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# **Work Experiences of Chinese Migrants: impact on family wellbeing**

A thesis presented in partial fulfillment of the requirements for the degree of

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# **Work Experiences of Chinese Migrants: impact on family wellbeing**

## **Abstract**

Immigration has rapidly increased throughout the world, especially from developing to developed countries. Through immigration, most people are searching for better career opportunities, better economic outcomes, and a pleasant environment. For a relatively long time, Australia, the United States of America, Canada, Europe, and New Zealand are ranked as the top popular destinations.

New Zealand is renowned as a country of immigrants, and the numbers entering are increasing annually. While Europeans used to dominate the early waves of immigration, more recently, especially after the commencement of the points system for skilled migrants, more people are coming from Asian countries, such as China, Korea, Southeast Asia, and India.

China, in particular, had been a significant contributor to the inflow of migrants to New Zealand. The Chinese workforce is becoming a critical part of the current labor market in New Zealand (Badkar & Tuya, 2010). Unlike many other Asian countries, those from mainland China do not have English as a key language, which has been the top barrier for Chinese migrants' employment and settlement in New Zealand. Underemployment has become a collective experience for many Chinese migrants throughout New Zealand.

The current study replicated a study that examined the work experiences of Asian immigrants in New Zealand (Sobrun-Maharaj, Rossen, & Kim, 2011), with some changes that have been made.

To conduct this research, a 30-45mins qualitative semi-structured interview was

undertaken with each participant and were content analyzed. The results showed that a large portion of new Chinese migrants was experiencing underemployed or have the experience of being underemployed. The experience of underemployment has generated many negative effects on their psychological and physical health. Besides, those adverse effects may not only constraint on an individual level but also extend to their families and the social context of their families. However, many factors may have an impact on how people value and adjust to the status of underemployment, such as previous working experience, their motivation for immigration, which may either weaken or even eliminate those negative impacts.

The current study hoped to get a whole picture of the impact of underemployment of new Chinese migrants in the Auckland labor market on their family wellbeing. It had provided significant implications for new migrants, employers, communities, government, and further researchers. Even though the underemployment of new migrants is not a new topic, there is still a broad-scale research agenda need to study. More rigorous design and complex models should be applied for future studies. Longitudinal research designs, as well as family studies, can also be designed to examine the broader and more prolonged effects of underemployment.

Keywords: Chinese immigrants, underemployment, low income, talent waste, family well being

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## Chapter 1 Introduction

Underemployment among immigrants, especially Asian immigrants (Slade, 2012), is a pervasive problem for immigrants receiving countries, such as the United States of America (De Jong & Madamba, 2001; Gordon, 2001; Wang & Lysenko, 2014), Europe, Canada (CLC, 2014; Laura & Mitchell, 2012; Maitra, 2017), Australia (Kler, Potia, & Shankar, 2018; Reid, 2012), New Zealand (Mace, 2004). This topic is drawing increasing attention during recent years.

Landing in a new country, new immigrants are exposed to a different culture, and the working environment is even more diverse. They may experience considerable hardships in adapting to the new environment, especially in the early stage of immigration. Even though many skilled migrants possess valuable working experience and essential skills, there is still the challenge of many employment barriers in host country, such as low language proficiency, employment discrimination, lack of information and knowledge of the local labor market, lack of local connections, lack of local university education, shorter residency, and differences in working pattern, all of which may block their way to utilize their skills and find a comparable employment in the new host country.

Although New Zealand's points system has set basic requirements for skill immigration based on personal merits (including English level, education, age, working experience), aimed on ensuring that new migrants will experience fewer settlement problems and will find it easier to secure appropriate employment after their arrival, new Chinese migrants, who have been settled in New Zealand less than five years, still reported a remarkably high level of unemployment and underemployment (Abbott, Wong, Williams, Au, & Young, 1999).

Underemployment, no matter in which form, low payment, providing too few hours, under-utilizing one's skills, or any combination of the above three forms, can have negative effects on individuals, their families, organizations, surrounding

communities and even the whole society. For an individual, underemployment can lead to low job satisfaction (Lee, 2005; Nabi, 2003), a high individual perception of no work or unfulfilling work, bad work attitudes, a high intention to leave their jobs (Allen & van der Velden, 2001; Burke, 1997; Holtom et al., 2002; Maynard, Joseph, & Maynard, 2006; Maynard, Thorsteinson, et al., 2006; Wald, 2005 ), low income, low self-esteem, low confidence about themselves and their future, financial stress, poor psychological and physical health. Besides, it also has a profound influence on many aspects of an employees' life, such as relationships with families (Le Espiritu, 1999) and friends. For the organization, a considerable number of previous studies have proved that a greater degree of person-job fit can lead to more positive work outcomes (Kristof-Brown, Zimmerman, & Johnson, 2005), which will eventually lead to overall positive organizational performance. Underemployment, on the other hand, will result in poor personal performance and low productivity, low morale in the work environment, broken psychological contracts between employees and the organization, which will eventually result in inferior organizational performance. Besides, skills underemployment is a waste of talent of human capital for the organization. Human capital, which is defined as the useful skills and knowledge individuals acquire to increase individual productivity and produce economic value (Merriman, 2017), is widely accepted as the top productive force. According to human capital theory, learning and experience directly increase workers' productivity (Becker, 1993), which will eventually increase the overall productivity of the whole organization. If an employer can fully utilize the skills and experiences of migrant employees, this may greatly contribute to the overall performance of organizations. At the country level, an economy in which a large portion of people is working fewer hours and working without utilizing their skill, cannot be considered as an economy operating at full employment (Schulze & Dixon, 2014), and it is believed that the economy will get stuck when operating below full employment. For immigrants receiving countries, such as New Zealand, one of the main reasons for a skilled migrant immigration scheme is to attract skilled human capital to contribute to the

economic development of the country. Underemployment among immigrants defeats this purpose, as the talent of skilled migrants has been wasted due to the inability to find commensurate employment. Those underemployed migrants are believed to present a remarkable pool of untapped labor that can be better matched to their skills, training, and experience (Bonnal, 2009).

Underemployment among immigrants is not a new topic, especially among Asian immigrants in Western countries (Gordon, 2001). There are many articles about underemployment among immigrants (Tu, Zhou, Wong, & Okazaki, 2018), mainly covering four primary fields on investigating underemployment, from the perspective of management (individual and organizational outcomes), economy (underutilization of labour talent and its impact on income), sociology (society and social structure) and psychology (health and community effects) (McKee-Ryan & Harvey, 2011). The economic performance and economic wellbeing resulting from the underemployment of immigrants has drawn much more attention compared with the impact on family wellbeing (Chiswick & Sullivan, 1995; Massey, Goldring, & Durand, 1994; Nee, Sanders, & Sernau, 1994). However, these different research perspectives on the economic performance of immigrants provide the context for this present study.

Most studies on this topic were conducted in the United States of America, Canada (CLC, 2014; Wald, 2005), Australia, and Europe. However, a few studies have focused on the New Zealand labor market. The current study addressed the gap through an in-depth examination of Chinese immigrants in New Zealand labor market. Further, in New Zealand context, much research attention has been put on Chinese immigrants from Hong Kong and Taiwan (Beal, 2001; Ho, 2002), as they accounted for a large number of early settlers, while other research has been undertaken on Chinese immigrants only from mainland China, recognizing that they are a major source of migrants. However, migrants from different parts of the world have different culture and may experience different levels of underemployment (Schulze & Dixon, 2014).

According to previous cross-cultural research, different values and beliefs may result in differences in the relationships among antecedents, consequences, and work-family conflict (Korabik, Lero, & Ayman, 2003).

The current research examines the impact of the working experience of new Chinese migrants on their family wellbeing, intending to encourage new migrants, organizations and the government, to have a better understanding of the post-arrival adjustment and employment situation of skilled Chinese migrants. Additionally, an analysis of the barriers and facilitators of employment may provide migrants, organizations, and government ideas on how to support new migrants to secure commensurate jobs in New Zealand, aiming to improve their employment status and thereby family the wellbeing.

## Chapter 2 Literature Review

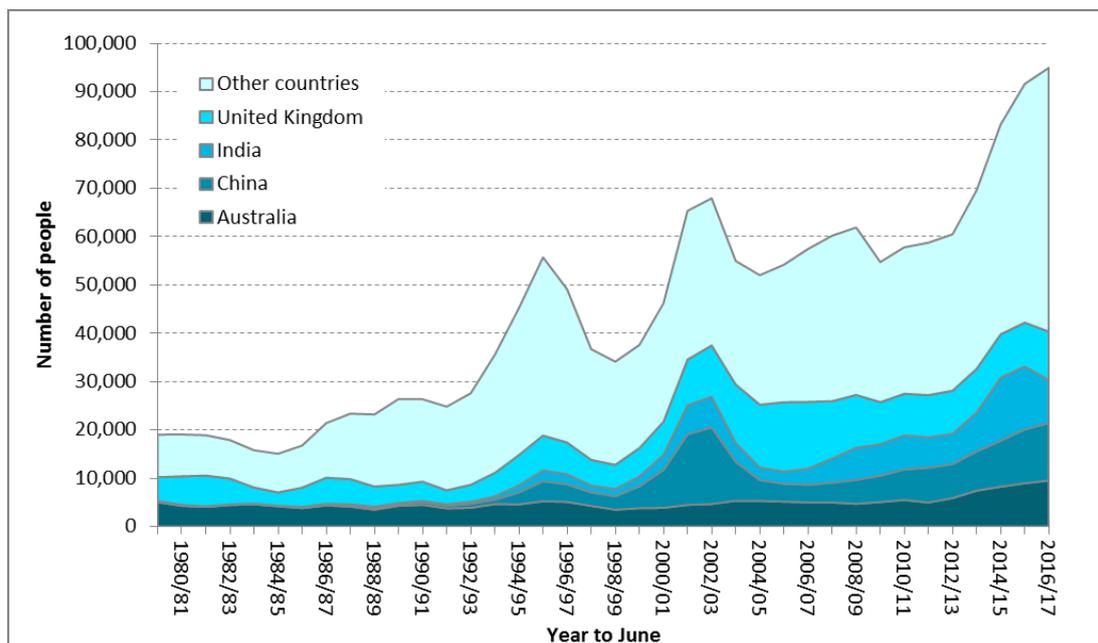
### 1. Employment of skilled Chinese immigrants in Auckland, New Zealand

#### 1.1 Chinese migrants in New Zealand

China was, for many centuries, a closed country, with limitations on the inflow of visitors, and more importantly, limits on the migration of citizens (Mohanty, 2018). However, from the late 1990s, due to social transformation and economic development in China, an international movement began to flourish. Chinese people started to move to developed countries to search for more business and life opportunities. North America and Australia were the two most popular destinations at that time (Skeldon, 2004).

From the mid-1990s, after the immigration policy of New Zealand changed to be based on personal merit rather than nationality or ethnicity, and a points system was introduced, a large number of well-educated and skilled people immigrated to New Zealand from Asia (Henderson, 2002; Spoonley & Bedford, 2012), especially from India and China (illustrated in Figure 1).

Figure 1 Top source countries of annual permanent and long-term net migration arrivals of non – New Zealand citizens, 1979/80 – 2016/17



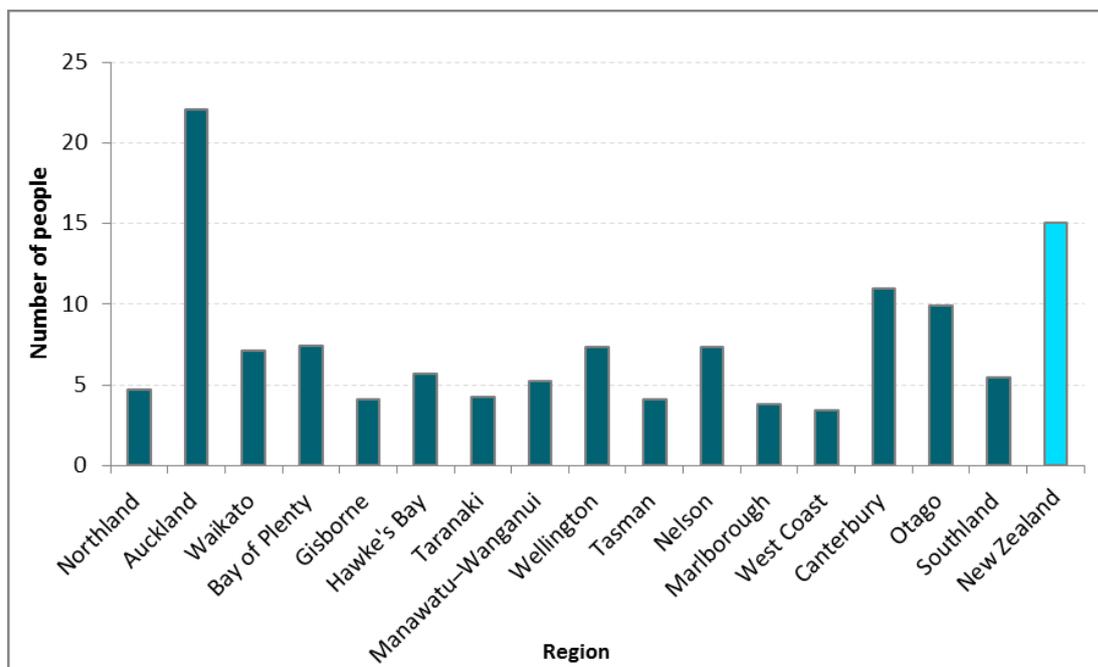
\* Note: Includes only permanent and long-term migrants for whom the source country was stated. \*Source: StatsNZ.

The new immigration policy favor people with excellent English language proficiency, specialist skills, formal educational qualification, transnational education, and work experience (Liu, 2004; Wang & Thorns, 2009). The points system, which selects immigrants based on education, and general human capital (Maani & Chen, 2012; Wang, 2007), was introduced to attract quality immigrants from all over the world to assist New Zealand to get valuable human capital for economic development (Wang & Thorns, 2009). Skilled migrants under the points system were expected to contribute to the economic and social development of New Zealand with their talent, knowledge, and skills. The points system was designed with taking into consideration of age, character, education, experience, health condition, English level, and employability, to make sure that new immigrants can settle into New Zealand quickly and smoothly. Further, it was also widely accepted that highly educated immigrants could integrate more easily into the host country over the longer term when compared with lower-skilled immigrants (Banerjee, Verma, & Zhang, 2018). The new

immigration policy, therefore, was encouraging skilled immigration and has resulted in a steady flow of skilled immigrants over those years (Maani & Chen, 2012). It was predicted that in future years, if there are no dramatic changes in immigration policy, the Asian population will grow at three times the rate of the total population to 2026, reaching about 790,000 (Friesen, 2015).

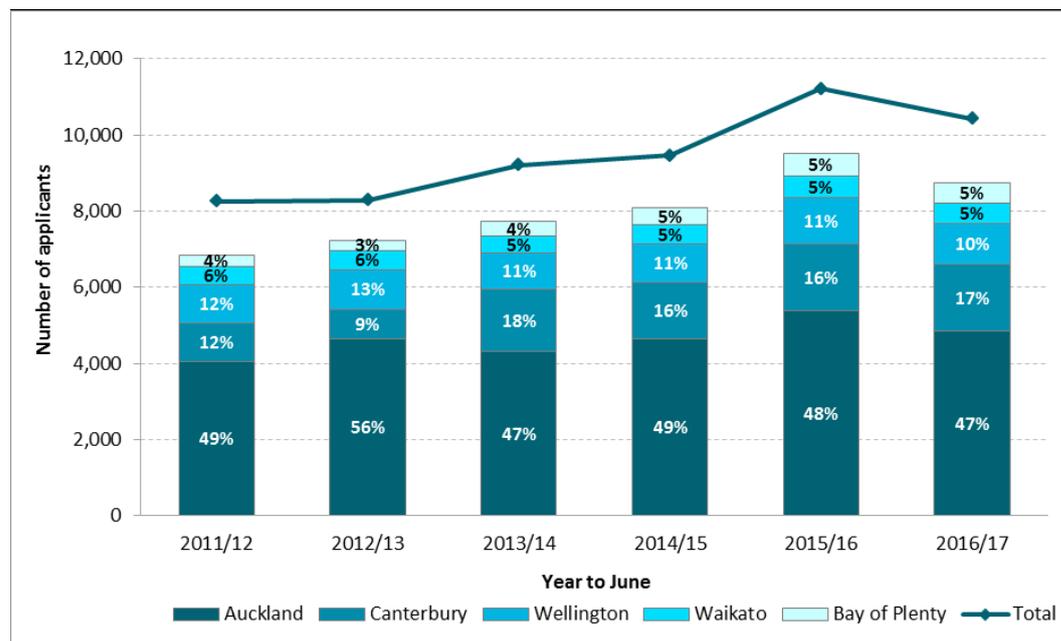
Auckland, the economic center of New Zealand, is the city most new migrants arrived first (Wang, 2018) and is the most popular destination (MBIE, 2018) (illustrated in Figure 2 and 3), especially for skilled migrant category principal applicants.

Figure 2 Net permanent and long-term migrants per 1,000 resident population by New Zealand region, 2016/17



\*Source: StatsNZ resident population estimates as at 30 June 2017.

Figure 3 Top five regions of skilled employment for Skilled Migrant Category principal applicants, 2011/12 – 2016/17



\*Note: These principal applicants were awarded points for a job or job offer and specified a region of employment.

\*Source: MBIE.

According to StatsNZ in 2017 (illustrated in Figures 3), almost 50% of applicants under the skilled migrant category chose Auckland as their destination. According to the 1991 census, over half of the country’s 44,793 Chinese resided in Auckland. As the largest city in New Zealand, Auckland has a population of 1,695,900 (June 2018), which is almost one-third of the New Zealand population (Subnational population estimates, 2018). It also has the highest percentage of immigrants compared with other regions (Maani & Chen, 2012). New immigrants come to New Zealand for better education opportunities for both themselves and their children, a better job market, a more relaxed lifestyle and a better natural environment (Ip, 2011; Liu, 2004). Auckland is a city that enjoys both modern facilities and a pleasant natural environment, which provides all the components pursued by migrants from all over the world. As the major economic and financial center, most of the international and national enterprises are based in Auckland; this enables high skilled immigrants to

get more opportunities to get the jobs commensurate with their education and skill level.

