

Inquiry into Multiculturalism in Australia

TASMANIAN GOVERNMENT RESPONSE

April 2011

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I. Executive Summary

On 10 February 2011, the Hon Lara Giddings MP, Premier of Tasmania was invited by Ms Maria Vamvakinou, Chair of the Joint Standing Committee on Migration (the Committee) to make a Tasmanian Government submission into the Committee's *Inquiry into the Contribution of Migration to Australian Society*.

The Committee will examine the role of multiculturalism in advancing social inclusion in Australia and strategies to promote settlement, integration and participation of new migrants, including refugees, in Australian society. The Committee will also examine how best to encourage long term settlement patterns that benefit Australian society as a whole and make maximum use of the skills that migrants bring to Australia.

In response to this inquiry, the Tasmanian Government confirms that it is committed to a policy agenda that promotes

New programs and initiatives delivered as part of Tasmania's social inclusion agenda have been of direct benefit, particularly to humanitarian entrants.

The Tasmanian Government regards multicultural policy as an integral component in building a socially inclusive society. The promotion of inclusion, tolerance and harmony is fundamental to continued growth of Australia's cultural identity.

Tasmania's affirmation of multiculturalism is also embodied in *Tasmania Together*, Tasmania's long term social economic plan. It outlines the aspirations of Tasmanians and provides an opportunity for all Tasmanians to work together to achieve common long term objectives. *Tasmania Together* involved one of the biggest consultation processes ever undertaken in Tasmania. Tasmanians informed the Government that they wanted a society which promoted awareness of Tasmania's multicultural past and present, multicultural perspectives integrated into the school curriculum, and a larger proportion of Australia's immigration.

To effectively integrate multiculturalism within the social inclusion agenda at national and state levels requires a focused response to addressing the disadvantage that results from the barriers of language, culture and migration¹. The Tasmanian Government's submission notes that a number of social issues (namely access to employment and English language proficiency) impact on the Government's abilities to effectively settle migrants and gain maximum economic benefits from their settlement. As a result, these communities often leave Tasmania for greater employment opportunities interstate.

The Government is working closely with stakeholders from non-government organisations and other levels of government to administer a range of programs to promote long-term settlement within Tasmania. These projects include work experience, language classes and improved policies for language assistance. The Government has also recently commenced a review into the accessibility and effectiveness of government services to humanitarian entrants in Tasmania.

¹ Tasmania Together 2020, Tasmania Together Progress Board 2006

The Tasmanian Government would welcome improved strategies to influence skilled migrants to settle in Tasmania (particularly regional areas). With a rapidly ageing workforce population, it is particularly important that new arrivals to Tasmania can provide long-term skills in areas such as trade, health and social services.

2. Introduction

Australia is a country that was built on multiculturalism. Established by indigenous communities approximately 40 000 to 65 000 years ago², Australia's position as a multicultural society commenced once the British began settling convicts and free settlers in the 18th and 19th century. In the 1850s, the Australian gold rush attracted settlers from all over the world including Asia and the Americas.

Post War³ immigration to Australia resulted in significant increases in European migrants⁴, whilst more recently, humanitarian efforts have resulted in increases of immigrants from African and Asian regions to Australia.

Through migration, Australia has developed into one of the world's most culturally diverse countries. Collectively, over 260 languages are spoken by Australians, over 100 religions are practiced and we originate from over 270 different countries.⁵

According to the former Minister for Immigration and Citizenship, the Hon Chris Evans MP (2008) the increase in cultural diversity has established new recreational and cultural experiences that have contributed to Australia being a vibrant and interesting place to live. This, coupled with the relatively peaceful⁶ and democratic manner is a "testament to [Australia's] inclusive and cohesive society".⁷

However, increases to Australia's cultural diversity have also brought challenges associated with maintaining a socially inclusive and cohesive multicultural community. Settlement services provided across Australian, state and territory governments in areas such as health, education, housing and language assistance are increasingly strained in the contemporary economic climate caused by the Global Financial Crisis of 2008.

² Australian Museum (2009) Indigenous Australia Timeframe – Pre-Contact. Website reference accessed from: <http://australianmuseum.net.au/Indigenous-Australia-Timeline-Pre-Contact> on 21 March 2011.

³ World War I and II.

⁴ Department of Immigration and Multicultural Affairs (1997) Multicultural Australia: The Way Forward. *Development of Multicultural Policies*. Website reference accessed from: http://www.immi.gov.au/about/charters/_pdf/culturally-diverse/charter.pdf on 21 March 2011.

⁵ DIAC (2011) The People of Australia- Australia's Multicultural Policy. *Multicultural Australia*. Commonwealth of Australia, Attorney-General's Department, Barton ACT. Pp 2.

⁶ Excludes the force used by British settlers against Indigenous populations during the colonisation of Australia by the British in the late 1700s.

⁷ DIAC (2008) The People of Tasmania: Statistics from the 2006 Census. *A message from the Minister and Parliamentary Secretary*. Commonwealth of Australia, Attorney-General's Department, Barton ACT. Pp i.

These issues are exaggerated by a range of factors including (but not limited to):

- the size of Tasmania (geographic and population);
- the size of Tasmania's CALD community;
- the availability of government funding;
- differences in the quota⁸ of migrants entering Tasmania under the Department of Immigration and Citizenship (DIAC)'s migration programs compared with other states and territories; and
- limitations on employment opportunities resulting from a small private business sector, recent changes in the Skilled Occupations List, English proficiency and skill sets of Tasmania's CALD community.

In considering these challenges, Tasmania's CALD community has made significant cultural and economic contributions that have enhanced the State's multicultural identity. Some of these contributions are highlighted in this submission.

The Tasmanian Government is committed to working with Tasmania's CALD community and stakeholders to "foster an inclusive, cohesive and open society where [cultural] difference... [is] valued and respected".⁹

As a result, there are a range of Tasmanian Government services provided to Tasmania's CALD communities that assist them to access services in the areas of health, education, and employment. The Government also works with CALD communities and stakeholders to assist with the facilitation of significant cultural events for Tasmania's CALD communities.

These initiatives promote effective harmony and inclusion between Tasmania's CALD community and the broader community, and assist CALD communities to develop networks, skills and language capacities that enable them to make positive contributions to Tasmania's cultural identity and economic output.

In addition to this, the Tasmanian Government is committed to contemporising its services to reflect the needs of Tasmania's CALD community. In 2011, the Tasmanian Cabinet endorsed a review of the accessibility of Tasmanian Government services to Tasmania's Humanitarian Entrants (HEs).

The review (referred to as the *Better Access to Government Services (BAGS) Project*) will involve an identification of the extent and effectiveness of which Tasmanian Government services are delivered to HEs, and where gaps in service delivery or policy instruments currently reside. The second phase of the BAGS Project will identify strategies that could be implemented to address service delivery or policy inefficiencies and gaps, and recommend these to the Minister for consideration.

Whilst the primary focus of the BAGS Project is on the delivery of services to HEs, the anticipated outcomes of the Project will have benefits for all of Tasmania's CALD community.

⁸ Tasmania receives a larger amount of humanitarian entrants and fewer business migrants compared to other states and territories.

⁹ DIAC (2008) *The People of Tasmania: Statistics from the 2006 Census. A message from the Premier.* Commonwealth of Australia, Attorney-General's Department, Barton ACT. Pp ii.

3. Multiculturalism, Social Inclusion and Globalisation

3.1 Multiculturalism and Government Policy

The role of multiculturalism in the Australian Government's social inclusion agenda

The concept of social inclusion has attracted the attention of government's nationally and internationally as a strategy to address complex individual and social issues¹⁰ with a focus on disadvantage. This is reflected in social inclusion strategies developed across most jurisdictions¹¹ in Australia and can be indirectly linked to CALD communities.

