THE FORGOTTEN SECONDS:

EXAMINING PRIMARY AND SECONDARY 457 VISA HOLDERS IN THE AUSTRALIAN BEEF INDUSTRY

Discipline of Work and Organisational Studies
University of Sydney

Submitted in partial fulfilment of the requirement for the degree of Bachelor of Economics and Social Sciences (Honours)

October 2009

Joanne Winning
Declaration

I hereby declare that this submission is my own work and to the best of my knowledge it contains no materials previously published or written by another person, nor material which to a substantial extent has been accepted for the award of any other degree or diploma at University of Sydney or at any other educational institution, except where due acknowledgement is made in the thesis.

Any contribution made to the research by others, with whom I have worked at University of Sydney or elsewhere, is explicitly acknowledged in the thesis.

I also declare that the intellectual content of this thesis is the product of my own work, except to the extent that assistance from others in the project’s design and conception or in style, presentation and linguistic expression is acknowledged.

Joanne Winning
30th October 2009
Dedication

For my parents, Rob and Judy Winning, who instilled in me a passion for fairness and equity.
Acknowledgements

There are many people to whom I owe great thanks. First, thank you to my supervisor, Diane van den Broek, whose guidance and advice has helped me see this through. I am sincerely thankful for the opportunity to work with her on this project. I am also grateful to Dimitria Groutsis, Bob Kinnaird, Marian Baird, John Shields, Mark Westcott, and Leanne Cutcher for extending their time, counsel and encouragement at various stages throughout the last two years. I would also like to thank all the participants in the study and the Union Organiser for their involvement and interest in the research project.

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Finally, I thank Jesus Christ, who gives me strength, hope and perseverance to pursue my dreams.
Abstract

Over the past decade workers employed under the temporary skilled 457 visa category have aroused much controversy in Australia. Indeed a recent Australian Government inquiry proposed some significant changes to the 457 visa category. However while there has been discussion of 457 visa holders in the popular press over the years, there has been a dearth of academic research in the area. In order to build on this limited knowledge, this thesis analyses both primary and secondary 457 visa holders within the Australian labour market, and in particular, within the Australian beef industry.

Taken together this thesis seeks to give a voice to a group of male and female non-English speaking background (NESB) migrant workers employed in what is often regarded as ‘dirty’ and undesirable work. Analysis is particularly directed to secondary 457 visa holders, who have been virtually forgotten by key government organisations including the Department of Immigration and Citizenship (DIAC). The research analyses the experiences and attitudes of primary and secondary visa workers undertaking slaughtering, boning, and meat packing work within one large abattoir in the Australian state of Queensland. In doing so, it seeks to fill both an empirical and theoretical ‘gap’ through exploring how migration status and gender shape migrant entry into specific labour markets, as well as the attachment of migrants to particular jobs, and the future intentions of migrants to seek permanent residency. The thesis argues that migrant networks, both in Australia and Brazil, have played an important role in encouraging temporary migrant workers into the Australian beef industry. Similarly, the study highlights the strength of (gendered and occupational) network ties which have ultimately shaped NESB migrant women’s location within this unskilled segment of the labour market. Further the thesis identifies that the majority of 457 visa workers in the study reported a strong desire to remain in Australia.
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Chapter One: Introduction

*International migration, whether voluntary or involuntary, has become one of the most prominent and controversial issues of the twenty-first century.*

- Patrick McGovern (McGovern 2007: 217)

Introduction

Throughout history, all nations have depended on migrant labour to bolster their workforce at times of economic need. Australia in particular has relied on various waves of migrant labour, both skilled and unskilled to boost the capabilities of the workforce in specific areas. Of increasing importance to Australian immigration and perhaps the most controversial category of migrant labour, has been those ‘skilled’ workers entering the Australian labour market on 457 visas. This visa category, as indicated below, has received considerable, mainly negative, media attention. Despite this coverage, there has been limited academic inquiry directed towards understanding the attitudes of 457 visa workers about employment and residency. Most particularly, there has been virtually no investigation into secondary visa holders - that is, the partners and children of 457 workers who accompany primary visa holders to Australia. These secondary 457 visa holders are a group of potential workers, which have remained undocumented in terms of labour force participation and workplace conditions.

Taken together this thesis undertakes an analysis of the role 457 visa holders play within the Australian labour market, as well as providing some much needed focus on the hopes and aspirations of those temporary workers within the 457 visa category. Such an analysis is timely, particularly given the Rudd Government’s recent changes to the 457 visa program. To this end, this thesis assesses the policy and its impact during the period from its introduction in 1996 to the present.
The following chapter will present a brief overview of migration in Australia, detailing skilled immigration and the responses to the 457 visa program. It will then discuss the role of 457 visas and how they are used to meet the skill requirements within the Australian labour market. The final section of the chapter outlines the structure of the thesis providing a brief overview of the arguments presented in each of the subsequent chapters.

Migration History

Migration is a phenomenon that has attracted considerable academic attention within the literature. Focus has traditionally been given to permanent migration, despite the increasing prevalence of temporary migration in recent times (Khoo, Hugo, & McDonald 2008: 194; Hugo 2006A: 110). This thesis seeks to build on three key themes addressed in the literature. This includes the entry and movement of migrants, the attachment of migrants to particular labour markets, and the retention of temporary migrant workers.

Australia is often described as a “nation of immigrants”, with various waves of migration contributing to the composition of the Australian population (Van Krieken, Habibis, Smith, Hutchins, Haralambos, & Holborn 2006: 267). These waves have been characterised by different ethnic compositions during various periods in Australian history. Archaeological history indicates that the first waves of immigration began 40,000 years ago with the gradual migration of Aboriginal nomads from northern regions (Van Krieken et al 2006: 267). The next significant wave of migration followed the arrival of the British First Fleet in 1788, at which time Australia was being used as a holding ground for convicts. Free settlers also began to migrate to Australia from Britain, following incentives such as transport assistance and availability of land (Van Krieken et al 2006: 267-268).

In the 1850’s the Gold Rush in Australia encouraged further migration, with British, Chinese and German migrants relocating in pursuit of wealth. As a reaction to the flood of Chinese migrants, the controversial Immigration Restriction Act was passed in 1901 (Collins 1988: 9). This became know as the ‘White Australia Policy’ with entry tests specifically designed to ensure that only white European migrants were
permitted to settle in Australia. Whilst still giving preference to white Europeans, this policy expanded following World War II to meet the ‘populate or perish’ mandate (Holmes, Hughes, & Julian 2003: 168). This expansion involved non-white migrants – particularly from Southern Europe – relocating to Australia to fulfil labour requirements for manufacturing and infrastructure projects. Included in this expansion were migrants from Italy, Greece, The Netherlands, Austria, Turkey, Spain, Portugal, Germany, and the former Soviet Union (Van Krieken et al 2006: 268). These immigrants were selected on the basis of their physical attributes: males in terms of their ability and/or desire to undertake manual work, and females according to their ability to reproduce (Fincher, Foster, & Wilmot 1994: 9). As part of this process, migrants were required to assimilate into Australian society and adopt a new culture and language.

During the 1970’s the ‘White Australia Policy’ formally ended, with the Whitlam Government introducing a policy of multiculturalism, which enabled migrants to retain their cultural identity. This policy shift resulted in a greater participation of Asians as well as other non-Europeans previously excluded from migration (Holmes et al 2003: 170-171).

Migration has remained a thorny issue throughout Australian history. Migrants that entered Australia following the Second World War “did of course enter a country with an entrenched history of racism, embodied in immigration and practices by the state, and in deep-rooted attitudes of prejudice and intolerance in the Australian people” (Collins 1988: 15). These attitudes were echoed in the mid-1980’s in a public debate that became known as the Blainey debate, in which the influx of Asians to Australia was termed the ‘Asianisation of Australia’ (Van Krieken et al 2006: 270). Such debates resonated amongst particular segments of the Anglo-Australian society, with support often emanating from the working class. During the 1990’s the same sentiment manifested in the establishment of Pauline Hanson’s One Nation Party, which sought to restrict immigration and promote the interests and culture of Anglo-Australians (Van Krieken et al 2006: 270-271).
Skilled Immigration and the Beginning of the 457 visa

Due to skill shortages in various areas of the labour market, in the period after the 1970’s, skills became a major factor in immigration. Most recent debates concerning immigration centre on the issue of skilled migration. Skills formed a part of the selection process from the 1970’s onwards. During this period skill was perceived in terms of occupation and education, with desirable skills arguably more characteristic of male rather than female immigrants (Fincher et al 1994: 43). Since this time the selection process has undergone several alterations, especially with changes of government. Of particular importance was the introduction of the Skills Transfer Scheme in 1987, which was “designed to facilitate short term entry of executives and specialists” (Department of Immigration and Multicultural Affairs 2001: 12). This temporary skilled stream of migration was a taster of what was to become a central focus of Australian immigration.

In recent times skilled migration has been used as a means of attracting specific labour requirements, listed by Department of Immigration and Citizenship (DIAC) (DIAC 2006A) in the Skilled Occupation List, to address the skills shortage in Australia. Within the skilled migration stream in Australia there are two categories, permanent and temporary visas. Since the mid to late 2000’s there has been a marked shift in focus towards the temporary streams, for example in 2007-08, where there were more temporary skilled 457 visas granted than permanent skilled visas (Phillips 2006; DIAC 2008).

Temporary skilled labour existed prior to the introduction of the 457 visa policy in 1996 in Australia, however it is not until recently that the impact of temporary skilled migration on the Australian labour market “assumed major dimensions” (Hugo 2006B: 211). Most particularly, the Roach Report was highly instrumental, making recommendations to increase the intake of temporary skilled migrants as well as considerable self-regulation by employers (Kinnaird 1996: 55). These recommendations formed the basis of the 457 visa policy which the Howard Government introduced in 1996.
Both Australian and overseas employers trading in Australia have used 457 labour to fill skilled positions that could not be filled by domestic supply. These visas are typically valid for a period between three months and four years. Although they can be renewed, this renewal is subject to the employer and government approvals. In effect employers act as sponsors for the 457 visa holders, with their visa status contingent on their employment relationship with the sponsoring employer (Jockel 2009: 74-75). There are two categories of visa holders, primary and secondary applicants. Primary applicants are those skilled migrants required by business, and secondary applicants are members of the primary’s family unit (DIAC 2006B). It is also worth noting that, individual employers have the right to refuse or accept secondary applicants coming to Australia. For example while ‘Beefcorp’ accepted family members, its main rival in the town, ‘International Meats’, did not support dependent children.

**Analysing the Role of 457 Visas**

Academic research that has emerged around temporary skilled migration in Australia is limited to particular disciplinary areas. Khoo et al’s research (2008: 221) into skilled temporary migrants indicate that migrants from less developed nations are more likely to pursue permanent residency. Kinnaird’s research (2006) explores the impact of 457 visas within the Information Technology (IT) sector, with temporary skilled workers found to be adversely impacting IT graduate opportunities. Toner and Woolley (2008: 47) examine the potential affect of 457 visas on training and apprenticeships within the Australian trades sector, with negative implications likely for knowledge transfer and training of local labour. Other research is concerned with migrant rights and exploitation, with media coverage and court case proceedings used to illustrate how 457 visa holders are treated as “second class workers in Australia” (Bissett & Landau 2008: 142).

Despite this academic research, the debate concerning temporary skilled labour in Australia is still predominantly dominated by the popular press. There have been several accounts of 457 visa holders being mistreated by employers and in certain instances this has resulted in death. For example nine 457 visa holders died in work-related deaths between 2006 and 2008. Media reports indicate that these deaths were
caused by unsafe work environments (Lehrer 2008). Another example of their mistreatment is the underpayment of migrant workers. This was evident with 40 Filipino welders employed by a Brisbane company, who were each receiving $27,000 per year, $13,000 less than they were promised. In addition, it was reported that three Filipino workers from the same firm were sacked after joining the Australian Manufacturing Workers Union (AMWU) (Osbourne 2006).

During their term in government the Howard Government sought to utilise temporary skilled migration to redress Australian skills shortages. This view is shared by some employers, particularly rural employers that find it difficult to attract Australian workers (Chau 2006: 28). Conversely, the AMWU criticises the use of temporary skilled migrants, arguing that employers have a responsibility to train and educate Australian workers rather than relying on short-term migrant labour (Laurie 2005: 2). Others claim that there are significant risks to migrant rights through the precarious nature of their employment, with employers able to cancel visas if “their work is not up to scratch” (Laurie 2005: 1). The Australian Council of Trade Unions (ACTU) raises further concerns about these workers’ ability to join unions, with international labour firms in some cases “forcing overseas temporary workers to sign contracts preventing them from joining a union” (Bachelard & O’Malley 2006: 5). In addition, there are significant fears that jobs are being lost or stolen by this temporary labour source, with The Australian (Maley 2009) reporting “457 visas may cost local-born their jobs”.

While Australia has historically relied on various waves of migration to fulfil labour requirements, temporary skilled migrants on 457 visas represent an important segment within the Australian labour market. Thus there is an impetus for further academic research to understand the experiences and intentions of both primary and secondary 457 visa holders.

**Thesis Chapter Structure**

This study explores one important, albeit often forgotten group of temporary skilled migrants in Australia. It specifically focuses on the differences in experiences and intentions of secondary applicants, as well as looking at primary 457 visa holders.
This research explores how gender and migration status shapes: migrant entry into specific labour markets, the attachment of migrants to particular jobs within the Australian labour market, and the future intentions of migrants to seek permanent residency. In doing so it highlights that secondary applicants are particularly vulnerable because while they are not tied to any one particular organisation and have unlimited working rights within Australia, they are tied to the primary 457 visa holder for both residency and employment.

A case study of a large company operating in the Australian beef industry is used to conduct the investigation. For the purposes of anonymity the case study organisation will be termed ‘Beefcorp’. ‘Beefcorp’ is a beef exporting company which employs both primary and secondary 457 visa holders. Whilst primary and secondary visa stipulations do not mandate a particular gender within the policy, in this case (due to the nature of work) the primary visa holders were all male; the secondary visa holders, with the exception of children who also worked in the plant, were wives of the primary visa holders. Qualitative methods were used to obtain rich data, which involved elementary semi-structured interviews, detailed semi-structured interviews with key stakeholders within Rockhampton, and focus groups with Brazilian 457 primary and secondary employees of ‘Beefcorp’. Rockhampton provided the ideal site for the study because two major abattoirs are currently operating in the town, ‘Beefcorp’ and ‘International Meats’ (pseudonyms). One of ‘Beefcorp’s’ major processing plants is also located in this town.

The meat industry in Australia has been a major employer of temporary workers because it is an industry characterised by “repetitive, strenuous and thoroughly unpleasant” work (Ackroyd & Crowdy 2007: 4). This inherently ‘dirty’ nature of this work encourages migrant workers to fill positions where many locals may be unwilling (Collins 1988: 6). For example, many local workers can earn more money in less onerous industries such as the booming mining and minerals sector in Australia. As such, the meat industry has come to heavily depend on 457 visa holders to fill a significant amount of positions in at least 15 companies across Australia (Australasian Meat Industry Employees Union (AMIEU) 2007: 10). The AMIEU are instrumental in organising this group of temporary migrant workers through
employing a 457 visa holder (previously as slaughterman) as a full time organiser of 457 members within the Queensland meat industry (AMIEU 2008A).

In Chapter Two there is a discussion concerning 457 visa policy details. An international comparison is also included within the chapter, with both the United Kingdom’s (UK) Tier 2 Migrants Work Permits and United States of America’s (USA) H-1B visa being examined. This chapter highlights the similarities and differences between comparable temporary migrant workforces and reinforces the importance of such labour markets within prominent world economies.

Chapter Three gives an overview of literature analysing migration, with focus particularly on aspects of migrant networks. Also explored is migrant attachment to particular labour markets, through analysis of Human Capital Theory (HCT) and Labour Market Segmentation Theory (LMS). Also incorporated is gender-specific literature pertaining to the attachment of female migrants to particular areas of the labour market. The final section of Chapter Three focuses on the retention of migrant workers, exploring the linkages between temporary migration and intentions to pursue permanent migration.

In Chapter Four there is a discussion concerning the methodology employed in the study, further exploring the central research question: How does 457 temporary status and gender shape entry, attachment and retention? The methodological approach of a case study is then considered. Details of the research design are also discussed, including: the process of participant selection, ethical considerations, the translation process, and the formation and use of focus group questions. The final section of Chapter Four details the approach to data analysis, highlighting the strengths and limitations of the method used.

In Chapter Five attention is given to the role and nature of primary and secondary 457 visa holders through the case study of ‘Beefcorp’s’ plant in Rockhampton, a major rural town in Central Queensland. Three key areas are explored: the pervasiveness of migrant networks and their influence on migration, the attachment of migrants to particular segments within the labour market (with focus given to non-English speaking background (NESB) female migrant labour market outcomes), and lastly the
future residency intentions of temporary migrant workers and the factors driving their motivations.

Chapter Six concludes the study by articulating the importance of temporary migrant workers, highlighting the clear lack of academic attention given to this important segment of the labour market. Also provided is a comprehensive summary of key contributions, detailing research limitations, suggestions for areas of future research, and offering recommendations.

Conclusion

This chapter began by giving an overview of Australia’s migration history, which has been characterised in terms of waves of migration. Following the 1970’s, migration shifted from being ethnic specific to a focus on skills. This marked the beginning of the migration of skilled workers into Australia, with skills forming a central element of the selection process.

Skilled migration has remained a crucial feature of Australia’s immigration policy, with two central categories of skilled migration: permanent and temporary streams. Of relevance to this study is the 457 visa policy which was introduced in 1996. This visa forms a crucial element of Australia’s temporary migration framework. Despite this, there is limited academic inquiry into this significant visa class, with viewpoints remaining predominantly informed by the popular press. As such, this thesis aims to provide a more rigorous analysis of 457 primary and secondary visa holders by analysing potential differences between the experiences and intentions of secondary applicants, as compared to the experiences of primary 457 visa holders through a detailed study of 457 visa workers in ‘Beefcorp’. The following chapter will explore contextual aspects of the study on 457 visas, including international policy comparisons with the USA and the UK. In doing so it will highlight the legal frameworks around temporary skilled migrant labour in Australia.
Chapter Two: International Policy
Comparisons and Context of 457 Visa Policy

"...the regulation of migration has become defined largely in terms of labour requirements of advanced industrial economies."

(Rosewarne 2001: 73).

Introduction

Migrant labour is used to meet the needs of developed nations, thus temporary migrants are used to meet labour shortages (Rosewarne 2001: 73; 79). These shortages do not necessarily only pertain to highly skilled work but rather can involve less desirable employment based on local labour requirements. For example, in many Western European countries the guest worker programs following World War II saw migrant workers undertaking low-skilled “dirty, hard, jobs, that nobody else would do” (Castles 1986: 773). In this case the guest workers provided cheap labour that helped to sustain rapid industrialisation and the post-war boom (Castles 1986: 773).

In the Australian context, there is similarly a history of migration on the basis of labour demand. Collins (1984: 59) likened Australia to a boa-constrictor, “taking in huge gulps of people during periods of economic boom only to be slowed down to a trickle” when not required. This image serves to reinforce the nature of Australian migration, with global reserves called upon in times of growth and prosperity to fulfil the requirements for sustained growth. Following World War II Australia too required significant levels of ‘man-power’ to undertake national projects, such as the Snowy Mountains Hydro-Electric Scheme. Male migrants were desirable because of their strength, and were chosen based on their physical ability to undertake manual work (Fincher et al 1994: 9).

At present, the unmet demand for skilled labour and the ‘war for talent’ are experienced by a number of advanced industrialised nations, with temporary skilled
migration a phenomenon of increasing importance across several developed nation states (Phillips 2006). In order to further understand the role of 457 visa holders in the contemporary labour market of the Australian beef industry, this chapter analyses the United Kingdom’s (UK) Tier 2 migrant work permits, the United States of America’s (USA) H-1B visas, and Australia’s 457 visas.