Auckland enjoys a mild climate and a purely natural environment. It has many educational opportunities, leisure facilities, and activities. Auckland has ranked 3rd of 215 cities for quality of life (The World's Best, 2015). Auckland has more to-ranking education institutions than other regions, including primary and secondary schools, tertiary institutions, colleges, and universities. Three of the eight New Zealand universities are located in Auckland, including Massey University, Auckland University, and Auckland University of Technology, which attract a large number of international students from all over the world every year. All those students who come to New Zealand to pursue higher education will become a potential source of future immigrants. According to the "2013 Census" (2013), 86.7% of Chinese who live in New Zealand, aged 15 years and over, had a formal qualification, and 69% of Chinese live in the Auckland region.

## **1.2 Employment of Chinese migrants in New Zealand labor market**

Chinese immigrants are one of the top sources of New Zealand's immigration intake (Wang, 2016), and are ranked as the second largest group of overseas-born residents in 2013 (Ministry of Business, Innovation and Employment, 2013). Most immigrants are from relatively wealthy and well-established middle-class families in China, and they usually obtain residence in New Zealand as skilled or business immigrants (Wang, 2016).

New Zealand is famous for its balanced lifestyle; it was ranked second in the world for work-life balance in HSBC's 2019 Expat Explorer survey (HSBC Expat, 2019).

Compared with pursuing career development, the reasons why many Chinese people come to New Zealand can attribute to educational opportunities for their children, relaxed Western lifestyle, and better nature environment (Ho, 2015; Ip 2011; Lewin et al., 2011; Liu, 2004). However, due to the significant financial and psychological stress during the early settlement stage, the harsh reality for many new migrants is

that they have to find a job to make money to at least survive and to build their social status in new host country (Ho, Meares, Peace, & Spoonley, 2010). The consequence for many is that their work may conflict with their family life (Ho, Meares, Peace, & Spoonley, 2010).

Even though skilled Chinese migrants are always highly educated, with valuable working experience, they are reportedly not doing well in the New Zealand labor market, marked with a high unemployment and underemployment rate. Besides, they are always featured with low income, which cannot be matched with their education level and previous working experience.

Many of them are working in poorly paying and low skill occupations, such as restaurants and hotels, real estate services, apparel production (Liu, 2004). There are many barriers for Chinese migrants to obtain or secure stable and decent employment in the New Zealand labor market, such as unsatisfactory English proficiency, cultural difference, and workplace discrimination, lack of local social connections, and knowledge of the local labor market. One direct and obvious result of underemployment is either low or unstable income. It is reported that Chinese migrants in New Zealand have a much lower median income than the national average, even though they are one of the best-educated group in New Zealand (Wang, 2018).

Many Chinese migrants are reported struggling with financial pressure and degraded social status (Wang, 2018). As it is hard for them to get better employment, common ways for them to realize an increase in income are through self-employment (Ho, 2015), doing longer working hours and taking multiple jobs.

However, the overall economic outcome of Chinese migrants is still relatively poor, especially in the early settlement stage (Liu, 2010).

## 2. Underemployment and low income

### 2.1 Definition and forms of underemployment

Underemployment differs from unemployment in that a person is working, but on a job-education mismatching position (TIEDE, 2008), marked with working in a job that is below employees' full working capacity. It happens when people are employed in jobs which are substandard relative to their goals and expectations (Maynard & Feldman, 2011). Those years underemployment has drawn more and more attention worldwide, and the trends consistently showed that underemployment would become more prevalent in the future (McKee-Ryan & Harvey, 2011). According to a Gallup report in 2010, unemployment dropped a little bit. Underemployment increased to 9.7% in the meantime (Jacobe, 2010). One recent research showed that with the increase of average education of workers in the United States (Ng & Feldman, 2009), over-qualification was increasing in a positive, linear trend (Vaisey, 2006), which has led to a higher possibility of underemployment.

The experience of underemployed employees tends to be more closing to the experience of unemployed employees than those who are adequately employed (Cassidy & Wright, 2008; Wilkins, 2007). Even though they have jobs, their employment provides them nothing except survival income. Jobs for them are only a way to maintain life-hood, not a career to develop. There are mainly three kinds of underemployment, skill underemployment, income underemployment, and hour underemployment, and sometimes a combination of the above two or three kinds. Hour underemployment is also called visible underemployment, while skill and income underemployment are also called invisible underemployment (Amadeo, 2012). Skill underemployment refers to people who are highly educated workers in low skill jobs (Batalova, Fix, & Bachmeier, 2016). In other words, there is a disparity between educations in relation to occupation. One European study found that half of its sample of higher education workers were either overqualified or employed outside their field of study (Allen & van der Velden, 2001). Income underemployment

means people's current wages are significantly lower than their previous jobs. Under income underemployment, employees are sometimes working outside the field in which they are educated or trained; sometimes even in their study fields, they are always having more significant skills or working experience than the requirement of their given jobs. This could include, for example, a registered accountant working as a cashier at the supermarket. Hour underemployment happens when people cannot work as many hours as they want, or they can only obtain temporary jobs when they desire permanent employment. Sometimes, to make ends met, they have to take multiple jobs. The United States of America Bureau of Labor Statistics (2011) reported that 8.8 million workers were forced to work part-time while they preferred full-time employment. According to Stats NZ (2018), in 2017, 20.6% of part-time workers in New Zealand wanted and were available to work more hours, and 65% of those hours underemployed workers wished to move into full-time jobs (Broughton, 2018). In New Zealand, the appearance of flexible working arrangement has made work arrangement to a continuum of unemployment and part-time, casual, and full-time employment (Pocock, Buchanan, & Campbell, 2004), people have to accept those nonstandard work arrangement to at least secure their jobs, without any other choice (Winefield, 2002). Involuntary part-time or casual work can cause hour underemployment, which is prevailing around New Zealand. A study conducted by Maynard, Thorsteinson and Parfyonova in 2006 demonstrated that involuntary part-time workers were obviously less satisfied with work, payment, relations with coworkers, and they were also less effective and committed to their organization.

## **2.2 Impacts of underemployment**

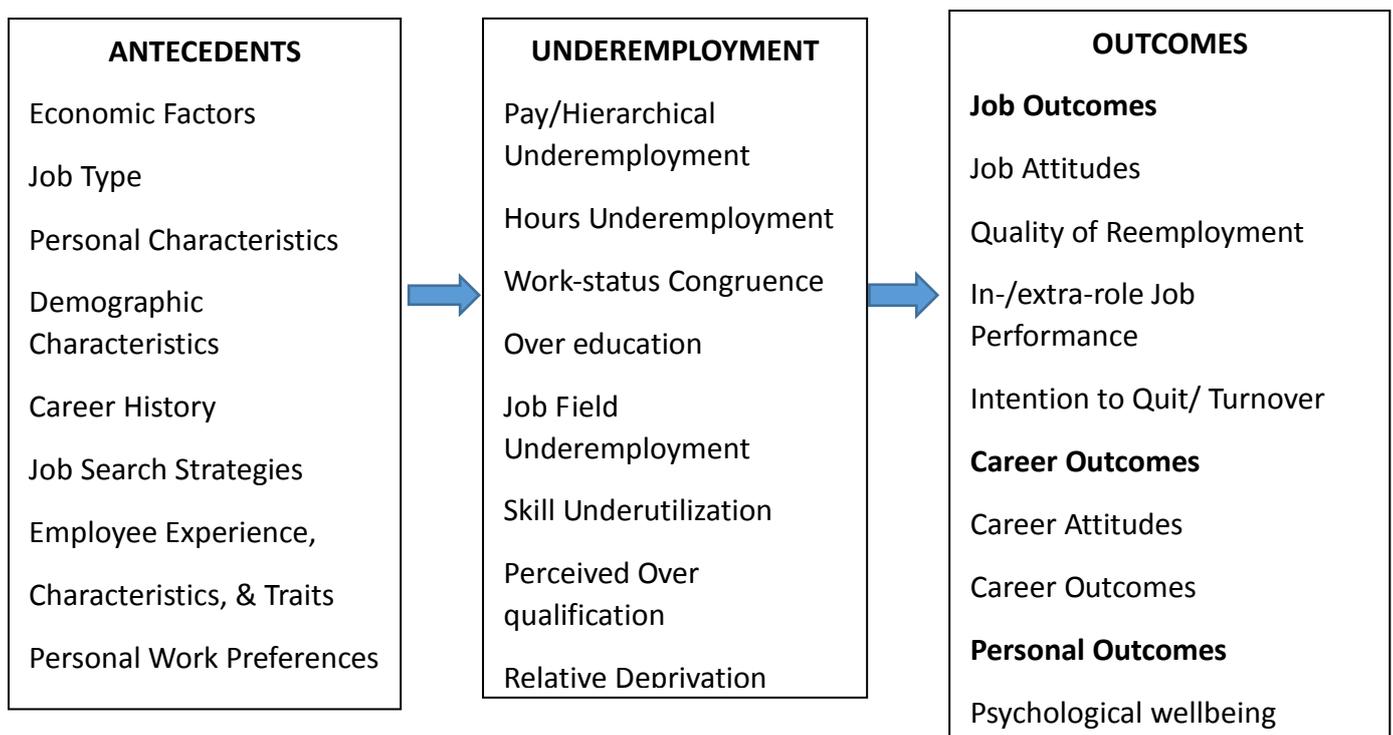
Underemployment is a pervasive problem; it has a serious impact on individuals, families, organizations, and even the whole society.

For an individual, underemployed workers hold more negative work attitudes and have low job satisfaction levels. They have a higher intention to leave their jobs (Feldman, 1996), and they have poor psychological and physical health (Maynard

&Feldman, 2011). The consequence of underemployment will extend to the social world in which he or she participates. It can put a severe strain on the partner relationships. Children will also be affected by parents' underemployment status. For example, a reduction in income caused by underemployment will limit their access to certain activities with friends, new books, and new stationery or clothes. Further, the negative consequence of underemployment may also move beyond one's family to one's relatives, friends, and can increase social isolation. For organizations, people with low satisfaction levels are less likely to fully engage in their job and contribute great effort to organizational performance. Consequently, organizational performance will suffer. When underemployment spreads around a community, then the whole community will be affected.

In the theoretical approaches to underemployment (McKee-Ryan & Harvey, 2011), McKee-Ryan and Harvey listed many outcomes caused by underemployment (illustrated in Figure 4), covering job outcomes, career outcomes, and personal outcomes.

Figure 4 Theoretical Approaches to Underemployment (McKee-Ryan & Harvey, 2011)



### **2.3 Underemployment among migrants**

Immigrants are a particular group who is much likely to experience underemployment (Maynard & Feldman, 2011), mainly due to the systemic issues of skill and knowledge transferability and recognition (TIEDE, 2008).

Countries of immigration are supposed to benefit a lot from an influx of skilled workers, as they are the important sources of human capital (Mountford, 1997; Vidal, 1998), which is considered to be the top productivity of a country (Iredale, 2004). However, many studies have shown that many immigrants are unsuccessful in obtaining jobs in their preferred fields (Iredale, 2004; Arbeit & Warren, 2013) in host countries; they are always working in occupations underusing their experience, training, and skills.

In New Zealand, points system in New Zealand immigration policy has set basic requirements for skill immigration, aimed at making sure that new skilled immigrants will not or less likely to experience significant settlement problems and will be much easier to get employment. According to points system, skill immigrants should have sufficient skill to work, good working experience which makes them easier to get into new jobs in New Zealand, recognized qualification keeping them qualified for their jobs, a valid job offer showing that they have already gotten a job matching their qualification, and they are in labor age to work. However, even though a valid job offer is almost compulsory for the application of skilled migrant from 2004, a report from Department of Labor at 2009 still showed that employment rates were even lower for new Asian immigrants who have been in New Zealand less than five years, which showed that many Asian failed to secure their jobs in the early stage of their immigration.

### **2.4 Low income**

One common consequence of all forms of underemployment is low income. Under skill underemployment, people's skills cannot be fully utilized, so their payments are

always much lower than skilled employment, which means that there is a significant wage gap by their level of education.

In the Wellington labor market, 42% of employed Asian migrants had a University degree, while only 25% of total employed earned more than \$50,000 per year. The status is even more pronounced for migrants who have been in New Zealand for less than five years (Schulze & Dixon, 2014).

Under income underemployment, people cannot get the payment as before, so they are always struggling with financial stress; they need to control their budgets within the new reduced income. Under hour underemployment, employees cannot work as many hours as they want, and their payments always depend on how many hours they work, which means they cannot get the payment they need. The situation is even worse for casual employees, as they cannot predict income in advance, which may make them passive on arranging their time and budgets. To meet their ends, people under hour underemployment always have to take multiple jobs to get enough money. Besides, hour underemployed employees always do not have any other benefits compared with permanent employees, such as paid sick leave, paid annual leave, medical insurance, allowance, annual bonus.

Low income can lead to many negative consequences, which include not only financial stress, but also great psychology and financial stress for both employees themselves and their families.

## **2.5 Talent waste**

Underemployment, especially skill underemployment, will lead to talent waste. Talent waste, also known as brain waste, is always caused by the mismatching of job and education; it is a common consequence of skill underemployment.

There are mainly three kinds of job-skill mismatch, vertical mismatch, horizontal mismatch, and full mismatch (Banerjee, Verma, & Zhang, 2018). A vertical mismatch means that someone can work in the sector related to their education, but at a lower

level than their education level (Mahuteau, Mavromaras, Sloane, & Wei, 2014). According to Leuven and Oosterbeek (2011), almost 30% of workers were over-educated in the global labor market. A Horizontal mismatch refers to someone who cannot find a job related to their field of study. A full mismatch is a combination of horizontal and vertical mismatch. All those three kinds of mismatch are much likely to happen among immigrants, especially in the early stage of immigration. The result of talent waste is a high level of skill and knowledge under-utilization (Batalova, Fix, & Bachmeier, 2016), it is a great waste for not only employees themselves, but also the organizations and even the whole society.

Talent waste and its impact on life and job satisfaction are always a concern in migration literature (Al Ariss, Cascio, & Paauwe, 2014). Talent waste is considered to have a significant negative impact on workers, employers, and the whole society (Mahuteau et al., 2014).

In terms of the talent waste of immigrants, it mostly refers to the employment of skilled immigrants in unskilled jobs (Liversage, 2009), such as accountants work as cashiers, doctors work as taxi drivers, and engineers work as builders. Previous literature found that talent waste among migrants was a common phenomenon throughout the world. In a study examined the experience of Polish immigrants working in the Irish labor market, researchers found that many immigrants worked in jobs that were incommensurate with their qualifications and previous working experience (Pearson, Hammond, Heffernan, & Turner, 2012). A study on skilled immigrants in Canada also showed that immigrants were more likely to experience job-education mismatch than native-born Canadians (Banerjee, Verma, & Zhang, 2018). Skill mismatched employment is a great waste of migrants' talent for employees and human capital for employers, which will lead to both inferior personal performance and organizational performance.

Many immigrants failed to integrate into their preferred sector of the labor market in host countries, which was considered to be the first step to fully realize the value of

skilled immigrants (Yoshida & Smith, 2005). Failure to work in the field of study will cause a horizontal job-education mismatch. Even though some immigrants have the opportunities to work in the area they have studied, they are forced to work in jobs below their skill and education level, which is considered to be a vertical mismatch. One main reason for vertical mismatch among immigrants is that employers in the host country prefer to hire workers with more education than the job requires, because they have concerns about the transferability and applicability of overseas education and work experience. A full mismatch is also common among new immigrants. As at the early settlement stage, they have quite few knowledge about local labor market and have few local social networks, which makes it less likely for them to find a job matching their education; meanwhile, they always face high financial stress at the early stage, such as housing, settlement expenses, and education expenses. They sometimes, as a last resort, have to accept a low-level job and to fill in positions as soon as possible, which may not only unrelated to their education but also earn a lower wage than they potentially could, to at least survive in the new host country.

Those kinds of survival employment will not only lead to an enormous waste of talent of migrants temporarily but can also have a serious effect on their access to come back to the right career track for and may lead to long term underemployment in the host country.

### **3. Barriers to employment**

There are many barriers for new migrants to get commensurate employment, especially at the early settlement stage.

One of the top barriers is the absence of location-specific capital, such as local networks, sufficient language skills, and local resources and local market-specific skills (Da Vanzo, 1981). In New Zealand, even though points system has required that a new immigrant should have recognized qualifications, skilled work experience and even employment agreements (New Zealand Immigration, 2017), which should make

it easier for new migrants to settle smoothly and successfully in New Zealand, but the reality was proved to be quite different, especially for immigrants who were from non-English speaking background (Henderson, 2002), such as mainland China.

There are many barriers to the employment and settlement of Chinese immigrants in New Zealand, including sufficient English skills, cultural differences, employment discrimination, lack of knowledge of the New Zealand labor market, and local social networks.

### **3.1 Sufficient language skills**

Language was widely accepted to be the top barrier of employment for immigrants and lack of fluency in English is considered to be a key labor market disadvantage (Liu, 2004; Park, 1999; Schulze & Dixon, 2014).

Proficiency in the language of the host country is considered to be the key factor in integration into host country (Esser, 2006; Henderson, 2002), as language is important both as a medium for daily communication, and to get a position in the new labor market (Esser, 2006). Improved language proficiency may help migrants avoid interpersonal conflict and sort out the conflict effectively (Shang, O'Driscoll, & Roche, 2016). It has been proved that fluency and literacy in the host-country language are strongly related to workplace success (Batalova, Fix, & Bachmeier, 2016). Wagner and Childs (2006) demonstrated that immigrants with good host country language proficiency enjoyed a significantly higher level of employment rates than those who were not.