The benefit of social inclusion strategies is the ability for governments to address complex issues from a whole-of-community perspective rather than on a cohort-by-cohort basis. This approach results in a reduction of resource requirements, and improved efficiencies for government departments.

Theoretically, multiculturalism encompasses social inclusion by building networks and fostering capacity building within CALD communities. Multiculturalism is not only the celebration of culture and cultural diversity, but also the integration of CALD communities into the mainstream¹², and the acceptance and tolerance of CALD communities by the mainstream.

Since the 9/11 terrorist attacks on the United States of America by Islamic extremists, the focus of the western world has been on eliminating terrorist theory and practices. While governments have actively sought to eliminate religious extremism (particularly Islamic) by force in Afghanistan and Iraq, governments have adopted domestic policies that promote integration, cohesion and tolerance of diverse CALD communities.

However ten years on from the 9/11 attacks, European jurisdictions (United Kingdom, Germany and France) have identified that this passive policy-approach to multiculturalism has failed to achieve its goals. This is particularly reflected by British Prime Minister David Cameron¹³ in his address to the Munich Security Conference on 5 February 2011 and complemented by comments made in 2010 by German Chancellor Angela Merkel¹⁴ and in 2011 by French President Nicolas Sarkozy¹⁵.

¹⁰ DPAC (2008) A Social Inclusion Strategy for Tasmania: a consultation paper. Website reference access from: http://www.dpac.tas.gov.au/_data/assets/pdf_file/0015/65013/Social_Inclusion_Strategy.pdf on 22 March 2011. Pp. 5.

¹¹ This submission was unable to identify social inclusion strategies in each Australian jurisdiction.

¹² Including the acceptance of democratic principles, and legislative powers.

¹³ Prime Minister's Office (2011) PM's speech at Munich Security Conference. Website reference accessed from: <http://www.number10.gov.uk/news/speeches-and-transcripts/2011/02/pms-speech-at-munich-security-conference-60293> on 8 March 2011.

¹⁴ SBS (2010) Multiculturalism in Germany has failed: Merkel. Website reference accessed from: <http://www.sbs.com.au/news/article/I385017/Multiculturalism-in-Germany-has-failed-Merkel> on 22 March 2011.

¹⁵ France 24/7 (2011) Sarkozy declares multiculturalism "a failure". Website reference accessed from: <http://www.france24.com/en/20110210-multiculturalism-failed-immigration-sarkozy-live-broadcast-tf1-france-public-questions> on 22 March 2011.

The principal concern has been that a number of European countries have failed to integrate large immigrant communities. Research conducted by the Berlin Institute for Population and Development¹⁶ has found that some immigrant groups are faring badly even after decades of living in Germany. It may be noted that large numbers of 'guest workers' were welcomed into European countries after the second World War to assist in rebuilding economies, but that accompanying policies to create a social and political environment to facilitate integration of these workers did not occur.

While the European experience may be differentiated from both the Canadian and Australian approaches to migration, one of the key learnings is that the principles of multiculturalism need to be underpinned by practical policies that support the full social and economic participation of new migrants into Australian society.

The Tasmanian Government is committed to multiculturalism and actively works across all levels of government, with stakeholders and Tasmania's CALD community to promote multiculturalism throughout the state. Long-term programs, projects or initiatives that assist multiple cohort groups to settle, integrate and build upon skills bases are essential to support 'multiculturalism'.

This is particularly important in a small jurisdiction such as Tasmania in the area of employment. Tasmania has a high rate of migrants (and other cohorts such as youth) leaving the state in search of greater employment opportunities and critical services. As a result, a large amount of funding is invested by Tasmanian organisations (government and non-government) into cohort groups which is subsequently lost when these cohort groups leave the state.

A secondary effect of emigration from Tasmania, is that the state is unable to increase population size and diversity, and enjoy greater integration between CALD communities and the mainstream as is experienced in other jurisdictions. In essence, multiculturalism in Tasmania is negatively affected by this issue via stagnation in growth.

3.2 International Relations

The contribution of Diaspora communities to Australia's relationships with Europe, the United Kingdom, the Middle East and the immediate Asia-Pacific Region

Diaspora communities have contributed significantly to the development of Tasmania's export trades. Business and family links of Tasmania's CALD community have helped establish or attract international business/trade to the state.

In 2009-10, Tasmanian exports were sent to 113 countries and the industry was estimated to be worth \$2 999.47 million. Between 2007-08 and 2009-10, the top ten countries where Tasmanian goods were exported were¹⁷:

¹⁶ Underutilised Potential : On the Current State of Immigration in Germanyat website accessed from <http://www.berlin-institut.org/selected-studies/unutilised-potentials.html> on 8 April 2011.

¹⁷ DEDTA (2011) Tasmania's International Exports: 2009-10. Website reference accessed from: http://www.development.tas.gov.au/_data/assets/pdf_file/0008/25856/Exports09-10.pdf on 25 March 2011.

Country	2007-08 (A\$ million)	2008-09 (A\$ million)	2009-10 (A\$ million)	Total (A\$ million)
Japan	726.43	532.61	423.27	1682.31
China	293.43	472.37	457.81	1223.61
Korea, Republic of	449.37	382.06	291.67	1123.1
Hong Kong	409.53	311.97	284.37	1005.87
Taiwan	294.64	189.18	292.98	776.8
USA	260.86	231.07	225.04	716.97
India	232.1	201.26	190.15	623.51
Malaysia	136.35	259.5	198.63	594.48
New Zealand	92.17	116.27	144.75	353.19
Indonesia	115.6	70.48	114.83	300.91

Tasmania exports products within the following categories:

Category	
Dairy	Machinery / Transport
Fruit / Vegetables	Ores / Concentrates
Meat	Other / Not Classified
Other Food / Beverage	Manufacturing
Seafood	Plastic / Rubber
Animal / Vegetable Based	Processed Metals
Chemical	Textile / Yarn / Fabric
Confidential Items of Trade ¹⁸	Wood / Paper

Tasmania has enjoyed a long and close relationship with international communities, with the majority of Tasmania's CALD population arriving from the European region.

According to the 2006 Census, overseas-born Tasmanians represented 10.6 per cent of the Tasmanian population compared with approximately 22 per cent nationally. The 2006 Census also showed that:

- there are 155 different countries represented across Tasmania; and
- of the 155 countries identified, 135 were countries where English was not the official language.

The most common overseas birth places in the Tasmanian community, based on the 2006 census, were:

- England (4 per cent);
- New Zealand (0.9 per cent);
- Scotland (0.6 per cent);
- The Netherlands (0.5 per cent); and
- Germany (0.4 per cent).

¹⁸ Includes items of political or commercial-in-confidence.

These countries represent a small portion of Tasmania's established CALD community, and include other communities such as the Chinese, Polish and the Philippines.

