 276 New Zealand towns and rural centres for the period 1976-2013. We briefly outline our data sources and methodology, and present our results which show a clustered pattern of growth and decline similar to that found by Grimes and Tarrant in their formative analysis of 60 main urban areas. We find that trends in the components of change have been similar for town and rural centres, but differ in subtle ways that have important implications for future growth. We show that many rural centres are reaching the point at which they will have limited ability to reverse their negative trends. This does not mean that many towns are not facing similar demographic challenges, but rather that their greater positive growth components will protect them against natural decline for longer. Although our study covers a briefer period, by back-projecting the components of change we generate an important interpretive base for ongoing work.

Michael Cameron (University of Waikato)

Tracking the paths of ageing and depopulation in regional New Zealand

In this paper, I first trace historical and projected paths of subnational population change for territorial authorities (TAs) in New Zealand. Exploring the paths of population change (in terms of rates of natural change and net migration) allows us to categorise areas that are experiencing one of six categories of population change over time (three of which involve population growth, and three of which involve population decline). Tracking the historical and projected paths for different TAs demonstrates a number of important features, including: (1) the extreme variability in historical net migration compared with the stability of natural change; (2) the drift towards depopulation for all TAs over time; and (3) the links between structural ageing and declining natural change. In terms of the last of these, the results are supported by a new axiomatically-based summary measure of population ageing.

Dave Maré and Bill Cochrane (Motu and University of Waikato)

Depopulation by day: commuting zones

While the New Zealand population overall continues to grow a large proportion of towns and communities in rural or peripheral areas exhibit permanent stagnation or decline in their populations. This is in part due to declining fertility and ageing, and in part due to out migration for economic or amenity related reasons.

This however, is not the fate of all such areas as it has long been thought that rural areas can benefit from growth spillovers from nearby urban agglomerations. These spillovers arise as workers with strong preferences for rural or less dense urban environments, but who wish to avail themselves of the employment opportunities available in urban labour markets, locate in the rural areas contiguous with or close to urban areas and commute to work. As a secondary effect the presence of these “commuters” in an area may support local growth via the demand for local goods and services they generate.

Using data drawn from the census and a variety of spatial econometric techniques this paper explores the extent to which rural-urban commuting can support population growth, or at least ameliorate decline, and the range over which this effect might operate.

Lars Brabyn (University of Waikato)

Human habitat modelling - identifying the preferred urban setting in New Zealand

This paper compares the net migration data for every NZ town and rural centre with the geography of these places to determine what the key drivers of this population change are. Population age data of every urban place in NZ (n = 277) as defined by Statistics NZ was obtained for each census period dating back to 1976. From this the natural change and net migration components of this population change were calculated. GIS was then used to characterise each urban place, including the travel time to education and health services, natural amenities, and changes to the surrounding land-use. Correlation analysis, random forest, principle component analysis, and stepwise regression were all used to develop the ideal statistical model of net migration. Preliminary correlations highlight the complexity associated with developing universal explanations of net migration, since each place has its own context for change, as highlighted by population change resulting from the Christchurch 2011 earthquake. The proportion of the population in the exit age group (55-65 years) is a strong positive predictor of net migration, while the proportion of low productive land use in the surrounding region is a negative predictor of net migration.

Workshop 2: Postgraduate students, workshop A

Ximena Flores-Palacios (Auckland University of Technology)

Samoa: Exploring the linkages between climate change and population movements

Climate change is one of the most serious problems the world is facing today, and the Pacific Island Countries and Territories (PICTs) are particularly vulnerable. Even though there is clear evidence that climate change is stimulating population movements, the interaction between climate change and population movements is still little understood. In the case of the PICTs, there are some studies on the atoll territories; however, there is little empirical research on the "middle sized" Pacific nations such as Samoa. This study focuses on Samoa to explore people's experiences and understandings of climate change, including whether and how climate-related factors have been influencing internal and international mobility patterns during a period of 30 years (1985 – 2015). The theoretical framework is interdisciplinary, combining a Samoan worldview which acknowledges the place of traditional knowledge, values, beliefs and practices in people's responses to climate change, and Western-based perspectives and disciplinary insights to set the knowledge base.