In New Zealand, even though the points system has set a requirement for applicants' English level, it seems that it cannot reach the predicted expectation, as new immigrants still have problems with even daily communication with local people in English, not mention about in workplace. In many Asian countries, such as China, Korea, Japan, English has been taught as a language of educational instruction, even though people can pass the English test, it does not mean that they have the actual

ability to speak it fluently in real daily life same as English native speakers (Nunan, 2003).

The new changes on New Zealand immigration policy happened from 12 October 2017 has become stricter for the proof of English level, it canceled a variety of alternative pieces of evidence of English language ability in place of an IELTS score. Besides, for immigrants who are invited to apply after 12 October, English evidence requirements will also be applied to their partner and any dependent children over the age of 16 (New Zealand Immigration, 2017). The reason for those changes is to ensure high consistency in the English level of skilled migrants and their families as well, thereby ensuring they can all settle down well after arrival, enjoy their new lives in New Zealand and contribute positively to New Zealand labor market.

### **3.2 Cultural difference**

Landing a new country, immigrants are exposed to a different new culture and workplace environments are even more diverse (Shang, O'Driscoll, & Roche, 2018). Chinese migrants in New Zealand may experience an exceptional hardship in adapting to the new environment (Liu, 2004), as the cultural norms and expectations of both Chinese and New Zealand will exert influence on new Chinese migrants. They are at a high level of lacking understanding of both the social and work culture in New Zealand, which may cause significant workplace stress for them (Lueck & Wilson, 2010).

The larger the culture distance, the more difficult it is for new immigrants to adjust to the new culture in the host country (Hofstede, Hofstede, & Minkov, 2010). This is the case of Chinese immigrants in New Zealand. Chinese has a collective culture.

However, when they come to New Zealand, they will have to learn to adjust to New Zealand's predominantly individualistic culture. In host countries, Chinese migrants usually maintain their own culture in family life (Li, Hodgetts, & Sonn, 2014), such as speaking Chinese at home, accessing Chinese news. Besides, most Chinese in New Zealand tend to attach themselves tightly to the Chinese community in New Zealand,

because of their great sense of community (Li et al., 2014). However, at the workplace, especially in an organization dominated mostly by local people, they have to conform to norms and values of New Zealand (Berry, 2002). This frequency conversion will result in the delay of adjustment to the new culture.

Different cultures will generate different organizational behaviors in the workplace and may easily lead to interpersonal conflict (Shang, O'Driscoll, & Roche, 2016). Chinese culture emphasizes collectivism and harmony. At the workplace, Chinese workers value group performance and prefer to avoid confrontation. While New Zealanders with an individualistic culture, they value personal performance and feel free to express their ideas openly. The difference in workplace behaviors will cause many significant problems, such as misunderstanding in the workplace, hard to involve in a new work environment. For example, Chinese people do not prefer to express their ideas openly (Fang, 2011), as they think it is a way to show off and they are afraid of being criticized, refuted and ridiculed; while under New Zealand culture, people are encouraged to talk freely and share opinions with others together.

In recent years, one primary motivation for Chinese migrants taking on the path of migration to New Zealand is pursuing a different and relaxed Western lifestyle, but the reality is that it is tough for them to integrate into the Western culture here, the highly mixed cultures in New Zealand make the integration process even harder. To get involved in the new environment, Chinese migrants need first to overcome difference and developing intercultural relations with people from different cultures.

### **3.3 Employment discrimination**

Theoretically, organizations should make employment decisions according to the human capital of individuals (Lepak & Snell, 1999). However, that is always not the case for migrants.

According to Edwards (1979), immigration groups were always disadvantaged in gaining access to jobs in the same level with their education, and they were always

reported earning less than local people (Tienda & Lii, 1987), he believed that one key reason was that they were always to be subject to workplace discrimination.

Furthermore, Immigrants also reported facing discrimination in obtaining professional and managerial positions, even though they were enough qualified or even overqualified (Gordon, 2001). With the growing amount of immigrants coming from different countries being received, the effect of workplace racism on access skilled professions and skill-matched work is becoming much more pronounced (Liu, 2007; Reitz, 2005).

Previous studies have found that employers did not rely on international qualifications, and they tended to place less value on foreign degrees. In New Zealand, Immigration policies decided whether international qualification can be recognized and how it should be recognized. However, many overseas qualifications cannot be identified or under-recognized according to immigration policies, while others are considered to be over recognized. Since every country has its education system, it is quite hard to set a perfect standard to measure the education level of different countries.

According to human capital theory: additional education is rewarded in the labor market because employers value the skills and knowledge that come from higher educational, and they prefer to employ and pay more to employees who are more skilled (Frazie, 2002). However, in immigration countries, such as New Zealand, employers may not want to accept employees with international qualifications, as they do not know if their knowledge can be used under the New Zealand working environment, and their working experience is transferable in the new host country. It is widely accepted that skills acquired in one country transfer into higher productivity in that country (Arbeit & Warren, 2013). For example, an accountant educated in China can only fit the bureaucratic environment in China. His knowledge cannot be transferred entirely to the United States of America's economy. Besides, as employers are less familiar with international institutions, they do not know whether foreign

education institutions impart the same quality and quantity of skills and knowledge as local educational institutions. New Zealand census data in 2013 showed that Chinese was one of the best-educated groups in New Zealand, with 33.7% having bachelor's degrees or even higher. However, their advanced qualifications seem not give them an advantage in the labor market, as many of them still failed to be recognized (Wang, 2018) or discounted by New Zealand employers (Spoonley & Bedford, 2012).

Employer discrimination has formed a big challenge for migrants in employment in the host country; their skills are much likely to be devalued compared to locally trained employees, even if their skills and education quality are equivalent or even better. Employers' racial and cultural biases are also one crucial barrier for matched employment of new migrants (Guo, 2009). Wang (2018) stated that migrants, in general, were more likely to experience racial discrimination in the workplace than non-migrants. Furthermore, some employers even tend to judge or discriminate against job-hunters based on their accent or surname, which put Asian immigrants into unfavorable position and block their ways to employment at the very beginning (Meares, Ho, & Spoonley, 2010).

### **3.4 Lack of knowledge of New Zealand labor market**

Lack of information and knowledge about the host country labor market is always considered to be a major challenge on arrival. Newcomers are always had quite few knowledge of the local labor market; they do not know the working partners of local people, the expectation of local employers, and the ways how their performance will be assessed. Lack of knowledge about the local labor market makes it even harder for immigrants to transfer their skills and overseas working experience into the host country's labor market (Warman, Sweetman, & Goldmann, 2015).

Wang and Thorns (2009) found that even though the labor market performance of newly arrived skilled immigrants was generally poor, some of them got significant improvement after five to ten years in New Zealand, which showed that newcomers

need time to adapt to New Zealand labor market. However, during those five to ten years, their performance may suffer. Organizations may be less likely to pay the cost of reduced performance during the early settlement stage, which has been a barrier for the employment of early migrants.

Further, without local labor market knowledge, new immigrants may even do not know the right place to look for a job and the best way to get employment. They are much likely to feel that it is hard to transfer their home country working experience to a specific position in new host country, as the duty description on employment ad may be much different from their home country, which means that even for the same position, different countries may have different work content and different duty. Newcomers may feel confused about if they are qualified for the job or not. They even do not know what kind of CV host country may prefer, which makes it even hard for them to get opportunities for interviews.

### **3.5 Lack of local social networks**

Lack of social networks has a significant impact on the integration of immigrants to a new host country (Soylu, 2007). Both direct and indirect social networks are crucial for new immigrants to settle in a new host country. Building local networks is very important for new migrants, as it is one of the most effective ways they can use to get and secure a better job in the future.

Social ties are the most cost-effective and low-risk source of knowledge and information about the host country. Social ties can provide new immigrants many trustworthy and practical information about the local labor market, employers' preference, access to obtain a job, work patterns of local people, which give them a flow of knowledge and information on finding their way in the new host country. Previous studies showed that many job opportunities of new settlers were introduced by local social ties, especially co-ethnic social ties. A study on Chinese migrants in the United States of America stated that the predominant way for Chinese workers to find a job or secure employment is through the co-ethnic

networks (Tu, Zhou, Wong, & Okazaki, 2018).

Despite the importance of local social connection, especially the co-ethnic networks, quite a few migrants can have it pre-arrival. Some may even fail to establish social networks rapidly post-arrival.

#### **4. Consequences of underemployment**

Generally, underemployment has wide-ranging consequences for individuals, families, and communities (Maynard & Feldman, 2011). Further, it also has a negative impact on reemployment possibilities, long term labor market outcomes and can have a severe impact on people's psychological and physical health (Friedland & Price, 2003; Zvonkovic, Guss, & Ladd, 1988).

According to human capital theory (Becker, 1993), individuals make decision on their investment in acquiring human capital on themselves, in terms of education, training, certification, and so forth, with the expectation of commensurate economic rewards and outcomes. In other words, people study hard and get trained, with the hope of getting decent jobs and being paid commensurately, if their expected results cannot be met, many problems will come out.

Prior studies have shown that underemployed employees have many adverse reactions to their work, such as turnover intention, absenteeism, and deviance (Kraimer, Shaffer, & Bolino, 2009). Feldman et al. (2002) also noted that underutilized skill underemployment was even a more significant driver of negative job outcomes than pay cuts or demotions. Underemployment can also lead to degrading one's social and financial status in the new host country and always associated with loss of self-esteem and self-confidence.

Besides, the consequences of underemployment can also extend to the wellbeing of other family members, including partners, children, relatives, and friends. For example, under hour underemployment, people may need to work multiple jobs to get enough incomes to meet ends. Fulfilling multi-jobs commitment requires more

time and greater psychological and physical expenditure, which will result in fewer personal resources for family responsibilities and keeping harmonious relationships among family members (Michel, Kotrba, Mitchelson, Clark, & Baltes, 2011).

At the country level, the human capital theory stated that only when human capital matches the jobs employees hold, effective labor utilization and labor market efficiency can occur. As to a country of immigration, underemployment can damage both the host country and immigrants themselves as well. For the host country, underemployment will block the way for skilled immigrants from filling skill shortages (Wagner & Childs, 2006). The purpose of the skill immigration scheme is attracting skilled immigrants to expend skill pool for the host country; however, underemployment makes it in vain. All the benefits that flow from migration, such as skill acquisition, skill, and knowledge transfer, will be enhanced only if the migrants can obtain superior positions in line with their education level (Mattoo, Neagu, & Özden, 2008). Besides, underemployment will also result in missing valuable tax revenues for the government, as if people are underemployed, their salary is supposed to be much lower than those who are matched employed. Thus, the less someone earns, the less he will pay for the tax.

#### **4.1 Psychological consequences**

Underemployment can lead to severe depression and may have many negative impacts on employees' psychological wellbeing (Wilkins, 2007; Feldman, 1996), such as low life satisfaction level (Feldman & Turnley, 1995; Nabi, 2003), low job satisfaction and commitment level, loss of self-esteem (Prause & Dooley, 1997; Friedland & Price, 2003), loss of confidence, loss of control, bad interpersonal relations and severe financial stress.

##### **4.1.1 Low job satisfaction and commitment level**

One result of underemployment is a low-level of job satisfaction (Green & Henseke, 2016) and job involvement (Burris, 1983a; Abrahamsen, 2010; Burke, 1997; Feldman

& Turnley, 1995), while a high level of work alienation (Lee, 2005). According to discrepancy theory, employees who received desired job-related outcomes will show an increase in positive job-related attitudes and behaviors (Lawler, 1973); otherwise, negative impacts may appear.

It is widely accepted that employees work hard and commit to their organizations for the exchange of satisfactory employment, in terms of pay, pleasant working environment and conditions, ongoing employment contract, and opportunities for advancement. However, being underemployed, their expectations may not be met, which will lead to the result that employees are not satisfied with their jobs and will not engage in their works. They may view their work solely as means of survival instead of self-fulfillment.

Being skill-job mismatched employed, employees are much likely to view their jobs as pointless and demotivating (Borgen, Amundson, & Harder, 1988). Employees who are overqualified in terms of education or working experience may have the desire to perform at a higher level; if they cannot get the opportunities, they may show less interest in their jobs and high intention to leave.

#### 4.1.2 Loss of self-esteem

Jobs cannot only satisfy people's economic demands but may also improve one's self-esteem (Jahoda, 1982). Working on a decent job with a favorable income can help people build self-esteem and social status in the host country.

Self-esteem is defined as the degree to which one values himself (Reber, 1995); it is considered to be interconnected with the development of many life wellbeing (Orth & Robins, 2014). Underemployment makes people feel their skills and abilities are not being valued by an organization or even the whole society; it may degrade people's social status in the new host country and make them feel the loss of self-esteem, which can lead to many negative outcomes, including negative self-image, discouragement, negative social comparisons.

#### 4.1.3 Loss of confidence

Underemployment people cannot get enough opportunities to utilize their skills and talent. They are also reported to have quite limited access to training and development opportunities (Pocock et al., 2004; TIEDE, 2018). As both skills and knowledge need to be advanced and upgraded over time, lack of training opportunities may have a direct negative impact on employees' career advancement, which will gradually make them feel the loss of confidence in themselves.

Further, if underemployment continues for a long-term, underemployed employees may even lose the ability to upgrade their skills and knowledge with on-job training, or must retrain for another field, or downgrade their life quality and force to accept long-term underemployment (Schulze & Dixon, 2014). In that way, underemployed people may lose the opportunities to get on the right career track.

Being underemployed for a relatively long time can make new immigrants feel negatively towards future and career prospect (Burke, 1997; Cassidy & Wright, 2008); they may feel not confident about their abilities and begin to doubt about themselves, which may have a negative influence on their career achievement.

#### 4.1.4 Loss of control

Being underemployed, people may feel powerless to control happenings in both the present and future (Zvonkovic, Guss, & Ladd, 1988). For example, being hour underemployed, people may not have the ability to control their working hours and income. Most of the time, due to the variation in working hours, they even cannot predict working hours and income in advance, which makes it hard for them to make budget and time arrangements in advance. Under this situation, both underemployed employees and their families may feel that their lives are losing control and not secured, as they cannot predict and influence how many hours they can work and how much money they can earn. All those issues may generate high stress for both employees themselves and their families.

According to Holtom et al.'s work-status congruence study in 2002, volition is demonstrated very important in work, as employees who worked their desired hours and shifts reported high job satisfaction levels, affective commitment, and good performance and reduced voluntary turnover. However, hour underemployment makes people loss volition, which may result in a lower satisfaction level and suffered job performance.

#### 4.1.5 Bad interpersonal relations

The strains caused by underdevelopment may not only be felt on an individual level, but it can also extend to families and surrounding communities.

If a family member is underemployed, his other family numbers will also have some reactions and may even express criticism and blame towards underemployed family members (Zvonkovic, Guss, & Ladd, 1988). Underemployment partners are also reported not satisfied with their finances status and their relationship (Zvonkovic, Guss, & Ladd, 1988). Liem and Liem (1988) found that when one partner is dealing with depression, the impact will spread to the other partner or even the whole family; it may increase family stress and harm the family environment. The previous study has reported that if husbands are experience underemployment, both spouses were reported having trouble with communication and increasing conflict (Liem & Liem, 1979). Voydanoff (1984) also indicated that the experience of underemployment might also lead to life dissatisfaction and unstable relationships.

Underemployment can also hurt interpersonal relationships. One key reason is that people who are being underemployed may spend less time on social outings (Newman, 1988), due to his tight budget for leisure activities.

Aycan and Berry (1996) suggested that employment provide not only financial resource but also identity and status, which may give immigrants confidence and willingness to develop interpersonal relationships with others in the community. However, underemployment can degrade people's social status in the new host

country and make them feel a loss of self-esteem, which may make underemployed employees felt ashamed and not willing to socialize with others. A study conducted by Alpass et al. (2007) showed the result that full-time employment could enable immigrants much more engaged in social activities.

Further, One option underemployed employees always use to cope with hour or income underemployment is to take multiple jobs, however, even though, a second job can help to reduce financial stress, it will also reduce one's time with family and connect with family, friends, in return, this may also cause another form of family stress and social insolation as well.

#### 4.1.6 Financial stress

Underemployment is always featured with low pay (Thompson et al., 2013). Under inadequate employment, skilled immigrants are not likely to earn family-sustaining salaries (Batalova, Fix, & Bachmeier, 2016). In order to survive, underemployed employees have to accept nonstandard work arrangements or work in jobs mismatching their education. That mismatched employment will lead to great financial stress for both immigrants and their families as well (Maynard & Feldman, 2011).

Further, workers who are being underemployed or working in nonstandard work arrangement are always not entitled to get payment for non-working time, paid maternity leave, holiday or sick leave (Carey & Hazelbaker, 1986), which means they do not have any income during the time they do not work. This no payment period can generate enormous financial pressure, which may lead to high personal and family stress. Besides, underemployed employees always do not have other benefits as other employees, such as housing allowance, child care allowance, and insurance.

## 4.2 Physical consequences

Underemployment is always featured with excessive workloads, low payment, and poor working conditions (Weishaar, 2008), which may lead to many physical

consequences as well, such as poor physical condition, unexpected injuries, and accidents, unhealthy behaviors to deal with stress.

#### 4.2.1 Poor physical condition

Working longer hours is one reason for the poor physical condition of underemployed employees. Due to the financial strain caused by underemployment, people sometimes have to take multiple jobs to meet their ends, pay off debt or earn extra money (Hipple, 2010), which will lead to the result of working long hours with low hourly payment. Casey (1991) pointed out that 54% of temporary workers were also working part-time. Working longer hours will cause many physical problems. Carballo and Nerukar (2001) stated that there were more migrant workers than local workers who experienced accidents and injuries in the construction and public works industries in many western countries, and the reason was believed to be long working hours of migrant employees.