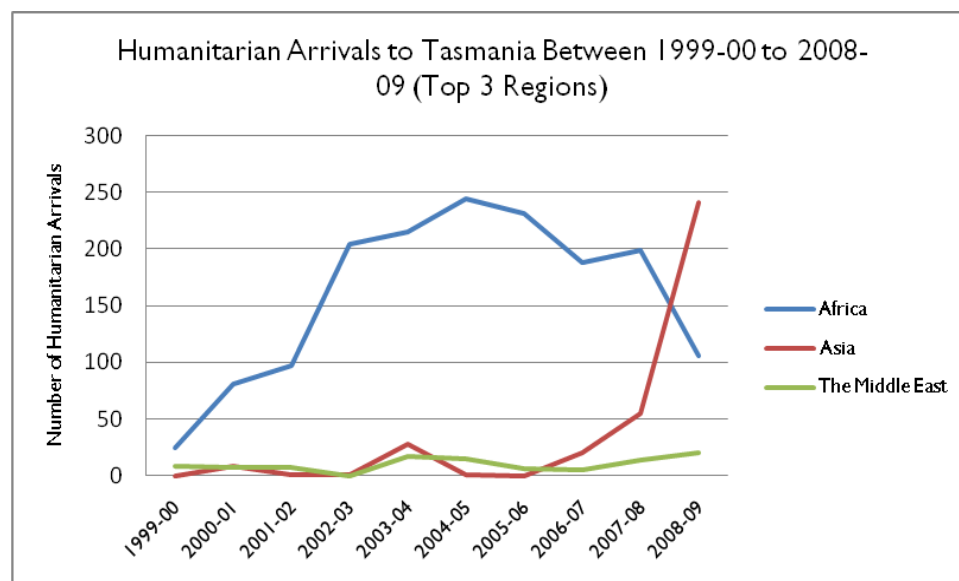
Refugees began arriving in Tasmania from the early twentieth century, but precise information on these early settlers is unavailable. A Refugee Council of Tasmania existed during the 1930s to assist Jewish refugees settle in Tasmania. After World War II, Australian policy meant that most refugees were European anti-communists and were recruited as a source of labour.

The first waves of refugees to arrive in Tasmania under this policy were natives of Poland, the Netherlands, Germany, Italy and the Baltic States. During the 1950s, refugees entering into Tasmania included Hungarians, Russians, Greeks and Ukrainians with Czechoslovakians and Slovaks arriving during the 1960s¹⁹.

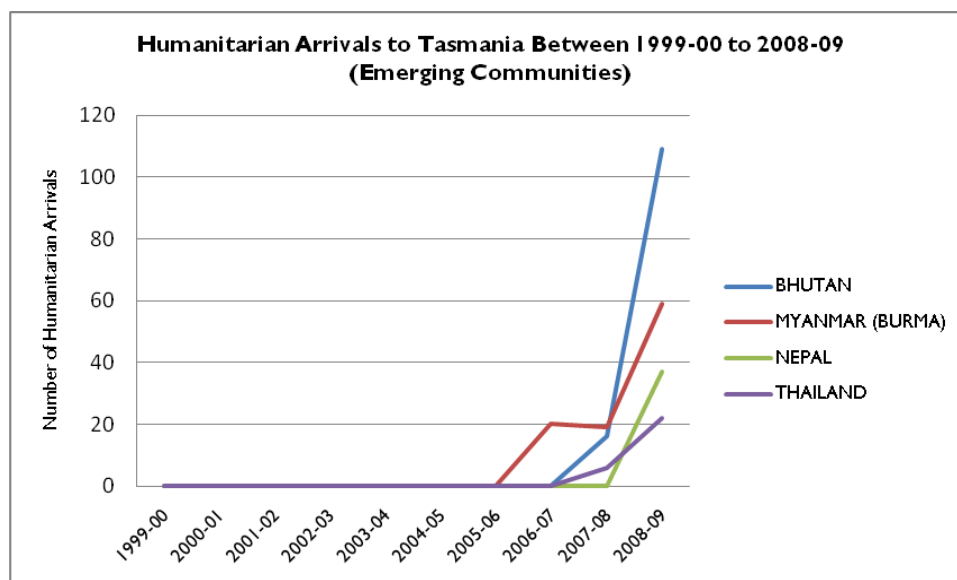
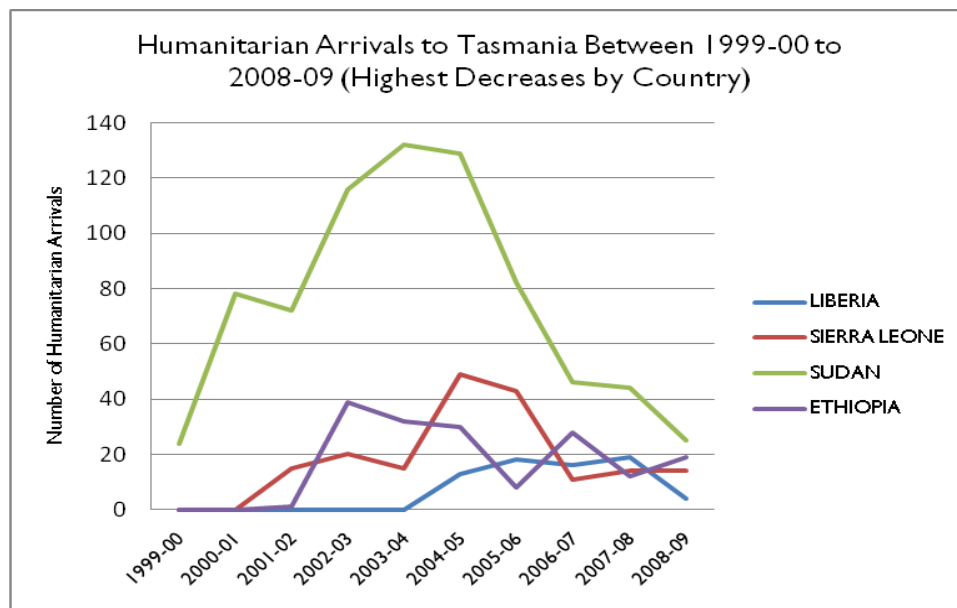
In 1949, the Good Neighbour Council was established with a role similar to the Refugee Council of Tasmania. The Council celebrated its 60th anniversary in 2010.

Until 1964, migrants and refugees were expected to assimilate into the Anglo-Australian way of life. This changed to "integration" in 1964, and then multiculturalism in 1973.

Over the past five years Tasmania's composition of HEs has changed from predominant intakes from Africa to Asia. HE intakes from the Middle East have remained steady.



¹⁹ Thompson, Y. in Alexander, A. (2005) *The companion to Tasmanian history. The African Community*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 304-305.



3.2.1 African Communities

African communities mostly arrived in Tasmania through forced migration. The first African migrants to Tasmania were convicts from England sent between 1804 and 1853, as freed slaves who had committed crimes.

In the 1950s, more African migrants arrived in Tasmania under the Colombo Plan to study at the University of Tasmania (UTAS). This was followed by African arrivals from southern Africa as a result of liberation struggles in Namibia, Southern Rhodesia (Zimbabwe) and South Africa.

However, the African population in Tasmania remained small until the 1990s when African migrants arrived as HEs (primarily as refugees). During this time, a small African community emerged within Tasmania. Since the 1990s, Tasmania's African community

has grown, and contributed to Tasmania's cultural identity, diversity and economic prospects, whilst asserting the value of their cultures.

In 2003, a number of African refugees registered an Incorporated Association *African Enterprise*. The African Enterprise secured a government grant and opened the AFRITAS restaurant in Hobart as its first enterprise project. During its operation AFRITAS provided training and much-needed employment opportunities for African migrants interested in a career within the hospitality sector²⁰.

In addition to this, Tasmania's African community has demonstrated a willingness to adjust, learn and become productive members of Tasmanian society. For example, many African migrants participated in Sportivalé, a Tasmanian Government initiative held in 2006 that succeeded in breaking down some of the barriers that exist between sporting clubs and associations and young people from CALD communities.

Sportivalé and has since led to increases in CALD communities participating in sport including:

- The formation of soccer teams in Launceston and Hobart, or registration with existing soccer clubs; and
- The *City of Clarence Burundian Basketball program*, which involves the integration of newly arrived refugees from Burundi into Hobart basketball teams.