**International comparison of Temporary Migration**

**United Kingdom’s Tier 2 Visa Policy**

*Considerations for the Entry of Tier 2 Visa Holders*

Similar to the Australian 457 visa policy, the UK has a temporary skilled migration policy, termed Tier 2 visa policy. This visa category is employer sponsored, with the entry of migrants determined by skill demands within the UK (Home Office 2006: 25). The focus of the program is to attract moderate and highly skilled migrants in areas deemed in shortage by the Migration Advisory Committee; other skilled occupations, however, may be permitted contingent on a resident labour market test being undertaken (Nasu 2008: 148).

The Tier 2 visa is based on a points system, with three key areas including attributes, maintenance, and English language skills (UK Border Agency 2007A). Requirements include a sponsorship certificate from a UK employer, as well as information about anticipated earnings, and qualifications. Maintenance involves being able to prove that the applicants are able to support themselves as well as their dependants without government benefits whilst in the UK. The final points required to obtain entry include having English language skills, which may be established through a language test, by holding a tertiary degree taught in English, or by being from an English-speaking nation.

*Attachment of Tier 2 Visa Holders to Employer Sponsor*

The primary Tier 2 visa holder is tied to an employer, such that their visa status is contingent on maintaining an employer sponsor. In the case where an employer no longer requires the Tier 2 visa holder, their visa becomes invalid. Similar to the 457 visa policy, the applicant can change employer sponsors only after a separate
application is lodged and certificate of sponsorship is attained (Home Office 2006: 25).

This visa category permits dependants to accompany primary Tier 2 visa holders. Dependants include spouse, partners, and children under the age of 18 years (UK Border Agency 2007B). Similarly to secondary 457 visa holders, dependants rely on the primary Tier 2 holder for visa status, have working rights in the UK, and are not tied to any one employer. The only specified limitation on their working rights is that they are not permitted to undertake medical training (UK Border Agency 2007C).

**Future Options for Tier 2 Visa Holders**

Tier 2 visas last for a period of up to three years plus one month, or three years plus fourteen days depending on whether the application is made from outside or within the UK (UK Border Agency 2007A). This period may be shortened or extended for up to two years dependent on the sponsorship certificate (UK Border Agency 2007A). Beyond this, another application needs to be lodged if the Tier 2 visa holder intends a prolonged stay in the UK. After a period of five years within the UK, Tier 2 visa holders and their dependants are eligible to apply for permanent residency.

As such the Tier 2 and the 457 visa policies are similar in many regards: both are employer sponsor based schemes in which the issue of visas is determined by demand. With both schemes the visa status of both primary visa holders and their dependants can be terminated by the employer sponsor before the intended expiry. There is also a parallel between dependants on Tier 2 and 457 visas in terms of their right to work in each respective country.

**United States of America’s H-1B Visa Policy**

**Considerations for the Entry of H-1B Visa Holders**

Similar to both the Tier 2 and 457 visas, the USA’s temporary skilled migration program, termed H-1B, is an employer sponsor based visa (Teresa 2004: 51). This policy differs to both those of the UK and Australia in that it has mandated annual caps on the number of H-1B visas issued, with the current quota (excluding additional
quotas for other special groups such as international students) set at 65,000 per year (U.S. Citizenship and Immigration Support 2009).

The visa is designed to attract highly skilled workers from a range of specialised occupations. Applicants are required to have a Bachelor’s degree of four years in duration, or alternatively 12 years relevant work experience pertaining to their specialised occupation (Teresa 2004: 50-51). In addition to the education and professional experience requirements, applicants are also required to be proficient at speaking and reading English.

**Attachment of H-1B Visa Holders to Employer Sponsor**

Common to both 457 visas and Tier 2 visas, the H-1B visa is based on employer requirements. Thus when employers experience a decline in demand, they have the freedom to terminate the H-1B visa, with H-1B visa holders being able to transfer to another employer sponsor if their visa status is still lawful (Teresa 2004: 51). However, if a visa holder is on an H-1B extension, a transfer is prohibited.

Dependants of H-1B visa holders are authorised to stay in the USA on H-4 visas. Within the USA, dependants constitute spouses and unmarried children under the age of 21 years. The H-4 visa category is a non-working permit, with their visa status and tenure contingent on the H-1B visa holder (Work Permit 2008). They are, however, able to commence study within the H-4 visa category. If dependants desire to work in the USA they need to lodge a separate visa application for a category with which their skills and qualifications align.

**Future Options for H-1B Visa Holders**

The initial visa length is much the same as 457 and Tier 2 visa policy, with H-1B visas valid for a period of three years. However the sponsor employer may terminate the H-1B visa at any time. This visa category can be extended for a period of two years, and following that a further one-year extension can be granted (Work Permit 2008). Thus a total of six years is permitted subject to employer approval. Following this period there are two options that H-1B visa holders can undertake to remain within the USA, either lodge another application for an H-1B visa, or apply for permanent residency. The first option involves leaving the US for a period of one
year and then reapplying for an H-1B visa. Alternatively, H-1B visa holders can apply for permanent residency if sponsored by their employer.

The USA’s H-1B visa is similar in many ways to Australia’s 457 visa. Both programs are temporary visa categories with employer sponsors. They have similar initial durations and may be cancelled prior to this timeframe by sponsor employers. The key difference between H-1B and 457 visas is that dependants are not permitted to work in the USA unless they obtain another working visa which aligns with their skills, whereas in Australia dependants are granted the unrestricted right to work.

**Australia's 457 Visa Policy**

*Considerations for the Entry of 457 Visa Holders*

457 Visas are the long-stay category within the Temporary Business Entry (Class UC) Visa Class *(see Appendix A for 457 Visa Application Form)*. The temporary nature of this visa enables 457 visa holders to stay in Australia for a period of four years, with departure and re-entry permitted during this period (Jockel 2009: 44; 74-75). Entry into Australia under this category is determined by employer demand with no set numerical cap. The objective of these visas is to ensure that employers have access to skilled migrant labour in situations where the Australian labour market cannot provide such skills (Jockel 2009: 74-75). Australian skill requirements are listed by the Department of Immigration and Citizenship (DIAC) in the Skilled Occupations List, which incorporates nominated positions ranging from levels one to seven of the Australian Standard Classification of Occupations (DIAC 2006A). These positions include trades, as well as highly skilled occupations (see Table 2.1 for top 15 nominated occupations). Entry is also contingent on character, health requirements, English language ability, as well as the recently introduced skills assessments for primary applicants (DIAC 2006C).
This category of visa involves employee sponsorship by a specific employer, which can be either a domestic corporation, or overseas business wishing to expand operations into Australia. In order to be recognised as an employer sponsor, DIAC requires that the business must be committed to the training and development of Australian workers, or to technological innovation (Jockel 2009: 180). An additional requirement that pertains to the employers once they are approved sponsors is that they are responsible for public hospital medical expenses incurred by primary 457 visa holders and their dependants (DIAC 2006D). While these provisions are stated, subsequent chapters reveal that migrant workers could only visit the employer specified doctors if they fell ill.

As stated earlier, while most discussion is focused on primary visa holders, there are in fact two categories of visa holders, primary and secondary. Primary applicants are those skilled migrants required by business, and secondary applicants include both dependent relatives and unmarried children up to the age of 21 years (Jockel 2009: 70). The sponsoring employer has the right to approve or deny secondary visa applications.
As seen in Table 2.2, the numbers of applications granted to both primary and secondary applicants are relatively even and both have increased considerably since the initial implementation of the program. As the numbers indicate, the flow of 457 visa holders has more than doubled in the ten or more years of their operation. This is of paramount importance, particularly in relation to secondary visa holders as they represent a large influx of potential workers. As previously stated, no employment records are kept for this group, with secondary visa holders neglected by DIAC, Australian Bureau of Statistics, and the Department of Education, Employment and Workplace Relations. This raises significant concern given that secondary visa holders occupy a sizeable segment of the labour market and are potentially vulnerable migrant workers, susceptible to relatively poor working conditions and exploitation as compared with other Australian workers.

**Table 2.2 Number of primary and secondary 457 visas (excluding independent executives) granted, rounded to the nearest 10, 1997–2009.**

<table>
<thead>
<tr>
<th>Program year</th>
<th>Primary</th>
<th>Secondary</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1997–98</td>
<td>16 550</td>
<td>14 330</td>
<td>30 880</td>
</tr>
<tr>
<td>1998–99</td>
<td>16 080</td>
<td>13 250</td>
<td>29 330</td>
</tr>
<tr>
<td>1999–00</td>
<td>17 540</td>
<td>13 530</td>
<td>31 070</td>
</tr>
<tr>
<td>2000–01</td>
<td>21 090</td>
<td>15 810</td>
<td>36 900</td>
</tr>
<tr>
<td>2001–02</td>
<td>18 410</td>
<td>15 100</td>
<td>33 510</td>
</tr>
<tr>
<td>2002–03</td>
<td>20 780</td>
<td>16 020</td>
<td>36 800</td>
</tr>
<tr>
<td>2003–04</td>
<td>22 370</td>
<td>17 130</td>
<td>39 500</td>
</tr>
<tr>
<td>2004–05</td>
<td>27 350</td>
<td>21 250</td>
<td>48 600</td>
</tr>
<tr>
<td>2005–06</td>
<td>39 530</td>
<td>31 620</td>
<td>71 150</td>
</tr>
<tr>
<td>2006–07</td>
<td>46 680</td>
<td>40 630</td>
<td>87 310</td>
</tr>
<tr>
<td>2007–08</td>
<td>58 050</td>
<td>52 520</td>
<td>110 570</td>
</tr>
<tr>
<td>2008–09</td>
<td>50 660</td>
<td>50 620</td>
<td>101 280</td>
</tr>
</tbody>
</table>

Within the 457 visa policy framework there are eight subclass entry streams, which include: a labour agreement, sponsorship by business in Australia, sponsorship by business overseas, service sellers, regional headquarters’ agreements, “persons accorded certain privileges and immunities”, independent executives, and Invest Australia Sponsored Skills agreements (Jockel 2009: 83). This study is concerned with the labour agreement stream, as this is the subclass used in the meat industry (Jockel 2009: 194). The motivations of the meat industry in utilising labour agreements are to overcome English language requirements and ensure continued supply of workers in an industry that has significant labour shortages (Deegan 2008A: 22-24). These shortages can be attributed to the heavy, dirty nature of work, as well as the opportunity for locals to work in other more lucrative industries, such as the mining sector.

Attachment of 457 Visa Holders to Employer Sponsor
The nature of the temporary employer sponsored 457 visa class is such that the residency status of primary applicants, and consequently secondary applicants, is contingent on the employers’ ability to sustain sponsorship. In the case where an employer sponsor discontinues a visa, the primary applicant has a period of 28 days to find another employer sponsor before the primary and secondary visa holders are required to leave Australia (DIAC 2006E). The process of finding another sponsor and lodging the application with DIAC in this timeframe is notoriously difficult.

By contrast, secondary applicants differ from primary applicants in that they are not tied to any one employer. They have unlimited working rights and uncapped earnings, they theoretically have the capacity to work wherever they choose and earn more than the primary applicant. Secondary visa holders are still, however, considered dependent, in that their visa status is contingent on the primary visa holder holding a valid visa. Most importantly, secondary applicants and workers automatically lose their right to work in Australia if the primary visa is cancelled or expires.

Future Options for 457 Visa Holders
Following the expiry of the visa, the employer sponsor is required to pay for the travel expenses of the primary and secondary holders to reach their home country (DIAC
In the case that the 457 visa holder wishes to remain in Australia, there are options that enable them to stay beyond the four-year length stipulated in the visa. These include three basic avenues to extend their stay: renew the 457 visa, lodge a new application with a different sponsor, or alternatively they can apply for permanent residency through either the Employer Nomination or Regional Sponsored Migration Schemes.

**Comparisons Amongst Tier 2, H-1B and 457 Visa Policies**

As indicated above, temporary skilled migration is an avenue used by several developed countries to attract skilled labour in areas of shortage. Australia’s 457 visa policy is similar in many ways to the UK’s Tier 2 visa program and the USA’s H-1B visa category. Key characteristics distinguishing Australia’s 457 visa policy include broader skill levels incorporating semi-skilled positions, as well as flexibility in terms of English language requirements. Table 2.3 presents a comparative digest of temporary skilled visa policies in Australia, UK and USA.
<table>
<thead>
<tr>
<th></th>
<th>Australia (457)</th>
<th>UK (Tier 2)</th>
<th>USA (H-1B)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Visas Issued</strong></td>
<td>Unrestricted</td>
<td>Unrestricted</td>
<td>Quota set at 65,000, with additional 20,000 positions for international students having studied an MBA or doctoral degree in the US.</td>
</tr>
<tr>
<td><strong>Skill Level</strong></td>
<td><em>Wide range of skill levels from professional to trade occupations.</em></td>
<td><em>Moderate and highly skilled.</em></td>
<td><em>Highly skilled.</em></td>
</tr>
<tr>
<td><strong>English Language Requirements</strong></td>
<td><em>Yes, but may be overcome through labour agreement.</em></td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Working Rights of Dependents</strong></td>
<td>Unrestricted working rights.</td>
<td>Unrestricted working rights.</td>
<td>Restricted, dependants unable to work unless obtain alternative visa.</td>
</tr>
<tr>
<td><strong>Maximum Age of Children</strong></td>
<td>21</td>
<td>18</td>
<td>21</td>
</tr>
<tr>
<td><strong>Transfer to Alternative Employer Sponsor</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Length of Visa</strong></td>
<td>4 years contingent on employer sponsor.</td>
<td>3 years contingent on employer sponsor.</td>
<td>3 years contingent on employer sponsor.</td>
</tr>
<tr>
<td><strong>Visa Renewal</strong></td>
<td>Yes, unlimited number of renewals.</td>
<td>Yes, for another 2 years. After this period a new application needs to be lodged.</td>
<td>Yes, can be renewed twice. First renewal is 2 years, the second is 1 year. After this visa holder needs to leave for a year and then lodge a new application.</td>
</tr>
<tr>
<td><strong>Pathway to Permanent Residency</strong></td>
<td>Yes, after 2 years unless prior skills assessment undertaken.</td>
<td>Yes, after 5 years.</td>
<td>Yes, after 6 years.</td>
</tr>
</tbody>
</table>

Each of the three aforementioned countries has its own individual requirements to be met prior to the granting of a temporary visa. The UK Tier 2 program enables moderate to highly skilled workers to gain a permit while the USA sets more stringent requirements with only highly skilled workers granted visas. The 457 visa policy adopts a broader approach, enabling a range of workers to be employed temporarily in Australia. This incorporates highly skilled professionals as well as tradespeople and semi-skilled workers. This variation in skill level means that many 457 visa workers
do not have the same potential for occupational mobility and negotiating power as
more highly skilled 457 visa workers in other areas of the economy.

A common criterion to all three visa categories is the requirement of English language
proficiency amongst primary applicants. This standard differs across the various
countries, with no common universal test or examination undertaken as an entry
prerequisite. In addition, in the Australian context, despite this language requirement,
concessions have been granted within 457 visa labour agreements (evident in the
Australian beef industry) to gain access to specific skill requirements (Deegan 2008B:
43). This represents a weakness within the 457 visa policy as the working conditions
of migrants from non-English speaking backgrounds may be compromised due to
language barriers.

Each visa enables the primary applicants to apply for secondary applicant visas.
Within the US, secondary applicants constitute spouses and unmarried children under
the age of 21 years. The UK has similar stipulations, with dependants comprising
spouses, partners, and children under the age of 18 years. Australia has a broader
definition of dependant which includes spouse, dependent relative and dependent
unmarried children up to the age of 21. Both Australia and the UK allow dependants
unrestricted working rights, provided that they are of working age. The USA places
restrictions on the working rights of dependants, stating that in order to work,
secondary applicants would have to apply under a separate visa category.

In Australia, however, despite their growth in numbers and significance in the labour
market, secondary 457 visa holders remain largely overlooked. For instance there are
no detailed records maintained regarding the working arrangements and conditions of
these dependants and a void in terms of statistical reporting, community support,
press coverage, and academic investigation. Thus there is significant scope for
further study in regard to these forgotten secondary 457 visa holders.
Conclusion

The chapter began by examining details of three temporary skilled migration policies: the UK’s Tier 2 visas, the USA’s H-1B visas and Australia’s 457 visas. International policy comparisons among the UK, US and Australia highlight the similarities and differences between the comparable temporary migrant workforces and reinforce the centrality of such labour markets within three major economies. In doing so the chapter sought to reinforce the importance of temporary labour migration, and provide an institutional framework in which to explore the role of migrant labour markets within wider theory.

This chapter also highlighted important contextual information which furthers an understanding of the role of 457 visa holders within the Australian economy. These temporary migrant workers represent a significant proportion of the Australian labour market in both highly skilled and semi-skilled positions (see Table 2.1 for examples of key 457 visa occupations utilised in the Australian labour market). The fact that there is such a broad variance in skill level raises concern, with temporary migrants potentially vulnerable in terms of their ability to negotiate working conditions and subsequently living standards, as compared to other Australian workers. Their potential vulnerability is further reinforced by weak language requirements. For instance, relaxation of English language standards within labour agreements has enabled the recruitment of non-English speaking migrant workers in areas of significant shortage (such as the Australian beef industry). In addition, secondary 457 visa holders have received little infrastructure support to integrate them into suitable employment and other facilities, such as choosing medical support, which are available to non-457 visa workers. In many respects primary 457 workers, but particularly secondary 457 workers have been a largely forgotten group within the Australian labour market. As such, much like the opening quote suggests and as the following chapters detail, such workers have often merely been seen as ‘plugs’ servicing ‘gaps’ in the labour market.
Chapter Three: A Review of the Literature

Many people on 457 Visas are vulnerable to workplace exploitation, including discrimination, due to a limited knowledge and understanding of Australian workplace rights, limited English language, and the ongoing reliance on a sponsor for their visas status.


Introduction

Migration is a multifaceted phenomenon, with temporary migration playing an increasingly important role. As previously noted there is a lack of academic inquiry pertaining to temporary migrant labour within the Australian context. This provides an impetus for the present study to examine both primary and secondary visa workers’ experiences and intentions.

This chapter examines the existing literature on the entry of migrants, specifically exploring why migrants enter particular nations. Further it identified that a purely economic analysis of migrant workers’ entry into particular nations fails to adequately account for the important networks which shape and influence migration.

Throughout the next section there is discussion regarding migrant attachment to particular labour markets. This involves two central theories: Human Capital Theory (HCT) and Labour Market Segmentation Theory (LMST). HCT argues that differences in labour market outcomes between migrants and non-migrants will level out over time. This theory, whilst pervasive, is discredited, with LMST instituted as a more suitable and relevant theory to the present study. Gender-specific literature relating to the attachment of female migrants to particular areas of the labour market is also included in this section, highlighting the lack of occupational mobility and also the language barriers they experience.
Within the final section discussion takes place concerning an emerging field in the literature: the future residency intentions and retention of temporary migrant workers. Following these relevant contributions, key questions not analysed in the current literature will be identified as areas to be explored in the later chapters.

**Entry of Migrants**

A key theme in the migration literature is the movement of migrants and their rationales for entering particular labour markets. In this review, focus will be given to why migrants enter particular labour markets.

**Contributing Factors Towards Migrant Relocation**

The issue of why people move from country to country is a perennial question that has attracted considerable attention from a range of academics and disciplines (McGovern 2007: 218). However, academic research exploring reasons for migration has been increasingly dominated by economic analysis. For example, economic analysis informed by neoclassical theory has suggested that international migration is caused by differences in demand and supply of labour among nation states (Todaro & Maruszko 1987, cited in Massey, Arango, Hugo, Kouaouci, Pellegrino, & Taylor 1998: 18). There are two central market flows, capital and labour migration. Wage rates are affected by national differences between capital and labour. Those nations that are capital intensive will command higher wages; this in turn attracts migrants, as rational actors, to relocate, seeking the highest wage outcome. Thus when differences in wages reach equilibrium, international migration will cease. As such international migration is considered a temporal phenomenon.