Working unpredictable working hours and get unpredictable income may make people feel that they are vulnerable and powerless (Maynard & Feldman, 2011), they are much likely to experience a reduced sense of control (Pocock, 2003), which may lead to the outcomes of bad mental health (Maynard & Feldman, 2011), as well as unhealthy behaviors to deal with stress.

Further, underemployment is considered to be positively related to health decline (McKee-Ryan & Harvey, 2011). Besides, due to the financial stress caused by underemployment, people may have less budget for medical examination (Alpass et al., 2007), medical insurance, and medical service; this may also have an impact on one's health.

#### 4.2.2 Unhealthy behaviors to deal with stress

Underemployment was reported related to many unhealthy behaviors, such as easy to get angry, arguing or even fighting at home, unhealthy activities to deal with stress, including gambling, smoking, alcohol abuse, playing online games, lethargy,

overeating. Dooley and Prause (1998) found that underemployment was also related to alcohol abuse; they stated that people who experienced underemployment had an increase in the level of alcohol abuse.

Long term underemployment can cause significant tension at home, which can easily lead to conflict between partners, parents, and children. Bad partnership relations can break the harmonious environment at home. Partners are easily to have an argument or even fighting at home. People who are underemployed may sometimes experience the feeling of losing control over their emotions and may easily express their anger towards others (Lauritsen, 1995).

## **5. Facilitators of better employment - Support**

Support is considered to be an instrumental facilitator of employment for new immigrants. Support can come from many aspects, such as government, policymaker, employers, local connection, co-ethnic group, and the local community.

The government can design some pre- and post-arrival programs for new immigrants to help them settle in the new land easier and engage in the new society rapidly.

Those programs may cover the areas of language education, local culture introduction (comparison of values of local culture and the culture of the host country), employment suggestion, and local lifestyle introduction, aimed at providing newcomers a general idea of the new place (Shang, O'Driscoll, & Roche, 2016). The government can also design some policies to encourage local organizations to recruit new migrants, such as getting a tax reduction when hiring certain numbers of new migrants. The government may also develop some training for organizations on cultural diversity and international human resource management to let them know how to cope with the conflicts in the workplace caused by cultural differences and what can be brought to an organization by recruiting migrants who have valuable working experience, advanced skills, and knowledge.

Employers can design some acculturation programs for new immigrated employees

to assist them in getting more ideas on local culture and how to adjust to the new culture, aiming at helping them work more smoothly and successfully in the new diverse working environment (Meyer, 2014). Employers should pay more attention to stress caused by cultural differences, such as interpersonal conflicts and misunderstandings between new immigrants and local employees (Shang, O'Driscoll, & Roche, 2016).

Support from the co-ethnic group, including friends, relatives, neighbors, is very useful. Due to the same cultural background, people from the co-ethnic group are much easier to get mutual understanding; their help is always direct and effective. Building a connection with the co-ethnic group is the most effective way to get help and local information. A study on Chinese migrants in the United States of America showed that a large portion of Chinese workers relied on a co-ethnic network to find a job and secure employment (Tu, Zhou, Wong, & Okazaki, 2018). Support from the co-ethnic group may include providing new migrants employment opportunities, providing them practical local information, helping them with family responsibilities.

Support from the local community is also an instrumental facilitator for the employment of new immigrants. As the community is where immigrants live, the information from the local community is more handy and practical. Several studies have found that the community in which the underemployed people were embedded may have a significant impact on both their and their families' ability to deal with underemployment; a community with resources available may support families both emotionally and materially (Garbarina & Sherman, 1980; Zvonkovic, Guss, & Ladd, 1988).

## **6. Family wellbeing**

Family wellbeing refers to a sense of wellbeing of the family, collectively and subjectively defined and informed by its members, in which individual and family-level needs interact (Zuna, Summers, Turnbull, Hu, & Xu, 2010).

It is of great value to enhance family wellbeing, as a family is not isolated. It is connected to other families, schools, workplaces, and surrounding communities (Social Policy Evaluation and Research Unit, 2017). If the family is doing well, it will benefit not only family members, but also surrounding communities.

The family provides day-to-day care and support to all family members; all family members share resources, including time, money to live their life; families provide family members with a sense of identity, trust, belonging and security (Family wellbeing in Auckland, 2017). What's more, a family is the foundation of communities. If a family is doing well, then so is the whole society.

The domains used to measure family wellbeing include family structure, health, relationships, financial security, housing, environment, skills, employment, identity, and sense of belonging. Employment has an impact on almost all the domains listed above. Income earned from employment can decide the financial status of a family, good financial status can ensure good living conditions and high life quality, good education opportunities for children, enough budget for family expenditure; it can make all the family members feel secure in their lives. Besides, decent employment makes people feel more confident in themselves, and it can help employees build their social identity. Employees' social identity may decide the social identity of their whole families.

## Chapter 3 Methodology

This study replicates the work of *Work experiences of Asian immigrants: Impact on family wellbeing* (Sobrun-Maharaj, Rossen, & Kim, 2011). There was a remarkable growth trend of Chinese migrants from mainland China from 2011 to 2007. The participants in the original work were Asian, while the current study recruited only participants from mainland China. Due to the significant growth of Chinese migrants from mainland China, the Chinese workforce has accounted for a large portion of the New Zealand labor market. Their employment experience may have a substantial impact on the performance of the whole host country labor market. Besides, more antecedents were taken into consideration compared with the original work, such as motivation of immigration, their visa status, as those antecedents may also have an impact on employees' perception of their employment status. The original study was conducted in 2011; there is a eight years gap between the original study and the current study. During the eight years, many changes may happen on the factors which may have an impact on the employment of migrants; updated researches should be done to make the results up to date.

The same with the replicated study, the current research was also conducted by using qualitative research techniques, as qualitative techniques can enable an in-depth examination of the research topic. Quantitative research is structured, rigid, and predetermined methodology; it is often used to classify features, count them, and construct a statistical model in order to explain what has been observed. By using a quantitative research technique, researchers always know in advance what they are looking for, and they use quantitative techniques to get the result they want. However, for this research, the purpose is to get a full picture of the working experience on new migrants' family wellbeing, researchers did not know what results can be generated, how deep the topic can be discussed, and how broad the impact can be. In this case, an unstructured, flexible, and open methodology qualitative research may be used to get an in-depth discussion with participants.

Due to the nature of the research question, which is the impact of the working experience of new Chinese migrants on their family wellbeing, a semi-structured interview has been applied (Galletta, 2016). The semi-structured interview is a research method often used in social science. Compared with a structured interview, which consists of a rigorous set of questions, a semi-structured interview is quite open; it consists of many open-ended questions, which allow new ideas to be generated during the interview. Semi-structured interview not only addresses specific dimensions of the research questions but also enables participants to offer new insights regarding the study topic, it leaves space for participants to provide new meanings to the study to focus. For example, for the question “do you feel safe doing the job that you are currently doing? Why?” Participants are not only required to ask yes or no; they are also encouraged to share his opinion and experience about what may make him feel safe in their employment; the question “Did you find it easy to adapt life in Auckland? Why?” gives participants a great space to talk about his experience and provide researchers with deep thinking; they can even broaden the researcher’s horizon and offer new areas to be explored.

In a semi-structured interview, researchers always have an interview guide, but interviewers may adjust the order of the questions, according to the narratives of interviewees. As in this research, when participants talk about their understanding of work and the value of work in life, they may also speak about their previous working experience. In this case, interviewers do not need to ask their previous job in the employment part. Besides, researchers can tailor their questions under different situations and can ask one question in various ways for different participants.

Semi-structured interviews are widely used in qualitative research, as it enables an in-depth discussion of the research topic. In qualitative research like the current study, the semi-structured interview protocol is designed to be cumulative and iterative. It creates the space for a continuum of structure. What the participant narrates and how that narrative unfolds inform the remaining segments of the

interview. In the current study, the questions have been prepared to progressively lead the participant into a full consideration of the variables of interest. How you guide your participant through the protocol is another crucial aspect of qualitative research.

Several changes have been made to the original study to ensure other relevant aspects, such as financial status, barriers, and facilitators, and family wellbeing, was covered. Specifically, the following changes were made:

1. The current study asked participants' income levels in both China and New Zealand and if their income can cover their expenses in New Zealand. The reason why this question has been added was that income had a significant impact on participants' job satisfaction levels. If an immigrant work in a job they do not like, and he does not like working with his peers, but he can get an excellent pay, which enables his family to have nice housing, his children can have a good education opportunities, and they can live in a more pleasant environment, then he may still have a high job satisfaction level, as even though, he does not like his job, but as it can contribute to a positive family wellbeing.
2. To know the financial status of participants, whether they have savings or any other income except work income, have also been asked. As if participants have a considerable amount of savings or additional income, which can bring them some income from their savings, such as interest from the bank, income from financial products. They will have less financial pressure, and they may have different attitudes towards survival employment.
3. In the barriers and facilitator part, the question of how long have they been to Auckland and have they already permanent resident (PR) status has been added into the interview schedule. Further, participants' marital status and whether they have children have also been asked. All those factors may have an impact on an individual's attitude towards their work and eventually will change the impact of work on their family wellbeing. Take PR factor for example, if an employee works on

a job with low pay and not in his study field, but the company can allow him to apply PR for him and his family to settle, even though his work content, payment level, working arrangement and working hour may not meet his expectation, he may still satisfied with his job, and feel secured of his life, as his job gives the basic requirement for his family living in New Zealand. In that case, they may think that PR is the cost of their underemployment status. However, if it is still the same job for someone who has already gotten PR, it will be a different story.

4. Domains measuring family wellbeing have been asked in detail to assess participants' family welling, which include family structure, health, relationships, financial security, housing, environment, skills, employment, identity, and sense of belonging. The original work used family as an interview unit, while the current work uses individual migrants as interview units.

### **1. Recruitment and sample**

Migrants always refer to people who move from one country to another country to settle (Razum & Samkange-Zeeb, 2008). Based on this definition, participants in the current study are all Chinese, born and used to live in Mainland China, who have been settled in New Zealand for less than five years. Migrants' life experience and work experience may change over time with the improvement of their language level, the establishment of local social networks, acculturation of both themselves and their family, and accumulation of local work experience. People who have been in New Zealand less than five years are more likely to experience underemployment, and the impact of underemployment on them are more serious.

As the research topic is the impact of working experience, all participants are of working age, with at least Bachelor's degree obtained in either China or New Zealand, and they all work and live in Auckland now.

Participants were recruited by using the combination of convenience (personal network) and snowballing sampling technique, and a total of 12 participants have

been invited to do the semi-structured interview. The sample was chosen to maximize variability in gender, sector, age, employment status, and education. Seven of them are female, while five are male. Seven of them are full-time employees, and the others are either part-time or casual workers. Even though the sample size is relatively small, it, to some degree, still represents a diverse sample of Chinese migrant workers in the Auckland labor market.

## **2. Procedure**

The interviews were conducted between March 2019 and May 2019. The interviews were held at either cafe, local library, or participants' home with the choice of participants themselves, and the time was also chosen by each participant to suit their convenience. Each interview lasted around 30-45mins, and all the interviews have been done one by one with only the presence of researcher and interviewee.

Interviewees were given an information sheet to read to let them informed about the research information and their right as a participant. We provided two language versions (Chinese and English) of information sheet and consent form for participants to choose; they can choose which version to use by themselves. After reading the information sheet, they all signed the consent form before the beginning of their interview.

The interview consists of four main parts, cultural assumption, employment barriers, and employment facilitators and finally, impacts on their family wellbeing, which covers the topics of participants' understanding of work and life, the value of work in their life, their education background, their working experience in both China and New Zealand, the process by which they moved to and settled in New Zealand, barriers and facilitators of their employment in New Zealand, including institutional factors, environmental factors and personal factors, and finally the impact of their work on their family wellbeing.

At the beginning of each interview, participant's demographic information had been

asked first, including age, gender, marital status, years since settled in New Zealand, if they have children or not, and if yes, their children' age (illustrated in Table 1).

Table 1 Participants' Personal Information

| Intervi<br>ewees | Gender | Marital<br>Status | Years in New<br>Zealand | Visa Status        | Children and Age  |
|------------------|--------|-------------------|-------------------------|--------------------|-------------------|
| 1 MD             | Female | Divorced          | 3.5                     | Permanent Resident | Daughters 7 & 12  |
| 2 LL             | Female | Married           | 2                       | Work Visa          | Daughter 3.5      |
| 3 JH             | Male   | Single            | 3                       | Work Visa          | Son 5             |
| 4 ML             | Female | Single            | 4                       | Permanent Resident | None              |
| 5 AL             | Male   | Married           | 2                       | Work Visa          | Daughter 3.5      |
| 6 JEH            | Male   | Married           | 1                       | Work Visa          | None              |
| 7 SL             | Male   | Married           | 2                       | Work Visa          | Sons 6 & 3        |
| 8 DH             | Female | Married           | 4.5                     | Permanent Resident | Son 10            |
| 9 JS             | Male   | Married           | 3                       | Work Visa          | Daughter 4 Son1.5 |
| 10 CL            | Female | Single            | 2                       | Work Visa          | None              |
| 11 LH            | Female | Divorced          | 2.5                     | Work Visa          | None              |
| 12 TC            | Female | Married           | 3                       | Permanent Resident | None              |

The interviews were conducted in Chinese, aimed at enabling participants to communicate their ideas easily and accurately. The interviews were recorded where the participants consented and detailed notes have been taken. All transcripts were transcribed and translated into English by the researcher after the interviews.

### 3. Data analysis

After the interview, the researcher transcribed all the discussions and translated them into English. Data was gathered, coded and analyzed by using Nvivo, which divided data into several sectors, including value of work in life, motivation for immigration, local connections, education and qualification, employment, barriers and facilitators of employment and family wellbeing, all those sectors will be

discussed in detail in result and discussion part.

#### **4. Ethics approval**

The Massey University Human Ethics Committee (UAHPEC) approved the study on 11 March 2019 (Reference 4000020621).

## Chapter 4 Results and Discussion

Results have been categorized into seven major themes, including the value of work in life, motivation for immigration, local connections, education and qualification, employment, barriers and facilitators of employment, and family wellbeing.

### 1. Value of work in life

Different from the replicated study, which indicated that all participants thought that work was extremely important in their lives. In this study, participants showed three main attitudes towards their jobs.

First, people work to survive. Those people indicated that work was vital to them, especial in their early immigration stage, as the setup cost in a new country has caused a server financial stress for them. Many of them have to have a job to earn their lives. This was also found by Ho, Meares, Peace, and Spoonley in their work *Bamboo networks: Chinese employers and employees in Auckland* in 2010. They cannot afford to spend money and time on finding a commensurate job, or at least find a job in line with their study sector; their top requirement is to find a job as soon as possible.

In this case, a job is just a means to earn money. It is not an occupation which can provide personal achievement. Participants under this situation also indicated that they could accept to do multiple jobs to make extra money. For example:

*I have to have a job, as my child need to eat. The life expenditure is too high in Auckland. I usually need to spend 300NZD just on Paknsave a week. You know, that is crazy as I only have three adults and one child at my home. Besides, my rent is 490 per week, that almost the rent in China for a whole month. It makes me feel nervous to check my bank account balance every time. I do not care what I do. All I want is making money. (AL)*

*New Zealand is too expensive, I have no time to think about my career, as work so*

*many hours to, you know, meet my ends. (SL)*

People hold this point of view towards work care more about money than job content. They are more easily to be affected by time and income underemployment, which may directly lead to cash decrease. One participant expressed that when he did not have work to do or be arranged few hours to work, he may worry about his budget, which made him feel losing control. He also said unable to forecast revenue in advance made him felt anxious, and he thought that his life was not secured. This has also been found in previous studies (Maynard & Feldman, 2011; Pocock, 2003).

*I do not know how much money I can get next week, which made me worry about my life all the time. (AL)*

Second, there were two female participants treated the job as a providing for their family, which means they do not must to work to survive, but they still prefer to take a job to earn some money to improve the quality of their life.

Participants held this point of view towards work expressed a high requirement of flexible working arrangement and work-life balance. They represented the highest satisfaction level of both work and life in New Zealand in the current study.

Their motivation to work was not providing basic needs, but to improve their life quality, such as better education, more public activities, more meals at fancy restaurants, better medical treatments. Both of them stated that they were not too careful about the type of their job, and both of them preferred part-time jobs or casual jobs, which still enabled them to concentrate more on their families. They put more value on families than on jobs. Besides, they both expressed their satisfaction with New Zealand's flexible working arrangement.

*I can be a full-time housewife at home, my husband's income can cover our expenses, but we have to have a tight budget every week. That is not coinciding with our purpose of immigration. We are here to have a better life for my daughter, but the reality is that we even need to calculate if we can buy a new dress for her this week. I*

*work to improve her life quality, or at least make it even, compared with our life in Beijing. (DH)*

*I can be a housewife at home, but if holding a job can give us a better life, why not? But you know, of course, my family is more important than my job. (LL)*

Both participants holding this value have less financial pressure, as they are not the economic pillar at home; even though they work part-time or casual, they are not considered to be hour underemployed, as it is their choice to work shorter hours to balance their responsibility at home.

None of them indicated having a plan for their career development, as a career seems not a big concern for them, at least at this stage. So even though they cannot work in the sector they studied (skill underemployment) or get fewer payment (income underemployment) than their previous jobs in their home country, the negative impact of underemployment can seldom be seen on both of them and their families. This was the same with Mckee-Ryan and Harvey (2011), pointed in the theoretical approaches to underemployment, they found that personal work preference was an antecedent of underemployment, it can have an impact on one's perception of underemployment.

The third point towards the value of work is that work can provide them a sense of achievement, and they think career development is crucial for them to achieve self-worth. In the current study, two indicated this point. Employment gave them opportunities to capitalize on their skills and previous working experience. They believed that comparable employment might also provide them further training opportunities to improve their skills or extend their skills, which might make them more confident about themselves and improve their chances of reemployment.