Tasmania's African community has also consistently contributed to festivals and events that foster greater understanding and appreciation of cultural diversity within Tasmania. This has been in the form of food, art, dance and craft contributions.

The link between Tasmania and African countries is also strong. Domestically, Tasmania's African community enjoys strong links with relatives within their home country and around Australia. In some instances, African restaurants or retail trade have been established in Tasmania which promote African culture to Tasmania's primarily Anglo-Saxon community. Aid programs have also been enhanced through Tasmanian links.

In 2007, Diana Butler and Dr Peter Hewitt established the *Peter Hewitt Care for Africa Foundation*. The Foundation assists disadvantaged African communities, and provides an opportunity for young Australian's lives to be enriched by enabling them to participate in programs that will assist in improving the health and wellbeing of disadvantaged people in Africa.

The Foundation's work is focussed in and around the Tarime district, located in the Mara Region of Tanzania. The Foundation has partnered with another non-government organisation the *Tarime Goodwill Foundation* managed by Dr Hudson Winani. Dr Winani's daughter Mojca is attributed to the partnership, by highlighting the work of her father to Diana Butler while working in the Emergency Department at the Launceston General Hospital²¹.

²⁰ Koroma, A. in Alexander, A. (2005) The companion to Tasmanian history. *The African Community*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp10-11.

²¹ The Peter Hewitt Care for Africa Foundation Inc (2011) About Care for Africa. Website reference accessed from: <http://www.careforafrica.org.au/about-us.html> on 23 March 2011.

In 2009, a Somalian refugee opened an African/Middle Eastern retail store in Moonah which provides much needed African and Middle Eastern items to the greater Hobart area. The store's goods are imported from Melbourne where there are large African and Middle Eastern businesses importing goods from Africa.

3.2.1 European Communities

European migration to Tasmania began in 1803, with only a few free settlers arriving in these early days. However, the situation changed rapidly in 1815 after the end of the Napoleonic Wars²².

In 1855, the first large group of migrants not from Britain or Ireland settled in Tasmania, with six shiploads of German migrants arriving. Following World War II, 798 Polish migrants (former soldiers) arrived in Tasmania, whilst the Dutch soon overtook the Germans as the largest CALD community within the State.

Many new arrivals worked on the hydro-electric schemes and in industries such as the aluminium smelter at Bell Bay, the Electrolytic Zinc Works at Risdon and in forestry and mining. The work these migrants produced contributed significantly to the State's economic growth.

The Greek Community

Early Greek migrants established cafes and other retail outlets throughout Tasmania. In 1930, George Haros arrived from Greece and began to manufacture his invention, the Haros Boiler which has since been exported Australia-wide and overseas²³.

Post-war Greek migrants were also brought to Tasmania as assisted migrants to work at Hydro-Electric Commission power stations. The Greek community has also established various community-orientated services such as the Hellenic Association, schools, halls and the Olympia soccer club. The majority of Greek migrants have been self-employed, with many operating corner stores or grocery stores, while some moved onto property development²⁴.

The arrival of these large numbers of migrants from different cultures also had a large impact on Tasmanian society. As Cassidy *in Alexander* (2005) notes, "A somewhat inward-looking culture became exposed to different foods, customs and skills. Tasmania's current vibrant artistic community and its burgeoning coffee culture owe much to these arrivals."²⁵

²² Cassidy, J. *in Alexander, A. (2005) The companion to Tasmanian history. Migration.* Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 236-237.

²³ Kalis, H. *in Alexander, A. (2005) The companion to Tasmanian history. The Greek Community.* Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 167.

²⁴ Kalis, H. *in Alexander, A. (2005) The companion to Tasmanian history. The Greek Community.* Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 167.

²⁵ Cassidy, J. *in Alexander, A. (2005) The companion to Tasmanian history. Migration.* Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 236-237.

3.2.1 United Kingdom Communities

Post-war depression, population increases and job losses following the Industrial Revolution in Britain attracted an increasing amount of settlers to “Van Dieman’s Land”. Many of these were ex-soldiers. Early numbers of settlers were boosted by the immigration of families of previously transported convicts with the State’s population increasing by approximately 20 000 between 1820 and 1830.

The British Community

According to Boyce (2005), “...the British legacy to Tasmania is more enduring and more visible to the eye than in any mainland state”²⁶. These characteristics are measurable in Tasmania’s ethnic origins, architectural heritage, patterns of land use, and social and political developments.

During the first century of European settlement, Tasmania’s population was almost exclusively British aside from small scattered Indigenous tribes. In comparison, Scottish immigrant levels during the 19th century were relatively small, however their economic and social indulgence was considerable²⁷.

By the end of the 19th century, the overwhelming majority of Tasmanians were Australian-born, but more than 90 per cent of those who were born in other countries had immigrated from Britain or another part of the British Empire. 200 years later, Tasmania can still claim the nation’s highest proportion of citizens of Anglo-Celtic origin, with estimates as high as 85 per cent.²⁸

The Irish Community

Prior to the 1840s, Tasmania’s Irish community was relatively small. Between 1840 and 1853 approximately 11 000 Irish convicts arrived in Tasmania (ie 20 per cent of all convicts). Only 7 per cent of Irish convicts were Protestants, resulting in the Catholic Church being strongly identified with Ireland.

Tasmania’s Irish community contributed significantly to economic and political establishments in the state. These included Roderic O’Connor who owned 65 000 acres and produced fine merino wool, and Captain Michael Fenton who helped establish self-government.

²⁶ Boyce, P. in Alexander, A. (2005) *The companion to Tasmanian history. Britishness*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 402-407.

²⁷ Holding more than one third of sizeable land holdings in Van Dieman’s Land by 1830.

²⁸ Boyce, P. in Alexander, A. (2005) *The companion to Tasmanian history. Britishness*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 402-407.

The Irish also helped to establish communities in Franklin and Cygnet in the Huon region, and Deloraine and Latrobe in the north-west. Irishman James Crotty was influential in establishing the Mount Lyell Mining Company on the west coast. This according to Davis in Alexander (2005) “became the cradle of the [Tasmanian] Labor Party in which many Irish were involved. Edmund Dwyer-Gray was the only Tasmanian premier of Irish birth, but Labor premiers Earle, Lyons, Ogilvie and Cosgrove had Irish ancestry.”²⁹

And it appears that the Tasmanian-Irish connection is to continue for years to come. In 2010, the Tasmanian Government undertook a migration expo in Dublin in an attempt to capitalise on a surplus of Irish skills in the wake of economic turmoil in Ireland by promoting Tasmania as a place to resettle. The focus of the expo was to entice workers from a variety of sectors such as health, engineering, hospitality and the trades to consider a move to Tasmania³⁰.

According to Irish reports, with the United States of America closed to legal immigration, and Europe suffering economic downturns, Australia and Canada have become destinations of choice for Irish migrants³¹.

Tasmanian Breweries and Wine industry

Tasmania’s two most well-known breweries were established by migrants from the United Kingdom. Peter Degraives was an engineer who also studied architecture and law and arrived in Hobart from England in his own ship in 1824. He was granted 2 560 acres on the slopes on Mount Wellington, where he set up his sawmill and established the Cascade Brewery. Degraives was also a flour miller, shipbuilder and backer of the Theatre Royal which is Australia’s oldest theatre³².

In 1883, Scottish born migrants James Boag (elder) and James Boag junior established James Boag & Son Brewery in Launceston. Expansion of the brewery was quick, and soon James Boag beers became Launceston’s favourite beer³³.

Both breweries are still operational today, and export beer throughout Australia and internationally.