Whilst higher wages are a major motivation for relocation of workers in many cases (McGovern 2007: 219), this theory and its application to international labour movements is sharply contested by McGovern. McGovern (2007) presents empirical evidence and research that discredits the economic analysis of migration, instead exploring the impact of social factors on migration. McGovern (2007: 219) also argues that most people in fact choose not to migrate, but rather stay within their country of origin. In addition, the high cost of migration is noted as a factor impeding
migration on a wage maximisation basis (McGovern 2007: 219). McGovern (2007: 219-220) draws on Massey and Espinoza’s research on “What’s driving Mexico-US migration?”, which indicates that Mexican migration is not just determined by wage differentials, but influenced by social ties of Mexican migrants. For example, migration from Mexico to the United States of America (USA) was found to be increasing despite a fall in real wages, with social capital engendering a self-perpetuating cycle of migration. Massey and Espinoza’s (1997) study along with McGovern’s (2007) contribution raises an important issue pertinent to this study: the impact of migrant networks on the international movement of labour.

The entry of migrants into a particular nation is heavily influenced by migrant networks. As cumulative causation theory argues, migration affects the social context of the new location, which in turn makes future migration from the origin nation more probable (Massey et al 1998: 45-46). Connections of this kind are termed by Taylor (1987: 627) as “migration capital”, as they encourage future migration through providing knowledge of the community, as well as lowering relocation cost and risk (Choldin 1973; Winters, de Janvry, Sadoulet 2001; Massey et al 1998: 46). Network connections also assist in the entry and settlement of migrants through assisting assimilation, as migrants are able to socialise with people from their cultural background that share a common language (Choldin 1973: 169-170).

The influence of network connections on future work opportunities in the new location has been highlighted elsewhere (Taylor 1987: 627). Waldinger and Lichter (2003: 220) recognise explicitly that “immigrants, like everybody else, use their networks to find jobs”. However, the nature of these networks is crucial for analysing migrant labour, particularly temporary migrant labour. In Granovetter’s foundational work (1973: 1372), weak rather than strong ties were found to be of most importance to individuals when obtaining information about a new job. This was tested through asking respondents to select one of four options concerning the regularity of contact with the person that informed them about the job (Granovetter 1973: 1371-1372). Whilst Granovetter’s study did not consider job network ties amongst migrants, it still offers an important foundation in which to build upon labour market analysis. Davis, Stecklov, and Winters (2002) contribute to the discussion on the strength of migrant ties with their research on migration from Mexico to the USA. These findings report
that the stronger the relational or familial tie between the individual in the home country and migrants in the new context, the stronger the influence and likelihood of future migration from the home country (Davis et al 2002: 291). Others argue that both strong and weak networks “play a role in migration” (Boyd 1989; Wilson 1998, cited in Davis & Winters 2001: 4). This discrepancy concerning the nature and strength of network ties in regard to labour market outcomes and international labour movements is an area that will be addressed in the study.

In addition to networks at an individual level, Waldinger and Lichter (2003: 220-221) consider networks at an organisational level, exploring the role of employers in instituting “network hiring”. This involves migrant employees’ social networks being utilised as a form of recruitment within an organisation. Waldinger and Lichter (2003: 220-221) indicate that while employers may be happy to adopt such a policy, given the potential for reduced costs, concerns may arise in the long term, due to ethnic composition within the firm being restricted to particular groups. As indicated in the following case of meat workers, such employer recruitment drives had an important influence on the nature of 457 visa labour markets.

Further, economic analysis has failed to adequately account for gender as a central theoretical component, maintaining focus on wage differentials as the fundamental means by which migration is shaped (Hirschman et al 1999: 56, Oishi 2002: 4). For example, gender has been noted as a factor impacting on the nature of network connections amongst young adult migrants coming from Mexico to the USA (Curran & Rivero-Fuentes 2003: 289). From Curran and Rivero-Fuentes’ (2003) study, it was found that men and women rely on gender networks in undertaking international migration. Female migrants were found to rely on female migrant networks, whilst male migrants were found to rely on male migrant networks (Curran & Rivero-Fuentes 2003: 303). In addition, female migrant networks were not as useful for men as for women, as women were found to have less work experience and relied more on connections in areas of work (such as domestic workers or hotel maids) not valued by their male counterparts (Curran & Rivero-Fuentes 2003: 304). In relation to married migrants, Cerrutti and Massey’s (2001) study explores the gender differences in relation to migration amongst married couples. Their research focuses on migration from Mexico to the USA, with their results reporting that husbands were more likely
to relocate prior to their wives. Thus, the women tended to follow their husbands and rely on familial ties as their central network connection (Cerrutti & Massey 2001: 191).

Following an examination of the literature which explores factors affecting migrant entry, specifically in regards to migrant networks, it is evident that there are various ‘gaps’ in the literature. Firstly, in building upon Granovetter’s (1973) study which outlines the strength of network connections in obtaining employment – the nature of migrant networks (i.e. strong or weak) and their effect on employment among temporary migrants in their new location are explored. The researcher also affirms the work of Waldinger and Lichter (2003) in this study of networks at an organisational level, by exploring ‘Beefcorp’s’ recruitment methods to assess whether migrant networks were utilised. There is also a ‘gap’ in the literature regarding the gendered nature of migrant networks and how this impacts upon migration. Curran and Rivero-Fuentes (2003) have reported key findings in this area with their study of young adult Mexican migrants in the USA. Their study indicates that males rely on male migrant networks and females depend on female migrant networks (Curran & Rivero-Fuentes 2003). Cerrutti and Massey (2001) also note that amongst married couples migrating from Mexico to the USA, husbands tend to precede their wives. Thus the wives typically follow their husbands and rely on familial ties. The present study focuses on married migrants and seeks to add to the existing literature through exploring the gendered nature of married migrant network connections. These issues have also resonated in migrant workers attachment to labour markets.

**Migrant Attachment to Labour Markets**

The attachment of migrants to particular labour market conditions is a prominent theme within much of the migration literature. Two central theories that are used to explain and analyse the wage and employment outcomes of migrant workers include HCT and LMST. The attachment of female migrant workers to particular areas of the labour market is also explored.
**Human Capital Theory**

HCT was initially developed in the 1970’s, with wage differentials attributed to differences in human capital (Ho & Alcorso 2004: 238). This theory was applied to labour migration to explain the differing labour market outcomes between migrants and non-migrants (Holmes et al 2003: 174). Variables associated with HCT include factors such as education, skills, productive capacity, training, language proficiency and work experience (Ho & Alcorso 2004: 239). HCT also asserts that market forces level out the differences in labour market outcomes over time (Groutsis 2006: 147; Evans & Kelley 1991, cited in Holmes et al 2003: 174), such that in the “long run at least migrants are treated no differently from the native-born with the same human capital endowments (Blandy et al 1977; Evans & Kelley 1986; Wooden 1994)” (Ho & Alcorso 2004: 239). However, the “long run” can be in some cases many years.

While pervasive, this theory has been criticised for focusing on individuals, rather than incorporating a broader household unit of analysis (Ho & Alcorso 2004: 248). In the Australian context Ho and Alcorso (2004: 239) argue that HCT has been tested through comparing migrants with particular skills and training to other migrants, as opposed to local workers with similar skills and training. A further criticism is that no agency is attributed to employers and other industry and government bodies that have the capacity to influence labour market outcomes (Groutsis 2006: 149).

**Labour Market Segmentation Theory**

LMST offers an alternative view that addresses some of the problems noted with HCT. LMST attributes differences in labour market outcomes to structural issues, thus adopting a wider focus than the individual unit of analysis favoured by HCT (Groutsis 2006: 150-151). This helps to explain why migrants and locals are located within different labour market segments. In addition, the theory posits that there are both formal and informal factors that influence labour market outcomes. The recognition of these formal and informal processes within the theory overcomes the agency problem noted within HCT. Formal social processes within LMST attribute agency to particular stakeholders, such as government agencies and employers (Groutsis 2006: 150).
LMST offers further insight and explanation as to why migrants are attached to particular jobs and segments of the labour market, exploring “structural factors and social attitudes” (Groutsis 2006: 150). The theory states that demand for immigrant labour is crucial to the structure of developed economies, with immigrants creating a “fragmentation of the working class” (Holmes et al 2003: 174). Piore (1979) argues that pull aspects in developed economies, which entice migrants, create sustained demand for migrant labour. There are three major areas from which this demand is derived: structural inflation, occupational motivation hierarchy and economic dualism (Piore 1979: 26). Of relevance to the present study is economic dualism, which concerns the relationship between capital and labour, with capital being a fixed source of production and labour a variable component. It is argued by Piore (1979: 35) that employment in the capital or primary sector is likely to be more stable than in the labour-intensive secondary sector. The unstable nature of the secondary sector is said to be unattractive to local workers, thereby opening opportunities for migrant labour. This element of Piore’s (1979) contribution is relevant to the study of Brazilian migrants within the Australian meat industry. It is labour-intensive industries such as these which may be less attractive to permanent residents, who are obviously attracted to more lucrative industries such as mining.

Collins (1988) provides further development of LMST through applying it to the Australian context. In doing this Collins (1988) provides useful insights, arguing that as a result of encouraging unskilled migration into Australia, ethnicity and gender have become key catalysts for the segmentation of the Australian labour market. Collins (1988: 80) asserts that the Australian labour market can be divided into “four distinct segments”. The first segment comprises Australian born men and English speaking migrants who are concentrated in professional services and white-collar occupations, as well as skilled trades positions. This segment of the Australian labour market receives the best promotion prospects, wage outcomes and most autonomy over their work (Collins 1988: 80). The second segment includes non-English speaking background (NESB) male migrants. Those in this segment are involved in the manufacturing industry and semi-skilled work, and are strongly represented in the blue-collar sector. The third labour segment consists of Australian born women and English speaking migrants, who commonly undertake white-collar positions. The
fourth segment incorporates NESB migrant women. Blue-collar manufacturing jobs comprise a major portion of this segment (Collins 1988: 80-86).

Whilst this framework could be criticised for not incorporating recent shifts in migration towards skilled workers, Collins (1996: 83) recognises that this segmentation is subject to change. In addition, Alcorso and Ho (2006: 113) recognise that despite shifts towards skilled migration, Census data indicates that there still remain “persistent patterns of occupational clustering in low-paid production and labouring”, which is particularly evident among NESB migrant women. Given this empirical support, the gender and ethnic segmentation framework, as developed by Collins (1988), remains a compelling theoretical contribution to this study of NESB temporary migrant workers.

**Working Conditions of Female Migrants**

Australian research reinforcing the attachment of NESB migrants to particular undesirable low-skilled jobs offers some significant insights. For instance Fincher et al (1994: 87) note that “upward occupational mobility has not been found to occur” amongst NESB migrants (particularly females). NESB migrant women typically experience the worst pay and conditions across all segments of the Australian labour market (Fincher et al 1994: 84; Martin 1984, cited in Holmes et al 2003: 176; Collins 1988: 186). This view is similarly represented in two studies conducted in Australia in 1975 and 1976 (Cox, Jobson, & Martin 1976; Centre for Urban Research and Action 1976, cited in Collins 1988: 179-186). In these studies it was found that many NESB women had not worked prior to migrating to Australia, with migrant women in Australia found to be working largely due to financial necessity (Martin 1984, cited in Holmes et al 2003: 176; Cox et al 1976; Collins 1988: 186; Fincher et al 1994: 83). Collins (1988: 181-182) comments on the competing demands faced by migrant women, including their role as workers, homemakers, and mothers. This problem is exacerbated by their higher participation rate in the labour force and the nature of their employment, with irregular and/or long hours being required of the low-skilled positions typically undertaken by migrant woman.
Language barriers experienced by female NESB migrants also contribute to lower working conditions and occupational immobility. NESB migrant women are particularly willing to take any available job, thus “many employers see these migrant women as a source of cheap labour, generally unorganised, often unaware of their rights, vulnerable to intimidation and racist abuse, and available for menial, boring and unhealthy jobs” (Nord 1983, cited in Collins 1988: 180). Collins (1993) and Holmes et al (2003: 176) further reinforce this idea with NESB migrant women said to be concentrated in low-paid employment including service, manufacturing, and clothing industries.

**Future Residency Intentions and Retention of Temporary Migrant Workers**

The future employment and residency of temporary migrants is another important factor that is not adequately accounted for in the migration literature (Khoo et al 2008: 194). The major theories, as reviewed by Massey et al (1998: 17-59), focus on permanent migration and fail to consider the role of temporary migration, including its impact on contemporary migration patterns. As noted by Khoo at al (2008: 195), there has been a “tendency to dichotomise permanent settlement and temporary migration as though they are two quite separate and unrelated approaches”. While it is recognised that permanent and temporary migrants are indeed quite different, potential linkages and associations between the two categories needs further examination. For instance, many of the 457 visa holders in this study desired permanent residency in Australia from the outset.

To examine the retention of temporary migrants, an integrated approach is needed. Such an approach was initiated in Balaz, Williams, and Kollar’s study (2004) on linkages between temporary and permanent settlement amongst professionals, students and au pairs. These respondents were originally from Slovakia and had previously migrated to the United Kingdom (UK). Results indicated “high levels of general inclination to permanent migration among returned migrants” (Balaz et al 2004: 18), as many as 44 to 55 percent (excluding professionals within the sample) (Balaz et al 2004: 13).
Khoo et al (2008) further attempted to build on this emerging literature through examining linkages between temporary migration and intentions to pursue permanent migration within the Australian context. A longitudinal questionnaire-based study of employer sponsored temporary business entry visas was undertaken. Results indicated that 457 visa holders from less developed countries were more likely to desire permanent residency, when compared with those from more developed nations (Khoo et al 2008: 221). Findings also reported that those with the initial intention to pursue permanent residency, as well as those who were unsure about their future intentions, were more likely to apply than those that recorded having a preference to return to their country of origin (Khoo et al 2008: 110-111). In addition, Khoo et al (2008: 212) note that reasons for pursuing permanent residency amongst temporary migrants from less developed nations predominantly centred on employment prospects, higher income, and greater benefit to their children.

**Research into 457 Visa Holders**

Research into 457 visa holders is scarce, however areas that have been addressed include: examining which 457 visa holders are more likely to pursue permanent residency (Khoo et al 2008), assessing the impact of 457 visas on domestic employment in the Information Technology (IT) sector (Kinnaird 2006), trade apprenticeships (Toner and Woolley 2008), as well the impact on migrant rights and exploitation (Bissett & Landau 2008). This limited research concerning temporary skilled migration in Australia creates an impetus to examine both the primary and secondary 457 visa workers’ attitudes to employment and residency.

Similarly, popular press and government reports such as the *Visa Subclass 457 Integrity Review* have been key to informing the debate concerning temporary skilled labour in Australia. While these avenues are important sources of information, more research needs to be undertaken in order to understand their experiences and role in the labour market. In addition, there is no published data on the gender breakdown of primary and secondary workers in Australia. Further study of these migrant workers is particularly required given their dominance in some industries such as the meat industry.
In discussing the future residency intentions and retention of temporary migrant workers, Khoo et al’s (2008) research focuses solely on primary visa holders. This raises concern, given that a large segment of secondary 457 visa holders were not considered in the research survey. Ho and Alcorso (2004: 248) note similar concerns with the Longitudinal Survey of Immigrants to Australia (LSIA) which examined only primary applicants in their survey of permanent migrants. As the great majority of secondary applicants within this permanent category were women, Ho and Alcorso (2004: 248) comment that the lack of inclusion of secondary applicants effectively excluded the employment experiences of a significant section of migrants, with noted gender implications. This concern is addressed in the present study through including both primary and secondary 457 visa holders.

In responding to Khoo et al’s (2008: 195) call for further empirical studies to be conducted in this regard, this study seeks to explore the work experiences and aspirations for residency of Brazilian temporary migrants within the Australian beef industry. The intentions of both primary and secondary visa holders are outlined, identifying the differences and commonalities between couples in regards to their work and life in Australia.

**Conclusion**

This chapter began by exploring the entry and movement of migrant workers into the Australian labour markets. Migrant networks were found to be of central importance when exploring why migrants relocate, as opposed to neo-classical economic explanations. Networks encourage future migration, in a process termed ‘cumulative causation’ with social ties providing a vital source of information to future migrants, community knowledge, and assisting with their settlement in the new location (Choldin 1973: 169-170; Massey et al 1998: 46; Choldin 1973; Winters et al 2001). Noted areas of particular importance to the present study include: the nature (i.e. strong or weak) of network ties in relation to attaining employment, the gendered nature of migrant networks among married migrants, and the utilisation of migrant networks as a recruitment strategy.
Further exploration of the attachment of migrants to particular labour markets is undertaken, with the two central theories HCT and LMST being examined. The latter was found to be more relevant to the present study, explaining the unstable nature of labour-intensive work and the pervasive presence of migrants in low paid jobs. This section concludes with gender-specific literature pertaining to the attachment of female migrants to particular areas of the labour market, including lack of labour mobility and language barriers. These elements of migrant attachment to particular labour markets are relevant to the present study on 457 visa holders within the Australian beef industry, as significant power and autonomy is given to employers who act as visa sponsors. This is similarly noted by Sutton (2008: 87), with 457 visa holders described as the “ultimate contingent workers”.

The final section discussed the future residency intentions and retention of temporary migrant workers. This is an emerging area of research, in which Khoo et al’s (2008) study of 457 visa holders indicates that those from less developed countries are more likely to desire permanent residency, which is attributed to employment prospects, higher income, and benefit to their children. This work seeks to build on Khoo et al’s (2008) contribution through examining both primary and secondary 457 visa holders, as well as gathering more in-depth detail in keeping with the qualitative nature of the research.

Ultimately, this chapter highlights that there has been no detailed academic research examining the experiences of primary, but most particularly secondary 457 visa holders in Australia. As such this study seeks to address this matter through a case study analysis of Brazilian temporary migrants within the Australian beef industry. In the following chapter the methodological framework of the study is explored.
Chapter Four: Research Methodology and Design

Focus groups provide access to forms of data that are not easily obtained

(Morgan 1988: 15)

Introduction

Detailed in this chapter are the research methodology, design, and data analysis employed in this study. The beginning section returns to the central research question: How does 457 temporary status and gender shape entry, attachment and retention? Embodied in this chapter is a discussion surrounding the case study approach used in the study, as well as semi-structured interviews and focus groups. Within this section the research design is considered, with participant selection, ethical considerations, translation process, and focus group questions being discussed.

Research Question

The central research question, as outlined in Chapter One, is How does 457 temporary status and gender shape entry, attachment and retention?

After examining relevant literature in Chapter Three, subsidiary questions emerged:

- To what extent do migrant networks influence migration?
- Do migrants obtaining employment have strong or weak network ties before they migrate?
- Are migrant networks gendered and based on occupation amongst married migrants?
- Are migrant networks utilised as a recruitment strategy?
- What are the labour market outcomes and implications for non-English speaking background (NESB) female migrants?
What are the future intentions of 457 visa holders in terms of future residency intentions?

Methodology

A case study approach was used in the study to explore the entry, attachment and retention of both primary and secondary 457 visa holders; enabling ‘how’ and ‘why’ questions to be addressed (Yin 2003: 1). This process-orientated approach is relevant to the study as it enables an in-depth contextual analysis (Bryman & Bell 2007: 63). These 457 visa holders represent a case, that is a group of workers within an organisation that will be used as a unit of analysis (Patton 2002: 447).

In order to undertake this case study approach, including both primary and secondary visa holders, an organisation that employs both types of visa category was required. A report commissioned by the Department of Immigration and Citizenship (DIAC) which was completed in October 2008, the Visa Subclass 457 Integrity Review, noted that ‘Beefcorp’ employed 500 primary and 300 secondary 457 visa holders (Deegan 2008B: 58). This prompted the researcher to seek and gain access to ‘Beefcorp’ as a case study organisation.

Case studies can employ qualitative, quantitative and mixed methods of research (Bryman & Bell 2007: 63; Bell 2005: 10). Qualitative research is useful in obtaining rich data sets of participants’ experiences, motives, and attitudes (Patton 2002: 4; Bryman & Bell 2007: 426). This is attained through descriptive analysis of the noted experiences of participants (Maykut & Morehouse 1994: 2) and differs from quantitative research, in that it is not fundamentally concerned with standardised measures and statistical comparisons (Patton 2002: 14). As such, a qualitative approach is most suited to this study because of the central concern with human behaviour and motivations (Bryman & Bell 2007: 426).