*I need to work to find myself here. As a man, I am the head of my family. I must have a foothold in this land. I do not want to do a low skill job; it is a waste of my brain. (AL)*

*If I can have a decent job, I will feel more involved in the new life here. (SL)*

*It is hard for me to accept my job now, I want to have a job at least the same level with my job in China, I do not know why I can only work in that low skill here in New Zealand, you know, I used to work in a bank before, I even have my private assistant. But now, I am a driver. That is so ridiculous. (SL)*

The current study revealed many factors might affect people's perception of the value of work in their life. Those factors may include their financial status, their previous working experience, and their family status. The current study also demonstrated that people with different attitudes towards their jobs might lead to a different perception of underemployment. Meanwhile, the impacts of underemployment on them are different.

## **2. Motivation of immigration**

Migrants' motivation for immigration can have an impact on their perception of underemployment. Motivation may be affected by many factors, such as individuals' characteristics, career history, and employment experiences. Besides, motivation of immigration will influence individuals' job search strategies and their own work preferences, which are also considered to be the antecedents of underemployment in McKee-Ryan and Harvey (2011)'s approach.

The replicated work did not analyze the motivation of participants' immigration, but their motivation for migration may have a high impact on their expectations towards their lives and work in New Zealand, as people tend to focus on their reasons for coming. Besides, motivation for migration may also have an impact on migrants' attitudes towards underemployment. Their motivation for immigration will finally reduce and enhance the negative and positive impact of their working experience on their family wellbeing.

Four main purposes have been mentioned by participants when asked about their purposes of coming, including better education for children, a relaxed Western

lifestyle, pleasant environment, and career opportunity. Those purposes of coming were the same as previous studies (Ho, 2015; Ip 2011; Lewin et al., 2011; Liu, 2004). Of the twelve participants interviewed in this study, all of them mentioned a relaxed Western lifestyle and pleasant environment as one of the drivers of immigration to New Zealand without exceptions. That was also stated by Liu (2004), saying that the main incentive for migrating to New Zealand was 'a conscious choice to have a better quality of life and education of their children' (p514).

*We heard in China that New Zealand is the purest place in the world, we want to have a more relaxed life in a clean and peaceful place, and then we came. (LH)*

*I lived in Beijing before I arrived, the work was stressful, and the air pollution was awful. I did not want to live as a working machine in a place I even couldn't breathe freely. (LH)*

*I am here to find a more pleasant natural environment for my daughter. (LL)*

Eight of them took better education for their children as a driver of immigration. They wished their children can get rid of the examination-oriented education style in China and have a more pleasant childhood in New Zealand.

*There is so much homework in China. My children have no time to play. I do not want them to work that hard. I want them to be happy. (MD)*

*The examination-oriented education style in China kills the creativity of a child. I do not like it. (TC)*

Only two of them mentioned they want to get a better opportunity for their career development in New Zealand if possible. Those who took career opportunity as a driver tended to have more requirements and a better expectation towards their employment. They expressed a high expectation of equivalent employment opportunities.

*I want to have a career here, just I had done in China. (SL)*

*New Zealand is a developed country; there must have an opportunity for me to release my dream. (AL)*

Compared with other western countries, such as the United State, UK, Australia, Germany, which are famous for its economy and advanced technology, even though New Zealand is a developed country, it is more well known for its balanced lifestyle (“Balanced lifestyle”, n.d.). That should be one of the reasons why there are fewer people choose New Zealand to advance their career. Most participants came for the reason of a better environment, relax lifestyle, better education, and work-life balance.

One significant change in the time since the original study is noted. The current study found that the component of Chinese immigrants has changed a lot over years (from 2011 to 2019). There are always two main parts of Chinese immigrants. One part is those who come to New Zealand to pursue higher education; another part is parents of young children (always under ten years). From 2011 to 2019, there was a remarkable increase in the second part compared with the first part. The reason should be that most of those who were born in the 1980s (post-80s) began to have children. Compared with those who were born in the 1970s (post-70s), their education level is higher, their English level is higher, and their income is higher as well; all the above characteristics make it much likely for them to immigrate to another country.

For this new parent group, they almost all have careers in China, from which they have accumulated wealth to immigrate to New Zealand. They gave up their careers to come to New Zealand, where is famous for its work-life balance and western lifestyle, their motivation was much more likely to be better education for children, a pleasant natural environment and a relaxed western lifestyle. Besides, some participants indicated that, due to their working experience in China, they had already had the experience of high working pressure, which made them felt tired of fast-paced lifestyle, they were much more clearly about what they want in employment.

Participants held this point of view were more likely to accept underemployment.

Local networks hadn't been thoroughly discussed in the replicated study, but as from the interviews in current study, many participants mentioned that local networks had a significant impact on their employment (especially for their first employment) in New Zealand and all participants identified local connection as a significant factor contributing to settlement and employment here. So local networks were given special attention in the results part of this study.

Four participants had local connection pre-arrival; they all said their local networks provide them with either useful information or help on their immigration and employment. Besides, the pre-arrival local connections can also provide support to new migrants if they needed. For example, they can help new migrants to take care of their children; send their children to daycare; pick up their children after school; take care of them when they are sick. All those support are stated as facilitators of employment in the literature review.

*My auntie has been to New Zealand for more than ten years; she provided me much practical information on New Zealand. The website named Skykiwi.com was also introduced by my auntie, and both two of my employment had been found on that website. (MD)*

*I got a job one week after my arrival. I work in my auntie's Souvenir Shop. Even though it is not a formal job, it still makes me feel secure and helps release our financial burden. (JS)*

*I am so lucky to have relatives in New Zealand, they are beneficial, and they help me pick up my son after school every day, as school ends at 3 pm, but I need work until 5 pm. (MD)*

Unmentioned in both the replicated study and previous literature, participants also expressed that local connection shaped their expectation of the first employment in three ways. First, participants predicted what kinds of jobs they can do from what

were their friends or relatives doing. Second, the local connections provided suggestions on their employment pre-arrival. Third, their local connections gave them some websites with employment information, such as Shenma, Skykiwi, which gave them a basic idea of the employment status of Chinese migrants in New Zealand. Participants who knew employment status in advance, report a low expectation of decent employment. Thus the negative impact of underemployment decreased on them.

*My classmate in my university in China is doing a low skill job here. She told me it is not easy to do something related to our major. So I knew in advance that I have to accept underemployment here in New Zealand. You know, no expectation, no disappointment, so it is not so hard for me to accept the situation. (LH)*

*My auntie introduced Skykiwi to me right after I made my decision to settle here, I got much useful information there, including employment information, a large portion of jobs listed on that website are low skill jobs, including kitchen hand, dishwasher, builder, driver, waiter. That was my first impression of employment in New Zealand. (MD)*

Without mentioned in both the replicated study and previous literature, two participants even said that the reason why they choose to come to New Zealand was that they had either relatives or friends here, which they thought may make their immigration process smoother and make them feel safer.

Besides, living with relatives in one country gives them a sense of belonging. One of them said that they used to visit their relatives in New Zealand when he was young, and from that trip, he got his first impression of New Zealand, which had a significant impact on her decision to migrate here.

*My auntie has lived here for more than ten years. I want to immigrate to a western country for my daughter's education; the first country came to my mind was New Zealand, because at least there was someone I can ask for help. (MD)*

*I visited my auntie in my high school summer holiday. I fell in love with New Zealand from that time and that why after many years I still dream of living here and finally I came. (MD)*

Five participants who did not have any pre-arrival local networks, built their contact with local people very soon after their arrival through local community activities, co-ethnic community website, and introduction by neighbors. Those local connections were considered providing them either access to employment opportunities information or direct opportunities. For example:

*My jobs were introduced by my neighbor, who is also Chinese. (ML)*

*I work in the same place with my cousin. He introduced me there. (JEH)*

The other three did not have a pre-arrival local connection, and their jobs were found by themselves on local job finding websites, such as trade me, seek. However, those jobs were all low skill jobs, such as cleaning, laboring, farming. Besides, it took them a relatively longer time to get their first employment in New Zealand, compared with those who have local connections. Participants who spent a longer time finding their employment reported a more negative attitude towards both employment and reemployment. They also reported a higher satisfaction level of their jobs, as they believed that it was hard to find a position in the New Zealand labor market; it was lucky for them to have a job.

The current study demonstrated that migrants' motivation might reflect their expectations for both their life and work in the new host country. If their main expectations can be met, they may treat others as the tradeoff of what they value most. For participants in the current study, if migrants' expectation of a pleasant environment, education for children, a relaxed western lifestyle and work-life balance can be met, then they were reported more comfortable to accept the underemployment status in New Zealand. Further, those who have local networks, they were even less care about underemployment, as they have some knowledge

about the employment status in advance.

### **3. Education and qualification**

Even though the current study was similar to the Chinese group in the replicated study in that all the participants had a high education level, the average education level in this study was higher than Chinese participants in the replicated research. In the current study, all participants were at least holding bachelor degrees, with five of twelve participants with a Master's degree and three with a postgraduate diploma. Four of them received their highest education in China, one with a qualification from the United States of America and the rest with local qualifications gained in New Zealand.

Ten of the participants are post-80s, and two of them are post-90s. The replicated study was conducted in 2011; there is a eight years' gap between this current study and the replicated study. The participants in the replicated study were mainly the mix of post-70s and post-80s. Compared with the participant group in the replicated study, the participants in this study had better resources for advanced education, and they also got more opportunities to study abroad.

Generally, participants in the current study were not doing the jobs in line with their field of study, and quite a few of them work in a job they considered to be the same level as their education. Even though two of them thought that they were not underemployed in New Zealand, their organization scale was much smaller than their organization in China. This has also been found by Wang (2018); he believed that Chinese migrants' qualifications did not give them an advantage in the labor market in New Zealand. A summary of details of employment pre and post-migration to New Zealand and qualification profiles of participants are shown in Table 2.

Table 2 Participants' education and employment information

| Interviewee | Pre-migration Employment in China                    | Employment in New Zealand                                   | Highest Education    | Highest Education Received Place        |
|-------------|--|---|----------------------|---|
| 1 MD        | HR manager (big national corporation)                | Manager assistant (middle size firm with 23 staff)          | Master               | Massey University                       |
| 2 LL        | President assistant (foreign representative office)  | Office operator (middle size firm with 66 staffs)           | Master               | Massey University                       |
| 3 JH        | Sales assistant (state-owned enterprise)             | Book store sales (part-time)                                | Postgraduate diploma | Auckland University of Technology       |
| 4 ML        | None   | Sales assistant (Chinese owned company) (Casual staff)      | Master               | Massey University                       |
| 5 AL        | Market manager (foreign corporation)                 | Builder   | Bachelor             | Northern University of Technology       |
| 6 JEH       | Product manager (software development company)       | Shop keeper at a shop selling souvenir (part-time)          | Bachelor             | Beijing City University                 |
| 7 SL        | Bank staff (large state-owned bank)                  | Driver (part-time)/Cleaner (part-time)                      | Bachelor             | Beijing University of Technology        |
| 8 DH        | HR manager (foreign enterprise ranked world top 500) | HR manager (middle size Chinese owned construction company) | Master               | Massey University                       |
| 9 JS        | Salesman (financial industry)                        | Builder/Cleaner (part-time)                                 | Bachelor             | Beijing Union University                |
| 10 CL       | Tourist guide  | Tourist guide (part-time)                                   | Postgraduate diploma | Massey University                       |
| 11 LH       | None   | Custom service specialist (immigration company)             | Postgraduate diploma | Massey University                       |
| 12 TC       | None   | Cafe owner  | Master               | University of California at Los Angeles |

#### 4. Employment

All participants in this study were in workforce, as either full time, part-time, casual employed, nor self-employed. Two of them were holding more than one job, and one of them was self-employed. Even though they were all employed, generally, all participants were not doing the same level jobs that they were in China pre-immigration, with only two of them thought that their jobs were equivalent to the jobs they did before migration to New Zealand.

Some of the participants who were not holding equivalent jobs were not satisfied with their jobs in terms of working hours, pay, and job content, while others felt it was to have a job, then nothing. In both the replicated study and the current study, none of the misemployed participants mentioned they reached satisfaction or acceptance through the process of adaptation to inappropriate jobs.

In the current study, there were still two participants who expressed that they were satisfied with their jobs to some degree, and one said she was delighted with her job, even though they were misemployed and earning less than they did in China. This point did not show in the Chinese group in the replicated study, while to some degree coincided with findings from the Korean and refugee groups in Sobrun-Maharaj, Rossen, and Kim's study in 2011. Both of the participants used to have good careers in China, and they used to be very busy in their work, with almost no time on family and themselves. As they already had working experience in China, they indicated that with comparison (working experience of China and here in New Zealand), they were clearer about what they want in their jobs (most of them stated that they want to have more family time and work-life balance). They tended to treat underemployment and low income as the cost of flexible schedules, the ability, and the possibility to balance both the responsibility of work and family. This is consistent with Sicherman and Glao's findings in 1990. They found that underemployed employees may be willing to accept underemployed positions as the cost to get the thing that they think is of more value to them. Further, under this perception, people

may not believe they were underemployed; they may treat what they have earned, such as work-family balance as part of their 'income'.

*I enjoy my job here in New Zealand. I do not need to keep my brain running all the times. I do not have to take after hours. I feel I begin to find my life now. In China, I thought I lived for my boss, not myself. (CL)*

*Yes, I earn less here than I was in Beijing, but I get freedom. Freedom worth more than money. (DH)*

When further discussed with the participants who did not care too much about earnings, we found that they were all belonged to the young parents' group. They both said that except their earnings from their employment here in New Zealand, they also had some income in China, such as rent from their house, income from bank financial business in China. Besides, they both have a considerable amount of savings pre-arrival. That income from China can provide them some support on their lives in New Zealand. One participant even said that their income from China is almost the same with her husband's salary in New Zealand, which had significantly reduced their financial stress in here in New Zealand.

Some participants reported it did not take them a long time to find a job after arrival, as most of them, especially male participants who were the breadwinner of their families, did not have too many requirements for their jobs, the reason why they took those jobs was only to avoid unemployment. Those jobs were always low-level, including cleaner, farm helper, and waiter. While those who have a higher requirement for their employment were reported to have a longer waiting time for their first employment, and many of them ended with reducing requirement to at least get an income or considering to set a small business by themselves.

*It only took me one week to find my first job in New Zealand, the only requirement I had for the job was it can provide me money to survival. It was a part-time cleaner. (SL)*

*I wanted to obtain a job at the same level as I had in China, but, you know, my money ran out so fast in NZ, so I had to take any job to get some money to live. (SL)*

Of the twelve participants, only two of them thought that they were not underemployment. One of them was working at a middle size Chinese owned construction as an HR manager, even though the enterprise-scale of her current job was much smaller than her company in China, as she used to work at an enterprise ranked world top 500, she still thought that her job was in line with her previous education and working experience, and her income was almost the same level with her job in China.

Another participant who thought that she was not underemployed, was a part-time tourist guide; her job in China was also a tourist guide. She thought that found a job equivalent to her job in China; the sector was very important. In New Zealand, tourism and animal husbandry are two mainstay industries. For tourism, Chinese are a great source of tourists, so there were even more opportunities to work in tourism industry, especially as Chinese, who can speak Chinese and know Chinese ways of travel. Both of them expressed a higher job satisfaction level among the twelve participants in this study.

*I am so lucky to get my job, you know, I am glad to move to a tourism country, like New Zealand. There are many opportunities here; there are so many Chinese people come to travel every year. (CL)*

One interesting finding was reported by the part-time sales in a book store. She expressed she was glad to have her current job, working part-time in a small book shop. She said she was tired of working in a big company, with so many business trips, sitting before the computer for such a long time, with no time to get a rest. She also expressed that her job is fascinating for her, as she did enjoy reading; work in a book store was her dream in her childhood, so her job now in New Zealand in a book store released her dream, and she felt it is meaningful to do her job, as she can introduce books to people who like reading as well. The replicated study did not report any

findings in the Chinese group of people who were misemployed but still satisfied with their employment status. This point showed that even someone was underemployed, if he or she felt that the job is exiting or meaningful, the negative impact of underemployment will decrease substantially.

*My job here makes me feel refreshed on both my mind and my body. I enjoy doing this simple job. (JH)*

*Wow, when I first found my job, I felt like, you know, how to say, it was just like my dream was coming true. It is amazing to work in a book store, surrounded by hundreds of books. (JH)*

When further discussed financial stress with this sales job, she said that even though she still had financial pressure, it did not bother her that much, as she still had some income from China, and her husband, the principal breadwinner of her family was a New Zealander, and he was holding a job with a really an excellent income to secure her family a high-quality life. This finding showed that even though there are many factors that can have an impact on a person's perception of underemployment, stable financial status is always the foundation.

In the current study, all those forms of underemployment have been found among the twelve participants. Two of the participants work in New Zealand in the same sector in which they had been employed in China, but were working at levels well below their experience. Two participants did not have any work experience in China, but their employment did not match with their qualification level. Five participants failed to work in the sector, coinciding with their work experience or qualification. Five participants wanted to work either full time or longer hours than current status, but they were only part-time or casual employed.

*As a casual staff, I earn 8% more than then lowest salary, but my income is not secured, and it is hard for me to arrange for my time, as I do not know how many hours I can work each week and which days I can work next week. It is tough for me*

*to make a budget and arrange personal activities. (ML)*

*I want full-time employment; sometimes, my casual job made me crazy. One time, I was just above to leave home for a high tea with my closest friend. I received a call from my manager, asking me if I can work after two hours. I do not want to, but you know, I need money. (ML)*

Generally, almost all participants did think their income can fully reflect their skill and working experience in this study. They felt that their qualifications or previous work experience should be paid higher than now. But some of them can accept this situation, as they felt that is the trade-off of their purpose of immigration.