Shemana Cassim (University of Waikato)

Oceans away: Sri Lankan migration, distance, material practice & hybrid identities

This presentation explores the ways in which eight Sri Lankan migrant households in New Zealand navigate distance (geographical, social and imagined), and establish a sense of continuity between the *here* (host nation) and *there* (country of origin). I demonstrate that migrant negotiations of belonging in their new homes are complex and dynamic. Particular attention is paid to the establishment of contact zones through migrants' negotiations of space and place, material practices and objects of significance. I will emphasise that spaces and places are not

mere backdrops in the everyday lives of migrants. Rather, transnational spaces of significance comprise multifaceted processes that are defined by the people inhabiting them and the practices enacted within them. Thus, these spaces play an important role in facilitating a sense of belonging somewhere new. In demonstrating how migrants' everyday lives span not only localised or national borders, but also the past, present and future, I consider the everyday agency and resilience of migrants.

Hina Cheema (Massey University)

Deliberate religiosities and disjunct modernities: Working immigrant Muslim women in 21st century New Zealand

The aim of my research is to explore how the religious habitus of working immigrant Muslim women is (un)consciously being (re)made in the 'everyday' fields of modernity and Islam. Through a focus on mundane, daily interactions of the lives of working immigrant Muslim women living in New Zealand, I explore how these women negotiate their piety at work and public places and how these places have an impact on their religiosity. My preliminary findings show that when the religious habitus of Muslim immigrant women encounters unfamiliar fields of modernities and Islam, the resulting change is deliberate transformation which either set a woman on a journey from 'Safia to Sofi' or from 'Safia to sister Safia'. As a result, a self-defined place comes into existence, new modalities are produced, and new cultures take birth. These are complex and continuous ways of making and remaking of their worlds on an 'everyday' basis in order to fit themselves into disjunctures of modernity and piety.

Workshop 3: Postgraduate students, workshop B

Liza Bolton (University of Auckland)

Why do Asian New Zealanders earn less than the rest: A case of lower income return on education

Educational attainment is positively associated with income for all ethnicities, but Asian New Zealanders earn markedly less than their European, Māori or Pacific counterparts at every level of education. This study uses 2013 New Zealand census data to investigate how differences across region of residence, educational attainment, migrant status, language, and other migrant factors relate to this anomalous difference for Chinese, Indian, Filipino, Korean, and other Asian New Zealanders, compared to Europeans, Māori and Pacific people. Migrant status is shown to be most related to the low income return on education for Asian New Zealanders.

Jesse Hunter (University of Canterbury)

Overseas Filipino workers and the Christchurch rebuild

My research looks at temporary labour migration. I focus in particular on Overseas Filipino Workers (OFWs), in relation to the Christchurch 'Rebuild'. Across academic disciplines there is considerable research on OFWs, however, New Zealand is relatively new in sourcing OFWs for labour. Most research on OFWs in New Zealand has been limited to literature reviews and reports. My research gives a voice to the OFWs while adding to the growing literature concerned with global capitalism. This presentation outlines my critical ethnography, which is written in three parts. My focus will engage with the first section which outlines how and why the Philippines is involved in the production of workers for the global market and the vulnerability temporary labour migrants face in a new country. I argue that since 1898 the Philippines have

embraced what Karl Polanyi fittingly describes as 'The Great Transformation'. In short, the substance of society has been subordinated to the laws of the market. I apply this premise to the numerous stakeholders involved in temporary migration to illustrate capitalism at work, thus revealing a side to migration, often overlooked, glossed over or seemingly invisible in New Zealand.

Lisa Tsai (University of Auckland)

Youth, mobilities, and time: Taiwanese working holidaymakers in New Zealand

Mobility for work and travel is often aligned with conceptions of youth and possibilities that movement entails for cultural capital accumulation and self-development. This thesis examines the New Zealand Working Holiday Scheme through the lens of the mobilities paradigm, by investigation the experiences of 28 Taiwanese working holidaymakers in New Zealand. The discussion reveals contrasting notions of 'youth' expressed through working holidays and highlights how imaginative freedoms associated with the figure of the working holidaymaker are articulated through societal expectations, social infrastructures and temporal limits. Three findings will be discussed. Firstly, this thesis shows how the Working Holiday Scheme is a means by which young people discover new life perspectives and achieve self-transformation while they are in a very transitory stage of their life course. Secondly, this thesis demonstrates that differences in societal expectations of youth between Asian and Western cultures highlight the Eurocentrism of the current emphasis on youth trajectories and its association with mobilities in public discourse. Lastly, through these earlier insights, this thesis demonstrates the significant relationship between aspirations and the imaginative and experiential dimensions of mobility, as well as how soft infrastructures guide mobility outcomes. The relationship between youth, mobilities, and time, are key factors in understanding the working holiday experience as being more than just 'working' and 'holidaying'. The findings call for further research on the imbrication of working holidays with mutating notions of youth and their implications for the lived experience of mobility.