Interviews

Within this qualitative framework two methods were used to gather data: semi-structured interviews and focus groups. Semi-structured interviews as a
methodological tool provide a level of flexibility in terms of being able to adapt and shift the focus of the interview based on the responses of participants. It also enables a natural conversation to emerge within the interview. This was important to the study as the primary focus for the interviews was exploratory in nature, acting as a supplement to the focus groups. The semi-structured interviews also enabled background and contextual information to be obtained.

Two preliminary interviews were undertaken at the beginning stages of the project. Initially a union official of the Australian Manufacturing Workers Union (AMWU) NSW Branch was interviewed about key issues for the AMWU and union movement concerning 457 visas. Central concerns emerging from the discussion surrounded the working conditions and workplace safety of temporary migrant workers.

At this preliminary stage an interview was also undertaken with Mr. Bob Kinnaird, an outspoken immigration and labour market analyst. In this interview the government policy and previous research on 457 visas were discussed, as well as potential areas for future research. Both these interviews provided integral background material and insight into 457 visas in Australia.

The second stage of interviewing was undertaken with three key stakeholders within Rockhampton. This included interviews with the Australasian Meat Industry Employees Union’s (AMIEU) Overseas Guest Workers’ Organiser, a Brazilian minister from a local Christian school, and the site general manager of ‘Beefcorp’ (Rockhampton). The insight and first-hand knowledge gleaned from this research assisted in developing suitable questions for the focus groups.

Another important element within this stage of the research was a site visit to ‘Beefcorp’ prior to focus group discussions. This enabled the researcher to have first hand insight into the working conditions of migrant workers, and an in-depth appreciation of the production process.

These stages of research utilised within the present study, which are advocated by Morgan (1993c, cited in Morgan 1996: 143), were necessary, given the translation process which was employed in the study. It was important that questions addressed
the issues pertaining to the research, as during the focus groups the researcher was unable to understand the full extent of conversation that was being undertaken by participants.

**Focus Groups**

Focus groups formed a central part of this study, and were used to gather data on specific themes: entry, attachment, and retention. This methodological tool enabled valuable data to be obtained, as well as allowing observation of group interaction (Bryman & Bell 2007: 511). Focus groups were also employed to ascertain why respondents migrated, as well as how they felt towards their work and future in Australia (Bryman & Bell 2007: 512). Utilising focus groups also enabled participants to influence the discussion surrounding temporary migration, with important insights being obtained (Morgan 1988: 15-16; Bryman & Bell 2007: 512).

Focus group questions were framed around three key themes identified in the literature: the entry, attachment and retention of temporary migrant workers (for full details of focus group schedule see Appendix B). These questions acted as both prompts and a way of ensuring that there was consistency in the questions asked across groups. This standardised approach is criticised in literature as not aligning with many of the key tenets of qualitative research (Orosz 1994, cited in Morgan 1996: 142); however as mentioned previously, the study utilised exploratory interviews with key stakeholders prior to the focus groups to develop focus group questions antecedently. It also ensured that comparisons could be made between groups in the data analysis stage (Knodel 1993, cited in Morgan 1996: 142-143).

The research design was of particular importance, given the vulnerability of NESB temporary migrants involved in the study. Participants ranged between 18 and 45 years of age. Recruitment of participants was undertaken via indirect means through the Overseas Guest Workers’ Organiser (hereinafter referred to as ‘Union Organiser’) at the AMIEU (Queensland Branch). The invitation, which included a translated participant information statement and consent form, was given to eligible men and women, with participants required to bring their signed consent form to the focus group.
As participants in the study were unable to speak fluent English, discussions were undertaken in Portuguese. The focus groups required simultaneous translation, which established a crucial role for the translator in the research process. The involvement of both non-English speaking participants and translators within the study made observing group dynamics more difficult and the flow of conversation was impaired due to the necessity for translation. In instances where there was participant discussion, the translator could only summarise responses.

Green and Thorogood (2004: 84-85) note that it is important for translators to have an understanding of the study, as it enhances the communication of ideas and concepts. In the study two native Brazilian speakers were selected as translators: one had previously worked in the meat industry and had been in Rockhampton for four years; the other translator was himself a 457 visa holder employed in a local Christian school, and had been a resident of Rockhampton for one and a half years. As well as being bilingual, both translators were also “bicultural”, as they had spent considerable time in both Brazil and Australia, giving them the ability to understand and convey in-depth meanings of both English and Portuguese words and phrases (Green & Thorogood 2004: 84).

Focus groups were advantageous to the study because they were very time efficient (Morgan 1988: 19). As interstate travel was required, focus groups were highly beneficial in maximising participant involvement during the field trip. Furthermore, given the restrictions in availability of translators, using focus groups as the major research tool made simultaneous translation possible.

One important advantage of focus groups is that they provide a safe environment in which individuals can collectively share their experiences. Patton (2002: 389) recognises first hand the “safety in number” effect that focus groups create for vulnerable participants. Similarly, Lichtenstein and Nansel (2000: 120) note that focus groups enable “peer group support and reassurance” or a collective sense making. This has significant implications for vulnerable participants because they are often empowered within a group to express their opinions (Liamputtong 2007: 106). This is pertinent to the study on temporary migrants because in general the
participants were unable to speak English, and their future residency status was determined in part by their employer sponsor as well as proposed government changes to 457 visa policy.

Segmentation of focus groups is a common practice which involves constructing groups with similar characteristics (Morgan 1996: 143). Of particular relevance to this study is gender segmentation. Research indicates that within mixed gender focus groups, men tend to dominate the discussion, with women being more passive (Denscombe 1998: 115; Aries 1976: 43, cited in Stewart & Shamdasani 1990: 43). For these reasons Hayes (2000: 395) argues that it is beneficial in particular circumstances to separate genders so as participants are not “socially constrained”. Similarly Madriz suggests that women may “empower themselves by making sense of their experience of vulnerability and subjugation” (Madriz 2000: 843). In the study, the restriction in availability of translators affected the ability to separate genders, such that only two of the seven focus groups were single gendered. However the benefit of separating genders was particularly evident within the single gendered female focus group, with more in-depth and liberal responses evident. This was particularly important in drawing out their attitudes towards work that they may not have openly discussed in front of their husbands.

As mentioned, the recruitment of participants was undertaken through a Queensland Union Organiser at the AMIEU, so the sample consisted of only union members. This is recognised as a potential weakness within the study, as responses may be skewed, with union members more likely to be antagonistic towards their employer. Further limitations within the study relate to focus groups as a methodological tool. A central limitation that has been identified by Asch (1951) is the potential for group conformity, which recognises that responses/perspectives can converge within focus groups rather than encouraging individual responses. Finally, utilising focus groups as a methodological tool adds pressure to data analysis, as it is difficult to track a respondent throughout the focus group (Bryman & Bell 2007: 525).

Seven focus groups were held over several days, with a total of 20 female and 29 male participants (see Table 4.1). These participants consisted mainly of married couples, with the size of the groups ranging from three to 12 participants. As Table
4.1 indicates, in total five of the seven groups included both men and women, with the remaining two groups consisting of an all male group and an all female group. The duration of each focus group was one hour, and all conversation was recorded and transcribed in detail. Focus group and interview data was analysed by coding and correlating responses to particular questions and themes within the literature.

Table 4.1 Gender Breakdown of Focus Group Participants

<table>
<thead>
<tr>
<th>Focus Group 1</th>
<th>Number of Primaries (Males)</th>
<th>Number of Secondaries (Females)</th>
<th>Total Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>6</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>Focus Group 2</td>
<td>5</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>Focus Group 3</td>
<td>4</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>Focus Group 4</td>
<td>5*</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>Focus Group 5</td>
<td>6</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>Focus Group 6</td>
<td>0</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Focus Group 7</td>
<td>3*</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>29</td>
<td>20</td>
<td>49</td>
</tr>
</tbody>
</table>

* Includes one secondary applicant (child of primary visa holder)

Maintaining the anonymity of participants is of central concern, given that their residency status is contingent on their employer, ‘Beefcorp’. The participants were therefore guaranteed that their responses would remain confidential, with no reference being made to either their name or identity in the study.

**Conclusion**

The research methods used in this study are outlined in this chapter. A case study approach was utilised, including both semi-structured interviews and focus groups. Incorporated within this section are the research design, participant selection, ethical considerations, translation process, and focus group questions. These methods were essential to elicit important information relating to attitudes to migration and related gender status. The following chapter will build upon the contextual framework from Chapter Two and literature content from Chapter Three, utilising the methodological approach established within this section to form a case study analysis of ‘Beefcorp’.
Chapter Five: Primary and Secondary 457 Visa Holders in the Beef Industry: a Case Study

The Australians…if they don’t like something, they can go and look for something else, we can’t
- Secondary 457 visa holder, Focus Group 6

They would not bring us from the other side of the world if we were not important
- Primary 457 visa holder, Focus Group 2

Introduction

There is little academic attention given to the issue of temporary skilled migration in Australia, with only a few researchers seeking to examine this increasingly significant labour force (see Khoo et al 2008; Kinnaird 2006; Toner & Woolley 2008; Bissett & Landau). Indeed debates drawing on qualitative data on 457 visa holders have often been more likely to be undertaken in the pages of the popular press rather than in academic books or journals. This thesis seeks to deepen an understanding of one group of temporary 457 visa workers through the following case study. It also builds on the existing literature presented earlier on the nature of the migrant labour market and broader migrant networks.

This research aspires to answer the central question of how 457 visa status and gender shape entry, attachment, and retention of temporary migrant workers. From the process of literature analysis, this central question is shown to have several integral subsidiary questions. These include the strength of gender and occupational network ties and how these networks are used as a recruitment strategy, as well as labour market segmentation amongst migrant workers, and the future residency aspirations of temporary migrant workers.
Each question will be addressed in this chapter, with a qualitative case study from ‘Beefcorp’ (Rockhampton plant), an Australian owned beef processor that employs both primary and secondary 457 visa holders. Relevant contextual information is also noted in the first section of the chapter, including the background to the Australian meat industry, the major union covering meat workers - the Australasian Meat Industry Employees Union (AMIEU), Rockhampton, and the firm ‘Beefcorp’.

The researcher then proceeds to present research analysing the employment experiences of 457 visa holders and the importance of migrant networks in fostering temporary migration. The study also analyses gendered migrant networks, seeking to analyse inter-relationships between migrant labour markets, occupation and gender. There is also some inquiry into the way firms such as ‘Beefcorp’ utilise such ties in their recruitment strategies. Detailed in the following section is an examination of the attachment of migrant workers to certain segments within the labour market, in particular whether they are in positions characterized by labour intensity and instability, both of which are mostly unattractive to locals. Focus is given to exploring the labour market outcomes of non-English speaking background (NESB) female migrants including their attachment to low-skilled undesirable positions. The final section explores the future residency intentions of temporary migrant workers, seeking to confirm through qualitative methodological techniques that those 457 visa holders from less developed nations are more likely to pursue permanent residency.

The Australian Meat Industry and the Australasian Meat Industry Employees Union

The Australian meat industry has a strong presence of overseas ownership, which can be explained in part by the export focus within the industry (Jerrad 2000: 8). Until the early 1980’s British investors had principal ownership of the Australian meat industry. Following this period, ownership changed, and American and Japanese investors began to dominate the industry. In 2007, a Brazilian company JBS-Friboi, one of the largest meat processing companies in the world, purchased a sizable stake in the Australian meat industry (Clausen & Douglas 2007) so that at present the
international ownership of the Australian meat industry represents a significant shift from the principal British ownership of three decades ago.

The AMIEU is the key union representing meat workers, with 6,586 Queensland members (as of 30th June 2008) and 90 percent coverage achieved in Queensland (AMIEU 2008B; AMIEU (Qld) 1997-98 cited in Jerrad 2000: 8). This union represents the interests of their members, and negotiates enterprise bargaining agreements at a plant level (Union Organiser 2009, interview, 25th June). These agreements include both local labour as well as 457 visa holders, with no differentiation in remuneration and conditions between the two groups.

At the time of the research within ‘Beefcorp’ (Rockhampton) there were approximately 400 migrant workers holding 457 visas. Around 95 percent of the Vietnamese migrant workers and 50 percent of the Brazilian migrant workers are union members (Union Organiser 2009, interview, 25th June). In addition, according to union sources around 60 to 70 percent of domestic meat workers at ‘Beefcorp’ in Rockhampton are union members (Union Organiser 2009, interview, 25th June). The levels of union membership amongst 457 visa holders can be attributed in part to the Union Organiser at the AMIEU Queensland Branch, who is the only union official in Australia dedicated to looking after 457 workers.

**Rockhampton: The Beef Capital of Australia and ‘Beefcorp’: The Biggest Meatworks in Town**

The case study location of Rockhampton is a key region for beef production and known as ‘the beef capital of Australia’ (Rockhampton Tourist & Business Information (RTBi) 2008A). The population of Rockhampton according to the Australian Bureau of Statistics (2009) was estimated to be 63,169 people in 2007, an increase of 1.3 percent since 2002. In December 2008, the total labour force of Rockhampton was 36,287, with a 4.5 percent unemployment rate (Australian Government Department of Education, Employment and Workplace Relations 2008: 44).
Apart from the two major abattoirs in operation, ‘Beefcorp’ and ‘International Meats’, other key industries in the area include: mining, agriculture, fishing, education and tourism (RTBi 2008B). A key reason why migrant workers are required to fill positions within these abattoirs is pay differentiation between the two major industries in the town: the meat and mining industry. Mining attracts labour through offering significantly higher wages and thus attracting local labour, with wages at around $150,000 per annum - approximately three times the rate of the most skilled position within the meatworks (Union Organiser 2009, interview, 25th June).

‘Beefcorp’ is the largest Australian owned beef processor and second largest beef exporter, with six plants operating across Northern Territory, South Australia, and Queensland. Its primary markets are Japan, Korea, the United Kingdom (UK) and the United States of America (USA), with around 80 percent of production going overseas, and the remaining 20 percent sold on the domestic market (Site General Manager ‘Beefcorp’ 2009, interview, 25th June).

‘Beefcorp’ employs around 2,600 people across their six plants, with 2,300 of these employees located in Queensland (Internal company document 2009). With approximately 900 workers at the plant in Rockhampton, ‘Beefcorp’ is a key employer within the community (Site General Manager ‘Beefcorp’ 2009, interview, 25th June). Temporary migrants began to be phased into the Rockhampton plant in 2005. At the time of the study in 2009, the workforce consisted of around 22 percent Vietnamese and 23 percent Brazilian 457 visa holders (Site General Manager ‘Beefcorp’ 2009, interview, 25th June).

Role of Migrant Workers in ‘Beefcorp’

The Australian meat industry, in particular beef processing, is characterised by labour-intensive production (Jerrad 2000:8). In order to meet production demands, high staffing levels are required. Over one-third of the meat industry labour force is employed in Queensland (AMIEU (Qld) 1997-98 cited in Jerrard 2000: 8) and meat process workers are the second largest group of temporary skilled workers (primary 457 visa holders) within this state (see Graph 5.1).
Characteristics of Migrant Labour and Meat Workers’ Work

As indicated earlier there is very little detailed information about 457 visa holders, both in terms of academic and government analysis of working conditions and attitudes to date. This study therefore seeks to explore in some detail the nature of their work and their attitudes to work within the beef industry. The temporary migrants employed at ‘Beefcorp’ occupy both skilled and unskilled positions, including jobs associated with abattoir work. The NESB primary visa holders in the study undertake semi-skilled blue-collar work such as slaughtering, boning, or slicing, and the majority of NESB secondary visa holders in the sample are involved in more unskilled blue-collar labouring positions, including meat packing.

Despite a shift in the focus in recent times towards skilled migrants, employment classifications within the study support Collins’ (1988: 80-86) segmented framework, which asserts that the Australian labour market can be divided into four segments with occupational clustering based on ethnicity and migration status; NESB male...
migrants are concentrated in manufacturing and semi-skilled work, and NESB female migrants are concentrated in low-skilled manufacturing occupations. This is apparent in the study with around 45 percent of employees within ‘Beefcorp’ being NESB temporary migrant workers employed in low and semi-skilled positions (Site General Manager ‘Beefcorp’ 2009, interview, 25\textsuperscript{th} June).

The primary visa holders work in one of three semi-skilled blue-collar categories: slaughtermen, boners, or slicers. Each category involves a position on the ‘disassembly line’, with Ford’s assembly line technique applied to the slaughter process (Inkson 1977). The work environment of these primary workers is cramped and dirty, characterized by the need for worker speed, in a dangerous and repetitious workspace. This disassembly line replaced the “one man, one carcass” system which traditionally involved a meat worker undertaking all components of slaughtering rather than organising work based on a “one man, one cut” approach (Stewart 2002: 192).

A lengthy tour around ‘Beefcorp’ revealed a complex and intense labour process. The slaughtermen are involved in the first stage of the production line on the ‘Kill Floor’. After the cattle are killed, they are hung by one hoof on a mechanical chain which moves continuously and quickly to various stages on the disassembly line (Personal Observation, 25\textsuperscript{th} June 2009). Each carcass is processed at each stage in less than 20 seconds, with this time reduced once the carcass has been sawn in half (Personal Observation, 25\textsuperscript{th} June 2009). Boners and slicers are involved in the second area of production. Working in the Boning Room on carcasses that have been chilled for a period of 24 hours, these workers are involved in cutting and trimming the meat into specified cuts. Again the boners and slicers are required to keep pace with the speed of the line. A site visit to ‘Beefcorp’ revealed that the production line within the Boning Room was split into three separate lines of identical function. These production lines appeared to be segregated based on ethnicity, with focus group responses indicating that this was due to Brazilians being able to work faster than Australian and Vietnamese workers.

Respondents indicated that this production line was dissimilar to meat processing in Brazil, with the enhanced technologies in Australia making work significantly faster.
and more repetitive. For example more sophisticated technologies prompted one primary worker to state, “It’s too fast and too repetitive you know and… it’s very stressful” (Primary, Focus Group 3). This response was similarly echoed throughout other focus group responses.

Also of importance amongst primary respondents was the danger they associated with their working conditions. Some reported the heavy nature of work as being dangerous: “It is [dangerous] because …it’s quite heavy” (Primary, Focus Group 1). Others focused on the equipment involved in the production process. For instance, one stated: “We work with very sharp knives, and that’s very dangerous, always a chance of making a mistake and hurting yourself” (Primary, Focus Group 3). In addition to these conditions stated by primary respondents, danger was clearly obvious to the researcher on a site visit. Whilst walking to the various stages on the disassembly line on the Kill Floor a bell sounded, and seconds later discarded condemned carcasses came flying along a chain in the walkway where work was being observed. The researcher moved just in time, preventing being hit by a huge three hundred kilogram carcass (Personal Observation, 25th June 2009).

As mentioned, Collins indicates that NESB migrant women are grouped in low-skilled blue-collar employment. Further Australian based research has supported this attachment to particular low-skilled undesirable work, noting that NESB migrant women experience the worst pay and conditions within the Australian labour market (Fincher et al 1994: 84; Martin 1984 cited in Holmes et al 2003: 176; Collins 1988: 186). In addition, migrant women were found to be more willing to take any available employment, thus “many employers see these migrant women as…. available for menial, boring and unhealthy jobs” (Nord 1983 cited in Collins 1988: 180). In the study further support is given to this argument, as it was evident that the work undertaken by the NESB secondary visa holders was primarily low-skilled manual labouring in the packing area. Conditions were also described in many accounts as undesirable, characterised as heavy, fast, prone to injury, and being difficult to manage the long hours (particularly for those with children).

For example a key issue identified by many secondary visa holders in the study was the heavy nature of work in the packing area of the meatworks. The women’s role as
packers involves lifting both 15 kilogram cuts of meat from a conveyor belt as well as boxes of meat up to 30 kilograms in weight throughout their daily shifts. There were many accounts in the focus groups where this type of work was described as extremely hard. In contrast to male workers, most female respondents had no prior employment in the meat industry, having worked previously in other industries in Brazil.