Migrant Tasmanians have also been recognised for their endeavours in winemaking. Moorilla Vineyard has been in the vanguard of the Tasmanian wine industry for more than five decades. It was established in 1958 by Claudio Alcorso, an Italian textile merchant. Other migrant winemakers of significance have included Josef Chromy who established Tamar Ridge wines, a nationwide company, with export markets developed in Canada, the United Kingdom, Denmark, Singapore, Japan and other destinations.

²⁹ Davis, R. in Alexander, A. (2005) The companion to Tasmanian history. *The Irish Community*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 190.

³⁰ Smith, M. (2010) State lures Irish in exodus. Website reference accessed from: http://www.themercury.com.au/article/2010/11/27/189251_tasmania-news.html on 30 March 2011.

³¹ Kelly, D. (2010) Tasmania urgently seeks Irish migrants. Website reference accessed from: <http://www.irishcentral.com/news/Tasmania-urgently-seeks-Irish-migrants-110932374.html> on 30 march 2011.

³² Bingham, M. in Alexander, A. (2005) The companion to Tasmanian history. *Degraives, Peter*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 190.

³³ Paterson, J. in Alexander, A. (2005) The companion to Tasmanian history. *The Boag Family*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 49.

3.2.1 Asia-Pacific Communities

In the 1870s many Chinese migrants came to Tasmania to work in the tin and gold mines³⁴.

In 1951, UTAS welcomed international students arriving under the Colombo Plan. The Colombo Plan was launched to boost Asian economic and social development through technical assistance. UTAS was one of eight Australian institutions participating in the scheme.

Within Tasmania, these international students helped reshape Tasmanian culture through exposure to different perspectives and life experiences. They lived with local families, spoke at service club meetings, worked in local businesses and participated in sports such as soccer, table tennis and badminton.

The Malaysian student population soon became the predominant international student group and formed its own society in 1963. UTAS' first female Engineering graduates were both Indonesian, and whilst the total number of international students was small, they made a substantial impact both locally and in their homeland³⁵.

Since the 1970s, migration to Tasmania has slowed. Only a small proportion of Australia's Asian migrants settle in Tasmania, with the many that do come moving to other jurisdictions to obtain work and be with others from their country of origin³⁶.

Economically, one of the more well-known Asian migrant communities in Tasmania is that of the Hmong. Members of the Hmong community are predominately refugees from Laos where they assisted the Central Intelligence Agency as secret anti-communist guerrillas during the Vietnam War. After the war, many escaped government persecution to refugee camps in Thailand before resettling around the world.

Since their arrival, the Hmong have established a reputation for selling organically grown vegetables, traditional needlecraft and music at Salamanca Market, a significant Tasmanian tourist attraction³⁷. Unfortunately, like most CALD communities in Tasmania, many of the Hmong community have resettled interstate to seek greater employment opportunities.

³⁴ Ibid.

³⁵ Rimon, W. in Alexander, A. (2005) *The companion to Tasmanian history. The Colombo Plan*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 175.

³⁶ Ibid.

³⁷ Julian, R. in Alexander, A. (2005) *The companion to Tasmanian history. The Hmong Community*. Published by the Centre for Tasmanian Historical Studies, School of History and Classics, University of Tasmania. Hobart, Tasmania. Pp 175.

4. Settlement and Participation

4.1 Innovative Settlement Programs

Innovative ideas for settlement programs for new migrants, including refugees, that support their full participation and integration into the broader Australian society

Australia's refugee re-settlement program seeks to fulfil its obligation as a signatory to the 1951 United Nations Convention relating to the Status of Refugees and to assist in resettling people who can no longer live in their country of origin.³⁸ The Australian Government has the primary responsibility for fulfilling this role and providing intensive support to refugees. This is mainly achieved through the Integrated Humanitarian Settlement Strategy which provides intensive settlement support to newly arrived refugees and Special Humanitarian Program entrants. While the majority of services provided for refugees are largely the responsibility of the Australian Government, through DIAC, the Tasmanian Government has implemented a number of initiatives to assist new migrants settle in Tasmania.

4.1.1 Current Initiatives

Research has emphasised the important role played by work experience programs as providing a pathway to paid employment. According to Colic-Peisker, these programs provide a much-needed introduction into the Australian work culture, for humanitarian entrants, but also widens community employers' understanding of the value of workplace diversity.³⁹ The Tasmania Government has established and funded a number of programs to facilitate workforce participation as detailed below:

Public Sector Work Placement Program

The Work Placement Program (WPP) is jointly administered by Multicultural Tasmania and the Public Sector Management Office and provides three weeks work experience for HEs in the Tasmanian State Service. The objective of the WPP is to develop HEs workplace skills, networks and understanding of the Australian workplace. The Evaluation Report shows strong positive endorsement by participating agencies and HEs.

The Tasmanian Government also funds work experience programs for HEs in the business sector. Two examples of successful programs are:

³⁸ Department of Immigration and Citizenship, (2008) Australia's Humanitarian Program 2009-10 and Beyond, Discussion Paper, <http://immi.gov.au/about/contrcats-tender-submissions/discussion-paper.pdf>

³⁹ Colic-Peisker (2009) 'The "visibly different" refugees in the Australian labour market: settlement policies and employment realities', in S. McKay (ed.) *Refugees, recent migrants and employment: challenging barriers and exploring pathways*, New York: Routledge, London, 2009.

(i) *Creating Connections and Opportunities Project*

The Creating Connections and Opportunities (CCO) Project is administered by the Migrant Resource Centre Southern Tasmania (MRC (South)) and provides up to eight weeks work experience for HEs in Tasmania's private business sector. The objective of the CCO Project is to develop HEs workplace skills, networks and understanding of the Australian workplace.

(ii) *Foot in the Door Project*

The Foot in the Door Project is administered by the Migrant Resource Centre Northern Tasmania (MRC (North)) and provides work-ready training and networking opportunities for HEs in the greater-Launceston area.

Grants to Support Enterprises

The Northern Farming Project is funded by the Tasmanian Government and is administered by MRC (North). It aims to assist the newly arrived Bhutanese community to grow and potentially sell traditional Bhutanese foods at local markets.

The land for the project was donated by the Launceston City Council and will initially provide enhanced employment opportunities and develop sustainable micro-enterprises for five to ten humanitarian entrant families. Vocational education for the families will include first aid, rural work skills (horticulture/gardening, soil health, livestock husbandry and use of farm tools and equipment).

MRC Connect

The Department of Education, Employment and Workplace Relations (DEEWR) has funded the MRC (South) to establish *MRC Connect*. MRC Connect is a state-wide program that provides a hub for new and emerging communities in Tasmania to be informed and/or educated to be job ready through programs such as job coaching, computer skills, curriculum vitae writing and other topics relating to employment, training/education opportunities.

In partnership with new and emerging communities, MRC Connect's aims include:

- Developing programs tailored for people from refugee and HE backgrounds in consultation with Job Service Australia (JSA) agencies;
- Developing opportunities for social enterprise including support to implement these ideas;
- Creating opportunities for specialist training of individuals and groups for future employment through community projects or identification of employer needs;
- Building on individual and community strengths through inter-generational programs to assist employability, and also projects to preserve and promote culture;
- Providing a central place for new and emerging communities to meet and be consulted with on matters of employment; and

- Maintaining or building job services readiness through improved information sharing, mentoring and education.

Community Development Capacity Building Grants (Festival Support)

The Tasmania Government funds a number of Festivals which aim to promote the rich expression of Tasmania's multicultural diversity. By way of example, the Moonah "Taste of the World" Festival is administered by the Glenorchy City Council and is run in conjunction with National Harmony Week.

The Festival is in its inaugural year in 2010-11 and showcases some of the Glenorchy City's cultural delights through food, dance, art, crafts and music.