*My income is almost half than my last job in China. I began to doubt if my choice to here is right or not. Even though the environment is friendly here, the cost seems a little bit higher for my family. (JS)*

*My income cannot match my talent, but, you know, that's normal for new migrants. The new generation will be a completely different story, you know, that is the cost. We bear the cost, and they get the future. (AL)*

Two participants worked two jobs. Both were male immigrants; they expressed their significant pressure from their financial status. Both of their jobs were low skill labor jobs. One of them was a part-time driver and cleaner; another was a builder and cleaner. They also said that many of their friends were either in the same situation or had the experience of holding more than one job. Many of them had to take more than one job and work longer hours to meet their family expenses, especially during one or two years after their immigration to New Zealand. Those two participants indicated a lower job satisfaction level. One of them said that working such long hours had caused many problems for both himself and his family. As for himself, he said his jobs made him feel very tired all the time, which made him worry about his health, and he felt powerless to change the situation. As for his family, he said he always had arguments with his wife, as she always blamed him for not taking family

responsibility, which made her tired. That blame and complain have caused high tension at his home.

Some participants had the experience of taking more than one job, they said that it was hard for them to get full-time opportunities at the very beginning, they had to work to at least have more experience, to move upwards to get a better employment, and before that, they had to take multiple jobs to meet their ends.

*At day time, I am a builder, at a construction company, even though I work 40 hours per week, we still cannot meet our ends. I have to take a part-time job after work to get more money to support my family. (JS)*

*In New Zealand, you can earn money, but you need to work super hard and super long hours. Sometimes, I feel exhausted, but whenever I see money inflow in my bank account, I feel ok. (JS)*

One participant was self-employed. She was doing a café. She said that she was involuntary to start her business, which means that she was forced to do so. She came to New Zealand with her husband; however, even though she had got her Master's degree in the United States of America, it was hard for her to get an employment opportunity, which was in line with her qualification. She did not want to work in low-level jobs, as she thought it was a waste of her talent and time. Without a better option, she had to set up her small businesses to create a source of income. She commented that many of her friends were doing small businesses like her, ranging from café, small clothes shops, children's toy shops, liquor shops, dairy shops. Many of them imported goods from China and sold them in New Zealand via either running small shops or through the internet, such as Trademe.

*I want to get a job in a big company, I studied business in the United States of America, I want to get a job which can use what I have studied, but I failed to get any. I tried almost one year to search for a good opportunity; then, I decided to do small business to get some income. (TC)*

The self-employed participant indicated that her process of trying to find a job was tough, and she kept feeling aborted. She stated that her failure to find a decent job made her lose interest in talking and playing with her friends, as she felt ashamed, and it was tough for her to be happy. She did not want others to be affected by her bad mood.

*I was not happy at that time. I felt shamed all the time. I sometimes blamed myself for not a perfect girl. I do not want my friends or relatives to be affected by my bad mood. (TC)*

When questioned about job expectations in the current study, more points were expressed. Some participants said they did not have an idea about what to do at the beginning. They just expected to find a job, be not too busy and provide some income.

*I did not overthink what I am going to do before I come to New Zealand, as I do not know what I can do here. It is a new world for me. (JEH)*

Some participants said that they had a relatively low expectation of their career development in New Zealand, they expressed that they knew they could not get a suitable employment, as their English was not good enough as native speaker, their working experience in China may not be transferred to here successfully, and the knowledge they learned in China may not be applicable in New Zealand.

Sobrun-Maharaj, Rossen, and Kim (2011) also noted that the lack of English fluency contributed to low job expectations. However, some of them can accept it, as they thought that was the cost of the first-generation of immigration, for a better environment, good education opportunity for their children, and a relaxed western lifestyle, they can accept sacrificing their career at the cost. This was also found by Liu's study in 2004, people gave up their careers, and sometimes even professional careers and came to New Zealand for the education and lifestyle here, and they knew exactly what they had lost.

*I have many friends who have already immigrated to other developed countries, such as the United States of America and Canada; I have learned that the first-generation immigrants are hard to get a decent job as in China. (LH)*

However in this study, one participant in this study expressed that he expected to get a job better than his position in China, he thought just has been said on immigration website, New Zealand was a well-developed country, it was a well connected with all sorts of opportunities to advance one's career. He believed that there must be opportunities for excellent people.

Participants reported different levels of job satisfaction, some of them were satisfied with their jobs, while some were not. There were three groups of participants who were, in general, satisfied with their job. The first group was those who can find employment in the sector coincided with their education or work experience, with a job level almost the same with their work experience in China. The second group was those who do not need to earn money to survive by themselves, and the reason why they want to find a job is to find something to do in life or upgrade their life quality. The expectation for the employment of this group was doing something simple and in a relaxed and flexible work environment, which can still enable them to take responsibility for their families. The third group was those who can fully believe that underemployment in New Zealand was their cost of getting what they thought was more important to them, such as lifestyle, better education for children. So even though they were underemployed and earn few money, they were still happy with their jobs, as they have already got what they more expected.

*I am enjoying my job here, in our book store, I can meet many different people every day. I am so happy to talk to them. (JH)*

*My daughter loves her life here, she is not tired as in China, I know, I sacrificed my career, but so what? It is ok for me. (JS)*

However, some participants were not satisfied with their job; they described their job

as “boring”, “meaningless”, “hard to stand”, “cannot see the future”. The main reasons they were not satisfied with their jobs can be classified as low income, working longer hours, not flexible, meaningless job content, not happy with their peers, low skills job content, cannot see the future.

*You know, what I do is useless, I cannot get any experience in my field, and it is just a waste of my time. (SL)*

*As soon as I have any other choices, I will quit my job. My job is tough to stand. (JS)*

One interesting finding was that one participant who is an HR manager in Auckland said that she used to work at New Plymouth in a dairy shop, she told us even though her job now in Auckland was more equivalent, she still felt that she was more satisfied with her job and life in New Plymouth much more than now and the reason why they moved to Auckland was for a better education for her son.

She stated that the overall environment was crucial. The environment here included many factors, such as local economic type, mainstream lifestyle. There is no big business at New Plymouth, so all most all the residents there are doing simple jobs, and they are enjoying the low life pace there. Financially stress is also lower there; rent is cheaper, quite a few fancy restaurants, quite few shopping malls, which may significantly decrease the opportunities for shopping.

In New Plymouth, people can spend more time with family and friends; it seems they can concentrate more on their lives. This result indicated that the local environment might also have a significant impact on people’s perception of underemployment, which hasn’t been shown in previous studies.

*The life in New Plymouth is much more like what I have imagined of New Zealand. We put more attention on enjoying our life. We felt relaxed and comfortable there. You will feel less pressure in many aspects. (MD)*

Many participants said that they felt stressful for their financial status. They had many additional expenses than they were in China, such as daycare for their children,

rent for their house, which made them feel anxious about budgets, and they indicated that the tight budget plus could not see future development made them felt their lives were not secured. Some of them said they were keeping using their savings they saved in China. Some participants are doing low skill jobs with the lowest payment level said that their income even could not cover their rent. They cannot see the hope for savings here in New Zealand.

*You know, my salary is 17NZD per hour. I get around 600NZD per week for working 40 hours per week. Guess how much is my rent? 490NZD exclude power, water, internet, and gas and waste disposal fee. But the reality is that we all need to eat; my daughter needs to go daycare. (AL)*

Some participants complained that their jobs had used so much of their time. They had to sacrifice their time for the exchange of money. It not only had an impact on themselves but also on their family, as they had quite few times with their family.

*My daughter always complained that I haven't played with her for a long time, always mammy. I always feel so sorry for her. But, you know, after working for such long hours, I need to have some time to have a rest. Even though I do want to talk with her and play with her. (AL)*

One participant who was doing two jobs said that having quite few time at home made him estranged from his family, he had less and less conversation with his children after immigration, and he began to have more and more quarrels with his wife at the meantime.

*After work, I may prefer to stay in my car for rest instead of going back home directly, as my children do not like to talk with me, and my wife is so easy to get angry with me. (SL)*

Coincided with previous works, most participants in this study anticipated that their work-life balance should be improving by moving to New Zealand, where is famous for it is relaxed western lifestyle (Ho, Meares, Peace, & Spoonley, 2010; Liu, 2004).

But this did not eventuate for most of the families, most anticipants, especially male participants, felt they even have less time with family in New Zealand than in China. This was also found by Ho, Meares, Peace, and Spoonley (2010), stating that many new migrants had experienced work-life conflict after immigration. One important reason was that due to the significant financial stress at the early stage of migration, they have to work exceptionally long hours or take second jobs, to meet their ends.

*In China, as bank staff, I am super busy every day, I cannot tell when I can arrive home every night, I do not have my own time, which is the main reason I decided to move to New Zealand. But when I came here, I began to realize that it is tough for me to find an equivalent job, I have to accept a low-level job to get income, and my income is too few to support my family, then I have no choice but to get a second job to earn extra money. Then I have no time to be home with my family. That's confused me. I wonder if I still have no time with my family, then why I came here. I earned almost triple in China than here. (SL)*

The opposite view was that some participants felt they had more family time in New Zealand than they had in China, where they did not have a tight schedule to arrange their work. For example, one participant worked as a president assistant in a foreign representative office in Beijing, she usually needed to adjust her schedule to suit the need of the president, and she always needed to take business trips, which made her hard to arrange her own time. Now, she worked 9 am to 5 pm, she was so glad about the stable time arrangement.

*I arrived at home around 5:30 pm every day, without taking any work home. That cannot be imagined in China. I feel that I have plenty of time to be with my children, they share with me their life at daycare, and I feel that I am part of their life as their mammy now. (MD)*

Some participants, mostly mothers of young children, thought that flexible time arrangement here in New Zealand met their requirement of fulfilling both their need for families and jobs responsibilities; while in China, there were quite few flexible

arrangement opportunities, they have to give up jobs for families or spend less time on families.

Some participants thought the underemployment situation would change over time. They felt that working longer hours at low skill jobs and taking the second job was just for the beginning of their life in New Zealand. After accumulating experience and establishing local networks, they may have opportunities to move up to better employment or set their own business. One participant shared the experience of their friends, who used to take multiple jobs and now having a much better job in middle-size companies in New Zealand.

*My friend used to work here at a takeaway shop for around two years, then one of her customs introduced her to his company to work as a marketing specialist, with almost triple income than worked at a takeaway shop. She is so lucky. (ML)*

Generally, the same with numerous previous studies, the current revealed that underemployment status was common among migrants, especially during the early stage of migration. The underemployment status has all caused server financial stress for immigrants' families. Sometimes, underemployed migrants, especially husbands, who were the primary breadwinners of families, have to either take multiple jobs or work longer hours to meet ends. Starting a small business was also reported to be one way for migrants to increase income. Some underemployed migrants were more comfortable about their employment status while others were struggling. Some of them believed that over time, their employment status will improve.

## **5. Barriers and facilitators of employment**

The replicated study did not discuss much the barriers and facilitators of the employment of new immigrants at the result part, but as a deep understanding of barriers and facilitators can contribute to the understanding of the factors that can obstruct and promote employment, the current study pays more attention to this issue.

Many factors will have either a negative or positive impact on the employment of new migrants. The factors having a negative impact may form barriers, those factors including language skills, culture differences, lack of knowledge of the New Zealand labor market, employment discrimination, and lack of local social network; while factors that can have a positive impact may become facilitators for employment, such as local support from government, community, employers, family, and friends.

Eleven participants in twelve have ranked the language level as one of their top barriers for employment. This result was the same with a large number of previous studies (Batalova, Fix, & Bachmeier, 2016; Esser, 2006; Henderspn, 2002; Liu, 2004; Schulze & Dixon, 2014; Shang, O'Driscoll, & Roche, 2016), which all stated the importance of local language proficiency. Even though almost all of them have got a good score in IELTS test, they thought that using it in real life was a different thing.

Some participants thought their English was good enough to live in a western country pre-arrival, as they used to work in foreign organizations in China and they can meet the English requirement of New Zealand immigration, but after they arrived, they felt disappointed, and this also resulted in a low job expectation post-arrival. It is even hard for them to communicate with local people, not mention the workplace.

*It is so hard for me to understand what local people are talking about, even though I got 6.5 in IELTS test. (JEH)*

*I am always confident in my English in China, but when I came here, I am disappointed. Gradually, I even fear to talk with local people. (AL)*

Some participants also said that even though they can get a job, their imperfect English communication skills made them feel anxious and lack of confidence during work.

Participants also mentioned that their poor English level had blocked their way to move up and get better training or developing opportunities.

*I do not expect phone calls. I feel nervous about picking up phone calls from local*

people. (MD)

*I am working in a small private company set up by Chinese people. Almost all the employees are Chinese; there is not so much growing space in my company, I want to find a job at a big and better foreign company, but, you know, I am not confident to work with local people, I am not sure if I can communicate with them easily. (LL)*

Many participants expressed their shock about culture differences between China and New Zealand after they arrived. Most of them said they had too few knowledge about local culture, both social and work culture, they also indicated that they would like to receive information before they came, but they had no access to them. They believed if they were available to get some information about the local culture, their settlement process should be much smoother.

*The culture is so different. I was confused at the beginning. When I went shopping, people always said 'busy day today?' to me. I used to be confused about the answer. I do not know what kind of response do they want, a detailed discussion about my day, or just a short reply. You know, I do not want to be rude. (DH)*

Two participants said that work cultural differences had caused many misunderstandings during their work, and they had trouble to keep a good relationship with colleagues because of cultural differences, which even made them fear to work with local people.

*I am not used to talking my ideas openly, in China, if I talk too much, it looks like I am showing off, but here, they think that either I do not have ideas or I do not want to share with them. In the beginning, I do not know what to do. (LL)*

Lack of knowledge of the New Zealand labor market was another significant barrier for employment. Many participants in this study mentioned that they have quite few knowledge about employment service in New Zealand, especially those who had quite few local connections; some of them even did not know where they should go to find a job.

Some of the participants indicated that they thought that they could not find the right place to send their CV was one reason why they cannot get employment opportunities.

Some participants mentioned that at the very beginning of their arrival, they wanted to get some information about the local labor market, but it was tough for them to access the right information.

*I want to find an equivalent job, but I do not know where to go, I only know a website named Skykiwi.com, which was established by Chinese, most of the job opportunities were low skill jobs, but one good thing is the companies there are all Chinese companies, you do not need to worry too much about English. (AL)*

Almost all participants had no ideas about the agencies in New Zealand, where they can get some help regarding the employment-related issue, such as Work and Income, Auckland Regional Migrant Services (ARMS) or Opportunities for Migrant Employment in Greater Auckland (OMEGA), which may provide employment help specifically to immigrants.

Many participants identified that their working experience in China and their qualification gained Chinese hadn't been transferred equally and fairly to New Zealand. They thought this was one kind of employment discrimination, and it made them feel disappointed about the local labor market here.

*I worked in a large state-owned bank in China, I have five years of working experience in the banking industry, but in New Zealand, I even cannot get an interview opportunity in any bank. (SL)*

*I was graduated from a 211 university in China, but here, if I want to get a job, they still require a local certificate. It should not be that way, as I think I had already gotten enough knowledge in my mind. That is unfair. (SL)*

*I think they should pay more attention to the skill, instead of where I got those skills. (AL)*

Participants also said that local non-immigrated employees had more opportunities for an important job in an organization. As a Chinese, one participant said that he could not work in a big project in his company, even though he helped to get the project. Besides, some participants also believed that they received less training opportunities compared with local people.

Coincident with previous studies (Soylu, 2007), many participants recognized the importance of social networks, especially co-ethnic local connections. Those connections are including relatives, friends, classmates, colleagues.

Participants who had local connections before arrival were reported easier and faster to get their first employment in New Zealand. They agreed that their local connections provided them many useful and practical information, which had a positive impact on both their settlement process and employment opportunities.

Some participants said that the reason why they chose New Zealand was that they have relatives here.

*My auntie gave me much handy information, she told me I could find a job on Skykiwi, I can buy some second-hand furniture on Trademe, I can go to the library to get some free English courses. All those helped me. (JEH)*

Support from many aspects can be facilitators for employment, including support from family members, community, employers, and government. Female participants noted that they had no time to find and secure a job; in China, they had grandparents to take care of their children and help on house works; but here they had to rely on themselves. Especially for those whose babies were under three, without the 20 hours ECE provided by the government, it was hard for them to afford to send their babies to daycare. They believed that if they can have relatives or close friends here in New Zealand, who can help them with their children or at least do some cooking, they will be able to get a job.

*I want to work, but how about my baby? I have friends send their babies to daycare,*

*it cost more than 300NZD for each of them per week, too expensive for me. If I work part-time, by sending them to daycare, my income may even not cover the daycare cost. (LH)*

*In China, I can put my attention on my work, but here, I had to keep thinking about our dinner, picking up my children, taking them to catch up after school programs, I am so tired, you know, when you feel exhausted, you will be easy to get angry, I always have arguments with my husband here. (MD)*

Participants were asked what they thought could be useful in helping them to settle in New Zealand.

Many participants believed that if the government can provide them more support, their settlement and employment process should be much more comfortable.

Those support can include providing discount childcare for under three, providing some post immigration training covering the aspect of local culture, local agencies regarding employment and settlement, holding some job fairs for new immigrants, introducing international qualification to local employers to let them more familiar with international qualification, providing one kind of temporary Visa, which can enable their relatives come to help with new migrants' children and housework in their early stage of immigration, for example, allow their parents to stay longer in their first three or two years after their settlement in New Zealand.

*My parents can only come here as a general visitor and can only stay up to three months. How can they stay and help us? (LH)*

*I think the government should provide some English and culture classes to improve our employment opportunities. That should be helpful. It is also a way for us to meet friends here. (LL)*

Support from employers should be helpful as well. There are many things employers can do to support new migrants to get proper employment, diminish employment discrimination at the workplace to get fully use of their talent. For example,

employers can provide some training on diversity and a multicultural work environment. To let employees learn how to behave in a multicultural working environment and let them know different work patterns of employees with diverse cultural backgrounds.