The requirement for high speed of production was also noted amongst secondary visa holders both on the Kill Floor, Boning Room, and packing areas. One primary respondent reported that his wife worked in the Boning Room, with a temperature of eight degrees, “…it was cold but she was sweating a lot because they have to work fast…they don’t have a choice” (Focus Group 2). Another secondary respondent expressed strong hatred for her position as a packer, referring to the conveyor belt: “It’s a curse, the conveyor belt it’s a curse you know, it’s so bad you know, it is very bad” (Secondary, Focus Group 6). Such responses were repeated by other female participants, with many reporting that they struggled with and detested the speed of the production line.

There were also many reports of exposure to risks and injuries within their workplace. Following injuries few respondents reported being relocated to other areas, whilst the majority persevered in their current job and still others were forced to quit work. Respondents also reported that there was resistance to assist workers to seek medical attention in the event of injury.

There was fear amongst respondents that becoming injured would translate to losing their jobs and perhaps even their visa status, thus they often neglected to report injuries. For instance, a secondary respondent stated, “Everybody goes to bed today asking God to know that they don’t get sick, because if they get sick that’s it” (Focus Group 1). This fear was similarly noted by other secondary workers, “I am afraid myself, I can’t even go to the [company] doctor because if I go to the [company] doctor they may say to me you’re no good anymore, you have to go back to Brazil” (Focus Group 1). This aversion to seek assistance amongst female temporary migrant workers, further sustains their position within low-skilled, notoriously dangerous, positions in the labour market.
Balancing family and home duties with work was also a noted problem amongst secondary visa holders in the study. This finding is supportive of the “competing demands” faced by female migrants in relation to their role as workers, homemakers, and mothers (Collins 1988: 181-182). In the study, the long hours, as a consequence of no part-time work opportunities, made it difficult for the secondary visa holders to manage both domains. This was clearly evident from a response from a secondary migrant worker in Focus Group Four, who stated that:

“As a woman its very hard, first of all because the working hours are too long…being a woman, you’re not only a woman, you are a mother, and you are a house keeper and…women don’t have much time to look after their kids, to go and pick their kids up at school and look after the kids better, because the time they go to work in the morning is six o’clock and the time they leave is six in the afternoon…. the long day is worse, because the job is hard, but after a while you learn the job, you can deal with it, but the long days is something you can never deal with. If you start the week on the Monday then you have a nine and a half [hour shift] and you know you’ve got another four days ahead, so that’s stressful because the job is not the problem. Its hard only at the beginning, when you learn you can do the job, but the long days are something you can not deal with” (Secondary, Focus Group 4).

Contributing Factors Towards Migrant Relocation

Most research seeking to explain why migrants relocate is centred on an economic analysis, with the implicit assumption that international migration is caused by differences in demand and supply of labour amongst nation states (Todaro & Maruszko 1987, cited in Massey et al 1998: 18). This neoliberal approach acknowledges that differences in wages are the central motivation for relocation. As such when wage equilibrium is achieved international migration will cease.

Massey and Espinoza (1997), however, argue that migrant networks play an integral role in influencing a self-perpetuating cycle of migration. Similarly, cumulative causation theory recognises that migration affects the social context of the new location, which in turn makes future migration from the nation of origin more probable (Massey et al 1998: 45-46). The findings from this sample of 457 visa
holders supports this view, reporting that whilst economic incentives were important, migrant networks as well as social and familial relationships, were crucial to relocation from Brazil to Australia.

The nature of 457 visa policy is such that migration is based on a specified set of skills, thus primary visa holders in the study shared a common industry background—the meat industry. A finding from the study indicates that there are strong economic incentives to relocate. For example, in response to why they chose to come to Australia, one primary 457 worker reflected the response of many by stating that wages were an important incentive to work in Australia (Focus Group 3). However, others responded more generally about their lifestyle preferences, influenced by financial incentives to relocate, typified by the comment of a primary migrant worker: “…and the reason, the real reason… was to upgrade his life, better life, lifestyle” (Primary, Focus Group 4).

In addition to these financial incentives, it is significant that every male primary visa holder in the study reported that they knew someone involved with the meat industry or ‘Beefcorp’ prior to migrating to Australia. This finding builds upon Waldinger and Lichter’s (2003: 220) research, which highlights the importance of migrants utilising networks to attain work. In the present study, the network connections were either associated with the initial group formed by Brazilian migrants in Ireland or with other migrant workers already relocated to Rockhampton. Word-of-mouth communication and/or familial connections were noted amongst several respondents as being the key source of information regarding job opportunities. One primary worker said, “…after the first group of people come, and then they contact us and yes… that’s how I got here” (Focus Group 1). This response is similarly echoed throughout other focus group responses, “He had a couple of friends…who did come in 2005, and then he came in 2006” (Primary, Focus Group 7).

**Migrant Network Characteristics**

There were two key associations in regards to the network connections which aided in attaining employment at ‘Beefcorp’: meat worker colleagues/family within Brazil and Ireland. There were strong geographic and occupational links amongst the migrant workers, with respondents reporting that they originated or had worked in one of three
neighbouring states in Brazil: Sao Paulo, Minas Gerais and Mato Grosso. These networks, formed at an industry level, were crucial in influencing the decision of these 457 Brazilian meat workers to migrate.

Each of the three Brazilian neighbouring states has significant beef industry operations, and the primary migrant workers stressed that it was common to move between states to gain employment. One such example of mobility from the sample within the meat industry was a primary worker who: “…worked in 14 different meatworks, with this one [‘Beefcorp’] that’s the 15th...Australia, is the only different country” (Primary, Focus Group 7).

In addition to domestic industry connections in Brazil, there was also evidence of migrant network connections to meat workers employed overseas in Ireland, as evidenced by respondents from three different focus groups:

- “We came here to a friend of ours, they were working in Ireland at the time…we have a friend, this friend, he was working in Ireland and this company here, the main company (‘Beefcorp’) here got in touch with him over there in Ireland and asked him if he knew anyone and he started to organise some people and then to agency, and that’s how everything started” (Primary, Focus Group 1).

- “Yeah a friend of ours was living in Ireland and he got in touch with a cousin of mine and told him about it…and my cousin was the one who formed this group, the thirty people group…we were introduced to Armando’s (a 457 visa holder) brother, Victor…and Armando’s brother was the one who started to organise the whole thing, and you know since we’re here...” (Primary, Focus Group 2).

- “He had a few friends who were working in Ireland and told him they were looking for workers to come to Australia…And they offered him a job to come to Australia and he accepted…The same reason as another here, he was looking to go to Ireland as well, but it didn’t work, and then he got the opportunity to come to Australia and he took it” (Primary, Focus Group 7).

These comments from the respondents indicate that several 457 visa holders had heard about the opportunity to come and work in Australia through colleagues, friends, and family working in Ireland.
Strength of Network Connections

This study seeks to build upon Granovetter’s (1973) foundational research on the nature of ties in attaining information about a new employment opportunity, and the subsequent work of others in exploring the link between migration and role of networks (Davis et al 2002; Waldinger and Lichter 2003; Boyd 1989; Wilson 1998 cited in Davis and Winters 2001: 4). From the focus group data collected, 457 migrant workers were found to have strong associations with friends/family sharing the same occupational background, thus giving support to Davis et al’s (2002) argument that the stronger the tie between the individual in the home country and migrant in the new context, the stronger the influence and likelihood of future migration from the home country.

In responding to questions about how employment was attained (see Focus Group Schedule Appendix B), there were very similar responses throughout all the focus groups, with male 457 visa workers repeatedly reporting that friends and relatives were important. This closeness and strength amongst network connections was noted in the response of a primary participant, who referred to his network connection as “black brother” despite not being related (Focus Group 4). Further contributing to the strength of network ties were the occupational and industry networks within Brazil: “In Brazil it (meat worker community) was even stronger we believe, and everyone agrees, it was much stronger there” (Primary, Focus Group 5).

Gendered Migrant Networks

While there were notably strong ties between primary 457 visa holders and their industry/occupation, for secondary 457 visa holders, marital status was more important, with very few women working in the meat industry in Brazil. In this sample there was a clear gender divide between the types of network connections. This was particularly noted within the female only focus group, in which all three participants nodded their heads to signify a ‘no’ response when asked the question “Did they know anyone else prior to coming, like networks or other people that were here?” (Focus Group 6). Following this, one secondary worker stated: “No, No-one did know anyone before they come” and “We don’t know anybody” (Focus Group 6). This finding builds upon Curran and Rivero-Fuentes’ (2003) study of single young adult migrants, in that it was similarly found that male migrants relied on male
migrant networks, with the male meat workers in the present study reliant upon male gendered occupational networks to attain visa status and subsequent employment in Australia. Similarly to Cerrutti and Massey’s (2001) study which reports that wives are more likely to follow their husbands in the process of migration, the partners of these primary migrants came as ‘tied-movers’ in so much as they had no pre-existing connections to 457 workers who had previously migrated. Thus, for secondary workers there was a reliance on the male’s occupational network connections to migrate and find employment within Australia. This difference represents significant variation between secondary and primary visa holders and their relationship to work opportunities and more generally their job satisfaction.

Migrant Networks – Recruitment Strategy

To meet labour shortages, employee migrant networks were used as a significant recruitment strategy within ‘Beefcorp’. Such “network hiring” strategy, as put forward by Waldinger and Lichter (2003: 220-221), considers the use of migrant workers’ social networks in attaining future labour requirements. This strategy is also supportive of the cumulative causation literature, which argues that initial migration influences social context and future migration to the area (Massey et al 1998: 45-46).

The initial link ‘Beefcorp’ formed with the Brazilian meat workers was attained through the Chief Executive Officer (CEO) of ‘Beefcorp’ travelling to Ireland to explore how temporary migrant workers were utilised by abattoirs overseas:

“...the CEO had been to Ireland and he had seen those people, mainly Brazilians working in Ireland, and the good work ethic…” (Site General Manager ‘Beefcorp’ 2009, interview, 25th June).

The second stage involved the CEO travelling to Brazil to undertake further research concerning culture and customs. Following this stage ‘Beefcorp’ recruited a group of 24 Brazilian men on primary 457 visas to work at the Rockhampton plant (Site General Manager ‘Beefcorp’ 2009, interview, 25th June).

Employee networks were utilised in subsequent group intakes of Brazilian workers. One primary respondent indicated that ‘Beefcorp’ phoned meat workers in Brazil to inform them of the opportunity to come to Australia (Focus Group 1). Thus, the company relied on the networks and contacts of its initial temporary migrant
workforce. In addition, the social networks of a primary 457 visa holder (who worked as a meat worker for another company in Australia) were capitalized on by ‘Beefcorp’. One worker stated:

“He was working in a small meat factory, a lamb meat factory and the conditions weren’t good, the salary wasn’t good, and the work conditions weren’t good either. The lifestyle was very hard because they have to travel 50 kms everyday to go to work and 50 kms to come back from work and was cold as well. Very different than where they come from and… what happened after a while they were very unhappy and one of his mates had met someone in Brisbane who had heard about ‘Beefcorp’ and his mate first asked himself, asked for a job only for himself and then ‘Beefcorp’ returned to him and said “no we couldn’t hire only you but if you had a group it would be easier and we could think about it.” And then his mate formed a group with him, and other ones…another 13 [from their current employer in Victoria]….They did a test and everything in Naracoote, and then everything alright, they applied for sponsorship and then he went back to Brazil on holidays, when he come back he came back straight away to ‘Beefcorp”’ (Focus Group 4).

These responses highlight how, ‘Beefcorp’ utilised industry connections and “network hiring” strategies to attract Brazilian migrants both in their initial stages of attaining temporary migrant labour and in subsequent group intakes (Waldinger and Lichter 2003: 220-221).

Migrant Attachment to Labour Markets

Research surrounding the attachment of migrants to particular labour markets can be divided into two broad approaches: HCT and LMST. Whilst HCT is pervasive, LMST is more relevant to the present study, explaining the unstable nature of labour-intensive work and the presence of migrants in low paid jobs.

Dependence on Migrant Labour

Piore’s (1979) contribution is of particular importance to the present study, with economic dualism noted between capital and labour. For example, Piore (1979: 35-36) argues that there is an opening for migrant workers within the secondary sector, because it is difficult to attract local labour to such positions. This argument is
supported in the study of Brazilian migrants in the Australian meat industry, as this industry is highly labour intensive (Jerrad 2000:8).

In line with Piore’s (1979) framework, ‘Beefcorp’ had problems in attracting local workers to the meatworks, thus temporary migrant workers were sought as an alternative. As the Site General Manager lamented:

“Without migrants we can’t sustain… they (locals) all want to go to University, they all want to be doctor or bank manager, or something, they don’t want to be [a meat worker], it’s not their job anymore maybe” (Site General Manager ‘Beefcorp’ 2009, interview, 25th June).

This notion of dependence on migrant labour to undertake the physically hard, and undesirable jobs is further supported by the Union Organiser (2009, interview, 25th June), who indicated that retention amongst local workers is poor, with locals “looking for better jobs” particularly in positions offering better remuneration such as mining.

In addition, focus group respondents also reported ‘Beefcorp’s’ dependence and reliance on their productive capacity:

- “…when we first got here, the owner came to us and said if we wasn’t for us here you know then in two weeks time they probably close the doors because there was no-one to do the work…when we came, they used to kill 600 cows or cattle but today, they kill…1,700” (Primary, Focus Group 1).
- “I believe if we would leave, then I think they would close the doors…we’re the heart, the lungs, legs and arms…” (Primary, Focus Group 2).
- “Even the management recognise this, and they say when we came over, the job you know, they have improved the profits and the production as well” (Secondary, Focus Group 3).

**Attachment of Female Migrants to Labour Market**

In contrast, female migrants in the study stated that they had very few options when seeking to obtain employment in Rockhampton. The meatworks was repeatedly reported as the only place of employment available to them, “Because we all need [work] what choice do we have? …we don’t have a choice.” (Secondary, Focus Group 1). This lack of choice contrasts with the position of local women who are not
‘stuck’ in their position within the meatworks but could choose from other employment available in the local area: “The Australians…if they don’t like something, they can go and look for something else, we can’t” (Secondary, Focus Group 6).

It was also established that secondary migrant workers were largely working for financial necessity or to maintain their lifestyle: “Here you don’t work, you don’t eat…and they still have to pay all the bills… so, can’t afford to get sick or something” (Secondary, Focus Group 2). These findings are similarly represented in two Australian studies conducted in 1975 and 1976 (cited in Collins 1988: 179-186), with migrant women found to be working largely to contribute to household income.

Indeed a further aspect of the study highlighted the desire of many females to stay in their present job in order to secure their children’s future. Those secondary visa holders with children sought to provide the best possible upbringing for their family and this meant remaining in their job despite their dislike of it. This was clearly evident in one the focus group discussion with a secondary visa holder. As the translator stated:

“…she would love to see the younger girls, who don’t go to work, who go to school, learn everything they can and get better jobs, and shop and whatever just like you know to get the better life… they do everything they can to improve their kids life, because they don’t wanna see their kids working harder, so her kid who’s working on the meat industry, she didn’t want him to work, but he opt to work, but she said “nup you gonna work, but you gonna study, that’s your priority, you’re gonna study first”. And because they work very hard, they can pay for their kids to go to the private school, so they do everything they can to improve their kids life, that’s their priority now…that’s the reason she works hard, because she would never be able to give these conditions without working, would never be able to support the kids without work” (Secondary, Focus Group 7).

Another factor that is widely noted amongst secondary migrant workers in the study is their attachment to their current job in the meatworks due to language barriers restricting alternative options. Secondary migrant workers report they are restricted
in their job opportunities, being often too tired or unable to afford to attend English lessons:

“I haven’t studied the two years I’ve been here because working in the day and studying at night is very hard…I studied three months last year but at the time it’s very hard, it’s very stressful…and I found it was very expensive… the women never had any English lessons, the men had some in the beginning, but not the women, they never had any lessons provided” (Secondary, Focus Group 6).

The provision of English lessons by the company to primary visa holders and the lack of provision to secondary migrant workers is the key difference, resulting in a stalemate situation amongst many of the women.

In policy terms, secondary 457 visa holders have unrestricted working rights. However, given that the Brazilian migrants in the study do not speak English proficiently, their employment options are limited. These observations support both Collins’ (1988) labour market segmentation construct, and Fincher et al’s (1994: 87) view that amongst NESB migrant women in Australia “upward occupational mobility has not been found to occur”.

**Future Residency Intentions and Retention of Temporary Migrant Workers**

Khoo et al’s (2008) research on the residency intentions of temporary migrant workers within the Australian context offers a foundation for understanding the differing characteristics and subsequent intentions of 457 visa holders. Their research explores factors and reasons why temporary migrants choose to pursue permanent residency (Khoo et al 2008: 193) and indicates that those from less developed nations are more likely to desire permanent residency (Khoo et al 2008: 206). This study seeks to build upon Khoo’s quantitative survey-based research through implementing a qualitative focus, including detailed responses from both primary and secondary 457 visa holders, exploring the three key areas of family background, initial intentions when migrating to Australia and future residency intentions.

**Family Background**

Rather than generalising about migrant workers’ socio-economic background through knowledge of their country of origin, this research seeks to add depth to Khoo et al’s
(2008) findings by identifying family background through establishing both parental occupation and work history.

A significant proportion of participants in the study reported that one or both of their parents had passed away and they had had to commence work at a young age to help support their family. Within the six focus groups involving primary visa holders every male participant indicated that they had either come from a poor family and had had to start work at an early age to help with family budgets, or that they had received minimum education, and that working in the meatworks was the best employment option available (Primary Focus Group Discussions, 1, 2, 3, 4, 5, 7).

Amongst both primary and secondary visa holders, there is a strong family background of participants’ mothers staying at home and those that had fathers working on farms. In addition, there is a strong association with the meat industry and/or farming amongst both parents and relatives, for example, “He didn’t have many options, and his sister was doing work on the meat industry, and his family pushed him to start on the meat industry as well” (Primary, Focus Group 4).

**Initial and Future Residency Intentions**
Within Khoo et al’s study (2008: 110-111) initial intentions for permanent residency at the outset of migration were explored. Results indicate that those with the initial intention to pursue permanent migration and those who where unsure about their future residency intentions were more likely to pursue permanent residency than those who recorded a preference to return to their country of origin at the outset. Initial intentions amongst respondents in the present study were mixed, with a greater number of respondents indicating their intention to return to their home country. These sentiments applied to both secondary and primary visa holders. One respondent related that “When the first Brazilians 457s came to Australia they were just thinking about working here, save all the money they could and go back” (Primary, Focus Group 4). Another wished to save money and return to buy a house back in Brazil (Secondary, Focus Group 6). However many others related that “We came here with the same intention, I believe every single one of us we have a dream to come here and have a better life and the desire was to come and stay” (Primary, Focus Group 1).
As this case indicates, there were initially mixed intentions in regards to pursuing permanent residency, with both strong desires to return to Brazil and intentions to remain in Australia reported amongst respondents. In relation to future residency intentions, the present study gives evidence to support Khoo et al’s (2008) findings, with the majority of Brazilian temporary migrants, generally from a low socio-economic background, reporting a desire to stay in Australia permanently. In addressing the question as to why these temporary migrants seek permanent residency, Khoo et al (2008: 212) suggest that temporary migrant workers from less developed countries migrate primarily for employment prospects, higher income, and potential benefit to their children. As in this case of meat workers, there are common findings in relation to improving the opportunities for their children, with two other reasons not included in Khoo et al’s (2008) findings: improved lifestyle, and fear that their employment and/or visa status could be withdrawn.

There are clear aspirations amongst respondents to stay in Australia to improve their lifestyle. Respondents referred to Australia as a “very good country” (Primary, Focus Group 3) and stated that there is “safety and security” here which Brazil lacks (Secondary, Focus Group 4). In addition, there is consensus amongst parents in the study, who intend to stay in Australia. This is mostly based on promoting the interests and improving the lives of their children, particularly in relation to their education. Reinforcing this consensus are the comments of three respondents who all report positive sentiments amongst their children in relation to staying in Australia. For example, “My children for instance they don’t wanna go back to Brazil, they want to live here, they want to go there visit and come back” (Secondary, Focus Group 3).