4.1.2 Ideas for future initiatives

The Tasmanian Government would welcome the implementation of initiatives either by the Australian Government, or as a collaboration between the Australian Government and the Tasmanian Government (subject to resource availability) to increase social and economic participation for humanitarian entrants. Initiatives could include:

'English at Work' Employment Programs

Many HEs cite that 510 hours of the Adult Migrant Education Program (AMEP) classes are insufficient. Feedback obtained from the evaluations of the Tasmanian Government's WPP and CCO Project reinforce that English skills and language proficiency is increased by being on the job, by hearing and using communication skills to interact with work colleagues and customers. Participants of these initiatives also valued having the opportunity to learn about the Australian workplace, and how to approach businesses for employment.

Skills Qualifications

Many HEs arrive with a great deal of professional experience. While papers and references demonstrating this experience may be missing, a greater attempt by the Australian education system to provide bridging or accelerated courses (or work experience) in a similar environment is required. This initiative would enable the HE to demonstrate their experience and obtain Australian qualifications to assist them with obtaining employment.

Learning to Drive

Transport has been identified as a major impediment in accessing training and employment opportunities. While Tasmanian MRCs operate driving lesson initiatives for HEs in the greater Hobart and Launceston areas, these initiatives are provided to a limited number of HEs. The demand for these programs is far greater than the vehicle and volunteer supervisor availability.

An initiative to increase the number of cars and instructors available to HEs wishing to learn how to drive would increase the capacity for these communities to participate in

employment⁴⁰, education and social activities that are currently inaccessible to them (usually located outside their immediate residential area).

Integrated Humanitarian Settlement Strategy (IHSS)

The Integrated Humanitarian Settlement Strategy (IHSS) operated by DIAC currently runs for six months⁴¹. Following this initial six month period, HEs are then directed to DIAC's Settlement Grants Programs (SGP) for settlement assistance for up to two years.

HEs may benefit through an extended IHSS program. This would enable HEs to properly digest the large volume of information provided within the initial six months of settlement, and to improve settlement outcomes.

4.2 Long Term Settlement Incentives

Incentives to promote long term settlement patterns that achieve greater social and economic benefits for Australian society as a whole

Continued and future implementation of the innovative initiatives identified in 4.1 will go a long way to addressing a number of issues associated with Tasmania's CALD community. In essence, these initiatives will assist Tasmania to increase or at least sustain the current population size; and enable more effective and dynamic integration of CALD communities to take place with the mainstream.

These initiatives could be complemented by the following longer-term incentives:

Cultural Support

Lack of cultural support often forces smaller communities to leave Tasmania for interstate where they have access to larger communities that can provide the community-based support and familiarity that many new and emerging communities desire.

There is a need to build the numbers of existing small communities to generate cultural support and sharing with others of the same community. By implementing initiatives such as those in 4.1, the Tasmanian Government (in conjunction with other stakeholders such as DIAC) can provide incentive for smaller CALD communities to remain in Tasmania

⁴⁰ Particularly shift work.

⁴¹ Pending the circumstances of the HE receiving the services.

5. National Productive Capacity

5.1 Australia's Productive Capacity

The role migration has played and contributes to building Australia's long term productive capacity

Migration has a positive contribution to economic growth and development by enhancing trade, investment and development linkages between Tasmania and the international community. Migration is a channel for finance (remittances), the transfer of skills and ideas and the establishment of commercial and cultural networks⁴².

Diaspora networks have the potential to increase participation in international trade of goods and services. These networks make it possible to generate demand for developing countries' exports produced by small and medium-sized enterprises, and thereby enhancing their participation in trade activities.

Migrants expand global trade with their knowledge of home country markets. Migrant workers returning to their home country are important transmitters of knowledge, technology, skills, the provision of services and external commercial networks which can provide opportunities for trade and investment.

The Australian Treasury's second Intergenerational Report released in 2007, states that there is a "...policy shift in recent years towards younger, skilled migrants [that] is assumed to continue, partially offsetting the rate of population ageing. Because the proportion of migrants of prime working age is higher than for the resident population, an increase in migrant numbers leads to a rise in real GDP per person"⁴³.

In 2008, DIAC commissioned Access Economics to update its Migrant Fiscal Impact Model which profiles in detail the effect of new Australian migrants on the Australian Government budget.

The Access Economics Report⁴⁴ demonstrates that migrants contribute hundreds of millions of dollars to Australia's budget every year. In net terms, migrants contribute significantly more than they take in terms of services and welfare payments.

The Report also demonstrates the positive fiscal impact of migration growth over time in real terms, even taking into account the net cost of DIAC's Special Humanitarian Program.

⁴² Global Migration Group (2010) Fact-Sheet on Contribution of Migrants to Development: Trade, Investment and Development Linkages. Website reference accessed from: http://www.globalmigrationgroup.org/pdf/UNCTAD_GMG_factsheet_trade_investment_development_May2010.pdf on 28 March 2011.

⁴³ Attorney-General's Department (2007) Intergenerational Report 2007: *Executive Summary*. Website reference accessed from: http://www.treasury.gov.au/documents/1239/PDF/IGR_2007_final_report.pdf on 28 March 2011.

⁴⁴ Access Economics (2008) Migrants Fiscal Impact Model: 2008 Update: *Report by Access Economics Pty Limited for the Department of Immigration and Citizenship*. Website reference accessed from: http://www.immi.gov.au/media/publications/research/_pdf/migrants-fiscal-impact-april-2008.pdf on 28 March 2011.

The positive fiscal impact is pronounced for skilled grants, which reflects their high rate of work force participation and higher incomes which in turn leads to higher direct taxes. Additionally, skilled migration assists Australian employers fill crucial labour gaps.

Employer sponsored migration stands out in terms of net contribution, with work force participation of nearly 100 per cent by primary applicants with reportedly “very high” incomes. As a result, the benefit to state governments is generally constant at approximately \$1 million per year per 1 000 migrants. In considering this, the Australian Government appears to generally do better than state and territory governments as the sources of migrant-based revenue is more directly related to growth in income.

Census data from 2006 also shows that migrants make a strong contribution to the Tasmanian community through participation in the paid workforce (Appendix 7.1).

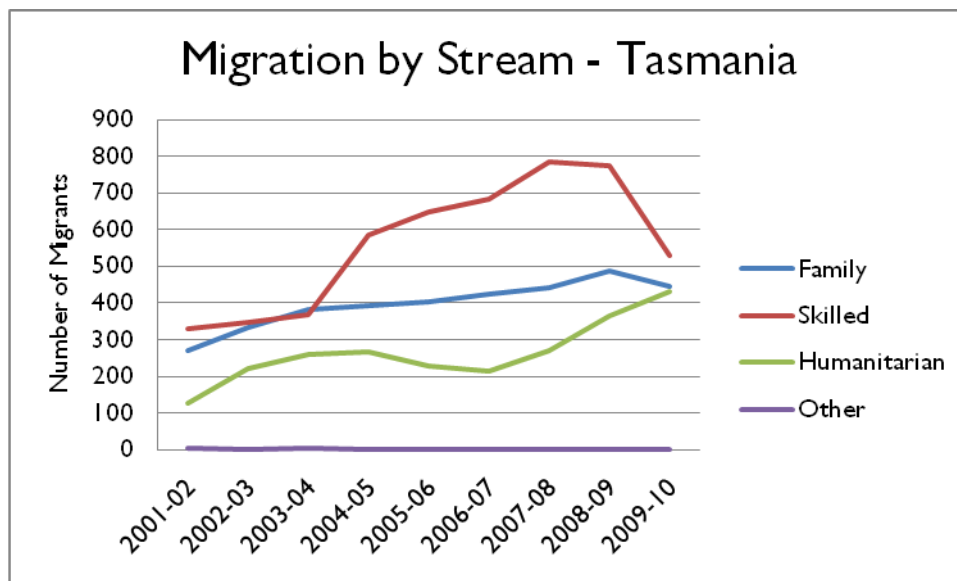
5.1.1 Migration to Tasmania

As a proportion of migration streams, Tasmania accepts significantly more migrants under Australia’s humanitarian program compared with other jurisdictions. Statistics obtained from the DIAC’s Settlement Reporting Facility show that Tasmania’s HE intake has increased over the past decade whilst skilled migration has declined since 2007-08⁴⁵:

