

UNIVERSITY OF KWAZULU-NATAL

Strategy Solutions for Skills Shortage Circumventions through understanding of Skilled Migrant Communities: A research study of the impact of South Africa's socio-economic concerns on the South African Skilled Migrant Population of Auckland, New Zealand.

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Abstract

If one considers the view's of the "pessimists" too long, it is not difficult to lapse into a spiral of depression with regard to the nature of South Africa and her economic future; suffice to say that this in fact could be the stimuli in itself to result in the so-called "brain drain" phenomenon. However, though opinions and views of even the experts may be rejected or accepted on que, the figures do speak for themselves. According to one such report, a staggering 1% of the total science and IT workforce left the country between 1994 and 2001, some 17 000 professionals! Research studies and government campaigns aimed at addressing the issue of skill shortages, continue to look for appropriate strategies to properly address and/or minimize the problem. In so doing, research studies and current literature have highlighted top destination countries for South African emigration, skilled migrant impact as measured in terms of industry and job classification as well as prevalent reasons for emigration.

The essence of this study is to uncover the most prevalent socio-economic factor, as perceived by skilled migrants, and as a contributory factor to the brain drain crises. This study aims to evaluate, specifically, extent of safety and security concerns as most prevalent stimuli for emigration. In so doing, the study aims to present strategy solutions in alignment with findings to aid in present government initiatives to curbing the brain drain. Furthermore, it aims to provide a basis for further study to develop government strategies for skilled migrant prevention.

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Chapter One: The Problem Statement and Research Design

1.1 Introduction

Immigration is a difficult subject. It raises hard moral choices about whom should we let into the country; how long should we let them stay; by what means should we control entry, indeed, are we morally justified in seeking to regulate entry in the first place?(Rowthorn 2004)

The impact of immigration on domestic economies, local populations, demographics and social systems has been researched extensively. There exists controversy over the benefits of immigration to host and home countries and the economic impact of emigration on home economies when all migrant categories are considered. However, the degree of controversy becomes less prominent when considering skilled migrants. It is accepted more commonly that skilled migrants provide a degree of economic benefit to host countries, although the extent of such benefit remains inconclusive. Compounding these controversies is the fact that research findings are contradictory, with there sometimes being a 37% deflation of local government emigration figures against comparable overseas findings. This contributes to a misguided perception and feeds the prevailing climate of doom surrounding South Africa's situation. When skilled migrants leave their home country, they take with them, their individual expertise, education, experience and skills set, but also the ability of such skills to feed unskilled labor markets that will only exist in support of them. Studies cite various reasons for emigration of skilled migrants to "greener pastures", among them local taxation laws, salaries and job opportunities and crime.

In recent years, all these socio-economic concerns have resulted in South Africa's "hemorrhaging of skills" (*Cape Times: 1997: 13th June*). South Africa's political history,

her dynamic present and her uncertain future present overwhelming need for multi faceted strategy and planning – now exacerbated by the global perceptions of her economic future when coupled with the threat posed by her malignant brain drain.

As Rowthorn (2004) aptly points out, immigration is a difficult subject. Not just from the perspective of economists and presidents and local voters, but from the major stakeholder of the process itself – the migrant. If immigration has been determined, medically, as being a significant stress factor, one would be wise to assume that stimuli for seeking to emigrate and causing such action need be mildly severe.

Considering that the number of South African professionals emigrating to New Zealand, rose from 60 to 631 between 1989-1997 alone (*Bailey: 2003: 238*), with the New Zealand 2001 census recording a total of 26,061 South African residents (*Internet 2*), one seeks to uncover, not only the impact of such exodus on both the home and host countries, but also the reasons underpinning such mass departure.

1.2 Motivation for the Study

The economic future of any economic entity, be it a country or a firm, depends on its ability to utilize its resources at optimal level. Labour is a vital and substantial component of any economic entity and a country suffering to maintain its labour market, is riding on economic sleet. It may well be said that emigration of skilled persons and the impact on home economies is not economically stressful so long as the immigration numbers of suitably comparable skills sets can offset this.

In South Africa, this is not the case. Many studies have been done to assess the impact of the so-called “Brain drain”, to understand the demographics of migrants and their specific skill sets and to uncover the reasons they leave at all. Investigating, determining and

monitoring emigration trends serves to aid in the development and implementation of government strategies striving to curb skill shortages and labour market strains. It also aids in the government objectives aimed at encouraging immigration and more importantly, homecoming.