Fear of having their job/visa status withdrawn was also strongly evident amongst respondents as a reason for desiring permanent residency. Overall, the 457 visa holders in the study felt pressured, with their temporary migration status leaving them uncertain of their future in Australia. This sentiment is typified by the translated comments of a primary visa holder:

“…you can plan your life with the cards you have in your hand, so the cards he has in his hands is saying he has four years to stay in Australia, so he cannot make a future plans after that fours years. So if they had, if all them they had the permanent residency, he would say well, I can make plans for ten years, I can
make plans for 15 years – they would know what to do, but like they cannot like do everything they can because they cannot plan, so they all believe if they had the permanent resident they would all like take a lot of pressures under their back and be much happier” (Primary, Focus Group 7).

Khoo et al’s (2008: 204) study of 457 visa holders reports that, “there was no difference between male and female migrants in their residency intention”. However, as previously acknowledged, their study did not include responses of secondary visa holders. The present study, however, involves both primary and secondary visa holders with variation noted in responses surrounding the issue of permanent residency amongst female secondary migrant workers.

Discussions of permanent residency intentions were largely dominated by the primary male respondents. In one mixed focus group of three males and two females, respondents were asked whether they intended to remain in Australia. The majority of participants responded non-verbally, nodding their heads in agreement. However hesitation was observed in the body language of one secondary visa holder. Whilst the rest of the focus group responded through nodding their heads in agreement, this secondary visa holder disagreed non-verbally indicating she wished to return to Brazil. Upon further questioning she appeared reluctant to express her opinion. Subtle observations such as these may suggest that some secondary visa holders may have withheld their true feelings about future residency for fear of disagreeing with their partners who had initiated the move.

For example within the single gender focus group, consisting of three females, the only respondent in the group with children said she wished to stay here, whilst the other two reported that they wanted to return to Brazil:

- “I like the experience that I have here in Australia, and I think was valid, was good, but I don’t have the dream to stay here forever, at some stage in my life I wanna go back to my home country” (Secondary, Focus Group 6).
- “I like here very much too, you know, it’s a beautiful country, a good country, but…at some stage I wanna go too, save some money do some stuff in Brazil and go back to my home country” (Secondary, Focus Group 6).
Therefore in assessing the seven focus groups, it is noted that the majority of those who came to Australia as skilled temporary migrants (primary visa holders) have a preference to stay in Australia, whilst amongst the ‘tied movers’ (secondary visa holders) there was variation: some expressed their intention to stay whilst others, particularly those without children, reported their desire to return to their country of origin. These results, particularly in relation to differences amongst male and female participants, offer interesting insights into the gendered experiences of primary and secondary visa workers in the beef industry case.

**Conclusion**

This chapter presented important qualitative evidence into a section of the labour market that is often overlooked in academic books and journals. Drawing on important academic debates, this thesis has developed a deeper understanding of the experiences and intentions of 457 visa holders within the Australian beef industry. Specifically, this thesis has explored how gender and migration status shape migrant entry into specific labour markets, as well as the attachment of migrants to particular jobs, and the future intentions of migrants to seek permanent residency.

The first section explored the reasons behind why migrants enter particular nations and labour markets. Due to the domestic and international industry connections noted amongst respondents, particularly primary visa holders, the majority were found to be strong rather than weak connections. This finding addresses the question as to whether migrants obtaining employment utilise strong or weak network ties, and builds upon the research of Davis et al (2002), which asserts that the stronger the tie between people in the country of origin and migrants in the host country, the stronger the influence and likelihood of future migration.

Also considered in this study was the gender aspect of migrant networks, which stems from Curran and Rivero-Fuentes’ (2003) study of single young adult migrants. In their study male migrants were found to rely on male migrant networks, whilst female migrants relied on female migrant networks. Results from the present study partially support and build on Curran and Rivero-Fuentes’ (2003) work, with primary visa holders found to rely on male occupational networks and secondary visa holders
reporting no previous connections to the industry prior to migrating. The reliance of this group of females on their husbands’ occupational networks is supportive of Cerrutti and Massey’s (2001) findings, which report that wives are much more likely to follow their husbands rather than initiate migration. Thus the evidence within the sample showed that the occupational networks of the males were a major driving force behind migration, with secondary visa holder wives being reliant on their husbands’ occupational networks.

Migrant networks were further explored in the study through examining whether they are used as a recruitment strategy by ‘Beefcorp’. This inquiry originates from “network hiring” considered by Waldinger and Lichter (2003: 220-221), in which future migrant workers are obtained through migrant workers’ social networks. Findings in the present study found that ‘Beefcorp’ utilised social networks in initially obtaining temporary migrant workers as well as in subsequent intakes.

Migrant attachment to certain labour markets was also examined. The study built on Piore’s (1979) “economic dualism” framework, which suggested that employment in the capital sector is stable, whilst employment in the secondary labour market is characterized by labour intensity and instability. This instability as well as poor wages and conditions, discourages the employment of the local population and thus creating dependency on migrant labour. Furthermore in the present study, local male and female workers rather than being attracted to meatworks, have opportunities in more lucrative employment, such as the mining industry. Particular focus was given to understanding the labour market outcomes and implications for the secondary visa holders, with positions described as undesirable in many accounts due to: the heavy nature of the work, the intense speed of production and the risks and injuries sustained at work. These findings add depth and support to the literature, which highlights the attachment of NESB migrant women to low-skilled undesirable positions, with the worst pay and conditions in the Australian labour market (Fincher et al 1994: 84; Martin 1984 cited in Holmes et al 2003: 176; Collins 1988: 186).

Future residency intentions of temporary migrant workers were also explored in the study. Khoo et al’s (2008) exploration of 457 visa holders indicates that those more likely to pursue permanent residency are workers originating from less developed
nations. In addition, reasons for desiring permanent residency were also examined, with responses primarily centred around employment prospects, higher income, and the potential benefit to their children (Khoo et al. 2008: 212). Results from the present study qualitatively support Khoo et al.’s (2008) findings, with temporary migrants from less developed nations largely desiring permanent residency. This study also offered partial confirmation of Khoo’s (2008) study in regard to reasons for desiring permanent residency, with potential benefit to their children common to both studies. Variation of results was noted in that findings also reported that improved lifestyle and fear of losing their job and/or visa status were common amongst respondents. The study also contributed to this area of research by adding a gender dimension through disaggregating the primary and secondary migrant workers’ responses. Although respondents largely desired permanent residency, primary visa holders dominated these responses; some secondary visa holders, however, indicated a preference to return to Brazil.

The following chapter offers a summary of contributions, highlighting the importance of this temporary migrant workforce to the beef industry. It also examines limitations of the study, areas for future research, as well as offering policy recommendations.
Chapter Six: Conclusion

*Immigration is… fundamentally a labour problem.*

- Samuel Gompers

(Gompers 1925: 157, cited in McGovern 2007: 218)

**Introduction**

Migration is a phenomenon that has attracted widespread academic attention. However, the focus of much research has often been restricted to permanent, rather than temporary migration. Further, most of the discussions around temporary 457 visa workers have been conducted within the popular press with limited qualitative research into the lived experiences of temporary workers (Khoo et al 2008: 194; Hugo 2006A: 110). Given the paucity of research, this thesis has added both to the theoretical discussions around temporary workers, as well as looking at a group of workers seldom analysed.

**Summary of Contributions**

The foregoing thesis has recognised that Australia is characterised by ethnic diversity, with various waves of migration throughout Australian history incrementally contributing to the varied composition of the population. From the 1970’s onwards, Australia experienced skills shortages, which fostered the shift towards skilled migration as the focus of immigration policy. Indeed, skilled migration has remained a crucial feature of Australia’s immigration policy, with two central categories: permanent and temporary streams. Of relevance to the present study is the 457 visa policy introduced in 1996.

For the previous ten years, this visa category has formed a crucial element of Australia’s temporary migration framework. Despite this, discussions of 457 workers have remained predominantly informed by the popular press, specifically centred on controversial issues such as underpayment, work-related deaths, and dismissal due to union membership. In order to increase understanding of this group of workers, this...
thesis provides a more rigorous qualitative analysis of 457 primary and secondary visa holders. Three key themes were addressed in the literature including the entry and location of 457 visa workers working in the beef industry, the attachment of these workers to particular labour markets, and the retention and future aspirations of these workers with respect to permanent residency status.

The thesis has also sought to contribute to existing literature by analysing the impact of migration status and gender on the entry, attachment and retention of temporary migrant workers. An economic analysis dominates current research, as it relates to the migrants’ entry into a host country. This neoliberal approach asserts that differing wage rates between nations are central to international migration. Findings indicated that primary visa holders relied on strong network ties in obtaining employment in Rockhampton, as well as utilisation by ‘Beefcorp’ of migrant networks in attaining initial and future intakes of temporary migrant workers. These findings are supportive of Davis et al’s (2002) research which highlights that the stronger the relational/familial migrant tie is, the greater the influence and likelihood of future migration from the home country will be, as well as the ‘network hiring’ strategy identified by Waldinger and Lichter (2003: 220-221).

The study applied gendered notions of migrant networks, particularly examining migrant couples. In doing so it aimed to build upon both Curran and Rivero-Fuentes’ (2003) research on gendered migrant networks amongst single young adult migrants migrating from Mexico to the United States of America (USA), as well as Cerrutti and Massey’s (2001) study of married couples migrating from Mexico to the USA. In the present study the nature of migrant networks amongst primary and secondary visa holder couples differed. Similarly to the results of Curran and Rivero-Fuentes’ (2003) study, males relied on male migrant networks, which in the case of the Australian beef industry study were occupational in nature. The secondary visa holders, however, relied on the male migrant networks – rather than female migrant networks as found in Curran and Rivero-Fuentes’ (2003) study. Thus there was support in the findings for Cerrutti and Massey’s (2001) study, in that the wives of the male meat workers followed their husbands and relied on their occupational ties.
In this thesis, network ties were dominated by the occupational networks of primary visa holders. Of the 20 females in the study, none reported having network connections or knowing anyone working at ‘Beefcorp’ prior to relocating from Brazil to Australia. Thus, their marital status played a key role in their migration with secondary visa holders relying on their husbands’ networks to secure and maintain their migration status.

The attachment of migrants to certain labour markets also formed an important theoretical context for this thesis. Building upon labour market segmentation theory and in support of Collins’ (1988) framework, the study reported that non-English speaking background (NESB) male participants were located in semi-skilled blue-collar positions, while NESB female participants worked in low-skilled blue-collar labouring positions. NESB migrant women in the study also reported that their jobs were undesirable, being characterised as: heavy, intense, prone to injury, and having difficult-to-manage hours given the competing home demands of children. These findings add depth and support to the literature, which highlights the attachment of NESB migrant women to low-skilled undesirable positions, with the worst pay and conditions in the Australian labour market (Fincher et al 1994: 84; Martin 1984 cited in Holmes et al 2003: 176; Collins 1988: 186).

This thesis also explored the future residency intentions of temporary migrant workers, building upon Khoo et al’s (2008: 212) finding that 457 visa holders from less developed nations were more likely to pursue permanent residency. Results from the study qualitatively support Khoo et al’s (2008) finding with participants from a developing country (Brazil) largely desiring to stay in Australia. Findings from the study also partially confirm Khoo’s (2008) findings in terms of reasons attributed to wanting to stay in Australia, with both studies highlighting a common factor: the potential benefit to their children. Improved lifestyle and fear of losing their job/visa status were other factors common amongst respondents in the study. In addition, analysis of gender differences between primary and secondary visa holders was also undertaken. Findings reported some hesitation amongst secondary migrant workers, particularly those without children, indicating their preference to return to their country of origin.
Limitations of the Study

As with all research, this study has various limitations. This thesis recognises the potential bias in the focus group sample given that all participants within the focus groups were sources through their membership of the Australasian Meat Industry Employees Union (AMIEU). This was due to an inability to access 457 visa holders through ‘Beefcorp’ management. As such it is impossible to know if the views of this sample were a ‘true’ representative or generalisable sample of other 457 visa workers at ‘Beefcorp’.

Similarly, it is acknowledged that the use of focus groups as a methodological tool may have hindered individual responses and created a higher level of conformity amongst responses, particular in relation to gender conformity (Asch 1951). While there were some attempts to overcome this limitation through a single sex focus group, time, space and practical translational limitations made gender segregation difficult to organise. Most importantly, using a translator made it extremely difficult to identify and link responses to individual participants (Bryman & Bell 2007: 525). As such it was more difficult to follow up spontaneous comments made throughout the focus group sessions and to disaggregate and analyse potential differences within the group.

Finally, whilst skilled temporary migration policies similar to Australia’s 457 visa exist in other nations such as in the USA and the United Kingdom (UK), findings from this research should be viewed as exploratory and should not be extrapolated to the experiences of temporary workers in other occupations in Australia or temporary migrants employed overseas.

Suggestions for Further Research

The central question explored in this thesis examined how temporary migration status and gender shaped the entry, attachment, and retention of temporary migrant workers. To validate this research and broaden applicability, further research could be undertaken amongst both primary and secondary 457 visa holders both in the meat industry as well as other industries. This may generate more nuanced analyses as, arguably, more highly skilled workers could negotiate and bargain for better
conditions, or alternatively seek out other potential employers who demand their skills. They also may be less interested in staying due to a greater degree of occupational mobility.

In particular, it would be interesting to ascertain whether similar experiences to the findings in this study are evident among female NESB secondary migrants with partners in other, perhaps more highly skilled, industries, such as IT or nursing. Through incorporating various industries and occupations this could foster greater understanding of potential differences in the financial necessity of secondary visa holders to work in order to sustain expectations around lifestyle.

This broader scope could be validated through a mixed methods approach, using for example a survey available in multiple languages to cater for NESB migrants, as well as in-depth interviews and focus groups in which females and males are separated. This separation of genders would arguably facilitate more candid responses and perhaps more clearly highlight the differences in the experience of male and female temporary migrants. In addition, in-depth interviews would enable a greater level of traceability of responses to individual respondents.

The sustained presence of skills shortages amongst developed countries in recent years serves to shape the direction of future research. These shortages have fostered the development of temporary migration programs to attract skilled labour in several nations, including Australia, Canada, Germany, Ireland, New Zealand, Japan, UK, and the USA (Teresa 2004: 4). An international comparison amongst nations with similar temporary skilled migration policies could validate findings and add a greater level of universality to the issues highlighted in this study.

**Recommendations**

The 457 visa category has been stigmatised and considered unpopular in the public press over the past few years, with the global recession heightening concerns over this group of temporary migrant workers ‘stealing’ local jobs. For example, there has been a significant reduction in the number of applications lodged with DIAC,
dropping from 700 per week in December 2008, to 430 per week in the first three months of 2009 (Evans 2009).

Despite this reduction, 457 visa holders have represented a crucial segment within the Australian labour market, most particularly in the Australian beef industry. As such, this research highlights the need for greater community and social support for 457 visa holders in what can seem a very alien and isolated environment. Similarly there should be greater support for secondary visa holders – who have been ‘forgotten’ in terms of statistical reporting, community support, press coverage, and academic investigation. Provisions need to be made to ensure that this group of migrant workers is viewed holistically, rather than vicariously through skilled primary visa holders. As such, given that secondary 457 visa holders are a potentially vulnerable group of migrant workers, greater attention is needed by various stakeholders, including government agencies, local councils, academics, and the public press, to publicise, monitor and foster improved labour market outcomes for this group.

Similarly to Deegan’s (2008B: 11) recommendation in the 457 Integrity Review, the findings of this thesis recognise the role of secondary visa holders in the Australian labour market and the need to sustain their right for safe and satisfying work. For example, greater attention should be afforded to improving access to English language tuition either through government funding, industry groups, union groups, or individual employers.

The provision of greater community support to secondary 457 visa holders to enable a greater diversity of occupational opportunities is also recommended. Arguably this would enable secondary visa holders access to employment in less, arduous and ‘dirty’ work. Flexible work arrangements could also facilitate secondary visa holders to better manage their dual responsibilities.

Both primary and secondary 457 visas are integral to fulfilling Australian labour requirements, particularly within the Australian beef industry. Both the management of ‘Beefcorp’ and the workers are aware of this mutuality. As one respondent stated: “I believe if we would leave, then I think they would close the doors…we’re the heart, the lungs, legs and arms…” (Primary, Focus Group 2). Thus there needs to be
greater attention by the government and other stakeholders to improve and promote the working conditions of these temporary migrant workers, particularly those on secondary 457 visas. Time will tell if 457 visas will remain as they are today, however if they do, there is much to be done that could improve the working lives of both primary and secondary 457 visa holders, at least in the Australian beef industry as it appears in ‘Beefcorp’.
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Appendix A: 457 Visa Application Form

Living in Australia – Australian values
The Australian Government encourages people to gain an understanding of Australia, its people and their way of life, before applying for a visa to live in Australia. As part of this application every person aged 18 years or over must declare that they will respect Australian values, as outlined below and obey the laws of Australia.

Australian values include respect for the freedom and dignity of the individual, freedom of religion, commitment to the rule of law, Parliamentary democracy, equality of men and women and a spirit of egalitarianism that embraces mutual respect, tolerance, fair play and compassion for those in need and pursuit of the common good.

Australian society also values equality of opportunity for individuals, regardless of their race, religion or ethnic background.

It is also important to understand that English is the national language.

Further information is contained in the Living in Australia booklet. However, you are not required to read the booklet. The booklet is available in a wide range of languages. If you would like a copy of the booklet it can be obtained from www.immi.gov.au

About this form
This form is available as a PDF file and can be completed on screen, printed and mailed to the Department of Immigration and Citizenship (the department).

You are also able to apply online through the department’s website: www.immi.gov.au/visa/

Important – Please read this information carefully before you complete your application. Once you have completed your application we strongly advise that you keep a copy for your records.

Ensure that all questions on this form are answered and any requested information attached. The department may decide your application on the basis of the information provided in your application form.

Who should use this form?
Use this form if you:

- have been nominated by an employer to work in Australia under Standard Business Sponsorship and you have been advised by your employer to apply for your visa;
- have been nominated to work in Australia under a Labour Agreement (LA) and you have been advised by your employer to apply for your visa;
- have been nominated to work in Australia on the basis of a transfer within your company and have been advised by your employer to apply for your visa;
- have been nominated to work in Australia under an Invest Australia Supported Skills (IASS) agreement and have been advised by your employer to apply for your visa;
- have established a business in Australia as the holder of an independent executive visa and you are applying for a second independent executive visa;
- will be a representative of a supplier of services who is located outside Australia;
- are a person recommended for entry by the Australian Minister for Foreign Affairs; or
- are a family member or partner or the dependent child of a partner of a primary applicant or a person currently holding a temporary Business (Long Stay) visa and you are applying to join them as a secondary person.

Integrity of application
The department is committed to maintaining the integrity of its visa and citizenship programs. Please be aware that if you provide us with fraudulent or misleading documents or claims, this may result in processing delays and possibly your application being refused.

Who can be included in this application?

Primary person
The primary person is the overseas employee being nominated to work temporarily in Australia.

Secondary person:

- Partner
  ‘Partner’ means your spouse or de facto partner (including same-sex partners).

- Dependent child (under 18 years of age)
  A dependent child is the child or step-child of the primary person, their spouse or de facto partner who is the primary person, their spouse or de facto partner has legal responsibility for the child.

- Dependent child (aged 18 years and over) and other relatives
  Dependent children (aged 18 years and over) and other relatives of the primary person or their spouse or de facto partner may be considered in the application if:
  - they have never married or been in a de facto relationship, are widowed, divorced or separated;
  - they are usually resident in the primary person’s household;
  - they rely on the primary person for financial support for their basic needs;
  - the primary person has supported them for a substantial period; and
  - they rely on the primary person more than any other person or source.

Children who were assessed as a member of the family unit of the primary applicant for the purposes of a previous subclass 457 visa may be eligible for a further secondary subclass 457 visa if:

- they have not married or entered into a de facto relationship since the last subclass 457 visa was granted; and
- they have not yet turned 21 years.
Residential address
You must provide the address of where you intend to live during the period that your application is being considered. Failure to give your residential address may result in this application being invalid. A post office box address will not be accepted as your residential address.