	Family	Skilled	Humanitarian	Other	Total
2001-02	269	331	127	3	730
2002-03	332	346	220	1	899
2003-04	383	368	261	3	1 015
2004-05	393	587	267	0	1 247
2005-06	402	647	228	2	1 279
2006-07	424	685	216	0	1 325
2007-08	443	786	269	0	1 498
2008-09	488	773	364	0	1 625
2009-10	444	530	433	0	1 407
2010-11 ⁴⁶	174	209	102	0	485
Total	3 752	5 262	2 487	9	11 510

⁴⁵ DIAC (2011) Settlement Reporting Facility: Total migration stream to Tasmania (reports run per financial year). Website reference accessed from: <http://www.immi.gov.au/settlement/> on 25 January 2011.

⁴⁶ Statistical data for 2010-11 was defined as the period between 1 July 2010 to 1 January 2011. Line graphs represented in this document do not include 2010-11 data due to the year being incomplete. Inclusion of 2010-11 data in line graphs result in perceived declines in migration numbers.



As a result of higher numbers of HEs migrating to Tasmania, and declining numbers of skilled migrants to the State, the capacity of Tasmania to produce long-term productivity contributions to Australia's economy is significantly less effective than our interstate counterparts. This is because many HEs arriving in Tasmania have limited English proficiency, low skill and education levels and struggle to enter into Tasmania's small employment industry.

Tasmania is therefore required to invest more resources in up-skilling HEs than it does in developing long-term productivity outputs for the State. This results in fewer employment opportunities for Tasmanians (particularly youth and migrants) and subsequently increased emigration from the State to jurisdictions with greater employment opportunities and access to critical services (as noted in section 3.1).

5.2 Skilled Migration

The profile of skilled migration to Australia and the extent to which Australia is fully utilising the skills of all migrants

5.2.1 Profile of Skilled Migration

The following tables represent data collated by the Department of Economic Development, Tourism and the Arts (DEDTA) for the four General Stream Migration visa subclasses the Tasmanian Government administer. This information is based on the now redundant Australian Standard Classification of Occupations (ASCO) structure and is yet to be translated into the Australian and New Zealand Standard Classification of Occupations. However, this data enables a broad overview of skilled migration to Tasmania to be identified.

Top 4 Occupations (All visas)	
Accountant	64
Computing Professionals NEC	26
Cook	10
Civil Engineer	4
Total	104

Visa Class 176 ⁴⁷ (2009-10)		
ASCO	Occupation	Number of migrants
2211-11	Accountant	3
2311-11	General Medical Practitioner	3
4931-11	Hairdresser	3
2312-19	Ophthalmologist	1
2323-11	Registered Nurse	1
2381-11	Dentist	1
2393-11	Dietician	1
2543-13	Environmental Health Officer	1
3492-11	Dental Therapist	1
4311-13	Electrician (Special Class)	1
4411-13	Carpenter	1
4421-11	Painter and Decorator	1
4431-11	Plumber	1
4513-11	Cook	1
Total		20

Visa Class 886 ⁴⁸ (2009-10)		
ASCO	Occupation	Number of migrants
2211-11	Accountant	6
2231-79	Computing Professionals NEC	3
2323-11	Registered Nurse	2
4513-11	Cook	2
2114-11	Environmental Research Scientist	1
2129-17	Chemical Engineer	1
2231-15	Software Designer	1
Total		16

⁴⁷ Skilled – Sponsored (Migrant) Visa (Subclass 176)

⁴⁸ Skilled – Sponsored (Migrant) Visa (Subclass 886)

Visa 475 ⁴⁹ (2009-10)		
ASCO	Occupation	Number of migrants
1299-15	Child Welfare Centre Manager	1
2113-19	Marine Biologist	1
2124-11	Civil Engineer	1
2128-11	Civil Engineering Technologist	1
2221-13	Marketing Specialist	1
2291-11	Personnel Officer	1
2412-11	Primary School Teacher	1
2512-11	Welfare Worker	1
2533-13	Graphic Designer	1
Total		9

Visa 487 ⁵⁰ (2009-10)		
ASCO	Occupation	Number of migrants
2211-11	Accountant	55
2231-79	Computing Professionals NEC	23
4513-11	Cook	7
2124-11	Civil Engineer	3
2299-79	Business and Information Professionals NEC	3
2113-79	Life Sciences NEC	2
2125-13	Electronics Engineer	2
2126-11	Mechanical Engineer	2
2221-13	Marketing Specialist	2
2294-11	Management Consultant	2
2113-13	Botanist	1
2113-17	Biochemist	1
2221-15	Market Research Analyst	1
2231-11	Systems Manager	1
2291-11	Personnel Officer	1
2413-11	Secondary School Teacher	1
2513-17	Careers Counsellor	1
2533-13	Graphic Designer	1
3124-11	Electronic Engineering Associate	1
3323-11	Hotel and Motel Manager	1
Total		111

Tasmania's State Migration Plan aims to attract a certain number of skilled migrants to the state, and provide Tasmania with the flexibility to nominate skilled migrants in a broader range of occupations than are currently offered on the Skilled Occupation List (SOL)⁵¹.

⁴⁹ Skilled – Regional Sponsored (Provisional) Visa (Subclass 475)

⁵⁰ Skilled – Regional Sponsored (Provisional) Visa (Subclass 487)

⁵¹ Bowen, C. (2010). Commencement of Tasmanian state migration plan. Website reference accessed from: <http://www.minister.immi.gov.au/media/media-releases/2010/cb10086.htm> on 28 March 2011.

However, according to DEDTA, Tasmania is not attracting enough skilled migrants to fill its quota during this financial year. This is due to various factors including Tasmania's low international profile and the perceived lack of job opportunities within the State.

DEDTA has confirmed that the introduction of more substantial and effective visa mechanisms by the Australian Government to disperse skilled migrants into regional Australia would be welcomed by the Tasmanian Government.

Non government services providers and researchers⁵² have also identified problems that many new migrants have in obtaining recognition of overseas qualifications. A number of HEs that have overseas qualifications have been unable to obtain employment in Tasmania for this reason. Colic-Piesker has pointed out that a national system of qualification recognition needs to include greater regulation of professional organisation and registration boards.⁵³

As a result, Tasmania has existing migrant skills that are not able to be utilised, forcing these migrants to return to further education in order to obtain Australian qualifications. This delays any benefit to Tasmania and is frustrating to already experienced and qualified HEs.

5.3 Business Enterprises

Potential government initiatives to better assist migrant communities establish business enterprises

The Tasmanian Government has various programs to assist local businesses grow and assist those who are starting new businesses through financial assistance. However, these programs do not distinguish between migrants and non-migrants. These programs include (but not limited to):

Micro Business Loans Program

The Micro-Business Loan program aims to help those who want to start a business or who need help to grow their business. The program is available to those on low incomes (Health Care Card holders) and provides business mentoring support and small interest free loans. The program has assisted a number of migrants to start their own micro-businesses.