The motivation for this study is to compliment the data available on the demographic makeup of South African skilled migrant communities, uncover the extent of the impact of crime and safety, on their decision to leave and highlight the most prevalent reasons for emigration. The case study analysis is being conducted in New Zealand because it is a top destination country; it has a significantly large South African migrant population.

Perception and speculation are fundamentals of economics – these principles are used tirelessly to explain and understand consumer confidence, to stimulate investor contagion and even stabilize prices in local economies. Perception and speculation drives the global economy, makes and breaks economies and determines the most trivial economic decisions – shall we buy our house today – to the most challenging, world altering ones – foreign debt of the third world. If the impact of x is so far reaching, then understanding it seems undeniable. South Africa's reputation precedes her. This study is strongly motivated by a need to determine the single most prevalent factor for emigration, the extent of crime in relation to it, with the outcome to re assess the perception of South Africa's future in the eyes of the global community, thus giving stakeholders a foundation for strategy and solution implementation.

A great motivation stems from the ironical fact that the writer is a South African expatriate with a dire need to generate the perceived outcomes, as listed below, of this research, in her personal and professional search for correctness of data and strategic solutions to South African skilled migration.

Perceived outcomes as motivation are:

- To aid in development of future immigration offshore events
- To provide input to Tourism departments and agents on crime perception
- To focus strategy direction on outcomes of crime perception
- To compare perceptions with actual factual data
- To help in determining labor market contribution of South African migrants in New Zealand
- Provide insight into settlement factors of South African migrants
- To stimulate further research in migrant populations in other top destination countries
- To educate migrants on objectives including JIPSA and Homecoming Revolution

1.3 The Problem Defined

The decision to immigrate is a decision taken after much thought and process. Not everyone who wants to emigrate can and not everyone who can does. So how to those skilled migrants come to this decision ultimately? Even more important, how is their decision effected by socio-economic and security concerns? Is it a perception that guides their behaviours or a thorough evidence base? The South African Migrant Project (SAMP) survey in its study to determine the “emigration potential” of skilled South Africans provides a subjective evidence grounding, built on various elements, to measure matters as intricate as who will leave South Africa, when and why. However, this survey is future-orientated, trying to understand and determine the future actions or potential of emigration within the skilled sector. What we already know is that people *do* leave and continue to do so – what we need to know is what differentiates those who do, from those who do not, all else being equal or *ceteris paribus*. The answers are to be found by looking at the skilled migrant population. As this are is a large and subjective area of research, the writer’s

specific study is not only why do they leave but rather, how does the immigrant's perception of crime and socio-economics in South Africa influence this decision.

1.3.1 Problem statement:

Perception of crime rates and socio-economic standards in South Africa, contribute as a prevalent reason for the exodus of skilled citizens from South Africa to the rest of the world.

South African Migrate Project has identified a pressing need to collate more information particularly on issues surrounding inventory of overseas skills base and return potential of South African expatriates. The writer puts forward that this is a sequential process as follows:

1. Uncover and underpin the prevalent reasons for emigration among skilled migrants
2. Understand their perceptions on socio-economic factors in South Africa
3. Focus government initiatives to be aligned with the reasons identified
4. Collate information and databases to give clear indicative and real figures
5. Strategize for homecoming of skilled migrants as a potential solution.

The writer therefore seeks to answer the following questions:

1. What is the most prevalent reason, among skilled migrants, for leaving South Africa?
2. What is the frequency and ranking of crime and safety, as a prevalent reason?
3. What are suitable solutions to curb skilled migrations?

In focusing on these preliminary questions the research study aims to find answers to the following:

1. How do migrants perceive South Africa's socio-economic standing today?
2. What is the basis for this perception?
3. Can Government initiate and refocus strategies to address these issues?
4. Will Government initiatives improve the return propensity among migrants?

Thus, in so doing, the writer intends to establish the perception of crime rates and socio-economic standards in South Africa, as they contribute as a prevalent reason for the exodus of skilled citizens from South Africa to the rest of the world.

1.4 Objectives of the Study

The main objectives of the study are to:

- Establish prevalent reasons for emigration among the South African skilled migrant population in New Zealand.
- Establish extent of crime as a prevalent reason for emigration
- Understand the impact of perception on emigration and continuous skills exodus
- Develop a foundation for further theory and analysis towards developing strategy guidelines for skill shortage circumvention
- Provide strategy recommendations aligned with research outcomes

1.5 Research Design: An Overview

The research design strategy is exploratory and serves to investigate attitudes and social, economic and lifestyle consequences from a subjective standpoint. The design is ex post facto and therefore no researcher bias will be introduced. The study is cross-sectional and correlational.