*My company should design some training to let us know how to work with colleagues from different cultures. It will make our work experience more pleasant. (LL)*

*The company should put more value on my qualification and experience I gained in China. Employers should help us transfer our skill and experience to the local work context. I think it must add great value to the organization as well. (DH)*

Part of the participants was living in communities with more Chinese around them, such as Northcote, Glenfield, and Albany. Others reported they are living within a multicultural environment, such as Mission Bay, Ponsonby, and Henderson.

People living in a multicultural environment tended to hold a more positive attitude towards different cultures, and they understand more about other cultures, which also have a positive impact on their working experience. While people living in communities with more Chinese or Asians reported that they had few opportunities to communicate and deal with local people and people with other cultural backgrounds. Gradually, they began to fear of communicating with them. While the positive aspect was that they reported a high level of belonging, and to some degree, they felt that they could maintain part of their own Chinese culture here. However, those who still constrained themselves on Chinese culture were reported much harder to involve themselves in the local labor market.

Some participants said community activities had enhanced their wellbeing; participants who participated in community activities also reported a high life satisfactory level.

*Thanks to the rhyme time at East Coast Bay Library and story-time Albany Village Library, I got many friends whose children were almost the same age as my daughter;*

*they are my first group of friends here. We always played together, helped each other, and we always gathered together to share experiences on how to educate our children. (LL)*

Network in the co-ethnic community can also lead to employment or appropriate employment. This point was the same as a previous study conducted by Tu, Zhou, Wong, and Okazaki (2018) found that in the United States of America, a large portion of Chinese migrants relied on a co-ethnic network to find a job. Many participants found their first or current employment from a Chinese community website, Skykiwi, even though the jobs were always low skill, they did support their living at the beginning and helped them build their local connection.

*I found my first job as a cleaner on that Skykiwi. Thanks to that job, I began to have income, even the pay is low-level, and the job is a low skill, it still made me feel secure at the beginning. (SL)*

Generally, almost all barriers founded by previous studies on the employment of migrants in a new host country have been found in the current study. Support from government, policymaker, employers, and local communities can be facilitators for migrants' employment. Many participants reported that support from co-ethnic groups was the handiest among all other facilitators.

## **6. Family well being**

Family wellbeing was measured by physical health, relationship with family and friends, self-satisfaction level, self-esteem level, financial security, life quality, living environment, identity, and sense of belonging in this study.

Many participants were worried about their health, for the reason of longer working hours and having no opportunities and budgets for physical check every year. They said they were exhausted for working too many hours per day. They always felt tired or even exhausted sometimes. Some participants said many friends around them had the same concern about physical health as well. What's more, one participant who

was both a driver and a cleaner expressed he worried about safety problems, as working long hours, made him feel sleepy when driving.

*I have two jobs. I worked 9-5:30 for my first job, then 6:30-10 for my second job. I always felt painful on my neck, shoulder, and waist. I thought it was because of the lack of rest. I can have physiotherapy treatment in China, as I have social insurance, it is cheap, but in New Zealand, I cannot afford to do massage, it is too luxury for me. (JS)*

Coincident with previous studies (Alpass et al., 2007), the current study also found that financial stress was another reason for health problems. As with a tight budget, many new immigrants have no budget for medical treatment and physical health checks. Some participants said if they feel sick, they would prefer only get some medicine from a pharmacy instead of seeing a doctor.

*Last time, when I took my baby to a Shore-care clinic for only having a sore throat and fever, it cost me 175NZD. Too expensive for me as a newcomer. (LH)*

*I used to have a physical check every year in China. It was a welfare of my company, all free. But here, I think I need to pay, and it should be costly. (SL)*

Some participants reported that both their partners and they had reduced their frequency for health checks. One participant said, health check in China was always one of the company's welfare packages, he did not need to pay and his wife was the same as well. However, in New Zealand, they cannot enter into a big company with good welfare; they needed extra to pay the health check fees, which was hard for them to afford in this stage.

Coincided with previous literature reviews (Liem & Liem, 1998; Zvonkovic, Guss, & Ladd, 1988; Michel, Kotrba, Mitchelson, Clark, & Baltes, 2011), new immigrants' work experience may have a significant impact on their relations with their partners, children, and friends.

Two of the participants got divorced during the first three years of immigration. They

said both they and their partners were not satisfied with the new life here, especially the working experience, then it resulted in many arguments at home, and finally, they got divorced.

Low income, working long hours, cannot see the future was ranked as the main reasons for their dissatisfaction with life for new migrants. There were participants admitted that their relationship with their partners become worse after immigration, as they all tired of the significant pressure here in New Zealand.

*I am not satisfied with my job here, you know, I used to work in a bank, now I am a builder, I am not happy with that. Job is a big part of a man, as I am not satisfied with my job; the negative attitude will undoubtedly extend to my family life as well. (SL)*

*We keep having arguments, even though I know my husband is exhausted after one day's work, I am tired too. Except for doing a full-time job, I also need to take care of my baby and housework. I do not know what to do to make everybody happy. (LH)*

Some participants said they reduced their time with friends and on doing their hobbies in New Zealand than in China. This was also found by Newman (1988), he found that people who were experiencing underemployment were spending less time on social outings. One reason was that the entertainment cost was too high here, and their financial stress was severe. Besides, working longer hour makes them have no time and energy to be with friends and do something they are interested in.

*My income is around 630NZD per week, while my rent is 510, then where I can get money to have high tea with friends? (LH)*

*I work six days a week, with nine hours a day. My wife also expects me to have some family time with her and our child. I want to play with my child as well, then I have to choose to give up my friends' time and my hobby, you know, I do like playing golf, but how can I find a time to entertain myself? So hard. (AL)*

Financial security, housing, living environment all relate to income level. A stable and considerable income is beneficial, which can provide financial security and afford

good housing and a pleasant environment.

However, all most all participants in this study were experiencing or had experienced low income caused by underemployment after their settlement in New Zealand, the same with previous findings (Thompson et al., 2013), no matter which form of underemployment, low income is always one typical feature. Those who were hour underemployment were more worried about their financial status compared with those who were under forms underemployment, as they sometimes they cannot forecast income in advance, which made it hard for them to make budgets.

*I am a casual staff. I do not know how much I can earn next week, so I cannot make budgets, and I always felt that I am not secured. (ML)*

*We want to live in North Shore city, but the rent is too high for us to afford, a townhouse with three bedrooms will cost almost all my income. So, we have to live in Henderson, where both the school for my son and living environment are not as good as Albany. (DH)*

What a decent job can give to a person is not only considerable income but also identity and a sense of achievement. Many participants used to hold a decent job in China, but here in New Zealand, they even cannot get an interview opportunity for an equivalent position. They do not have opportunities to find a job in a clean and bright office as they did in China.

Those low skill jobs in New Zealand made many new immigrants felt disappointed about themselves; they began to lose confidence in their skill and ability. What's more, some of them reported that they felt powerless and lost control of themselves because of failing to release their talent. This was also found in previous studies (Cassidy & Wright, 2008; Zvokovic, Guss, & Ladd, 1988).

*I used to be a product manager in China, with excellent income and welfare, my family are so proud of me because of the benefits brought by my decent job. But now I am just a shop keeper, my wife, and children, seems not to adore me as before, I felt*

*very disappointed, I tried to get a better employment, but found it was so hard for a new migrant, I do not know where is my future, as those low skill jobs may have already ruined my way to move up. I do not know. (JEH)*

*I tried to change the situation, but I even do not know where to start. I felt so powerless about both my employment and my life. (AL)*

*I miss all I have in China, my clean and bright private office, my housing provident fund, my social insurance, my transportation and meal reimbursement, my business trip with business class flights, and five-star hotels. I have nothing here except my reduced hourly payment. (SL)*

One new finding from this study was that some participants felt their jobs also make them alienated from families and friends. As their jobs were not decent, they did not like to talk about it with friends, especially old friends in China. They felt ashamed to let their friends know that they were doing such a low-level job now. Some participants believed they received less respect at home than they were in China; they believed it was because of their jobs.

Besides, some participants indicated that they did not like social activities in New Zealand. One reason was that social activities cost so much money, which cannot be afforded by them. The second reason was that they work long hours made them too tired to do personal activities; if they can have time, they may prefer to stay at home to have a rest. The third reason expressed by participants in the current study was that they did like going out to meet people, their jobs made them felt they were not in the mainstream in the new society, they were only in low social class status in New Zealand, which made them feel ashamed to socialize with others. This was also stated by Ayca and Berry (1996); they believed commensurate employment provided identity and status, which gave immigrants confidence and willingness to develop social activities within the community.

Many participants also stated that they did not feel they belong to the new society as

most of the new migrants were constrained to the co-ethnic community, where many of them still maintained their culture in New Zealand. They still lived in Asian or even Chinese communities; they all worked at low-level jobs, mostly in Chinese owned small companies with almost all colleagues were Chinese; their friends were also mainly Chinese; they watch Chinese TV with a TV box brought from China. Many of them thought they were pacing up and down at the edge of mainstream society without access to enter in.

*Even though I am in New Zealand now, I cannot feel the western lifestyle indeed. My work made me feel I am in a lower class than local people. I cannot feel that I belong here. (AL)*

What's more, some participants began to have some unhealthy behaviors after immigration, such as smoking, playing online games, losing interest in socializing with others, alcohol abuse, gambling, lethargy, and even sometimes violence. Those unhealthy behaviors have also been found in previous literature (Dooly & Prause, 1998; Lauritsen, 1995). They all believed those behavior were, to some extent, caused by their underemployed status. Some participants indicated that those behaviors were ways to relieve stress and paralyze themselves for them.

*I began to smoke recently, I know that cigarette is expensive, and smoking is not good, but when I felt powerless and anxious, I have nothing to do but smoking. (SL)*

Generally, even though different participants showed different perceptions towards underemployment. They all believed that underemployment has negative impacts on their lives. Some of them were positive towards their future in the new host country, while most of them reported losing confidence and self-esteem. The downgrade of social status caused by underemployment resulted in a significant tension on both employees and their family members. The physical conditions were also believed to be affected by underemployment.

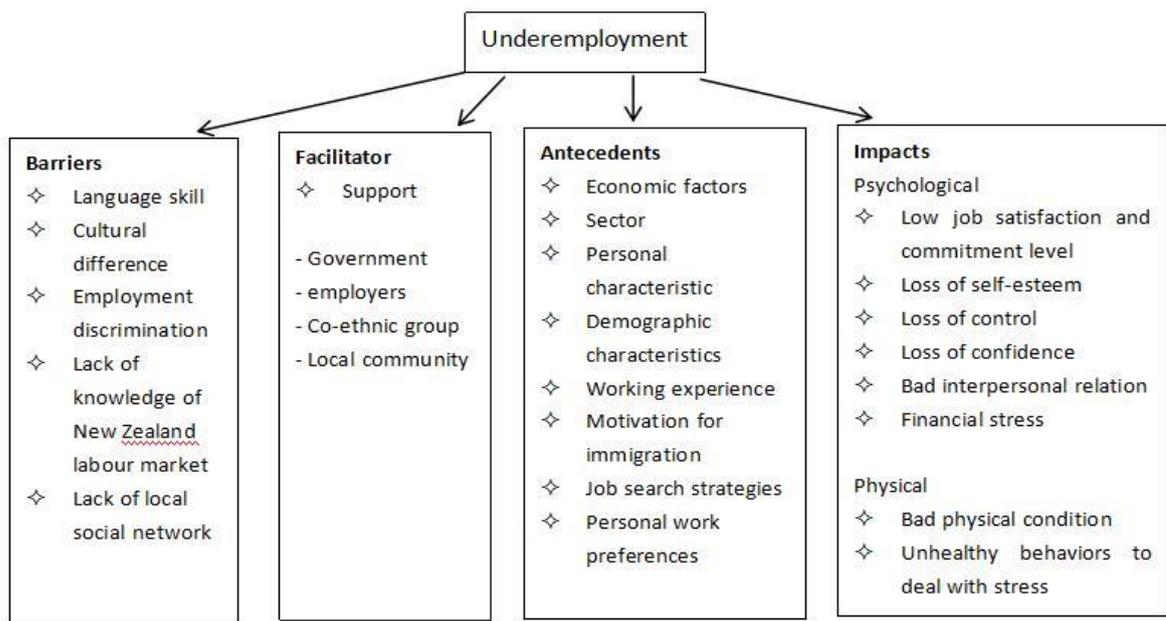
## Chapter 5 Conclusion

This paper investigates the impact of working experience on the family wellbeing of new migrants working in Auckland by using semi-structured interviews. It is concerned that almost all new Chinese migrants participating in this research, who have been settled in New Zealand for less than five years, are experiencing underemployment or have the experience of being underemployed.

There are many barriers for new migrants to get commensurate employment and support is an effective facilitator. Different people in different situations may have different perceptions towards underemployment, and the impact of underemployment on them may be different as well. Many antecedents that will affect people's perception of underemployment have been discussed in the current study, including local economic factors, sectors, previous working experience, and immigration motivation, and personal work preference, personnel composition of enterprise, family composition, and family financial situation.

The experience of underemployment will generate many negative impacts on migrants' satisfaction level on both their employment and life in New Zealand, which will eventually affect migrants' psychology and physical health. Participants in this study were found losing control of themselves in terms of financial status and career development. They felt powerless towards their life and future. Some participants felt disappointed about themselves; they began to doubt their skills. Some of them even expressed their willingness to go back to China as they cannot find themselves in this new land, and the financial stress here made them even hard to breathe. Participants in this study were also reported having adverse physical conditions. Working longer hours made them feel exhausted, and they began to reduce this frequency for health check due to having no time and a limited budget to do it. Even if they felt not comfortable, they may prefer to keep working instead of seeing a doctor immediately. Some unhealthy were also found in this study, such as smoking, gambling, drowsiness, losing interest in outdoor activities while spending all spare

time on play games towards computers, losing interest in communicating with others, having more and more arguments at home with partners, or even fighting. Those negative impacts may not only constraint new immigrants themselves but also extends to their family, friends, community, organization, and even the whole society. The unhealthy behaviors at home and break the harmonious atmosphere; some participants expressed they were easy to get angry at home, their relationship with partners become worse after immigration. Some participants also believed that the experience of underemployment was one indirect factor or their divorce. Some participants thought that their relationship with both families and friends were loosening after immigration, as they spent so much time and energy on making money to survive; besides, doing low-level jobs made them feel shame to talk about, gradually they began to avoid communicating with others on purpose. Below tree diagram shows the whole picture of what has been discussed in the current study.



Compared with previous studies, participants in this study showered three attitudes towards work, some thought work was a mean to survive, compared of job content, they care more about money; thus hour and income underemployment have a more significant impact on them; some thought work provided them extra money for

better life quality, they tend to put more value on life than on work, they were happy with New Zealand's flexible working arrangement, and they were less affected by underemployment; some treated job as a primary source of self-fulfillment, they were much more likely to be influenced by skill-job mismatch.

While previous studies done by Sobrun-Maharaj, Rossen, and Kim in 2011 did not focus on participants' motivation of immigration, the current study found motivation will have a great impact on people's perception and reaction of underemployment. Compared with the previous study in 2011, the current study showed that the post-80s and post-90s are leading groups of migrants now. From 2011-2019, there is a remarkable increase in parents of young children compared with those who come to pursue higher education. Those post-80s young parents always featured with higher education level and higher English level, which makes it easy for them to immigrate to another country; higher income in China and having working experience in China, which provides them with contrast of their working experience in China and here in New Zealand, with comparison, they are more clear about what they want in their jobs (most of them stated that they want to have more family time, and work-life balance); having some savings, which helps them reduce financial pressure remarkably.

Due to the characteristics of post-80s young parents, they may treat underemployment as the cost of flexible schedules, the ability, and the possibility to balance work and family. They may be willing to accept underemployed positions as the cost to get the thing that they think is of more value to them (Sicherman & Galor, 1990). Compared with putting attention on careers, they tend to pay more attention to the education of their children; as they always used to work in China for a couple of years, they have their savings. The negative impact of underemployment seems lower for them than for those new graduates. Because it is their personal choice to choose a job, even though they cannot match their education, but can, to some degree, meet their family needs or life demands. This is coincident with Feldman and

Turnly (2004), who found that those who accepted incommensurate positions because of imperfect job markets were more likely to experience deprivation than those who accepted those positions for the pursuit of work-life balance. However, from 2011 to 2019, there is an increasing proportion of young new graduates who decide to go back China, there should be two main reasons, one is the rapid development of China's economy, the average social wages in Beijing has increased from 4,671.75 Yuan in 2011 to 8,476 Yuan in 2018; another reason is that they think that there are more opportunities in China than in New Zealand. The negative impact of underemployment on this group is higher than the parents' group, as they are new graduates, they tend to have more expectation to their jobs, and they always do not have savings, they tend to have higher financial pressure.

Underemployment is usually tied with a person's working history, job search strategies, his personal work preferences, its impact and the level of the impact is different from individual to individual, from the result of current study, it can be seen that the changing of immigrants component from 2011-2019 have changed the impact level of underemployment to Chinese migrants. Even though most of the migrants are still experiencing underemployment, they still expressed that they are generally happy with their decision to migrate and settle in Auckland.

## Implications

The present study has several significant implications for the employment of new migrants from many perspectives, including organization, policymaker, government, and further researchers.

For organizations, it is crucial to help new migrant employees to adjust to the new working environment and to utilize their talent in their work thoroughly. Mismatched employment among migrant workers, may significantly affect their job satisfaction level. Migrant employees can contribute to organizational performance in many ways, but it can only realize when they experience a higher level of job satisfaction, as only

when someone experiences high levels of job satisfaction, then they might have a high level of self-efficacy for managing their work (Shang et al., 2016). Human resource managers should help immigrant employees utilize their talent by foster acculturation to the host country environments and utilize effective human resource practices. For instance, organizations may design some workshops to give new immigrant employees a general idea about workplace culture and working patterns of the host country. They may also provide cultural adjustment training programs to help immigrant employees to operate smoothly and successfully within a diverse workforce. Besides, there are more things organizations can do, such as providing interesting and challenging tasks, advancement opportunities, empowerment (Erdogan & Bauer, 2009); letting employees trust that they are treated fairly by organizations and their career prospects are good, to at least improve the satisfaction level of underemployed migrants, to prevent them from subjectively evaluating themselves as being underemployed, or at least to help them reduce the negative impacts of underemployment. The leader model may also be a good choice by organizations, as from the model, new migrant employees may see their future as well.