If you change your residential address for more than 14 days while your application is being processed, you must tell the department your new address and how long you will be there. The department will send communication about your application to the latest address for correspondence you have provided.

Communication about your application can be sent to another person that you have authorised, but you will be taken to have received the communication that the department sends to that person. The department must be informed (in writing) of any address changes for either you or your authorised person.

Health requirements
All applicants must meet Australia’s health requirements. You and any family members included in this application may be required to undergo a chest x-ray and medical examination in order to meet the criteria for the grant of a subclass 457 visa. Refer to form 1665 Health requirement for temporary entry to Australia for further details.

How to apply
Step 1
To make a valid application for a subclass 457 visa under a Standard Business Sponsorship, you must lodge your visa application at the same time as, or after the sponsorship and nomination applications are lodged. If the sponsorship and the nomination have been approved, your sponsor will provide you with a copy of the nomination approval letter and other documents needed to assist in deciding your visa application.

To make a valid application for a subclass 457 visa in relation to a Labour Agreement (LA) or Invest Australia Supported Skills (IASS) agreement, the agreement must already be in place. Your employer will provide you with details of the agreement approval.

Step 2
Make sure you and all secondary person(s) seeking to accompany you have valid passports. It is strongly recommended that the passport be valid for at least 6 months.

If you are already in Australia and are eligible to apply in Australia, check the expiry date of your current visa. If you can apply whilst in Australia, you should lodge your visa application before your current visa expires.

Note: If you already have a visa for travel to Australia and you are granted another visa, the first visa will cease.

Step 3
Complete the application form.

Use a pen, and write neatly in English using BLOCK LETTERS.

If you need more space to answer questions or wish to provide additional relevant information, attach a signed and dated sheet giving the details.

Any alterations made before you lodge the form must be initialed and dated.

Step 4
Where should you lodge your application?

If you:
- are being nominated by an Australian business (including under an LA or an IASS agreement), you should lodge your application form, fee and any attachments (including certified copies of passports), online on the department’s website www.immi.gov.au e_visa or in Australia at the nearest office of the department;
- are nominated by a business that is based outside of Australia, you should lodge your visa application at an Australian mission overseas and you must be outside of Australia when you lodge your application;
- have established a business in Australia as the holder of an independent executive visa and you are applying for a second independent executive visa, you should lodge your application at your nearest office of the department in Australia;

- are applying under service seller arrangements or you are a person recommended for entry by the Australian Minister for Foreign Affairs, and you are currently in Australia, you should lodge your application at your nearest office of the department in Australia as stated above. If you are currently outside Australia, you should lodge your application at an Australian mission overseas.

Your application can be lodged personally or by your representative, or sent by mail.

If you want to change any details after you lodge your application, or if you want to withdraw it, please contact the office where you lodged your application.

You should also advise that office if any of the information you gave in your application changes while your application is being considered.

What happens next?
Your application will be considered and you may be asked to provide additional information to enable a decision to be made.

You will be advised in writing whether your application has been approved or not.

If your application is refused, you will be given a reason for the decision as well as information about your review rights.

Applications made by people who are in Australia
If you are applying for a visa in Australia this form also serves as an application for any class of bridging visa (classes A, C or E) for which you may be able to apply. A bridging visa is granted to ensure visa applicants retain the legal authority to remain in Australia pending a decision on their application, even after the visa they held prior to applying has expired.

Note: If you need to travel overseas temporarily before the application is decided, you should first contact the processing office to ensure if you are eligible for a bridging visa B to enable you to return to Australia.

If you are seeking to change the work conditions of your existing visa before the application is decided, you should apply on form 105 Application for a bridging visa.
Intra-company transfers

Streamlined processing arrangements are in place to assist executives, managers and specialists on intra-company transfer (ie: employees of an international business transferred to Australia to work in the business' branch or subsidiary). These arrangements also assist intra-company transfers between Asia Pacific Economic Co-operation (APEC) economies.

APEC economies are:

- Australia;
- Brunei Darussalam;
- Canada;
- Chile;
- China;
- Hong Kong (China);
- Indonesia;
- Japan;
- Korea;
- Malaysia;
- Mexico;
- New Zealand;
- Papua New Guinea;
- Peru;
- Philippines;
- Russia;
- Singapore;
- Chinese Taipei;
- Thailand;
- United States of America; and
- Vietnam.

English assessment

All primary persons nominated by an employer under standard business sponsorship arrangements must be assessed against an English language requirement.

There is no requirement for secondary persons to have their English assessed as part of the visa process.

If you are applying under subclass 457 with a standard Business Sponsor, you must have English language skills at least equivalent to an average band score of 5 in an International English Language Testing System (IELTS) test, unless special circumstances apply.

Where you would be working in an occupation that requires a higher standard of English for your skills to be recognised by registration, licensing or professional membership bodies in Australia, you must have that level of English.

Primary persons may be required to have their English assessed through a formal test. If the primary person is unable to meet the threshold English requirements, the application will be refused.

The visa officer may need to verify your claims and ask you to take a test. You may need to provide details of:

- your secondary and/or higher education if it included instruction in English;
- the results of an IELTS test;
- the results of an Occupational English Test (OET); or
- other evidence.

Further information about the English language requirement is available on the department's website www.immi.gov.au/skilled

What is IELTS?

IELTS, the International English Language Testing System, is designed to assess the language ability of candidates who need to study or work where English is the language of communication.

While IELTS offers 2 exam formats, Academic and General Training, for the subclass 457 visa, the General Training exams are generally used, although the department will accept both test formats. It is the responsibility of primary persons to specify which set of exams they wish to take when booking an exam.

Contact the nearest IELTS test centre to find out about available test dates and to obtain an application form. Contact details for all IELTS test centres worldwide can be found at www.ielts.org

Conditions for a subclass 457 visa

Skills Assessment

Primary persons nominated for certain occupations may be required to obtain a skills assessment. For further information, see www.deewr.gov.au/tna

Visa condition – 8107

If your visa application is approved, it will be subject to visa condition 8107. This requires that a primary holder of a subclass 457 visa, sponsored to work in Australia, must only work:

- in the occupation listed in the most recently approved nomination for the holder; and
- for the standard business sponsor, former standard business sponsor, party to a Labour Agreement who nominated the holder in the most recently approved nomination, unless:
  - the holder’s occupation is specified in an instrument in writing for the purposes of subparagraph 2.72(1)(g)(ii) or
  - the holder is continuing to work for a standard business sponsor, former standard business sponsor, party to a Labour Agreement or former party to a Labour Agreement to fulfil notice requirements under industrial relations laws.

The holder must not cease employment unless it is for a period of 28 consecutive days or less. If you wish to change your occupation or you wish to work for another person who is not your current sponsor or employer under a Labour Agreement, you do not need to make a new visa application. Before you can change your occupation or work for another person who is not your current sponsor or employer under a Labour Agreement, your new sponsor or employer under a Labour Agreement must obtain an approved nomination for you. You must not commence work for the new sponsor or employer under a Labour Agreement until the nomination is approved.

Visa condition – 8501

If your visa is approved it will be subject to condition 8501. This requires all visa holders to maintain adequate health insurance whilst in Australia and holding a subclass 457 visa. For more information see page 4.

Sponsorship obligations

It is important to be aware that the Standard Business Sponsor must meet a number of sponsorship obligations in relation to the primary person and any secondary persons. Further information about sponsorship obligations are available from the department’s website www.immi.gov.au/skilled.

If your visa application is approved, it will permit you to work for your sponsoring employer in the nominated position for the visa validity period. Should you cease employment with your sponsor or if you believe the sponsor is not meeting their sponsorship obligations, you should contact your nearest office of the department (as stated previously) to inform them so they can take appropriate action.

Other obligations

The business must also comply with other applicable laws of the Commonwealth, states and territories. If the Minister believes that the business has breached a law of the Commonwealth, a state or territory, the Minister may take action to bar the business from accessing further overseas workers for a specified period or may result in cancellation of the sponsorship.

Further information about sponsorship obligations is available from the department’s website www.immi.gov.au/skilled.
Health insurance requirements

You are required to hold adequate private medical and hospital health insurance cover for the entire time you are in Australia on a subclass 457 visa. This insurance cover does not have to be held with an Australian insurer—arrangements made in your home country may be assessed as being acceptable. You need to ensure your insurance will provide at least the level of coverage set out in the certification letter.

To meet this requirement you should attach to this application a certificate from your health insurer which states the level of health care provided by the insurance policy. A copy of the suggested certification letter is available from www.immi.gov.au/skilled/.

The above does not apply if you have enrolled with Medicare (Australia’s national health cover). Information on entitlements to Medicare is available from www.medicare.gov.au.

Medicare Levy Exemption

Subclass 457 visa holders who are not an eligible Australian resident for Medicare benefit purposes and whose country does not have a reciprocal health arrangement with Australia may be eligible to obtain an exemption of the Medicare levy payment in their tax return. Please contact Medicare Australia directly for further advice on 132 011 or by writing to:

Levy Exemption Certification Unit
Medicare Australia
GPO Box 9822
HOBART TAS 7001

About the information you give

The department is authorised to collect information provided on this form under Part 2 of the Migration Act 1958 Control of Arrival and Presence of Non-Citizens. Information provided will be used for assessing your visa application, and for other purposes relating to the administration of this Act.

The information provided on this form, including any information on your health, will be used to assess your health for an Australian visa and may be disclosed to the relevant Commonwealth, state and territory health agencies and examining doctor(s).

Form 1165 Health Requirement for temporary entry to Australia provides additional information on Australia’s visa health requirements. Form 1165 is available at offices of the department or from the department’s website www.immi.gov.au/airforms/.

To ensure the integrity of the subclass 457 visa, the department has a thorough monitoring process to assist in ensuring compliance with all program requirements and all relevant Australian laws.

The department will disclose your information to other Commonwealth, state and territory government departments and agencies for the purposes of administering migration legislation, and when it may assist another agency to perform a regulatory function. The departments and agencies include the Fair Work Ombudsman, Department of Education, Employment and Workplace Relations, Australian Taxation Office and Commonwealth state and territory departments and agencies responsible for the regulation of education, health, workplace safety, workplace training, public safety, industrial relations, law enforcement, taxation, superannuation, fair trading, trade practices or registration and licensing in relation to an occupation.

The collection, access, storage, use and disclosure by the department of the information you provide in this form is governed by the Privacy Act 1988 and, in particular, by the 11 Information Privacy Principles. The information form 956 Safeguarding your personal information, available from the offices of the department, gives details of agencies to which your personal information will be disclosed. Form 956 is also available from the department’s website www.immi.gov.au/airforms/.

The department is authorised under the Migration Act 1958 in certain circumstances, to collect a range of personal identifiers including a facial image, fingerprints and a signature from non-citizens, including from visa applicants. The department requires personal identifiers to assist in assessing your identity. The department is authorised to disclose your personal identifiers and information relating to your name and other relevant biographical data to a number of agencies, including law enforcement and health agencies, and to other agencies who may need to check your identity with this department. Where the department obtains personal identifiers they will become part of your official record with the department.

The department is involved in international information exchanges with a number of other countries. These exchanges include the sharing of personal identifiers, including a facial image and fingerprint data collected by immigration agencies such as this department. If, as a result of this sharing between countries, there is a match with your personal identifiers, the department will disclose your biographic data and immigration history to the other agency. The purpose of such disclosure would be to determine if you are presenting to the department and the other agency under the same identity and making similar claims.

For more detailed information you should read information form 1241 Your personal identifying information, which is available from the department’s website www.immi.gov.au/airforms/ or from any office of the department or Australian mission overseas.

Work agreement disclaimer

If you provided a work agreement with your application, the department only considers this work agreement in relation to determining whether the obligation to ensure equivalent terms and conditions of employment in regulation 2.79 of the Migration Regulations 1994 is satisfied. The department makes no comment on whether the work agreement complies with the relevant laws relating to workplace relations. It is the employer’s responsibility to ensure they comply with such laws.

Disclosure of Information to your sponsor

Information you provide to the department may be disclosed to your current (or former) sponsor if the disclosure of the information:

• may assist them to:
  - respond to a claim that a sponsorship obligation has not been satisfied;
  - respond to a claim that a circumstance exists in which the sponsor may be barred or the sponsor’s approval cancelled;
  - satisfy a sponsorship obligation;
  - meet a liability to a visa holder or a former visa holder;
• will notify the sponsor (or former sponsor) that he or she is no longer your sponsor for example, where you have been nominated by a new sponsor); and
• will notify the sponsor (or former sponsor) of the cancellation of a visa held by you or a member of your family unit.
The kinds of information that may be disclosed include:

- information relating to a failure to comply with a visa condition; and
- information about your immigration status; and
- information about the terms and conditions of your employment; and
- information about costs incurred by the Commonwealth in relation to you; and
- information about any allegation that:
  - the sponsor (or former sponsor) has failed to satisfy a sponsorship obligation; or
  - a circumstance may exist in which the sponsor may be refused or the sponsor’s approval cancelled; and
- information about a debt, relating to you, which is owed by the sponsor (or former sponsor).

You should also be aware that if the department discloses this information to your current or former sponsor, he or she could use or disclose the information to a third party, provided the information was used or disclosed in the same circumstances in which it was originally disclosed to the sponsor. For example, if the Minster disclosed your personal information to assist your sponsor to respond to a claim that he or she had not satisfied a sponsorship obligation, the sponsor would be permitted to use or disclose the personal information received to another person if the use or disclosure was for the purposes of assisting the sponsor to respond to a claim that a sponsorship obligation had not been satisfied.

Options for receiving written communications

You may authorise another person to receive all communications, both written and electronic, about your application with the department. You will be taken to have received any documents sent to that person as if they had been sent to you.

To do this you will need to complete Part G Options for receiving written communications and form 956 Appointment of a migration agent or exempt agent or other authorised recipient. For an explanation of what a migration agent or exempt agent or authorised recipient can do, please read the following sections.

To change or end the appointment of your migration agent or exempt agent or authorised recipient you must promptly advise the department in writing. You can do this by using form 956 Appointment of a migration agent or exempt agent or other authorised recipient.

Authorised recipient information

An authorised recipient is someone you appoint to receive written communications about your application with the department.

All written communication about your application will be sent to your authorised recipient, unless you indicate that you wish to have health and/or character information sent directly to you.

The department will communicate with the most recently appointed authorised recipient as you may only appoint one authorised recipient at any time for a particular application.

Migration agent information

A migration agent is someone who can:

- advise you on the visa that may best suit you;
- tell you the documents you need to submit with your application;
- help you fill in the application and submit it; and
- communicate with the department on your behalf.

If you appoint a migration agent, the department will assume that your migration agent will be your authorised recipient, unless you indicate otherwise.

Your migration agent will be the person with whom the department will discuss your application and from whom it will seek further information when required.

You are not required to use a migration agent. However, if you use a migration agent, the department encourages you to use a registered migration agent. Registered agents are bound by the Migration Agents Code of Conduct, which requires them to act professionally in their clients' lawful best interests.

Immigration assistance

A person gives immigration assistance to you if he or she uses, or claims to use, his or her knowledge or experience in immigration procedure to assist you with your visa application, request for ministerial intervention, cancellation review application, sponsorship or nomination.

In Australia a person may only lawfully give immigration assistance if he or she is a registered migration agent or is exempt from being registered. Only registered migration agents may receive a fee or reward for providing immigration assistance.

If an unregistered person in Australia, who is not exempt from registration, gives you immigration assistance, they are committing a criminal offence and may be prosecuted.

Migration agents in Australia

Migration agents in Australia must be registered with the Office of the Migration Agents Registration Authority (Office of the MARA) unless they are exempt from registration.

Migration agents outside Australia

Migration agents who operate outside Australia do not have to be registered. The department may give some overseas agents an ID number. This number does not mean that they are registered.

Note: Some Australian registered migration agents operate overseas.

Exempt agents

The following people do not have to be a registered migration agent in order to provide immigration assistance, but they may not charge a fee for their service:

- a close family member (spouse, de facto partner, child, parent, brother or sister);
- a sponsor or nominator for this visa application;
- a member of parliament or their staff;
- an official whose duties include providing immigration assistance (eg. a Legal Aid provider);
- a member of a diplomatic mission, consular post or international organisation.
Further information on migration agents

Information on migration agents, including a list of registered
migration agents, is available on the Office of the Migration
Agents Registration Authority (Office of the MARA) website
www.themara.com.au

You can also access information about migration agents on the
department’s website www.immi.gov.au

Consent to communicate electronically

The department may use a range of means to communicate
with you. However, electronic means such as fax or e-mail will
only be used if you indicate your agreement to receiving
communication in this way.

To process your application the department may need to
communicate with you about sensitive information, for example,
health, police checks, financial viability and personal
relationships. Electronic communications, unless adequately
encrypted, are not secure and may be viewed by others or
interfered with. If you agree to the department communicating
with you by electronic means, the details you provide will only
be used by the department for the purpose for which you have
provided them, unless there is a legal obligation or necessity to
use them for another purpose, or you have consented to use
them for another purpose. They will not be added to any mailing list.

The Australian Government accepts no responsibility for the
security or integrity of any information sent to the department
over the internet or by other electronic means.

If you authorise another person to receive documents on your
behalf and they wish to be contacted electronically, their
signature is required on the form to indicate their consent to
this form of communication.

Visa Application Charge

Payment must accompany your application and is generally not
refunded if the application is unsuccessful.

Fees may be subject to adjustment at any time. Visa Application
Charges may be subject to adjustment on 1 July each year. This
may increase the cost of a visa.

To check the Visa Application Charge, see form 9906 Charges
available from the department’s website
www.immi.gov.au/allforms/9906.htm or check with the
nearest office of the department.

Method of payment

In Australia

To make a payment, please pay by credit card, debit card, bank
cheque or money order made payable to the Department of
Immigration and Citizenship. Debit card and credit card are the
preferred methods of payment.

Outside Australia

Before making a payment outside Australia, please check with
the Australian Government office where you intend to lodge
your application as to what methods of payment and currencies
they can accept and to whom the payment should be made payable.

Please keep these information pages for your reference
Application for a Subclass 457 – Business (Long Stay) visa

PART A – To be completed by all primary and secondary persons

1 How many people are you including in this application? 

2 Are you applying as:
   - a person nominated by an Australian or overseas business (including a Labour Agreement LA) or
     Invest Australia Supported SHIPS (ASS) agreement
   - a person nominated by an Australian business as an intra-company transfer
   - the holder of an independent executive visa who has an established business in Australia
   - a representative of a supplier of services who is located outside Australia
   - a person accorded certain privileges and immunities under the International Organisations (Privileges and
     Immunities) Act 1963 or the Overseas Missions (Privileges and Immunities) Act 1995

   ☐ Complete Parts A, E, F, G and H before signing the Declaration of Part I
   ☐ Complete Parts A, B, F, G and H before signing the Declaration of Part I
   ☐ Complete Parts A, C, F, G and H before signing the Declaration of Part I
   ☐ Complete Parts A, D, F, G and H before signing the Declaration of Part I
   ☐ Complete Parts A, E, F, G and H before signing the Declaration of Part I

DETAILS OF THE PRIMARY PERSON

3 Your full name
   Family name
   Given names

4 Have you been known by any other names? (including name at birth, previous married names, aliases)
   No
   Yes ☐ Give details
      Family name
      Given names

5 Sex Male ☐ Female ☐

6 Date of birth
   Day _______ Month _______ Year _______

7 Place of birth
   Town/City
   Country
8 Your current residential address  

**Note:** A post office box address is **not acceptable** as a residential address. If you do not give your residential address or provide a false address, it will result in this application being invalid.

9 Address for correspondence  
All the same as your residential address, write 'AS ABOVE'  

10 Telephone numbers  

<table>
<thead>
<tr>
<th>Office hours</th>
<th>Mobile/cell</th>
</tr>
</thead>
</table>

11 Do you agree to the department communicating with you by fax, e-mail or other electronic means?  

| Yes | No |

| Fax number | E-mail address |

12 Country of citizenship  

13 Do you hold any other citizenship?  

| Yes | No |

14 Do you hold an identity card or identity number issued to you by your government eg. National identity card?  

**Note:** If you are the holder of multiple identity numbers because you are a citizen of more than one country you need to enter the identity number on the card from the country that you live in.

| Yes | No |

| Identity number | Country of issue |

15 Details of valid passport  

| Passport number | Country of passport |

| Date of issue | Date of expiry |

| Issuing authority/Place of issue as shown in your passport |

**Note:** Most visa applicants will be required to hold a valid passport before they can be granted a visa. It is strongly recommended that the passport be valid for at least 6 months.  