Social Enterprise Loan Fund⁵⁴

The Social Enterprise Loan Fund assists social enterprises to establish, expand or diversify commercially viable ventures, with the principal objective of addressing barriers to social inclusion in Tasmania.

⁵² Research commissioned by the Commonwealth, State, Territories and New Zealand Minister Conference on the Status of Women, found significant barriers exist for full utilisation of the skill base of overseas trained nurses. *Good Practice in the Assessment, Skill Gap training and employment of overseas trained nurses*, 2008

⁵³ Colic-Piesker (2009) 'The "visibly different" refugees in the Australian labour market: settlement policies and employment realities', in S. McKay (ed.) *Refugees, recent migrants and employment: challenging barriers and exploring pathways*, New York:

⁵⁴ DEDTA (2010) Social Enterprise Loan Fund. Website reference accessed from: http://www.development.tas.gov.au/business/social_enterprise_loan_fund on 29 March 2011.

Loan amounts range between \$15 000 to \$150 000, but higher amounts will also be considered. Discounted variable interest rates apply to loans and terms, security and repayments will vary depending on the nature of the venture and will be negotiated on a case by case basis.

Business Start Up Support Program⁵⁵

The Business Start-Up Support Program assists business intenders or start-up small business operators with developing a tailored, practical business plan. The objective of the Program is to build the capacity of business intenders and early-stage operators to assess business ideas and develop strategies to take their businesses forward.

This capacity is developed through group learning and one to one support and guidance, enabling participants to acquire skills as well as complete the program with a written business plan.

On successful completion of the program, each business has access to \$1 000 in funding to assist with the costs of business-related information technology products or services.

6. Conclusion

The Tasmanian Government acknowledges the important social and economic contribution that migrants have made to Tasmania. Through their commitment to succeed, a number have made outstanding contributions to the State through industrious and entrepreneurial endeavours.

Tasmania is and will remain a culturally diverse society and affirms multiculturalism as the best way forward to manage this diversity. The Government is of the view that multiculturalism brings economic benefits to the state that enhance and strengthen every aspect of our day-to-day lives.

The Government is committed to fostering an inclusive, cohesive and open society and to developing strategies that promote equal rights, responsibilities and opportunities for all Tasmanians.

To effectively integrate multiculturalism within the Governments' social inclusion agendas at the national and state levels requires a focused response to addressing the disadvantage that results from the barriers of language, culture and migration. The Tasmanian Government's submission notes that a number of social issues (namely access to employment and English language proficiency) impact on the Government's abilities to effectively settle migrants and gain maximum economic benefits from their settlement.

⁵⁵ DEDTA (2011) Business Start Up Support Program. Website reference accessed from: http://www.development.tas.gov.au/business/business_start_up_support_program on 29 March 2011.

The Tasmanian Government would welcome improved strategies to influence skilled migrants to settle in Tasmania (particularly regional areas). With a rapidly ageing workforce population, it is particularly important that new arrivals to Tasmania can provide long-term skills in areas such as trade, health and social services.

7. Appendices

7.1 Appendix A: Employment by CALD Population Group (2006 Census)

	Employed		Unemployed		Not in the labour force		Not Stated		Total		
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Persons
Australia	94 171	83 623	6 866	5 466	45 317	68 406	2 241	2 694	148 595	160 189	308 784
Bosnia and Herzegovina	37	29	0	0	20	14	0	4	57	47	104
Canada	179	190	10	8	67	95	4	0	260	293	553
China (excl. SARs and Taiwan Province)	171	159	46	49	202	272	11	4	430	484	914
Croatia	44	22	6	3	115	68	6	5	171	98	269
Egypt	25	13	5	4	16	28	0	0	46	45	91
Fiji	66	75	4	11	23	59	0	3	93	148	241
Former Yugoslav Republic of Macedonia (FYROM)	6	4	0	0	4	10	0	0	10	14	24
Germany	422	346	31	25	542	661	20	39	1 015	1 071	2 086
Greece	103	72	11	6	167	158	17	15	298	251	549
Hong Kong (SAR of China)	72	76	5	0	62	77	5	0	144	153	297
India	246	148	23	27	98	175	4	3	371	353	724
Indonesia	40	51	0	5	42	57	0	0	82	113	195
Iraq	14	6	0	0	17	7	0	4	31	17	48
Ireland	178	144	13	8	112	142	4	8	307	302	609
Italy	201	102	5	5	375	302	19	19	600	428	1 028

Japan	34	65	3	10	37	108	3	3	77	186	263
Korea, Republic of (South)	48	87	4	8	66	115	3	0	121	210	331
Lebanon	22	8	5	0	9	10	0	0	36	18	54
Malaysia	184	214	22	29	215	268	3	3	424	514	938
Malta	36	9	3	4	40	31	0	0	79	44	123
Netherlands	573	383	27	13	604	742	25	36	1 229	1 174	2 403
New Zealand	1 347	1 114	84	77	489	711	21	22	1 941	1 924	3 865
Papua New Guinea	81	100	10	6	21	52	0	3	112	161	273
Philippines	91	322	9	49	42	341	6	23	148	735	883
Poland	105	116	10	4	205	253	15	21	335	394	729
Singapore	61	75	7	0	50	82	3	3	121	160	281
South Africa	305	295	18	18	133	195	0	10	456	518	974
South Eastern Europe (not further defined)	40	20	3	0	74	52	10	0	127	72	199
Sri Lanka	70	63	9	3	25	37	0	0	104	103	207
Thailand	30	75	7	8	30	97	0	6	67	186	253
Turkey	15	13	4	0	4	3	0	3	23	19	42
United Kingdom	5 426	4 276	364	240	5 193	6 387	158	214	11 141	11 117	22 258
United States of America	344	268	30	24	199	185	0	5	573	482	1 055
Viet Nam	41	29	5	0	20	32	3	4	69	65	134
Born elsewhere	1 287	1 028	144	125	1 224	1 344	87	57	2 742	2 554	5 296
Country of birth not stated	2 695	2 312	226	163	2 210	3 458	7 407	6 905	12 538	12 838	25 376
Total	108 810	95 932	8 019	6 398	58 069	85 034	10 075	10 116	184 973	197 480	382 453

8. Glossary of Terms

“AMEP” means the Adult Migrant Education Program;

“ASCO” means the Australian Standard Classification of Occupations;

“BAGS” means Better Access to Government Services;

“CALD” means culturally and linguistically diverse;

“DEDTA” means the Department of Economic Development, Tourism and the Arts;

“DEEWR” means the Department of Education, Employment and Workplace Relations;

“DIAC” means the Department of Immigration and Citizenship;

“Diaspora” means the dispersion or spread of any people from their original homeland⁵⁶;

“DPAC” means the Department of Premier and Cabinet;

“HEs” means Humanitarian Entrants;

“IHSS” means the Integrated Humanitarian Settlement Strategy;

“JSA” means Job Service Australia;

“MRC (South)” means the Migrant Resource Centre Southern Tasmania;

“MRC (North)” means the Migrant Resource Centre Northern Tasmania;

“NAATI” means the National with the National Accreditation Authority for Translators and Interpreters;

“SGP” means the Settlement Grants Program;

“SOL” means the Skilled Occupations List;

“The Committee” means the Joint Standing Committee on Migration;

“TIP” means the Translating and Interpreting Policy;

“TIS National” means the Translating and Interpreting Service National;

“UTAS” means the University of Tasmania; and

“WPP” means the Work Placement Program.

⁵⁶ Oxford University Press (2011) diaspora. Website reference accessed from: http://oxforddictionaries.com/view/entry/m_en_gb0223680#m_en_gb0223680 on 23 March 2011.

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