The results of the current study also have implications for policymakers on the design of immigration policies. Points system might not be an ideal mechanism for choosing skill migrants as it will assign similar points to the same education level received in different countries, where the quality of education may be entirely differed (Mattoo, Neagu, & Özden, 2008). The system should be designed more effectively, to give more points on countries with a higher quality education. Only when skill migration screening policy being designed effectively, local employers may more rely on it. Besides, the points system fails to set measurement for migrants' tactic knowledge, even though it also plays a crucial role in their post-arrival settlement (Wang & Thorns, 2009). The policy should be designed in the complete concept of knowledge to guarantee that new immigrants can to settle in the new land smoothly and quickly.

This study has some implications for the government as well. Due to the generally poor performance of skilled Chinese migrants on arrival, government should provide some support to new migrants, such as designing some pre- or post-arrival programs or training courses for new migrants, in term of local law and orders, economy systems, introduction of government departments, housing system, providing them better preparation for relocation, to help them adjust to the new environment as soon as possible and eventually make full contribution to the society.

This study also has some implications for future studies. Since the number of underemployment workers continues to rise all around the world, it has already become a popular topic. Underemployment is multiple dimensional and complex; there are numerous potentially fruitful research avenues can be explored. We found that limited researches were available on the impact of underemployment on individuals' marital, family, and social relationships. The current study has already focused on a variety of antecedents and outcomes of underemployment on new migrants. However, there is still a broad-scale research agenda need to study on. Future researches are needed to continue to explore the relational impact of underemployment. In Particular, longitudinal research designs, as well as family studies, should be designed to examine the broader and more prolonged effects of underemployment. Besides, as we found that recent years many new migrants treat lower-income, underemployment as trade-offs of work-life balance or flexible schedule, future researches can put attentions on whether there are other trade-offs that new migrants are willing to make and on if there are any preconditions for those trade-offs, such as savings and income from other financial products in the current study. More rigorous design and complex models should be applied for future studies. The data of this study were collected at a single point in time by using the combination of both convenience (personal networks) and snowballing sampling technique. Improving research rigor may help to validate existing findings and uncover more exciting results. For example, the unemployment rate may also affect employees' perception of underemployment; if the unemployment rate is very high,

then they may think that any job is better than no job.

## Limitations

The current study has certain limitations. First, the current study only focused on Chinese migrants in the Auckland region; the results may not be transferable to the other areas in New Zealand or other immigrants receiving countries. Since even in the same country, migrants may have different employment experiences and different expectations of employment in different regions. This study was conducted in the Auckland region, and the results were not the same as the previous study under the New Zealand context or other areas around New Zealand. Future studies should be extended to include all areas in New Zealand.

Second, this study did not take the proportion of Chinese employees in an organization into consideration in this study. However, the proportion of immigrant employees, especially those from the same culture with participants, may affect the acculturation levels of participants. For example, if a company in the host country has a large proportion of employees from China, it will be easier for new Chinese migrant employees to adjust to the working environment. Then employment discrimination may be significantly reduced, and there may be many role models to follow by new migrants employees, which may help to improve their satisfaction level. But it is hard for researchers to get access to the information on the proportion of immigrants in the organizations from just an interview.

Third, the result of this study may not be transferable to all sectors in one country. Immigrant employees' skill type may have an impact on their working experience; for example, in Silicon Valley in the United States of America, immigrant employees are holding jobs and getting incomes that seem much more in line with their education level (Arbeit & Warren, 2013). Participants in this study who had experience in the tourism industry were easier to get employment in the same sector in New Zealand.

Fourth, the current study did not set up a measurement for underemployment;

people with a different underemployment levels may receive different levels of effects. However, it is not easy to measure underemployment, as the measurement is extremely complex, as underemployment is multidimensional, and there may also be overlaps between different dimensions. Previous researches on this topic always suffer from a lack of clarity in defining and measuring dimensions. Besides, it is not only objective factors that will affect underemployment and outcomes, but also subjective factors, which is individuals' feelings about being underemployed.

Fifth, there is also one limitation that arises from the inability to determine how representative the sample is of Auckland's resident population of Chinese migrants. However, this limitation may not be easily remedied.

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## Appendix A: Semi-structured interview schedule

Title: Impacts of the work experiences of Chinese immigrants in the Auckland (New Zealand) labor market on their family wellbeing

The semi-structured interview consists of four main parts, cultural assumption, employment, barriers and facilitators and impacts on family wellbeing, which covers the impact of personal, institutional and environmental factors on work experience of Chinese migrants. The interview includes some open-ended questions, allowing for a further discussion with interviewee, and the interviewers do not need to strictly follow a formalized list of questions.

### **1. Cultural assumptions:** about the nature of work and family in life

What is your understanding of work and how important it is in your life?

What is your understanding of life and how important it is in your life?

### **2. Employment:** work patterns, income, working experience

Where are you employed and what do you do in Auckland? Do you satisfied with your current job? Including pay, job content, working hours, relationship with peers.

Are you doing a similar job that you did in your home country? Why?

Do you have any formal qualifications/training/skills in your field of work?

Do you have a NZ qualification? Which level?

Were you able to find a job easily? Why do you think was this so (age, gender, education, language, attitudes toward Chinese immigrants)?

Are you happy with the work that you are doing? Why?

Do you feel safe doing the job that you are currently doing? Why?

Does your job allow you sufficient time to be with your family?

What were your income level in China? Do you still have savings or other incomes in China now?

What is your income level in New Zealand? Can it cover your family expenditure in Auckland? Do you have other income except of your salary?

### **3. Barriers and facilitators:** to a positive impact of work on family welling

Institutional factors:

- i. Did you require any assistance with finding employment when you arrived in Auckland?
- ii. If yes, what employment assistance (programmes/resources) were you given and by whom?
- iii. Were these programmes and information on these programmes easily accessible?
- iv. Did these services meet your employment needs?
- v. Did you find it easy to work with the staff who provided these services?

Environmental factors:

- i. Is the community that you live in multiethnic or does it have more of one ethnic group?
- ii. Do you have many 'Kiwis' living in your area?
- iii. What are attitudes of the people living in your area toward you and your family? What makes you feel this way?
- iv. What are attitudes of the people with whom you work toward you? What makes you feel this way?
- v. How do you find working with 'Kiwis'?
- vi. Do you socialize with people from your residential area and at work?

Personal factors:

- i. Do you like living in Auckland? What is it that you like or dislike?
- ii. How long have you been in Auckland? Have you already gotten PR or no?
- iii. Have you already got married? Do you have any kids? Do you have any relatives living in Auckland?
- iv. What do you do about the things that you dislike (how do you cope with adversities)?
- v. Did you find it easy to adapt to life in Auckland? Why?
- vi. Do you have any family (extended) living in Auckland?
- vii. Do you have family support if needed?
- viii. If you could change anything about your life here, what would you change and why?

#### **4. Impacts on family wellbeing**

What impact does your view of life and work have on the wellbeing of your family?

What impact do attitudes and behaviors of the people who live around you and work with you have on the wellbeing of your family?

What impacts do your work patterns and experiences have on your family wellbeing (including the positive and adverse impacts, e.g, having time to do things as a family; blurring the boundary between work and family)?

Are there any other issues that you feel have an impact on the wellbeing of your family?

## **Appendix B: Information sheet (English and Chinese)**

### **The Impact of Work Experience on Family Wellbeing of Chinese Migrants in Auckland, New Zealand**

#### **INFORMATION SHEET**

##### **Researcher Introduction**

This study is a postgraduate student research project done by Gillian Tian from Massey University Business School. The purpose of this study is to analyze the impact of work experience on family wellbeing of Chinese migrants in Auckland, New Zealand. A large portion of high-skilled Chinese migrants, who are highly educated, possessing either valuable working experience or essential skills, report a high level of unemployment, under-employment and low income, especially for those who have been in New Zealand for less than five years. This study aims to firstly analyze the reasons behind this phenomenon and then focus on the impact of work experience on family wellbeing.

##### **Project Description and Invitation**

You are invited to participate in a research study analyzing the impact of work experience on family wellbeing of Chinese migrants in Auckland, New Zealand. You have the right to choose whether you want to participate in the study and to withdraw from the research one month after the interviews have been conducted. If you agree to participate in this study, you will be asked to sign a Consent Form before interview.

## **Participation Criteria**

For this study, I am looking to interview participants who are:

- 1) Between 18-50 years of age, and
- 2) Have been in New Zealand for less than five years, and
- 3) Are a skilled migrant currently living in Auckland, possessing either valuable working experience or essential skills.

## **Project Procedures**

Participation in this study will involve a face-to-face interview with the researcher, which will take around 30 minutes to 45 minutes. You will be given the option of having the interview conducted in Mandarin or English, and interviews will be audio recorded with your consent.

## **Data Management**

All the research will be done anonymously, no identifying information of interviewees, their families, organizations, will be made available to anyone outside of the research team. The electronic data and records obtained from participants will only be used by the research team, all data will be kept by supervisors for five years.

## **Participant's Rights**

Participating in this study is completely voluntary and you are free to decline to participate, or to withdraw from the research one month after the interviews have been conducted.

If you decide to participate, you have the rights to:

- ✓ refuse to answer any particular question which makes you uncomfortable;
- ✓ withdraw from the study one month after the interviews have been conducted;

- ✓ ask any questions about the study at any time during the research;
- ✓ provide information on the understanding that your name will not be used unless you give permission to the researcher;
- ✓ access information on how your privacy will be protected;
- ✓ be given access to a summary of the project findings when it is concluded;
- ✓ ask for the recorder to be paused or turned off at any time during the interview.

### **Project Contacts**

If you have any questions, concerns or complaints about the study at any stage, you can contact:

Researcher:

**Gillian Tian** - Master's student, School of Management, Massey Business School,  
Massey University, Albany Campus

Phone: +64 (09) 2108182015

Email: [gillian.tian1018@gmail.com](mailto:gillian.tian1018@gmail.com)

Supervisors:

**Dr Kaye Thorn and Dr Natalia D'Souza** - School of Management, Massey University,  
Albany Campus

Phone: +64(09)4140800 ext.43395

Email: [K.J.Thorn@massey.ac.nz](mailto:K.J.Thorn@massey.ac.nz) or [N.J.D'Souza@massey.ac.nz](mailto:N.J.D'Souza@massey.ac.nz)

This project has been evaluated by peer review and judged to be low risk. Consequently, it has not been reviewed by one of the University's Human Ethics Committees. The researcher named above are responsible for the ethical conduct of this research.

If you have any concerns about the conduct of this research that you wish to raise with someone other than the researcher, please contact Prof Craig Johnson, Director, Research Ethics, telephone 06 356 9099 x 85271, email [humanethics@massey.ac.nz](mailto:humanethics@massey.ac.nz).

# 奥克兰（新西兰）中国移民的工作经历对其家庭幸福的影响

## 信息表

### 研究人员介绍

此次研究是梅西大学商学院研究生田慧的研究项目。研究的目的是分析奥克兰（新西兰）中国移民的工作经历对其家庭幸福的影响。很大一部分来自中国的技术移民，都拥有较高的教育水平，并且拥有有价值的工作经验或者特殊的技能。但是这些来自中国的高技术移民，尤其是来新西兰不足 5 年的新移民，有很高的失业率，或者从事低水平的工作，处于低收入人群。此次研究首先分析这一现象背后的原因，之后研究这种工作经历对于他们家庭幸福的影响。

### 项目描述及邀请

您被邀请参加此次关于奥克兰（新西兰）中国移民的工作经历对其家庭幸福影响的研究。您有权选择是否参加此次项目，并且在采访进行完一个月后，您有权选择取消参加。如您选择参加此次研究，在被采访前您将被要求签署知情同意书。

### 参与者条件

项目参与者需符合以下条件：

- 1) 年龄 18-50 岁之间；
- 2) 来新西兰少于 5 年；
- 3) 生活在奥克兰的技术移民（拥有有价值的工作经验或者特殊技能）。

### 项目步骤

参与者将会与研究人员进行一次 30 至 45 分钟的面对面采访，参与者可选择用中文或者英文进行对话，所有参访都会在您的同意下被录音。

## 数据管理

整个研究都会匿名完成，除了研究小组成员，其他任何人都不能取得被采访者个人，家庭以及工作单位的信息。电子数据和录音都只能被研究小组使用，所有数据都会由导师保管 5 年。

## 参与者权利

参与此次研究完全自愿，在采访进行完的一个月内，您可以自由决定拒绝参加或者取消参与此次研究。

如您决定参与此次项目，您享有如下权利：

- ✓ 拒绝回答任何一个让您感觉到不便的问题；
- ✓ 在采访进行完一个月內取消参加此次研究；
- ✓ 在项目进行中的任何时间提出疑问；
- ✓ 有权要您的姓名在未经您允许的情况下禁止被使用；
- ✓ 对您隐私如何保护的知情权；
- ✓ 有权要求在研究结束后得到研究结果；
- ✓ 在采访进行的任何时候都可以要求中断或者关掉录音。

## 项目联系人

在项目进行的任何阶段，如果您有问题，疑虑或者投诉，请联系一下人员：

研究人员：

**Gillian Tian** - 商务管理学院硕士学生，梅西大学奥尔巴尼校区

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导师：

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电话: +64(09)4140800 转 43395

电子邮件: [K.J.Thorn@massey.ac.nz](mailto:K.J.Thorn@massey.ac.nz) 或 [N.J.D'Souza@massey.ac.nz](mailto:N.J.D'Souza@massey.ac.nz)

该项目经过同行评审，被判定为低风险项目。因此，梅西大学的道德委员会没有对其进行审查。上述研究人员对本研究的道德行为负责。

如果您对于此研究有任何不希望和研究人員提出的疑虑，您可以联系研究道德学主任 **Craig Johnson** 教授，电话 06 356 9099 转 85271，电子邮件 [humanethics@massey.ac.nz](mailto:humanethics@massey.ac.nz)。

## APPENDIX C: Consent form (English and Chinese)

### The Impact of Work Experience on Family Wellbeing of Chinese Migrants in Auckland, New Zealand

#### PARTICIPANT CONSENT FORM

I have read, or have had read to me in my first language, and I understand the Information Sheet attached. I have had the details of the study explained to me, any questions I had have been answered to my satisfaction, and I understand that I may ask further questions at any time. I have been given sufficient time to consider whether to participate in this study and I understand participation is voluntary and that I may withdraw from the study at any reasonable time according to information sheet.

1. I agree / do not agree to the interview being sound recorded.
2. I wish / do not wish to have my recordings returned to me.
3. I wish / do not wish to have data placed in an official archive.
4. I agree / do not agree to participate in this study under the conditions set out in the Information Sheet.

#### Declaration by Participant:

I \_\_\_\_\_ hereby consent to take part in this study.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## 奥克兰（新西兰）中国移民的工作经历对其家庭幸福的影响

### 知情同意书

我已经用我的第一语言阅读或者被告知，并且理解所附信息表的内容。我被告知了此次研究的细节，我所有的问题都得到了满意的答复，并且我理解在任何时候我都可能被问及额外问题。我已经被给予了充分的时间思考是否参加此次研究，我理解参加此次研究是自愿的并且我可以在任何信息表里规定的合理时间内取消参与此次研究。

1. 我同意 / 不同意采访被录音。
2. 我希望 / 不希望我的录音返还给我。
3. 我希望 / 不希望数据被正式归档。
4. 我同意 / 不同意按照信息表规定的内容参加此次研究。

### 参与者声明:

我 \_\_\_\_\_ 在此同意参加此次研究。

签字: \_\_\_\_\_ 日期: \_\_\_\_\_

## Appendix D: Human ethics notification

HoU Review Group

Prof Tim Bentley

Ethics Notification Number: 4000020621

Title: Impact of work experience on family wellbeing of Chinese migrants in Auckland, New Zealand

Thank you for your notification which you have assessed as Low Risk.

Your project has been recorded in our system which is reported in the Annual Report of the Massey University Human Ethics Committee.

The low risk notification for this project is valid for a maximum of three years.

Please note that travel undertaken by students must be approved by the supervisor and the relevant Pro Vice-Chancellor and be in accordance with the Policy and Procedures for Course-Related Student Travel Overseas. In addition, the supervisor must advise the University's Insurance Officer.

A reminder to include the following statement on all public documents:

"This project has been evaluated by peer review and judged to be low risk. Consequently it has not been reviewed by one of the University's Human Ethics Committees. The researcher(s) named in this document are responsible for the ethical conduct of this research.

If you have any concerns about the conduct of this research that you want to raise with someone other than the researcher(s), please contact Professor Craig Johnson, Director (Research Ethics), email [humanethics@massey.ac.nz](mailto:humanethics@massey.ac.nz). "

Please note that if a sponsoring organization, funding authority or a journal in which you wish to publish require evidence of committee approval (with an approval number), you will have to complete the application form again answering yes to the publication question to provide more information to go before one of the University's Human Ethics Committees. You should also note that such an approval can only be provided prior to the commencement of the research.

You are reminded that staff researchers and supervisors are fully responsible for ensuring that the information in the low risk notification has met the requirements and guidelines for submission of a low risk notification.

If you wish to print an official copy of this letter, please login to the RIMS system, and under the Reporting section, View Reports you will find a link to run the LR Report.

Yours sincerely

Professor Craig Johnson

Chair, Human Ethics Chairs' Committee and

Director (Research Ethics)