If you change your passport after you have been granted the visa you must notify the nearest Australian mission or office of the department.  

If you do not provide us with the details of any new or additional passport you use to travel to Australia, you will experience significant delays at the airport and could be denied permission to board your plane.

16 Your relationship status  

<table>
<thead>
<tr>
<th>Married</th>
<th>Separated</th>
<th>Never married or been in a de facto relationship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engaged</td>
<td>Divorced</td>
<td>Widowed</td>
</tr>
</tbody>
</table>

17 If the sponsorship or nomination application is refused or withdrawn, do you wish to withdraw your visa application?  

| Yes | No |

**Note:** If you do not withdraw your application, a decision will be made on the application.  

Now go to Question 19  

18 If you answered 'Yes' to Question 17 and you have paid the Visa Application Charge do you wish to seek a refund of it?  

| Yes | No |

**Note:** If someone paid the Visa Application Charge on your behalf that person must make the request for a refund. If that person dies or becomes bankrupt, a new written request for refund must be made by their legal personal representative or a trustee of the estate respectively.

19 If you are applying as a secondary person, what are the primary person's details?  

<table>
<thead>
<tr>
<th>Family name</th>
<th>Given names</th>
<th>Sex</th>
<th>Date of birth</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Male</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Female</td>
<td></td>
</tr>
</tbody>
</table>
Details of secondary person(s)

20 Give details of all secondary persons who will accompany you to Australia or who are in Australia, who you wish to include as applicants for a subclass 457 visa on this application form. If there are more than 4 secondary persons, copy the next page and attach it to this form with additional details.

1. Family name
   Given names

   Have they been known by any other names? (including name at birth, previous married names, aliases)
   No
   Yes ▶ Give details

   Family name
   Given names

   If they have been known by other names, attach a page giving the names

   Sex
   Male □ Female □

   Date of birth

   Relationship to the primary person

   Relationship status
   Married □ Separated □ Never married or been in a de facto relationship
   Engaged □ Divorced □
   De facto □ Widowed □

   Citizenship

   Details from passport
   Passport number

   Country of passport

   Date of issue
   Date of expiry

   Issuing authority/Place of issue as shown in passport

2. Family name
   Given names

   Have they been known by any other names? (including name at birth, previous married names, aliases)
   No
   Yes ▶ Give details

   Family name
   Given names

   If they have been known by other names, attach a page giving the names

   Sex
   Male □ Female □

   Date of birth

   Relationship to the primary person

   Relationship status
   Married □ Separated □ Never married or been in a de facto relationship
   Engaged □ Divorced □
   De facto □ Widowed □

   Citizenship

   Details from passport
   Passport number

   Country of passport

   Date of issue
   Date of expiry

   Issuing authority/Place of issue as shown in passport

   Do you hold an identity card or identity number issued to you by your government e.g. National identity card?
   No □
   Yes ▶ Give details

   Identity number
   Country of issue
21 Provide evidence of birth certificate, marriage certificate, or of your de facto relationship.

If any secondary persons were not included in the nomination application made by your employer, you should attach written confirmation from your employer that they will meet the sponsorship undertakings in relation to those secondary persons.

For any dependent child included in the application, provide evidence of legal responsibility for that child.
Health and character

22 In the last 5 years, have you, or any other person included in this application, visited, or lived, outside your country of passport for more than 3 consecutive months?

No

Yes □ Give details

1. Name ______________________
   Country(s) ______________________
   Date from ______ to ______

2. Name ______________________
   Country(s) ______________________
   Date from ______ to ______

3. Name ______________________
   Country(s) ______________________
   Date from ______ to ______

23 Do you, or any other person included in this application, intend to enter a hospital or a health care facility (including nursing homes) while in Australia?

No

Yes □ Give details

24 Do you, or any other person included in this application, intend to work as, or study to be, a doctor, dentist, nurse or paramedic during your stay in Australia?

No

Yes □ Give details

25 Do you, or any other person included in this application, intend to work, or be a trainee, at a child care centre (including preschools and crches) while in Australia?

No

Yes □ Give details

26 Do you, or any other person included in this application, intend to be in a classroom situation for more than 3 months (eg. as either a student, teacher, lecturer, or observer)?

No

Yes □ Give details

27 Have you, or any other person included in this application:
   • ever had, or currently have, tuberculosis?
   • been in close contact with a family member that has active tuberculosis?
   • ever had a chest x-ray which showed an abnormality?

No

Yes □ Give details

28 During your proposed visit to Australia, do you, or any other person included in this application, expect to incur medical costs, or require treatment or medical follow up for:
   • blood disorder;
   • cancer;
   • heart disease;
   • hepatitis B or C and/or liver disease;
   • HIV infection, including AIDS;
   • kidney disease, including dialysis;
   • mental illness;
   • pregnancy;
   • respiratory disease that has required hospital admission or oxygen therapy;
   • other?

No

Yes □ Give details

29 Do you, or any other person included in this application, require assistance within mobility or care due to a medical condition?

No

Yes □ Give details
Have you, or any secondary person(s) included in this application, ever:

- been convicted of a crime or offence in any country (including any conviction which is non-removable from official records)?
  - No ☐ Yes ☐

- been charged with any offence that is currently awaiting legal action?
  - No ☐ Yes ☐

- been acquitted of any criminal offence or other offence on the grounds of mental illness, insanity or unsoundness of mind?
  - No ☐ Yes ☐

- been removed or deported from any country (including Australia)?
  - No ☐ Yes ☐

- left any country to avoid being removed or deported?
  - No ☐ Yes ☐

- been excluded from or asked to leave any country (including Australia)?
  - No ☐ Yes ☐

- committed, or been involved in the commission of war crimes or crimes against humanity or human rights?
  - No ☐ Yes ☐

- been involved in any activities that would represent a risk to Australian national security?
  - No ☐ Yes ☐

- had any outstanding debts to the Australian Government or any public authority in Australia?
  - No ☐ Yes ☐

- been involved in any activity, or been convicted of any offence, relating to the illegal movement of people to any country (including Australia)?
  - No ☐ Yes ☐

- served in a military force or state sponsored/paramilitary, undergone any military/paramilitary training, or been trained in weapons/explosives use (however described)?
  - No ☐ Yes ☐

If you answered "Yes" to any of the above questions, you must give ALL relevant details. If the matter relates to a criminal conviction, please give the nature of the offence, full details of sentence and dates of any period of imprisonment or other detention.

Details of the visa

If visa is granted, what will be the proposed period of employment in Australia?

- Years ☐ Months ☐

or if you know exact dates

From: [ ] [ ] [ ] [ ] [ ][ ][ ]

To: [ ] [ ] [ ] [ ][ ][ ]

What date do you need your visa by?

[ ] [ ] [ ] [ ]

Do you currently hold an Australian visa?

No ☐ Yes ☐

Yes ☐ Give details

Visa number

[ ] [ ] [ ] [ ]

Class of visa

[ ] [ ] [ ] [ ]

Place of issue

[ ] [ ] [ ] [ ]

Date of expiry

[ ] [ ] [ ] [ ]

If granted a visa without a label, provide the visa approval number, or 10-digit grant number, as shown on the letter notifying you of the grant of the visa.

[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]

Are you, or any secondary person(s) included in this application:

- a home government sponsored student?
  - No ☐ Yes ☐

- an AUSAID subsidised student or AUSAID recipient?
  - No ☐ Yes ☐ You must provide a letter of support from AUSAID for the grant of a subclass 457 visa

Before this application, have you ever applied for an Australian visa?

No ☐ Go to Question 38

Yes ☐ Give details of your most recent application

Date of application

[ ] [ ] [ ] [ ]

Lodgement location of application

[ ] [ ] [ ] [ ]

Subclass and name of visa applied for

Was the visa or the application: Grant ☐ Refused ☐ Withdrawn ☐ Pending ☐

Have you ever held a Bridging visa E?

No ☐

Yes ☐ Give details

Place of issue

[ ] [ ] [ ] [ ]

Date of issue

[ ] [ ] [ ] [ ]

Date of expiry

[ ] [ ] [ ] [ ]
37 Have you ever had an Australian visa refused or cancelled?
   No ❑
   Yes ❑ Give details

38 Do you hold health insurance for yourself and your accompanying family members? See Health Insurance requirements on page 4 for more information.
   No ❑ You will need to hold health insurance before your application can be granted
   Yes ❑ Attach the certification letter from your health insurer

Part B

39 Details of your sponsoring employer
   Registered business name (not trading name)

   Postal address

40 If the sponsorship and nomination applications have been lodged or approved, indicate the Nomination Permission Request identifier or the nomination approval number

41 How are you entering Australia?
   ❑ As a person nominated by an Australian or overseas business
     Nomination approval number or nomination application ID

   ❑ As a person nominated as an Intra-company transfer
     Nomination approval number or nomination application ID

   ❑ Under a Labour Agreement (L, A)
     Labour Agreement name and number
     Attach a copy of the nomination approval letter to this application.

   ❑ Under an Invest Australia Supported Skils (ASS) agreement
     ASS agreement name and number
     Attach a copy of the nomination approval letter to this application.
42 Are you transferring to Australia from a branch or subsidiary of the business' operations elsewhere in the APEC region? (A list of APEC economies can be found on page 3 of this form.)

No ☐
Yes ☐

43 Details of your qualifications, training and skills relevant to your proposed nominated job in Australia

(If you need more space to answer, attach a signed and dated sheet giving the required details)

Educational qualifications including trade or professional qualifications, or skills assessment (where applicable)

Training (including on-the-job training)

Other relevant skills

44 Is an English language proficiency test a requirement for licensing, registration or membership of a professional body for your nominated occupation?

No ☐
Yes ☐ Give details

Name of test
Test score required

45 Have you undertaken an English language proficiency test within the last 24 months?

No ☐
Yes ☐ Give details

Name of test
Date of test
Test certificate number

What score did you receive on this test?

46 Have you studied continuously for at least 5 years in a secondary and/or higher institution where instruction was in English language?

No ☐
Yes ☐ Attach details of this study, include:
- the name and location of the institution;
- the level of qualification achieved on completion of study;
- how many contact hours of instruction per week were delivered in the English language and how many contact hours were delivered in other languages.

47 Are you required to obtain a 457 visa skills assessment?

No ☐ Go to Question 49
Yes ☐

48 Have you commenced or completed the 457 visa skills assessment with a Trades Recognition Australia (TRA) approved Registered Training Organisation (RTO)?

No ☐
Yes ☐ Give details

Name of Registered Training Organisation

Date you commenced your assessment

Skills assessment identification number

Date the RTO completed your assessment (if applicable)
Part C

Note: Only complete this part if you are applying for a visa to remain in Australia as an independent executive. To assist you in lodging a complete application, document checklists are available from the department’s website www.immi.gov.au/skilled/

53 List the details of your family members who are not included in this application

<table>
<thead>
<tr>
<th>1. Family name</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Given names</td>
<td></td>
</tr>
<tr>
<td>Sex</td>
<td>Male [ ] Female [ ]</td>
</tr>
<tr>
<td>Date of birth</td>
<td>Day Month Year</td>
</tr>
<tr>
<td>Country of birth</td>
<td></td>
</tr>
<tr>
<td>Citizenship</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2. Family name</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Given names</td>
<td></td>
</tr>
<tr>
<td>Sex</td>
<td>Male [ ] Female [ ]</td>
</tr>
<tr>
<td>Date of birth</td>
<td>Day Month Year</td>
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<tr>
<td>Country of birth</td>
<td></td>
</tr>
<tr>
<td>Citizenship</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3. Family name</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Given names</td>
<td></td>
</tr>
<tr>
<td>Sex</td>
<td>Male [ ] Female [ ]</td>
</tr>
<tr>
<td>Date of birth</td>
<td>Day Month Year</td>
</tr>
<tr>
<td>Country of birth</td>
<td></td>
</tr>
<tr>
<td>Citizenship</td>
<td></td>
</tr>
</tbody>
</table>

Your business in Australia

54 Have you been involved in a business in Australia as a principal for 15 months?

No [ ] Yes [ ]

You must provide endorsement from your state/territory government that your business is beneficial to that state. Contact details for state/territory government agencies that can help you with endorsement are available under Business people from the department’s website www.immi.gov.au/skilled/

55 Provide details of your business

Note: If you are involved as a principal in more than one business, photocopy this page and provide the additional details of each additional business.

Business name

Address of business premises

Telephone

Mobile

Date you began your ownership of the business Day Month Year

Your type of ownership/interest in the business

- Sole proprietorship
- Partnership
- Public company
- Business Trust
- Proprietary company
- Other

What was your per cent interest in the business for the 15 months prior to this application?

<table>
<thead>
<tr>
<th>Year</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year</td>
<td>%</td>
</tr>
</tbody>
</table>

What is the major activity of this business?

What is your position/title in the business?

Attach a statement which outlines your major management responsibilities and activities in the business over a period of 15 months prior to the application.

Now go to Part F
Part D

Note: Only complete this part if you are applying for a visa to enter Australia as a representative of a supplier of services who is located outside Australia.

56 Attach the following documents to this application.
(Keep a copy of the documents for your own records.)

An original letter of appointment from the company you represent outlining the nature of your relationship with the company and your proposed activities in Australia.

A statement outlining:
• your previous business experience and expertise; and
• the name(s) of businesses you propose contacting in Australia.

Next go to Part F

Part E

Note: Only complete this part if you are applying for a visa to enter Australia as a person accorded certain privileges and immunities under the International Organisations (Privileges and Immunities) Act 1980 or the Overseas Missions (Privileges and Immunities) Act 1966.

57 Attach the following documents to this application.
(Keep a copy of the documents for your own records.)

An original letter from the Australian Minister for Foreign Affairs recommending the applicant should be granted the visa.

Part F – Assistance with this form

58 Did you receive assistance in completing this form?

No ☐ Go to Part G
Yes ☐ Please give details of the person who assisted you

Title: □ Mr □ Mrs □ Miss □ Ms □ Other

Family name

Given names

Address

Telephone number or daytime contact

Office hours: ☐ ( ) ☐ ( )

Mobile/Cell

59 Is the person an agent registered with the Office of the Migration Agents Registration Authority (Office of the MARA)?

No ☐ Go to Part G
Yes ☐

60 Is the person an agent in Australia?

No ☐ Go to Part G
Yes ☐

61 Did you pay the person/agent and/or give a gift for this assistance?

No ☐
Yes ☐

Part G – Options for receiving written communications

62 All written communications about this application should be sent to:

☐ Myself

☐ OR

☐ Authorized recipient

☐ OR

☐ Migration agent

☐ OR

☐ Agent exempt from registration

All written communications will be sent to the address for communications that you have provided in this form.

You must complete Form 958, Appointment of a Migration Agent or exempt agent as other authorized recipient and attach it to this application form. Form 958 is available from the department’s website www.immi.gov.au
**Part H – Payment details**

63 How will you pay your application charge?

- If applying in Australia, debit card or credit card are the preferred methods of payment. Debit cards cannot be used for applications lodged by mail. If paying by bank cheque or money order, please make payable to the Department of Immigration and Citizenship.

- If applying outside Australia, please check with the Australian Government office where you intend to lodge your application as to what methods of payment and currencies they can accept and to whom the payment should be made payable.

<table>
<thead>
<tr>
<th>Payment by (tick one box)</th>
<th>Australian Dollar</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank cheque</td>
<td></td>
</tr>
<tr>
<td>Money order</td>
<td></td>
</tr>
<tr>
<td>Debit card</td>
<td><strong>Cannot be used for applications lodged by mail</strong></td>
</tr>
<tr>
<td>Credit card</td>
<td></td>
</tr>
</tbody>
</table>

Give details below

- **Credit card number**
  - Use the 12-digit number
  - Leave blank

- **Expiry date**
  - Leave blank

- **Cardholder's name**
  - Use the full name
  - Leave blank

- **Telephone number**
  - Leave blank

- **Address**
  - Use the full address
  - Leave blank

- **Signature of cardholder**

Credit card information will be used for charge paying purposes only.
Part 1 – Declaration

Note: This declaration must be read and signed by the primary person and any secondary persons included in this application who are aged 18 years or over.

64 WARNING: Giving false or misleading information is a serious offence. Reading and the Conditions for a subclass 457 visa on page 5 of this form:

• I have truthfully answered all details requested of me in this application;
• In any part of this form that has been completed with the assistance of another person, the information as set down is true and correct and has been indicated with my full knowledge, consent and understanding;
• I understand that if condition 8107 is imposed on my visa, it will be indicated on the visa label or in documents given to me by the department about the grant of my visa by the condition code “8107”;
• I understand that where condition 8107 is imposed on my visa, it means that any work activity will be restricted and I understand the restriction that condition 8107 places on me;
• I understand that if my visa is granted it will be subject to condition 8501;
• I understand that if condition 8501 is imposed on my visa, it will be indicated on the visa label or in documents given to me by the department about the grant of my visa by the condition code “8501”;
• I agree to abide by all conditions imposed on my visa;
• I agree to notify the department of any material change in circumstances; and
• I will respect Australian values as listed on this form, during my stay in Australia and will obey the laws of Australia.

Signature of primary person

Date [DAY] [MONTH] [YEAR]

Signature of secondary persons over the age of 18

Signature

Name

Date [DAY] [MONTH] [YEAR]

Signature

Name

Date [DAY] [MONTH] [YEAR]

Signature

Name

Date [DAY] [MONTH] [YEAR]

65 Declaration by custodial parent/guardian of secondary person(s) under 18 years of age:

I am aware of any reason why the secondary person(s) under the age of 18 should not live in Australia (the custodial/access/guardianship rights of another person are not affected).

Signature of custodial parent/guardian

Date [DAY] [MONTH] [YEAR]

We strongly advise that you keep a copy of your application and all attachments for your records.
Appendix B: Focus Group Schedule

1. Describe you personal background/Entry
   ○ Place of birth, age, qualifications, parents occupation, marital status - if married, does your spouse live and work in Australia? Where?
   ○ What work did you did you do in your home country?

Tell me why you chose to migrate to Australia?
   ○ What did you know about Australia?
   ○ How long have you been in Australia? Has your visa being renewed?
   ○ Whose decision was it to get a 457 visa? (Joint or individual)

Why did you choose the to work in the Australian meat industry?
   ○ How did you get the job?
   ○ Did you know someone in Brazil, Australia - who?

2. Attachment to Job

Describe how your job is different from working in your home country?
   ○ Hours? Pay? How do tasks differ?
   ○ Are you able to change pace? Do you have independence at work?
   ○ Is your current job – complex/repetitive, physically hard work, dangerous, boring/varied?
   ○ How do the women feel about not choosing their job? Do any of women have another job?
   ○ What would the husbands say if their wives wanted to go home?

How is work organised?
   ○ Same ethnicity? Age? Gender? Strength? Experience?
   ○ Do employees help each other?

Do you think your conditions are different to local workers? How?
   ○ Do you think you are managed differently? Why are you treated differently?
How do you feel about your job?
- How satisfied/happy are you about your job? Why?
- What keeps you in your job?
- At work if you needed help/support where would you go? (union, company, church, family?) What about when you are not at work?
- Are you able to move jobs easily? Why/why not?
- Do you think you are important for the industry?
- Who would be the first to go if demand declined?

How do others see your work?
- Other workers? (male/female) Management? Society? Does this affect job satisfaction/happiness?

3. Retention
Overall have your expectations about work and life in Australia being met?

What are your plans for the future?
- How long do you want to stay in Australia? Why? Would you renew your visa if possible?
- How long do you think you will remain in this industry?
- How do your children help you? Would you say you depend more on your children here?

4. Non work activities
What do you do when you’re not at work?
- What activities? Do you socialise with fellow workers? – same or different ethnicity?
- Do family and children impact your working life, leisure activities?

5. Suggestions
What improvements could be made to you working life?