The study is descriptive in nature and analyzes the reasons for emigration. All variables will be measured simultaneously by sending out questionnaires. The research design methodology is quantitative, using a self answered questionnaire.

The sample population is the skilled migrant population of South Africans living in New Zealand. The sampling frame is the skilled migrant population of South Africans in the greater Eastern Suburb region of Manukau City, New Zealand. The sample frame is approximately 400 persons. The sample size is therefore 196. The names and details of the

sample elements will be obtained from local municipal council registers, voting rolls and Statistics New Zealand.

The sample will be drawn using simple random sampling from the sampling frame. The technique is appropriate because no sub groups of interest are identified or studied. The sample is random and the sample size is approximately 47% of the population thus ensuring representativeness of results.

Data will be collected by sending out questionnaires in the mail. Questionnaires will be delivered to mail, email and web addresses as well as through local points e.g. schools and community centres.

Secondary data from South African Immigration Services, New Zealand Immigration Department, statistics from both countries, Manukau Council Statistics and South African interest groups in New Zealand, to assess the prevalent reasons for emigration as well as potential return quota. Questionnaires will then be used to receive input from the sample population. The questionnaire will be structured in simple language and will include questions on return possibilities; to achieve the objective of strategy solution planning. Data from all sampling elements can be used. Frequency distribution and descriptive analysis will be used to analyze the data from the survey instruments.

1.6 Literature Survey: Procedural Process

Curbing skills emigration presupposes a database of facts and figures relating to emigration and a thorough analysis of the most prevalent reasons for skilled migrations. In South Africa official emigration statistics show that 82, 811 people emigrated from South Africa to the “big 5” (Australia, New Zealand, UK, USA and Canada) countries between 1989 and 1997. Official statistics from the big 5 destination countries show 233, 609 South Africans landed as immigrants over the same time period. For professionals the

comparable figures are 7 534 (South Africa) and 19 890(overseas). Clearly all governments would benefit from an improved baseline capacity to document and monitor the extent of skills emigration. (*Crush: SAMP Resources: 2003*).

The writer has conducted a thorough search of available literature on the issues rated with high relevance to the research study. A thorough search was conducted of various websites and electronic databases, with the most relevant information surveyed.

Initially the writer searched electronic databases, paying specific attention to Science Direct for PDF articles, University of Auckland's LEARN search for articles, e-journals and access to databases, A NEXUS search for global research in progress or completed, and a search of University of Auckland's Voyager catalogue for relevant text. The concept matrix was completed identifying the relevant literature that was surveyed against the key concepts to focus the study on solving the research problem.

Upon collation and completion of the survey, the literature review was drafted and completed and follows in detail in Chapter three below.

1.7 Empirical Research: Procedural Process

1.7.1 Data Collection and the Instrument

The study is exploratory in nature and a “self-answer” questionnaire was designed as primary data collection instrument. The questionnaire was designed to be simple to complete, but appropriate and valid for purposes of the research study. It is in English as it is known that all subjects in the sample population speak English as verified by New Zealand Immigration services as a requirement of entry under the skilled migrant category. It is divided into four parts, each focusing on separate key elements of the data required. There are a total of twenty-seven questions, three of which are open ended, with the remainder calibrated on a Likert Rating scale. It is designed to be non-timeous to the sample who are skilled, working individuals. The open-ended questionnaires are to determine qualification and clarification for responses. It allows unlimited responses. The instrument was submitted for ethical clearance via the University’s Ethical Clearance Committee and such clearance was granted in October 2006. The questionnaires were sent out to the identified respondents with free post envelopes for ease of return.

1.7.2 The Respondent Identified

The sample population is as described in 1.4 above. The sample size is 196, determined from the sample frame of 400, by using the Sample Matrix (Krejcie, R.V & Morgan, D. Determining Sample Size for Research Activities. Educational and Psychological Measurement, 30, 608). It is therefore a representative sample. The sample elements were contacted by approaching local community centers, local schools and libraries, family and friends networks.

Therefore it is drawn using simple random sampling from the sampling frame.

As this is a voluntary survey of individual adult sample elements, they were contacted and drawn among the channels mentioned above. Their permission to use their responses was obtained through the requirement of the Informed Consent attached as the cover of the questionnaire. No other external permission was required although verbal consent was sought and obtained from local community centers, schools and libraries to pass on the questionnaire to relevant persons visiting their premises.

1.8 Data Analysis: Overview

SPSS Software was used to set up the database. Value labels were used to enter the data and set variable components. Accuracy of data entry was verified through double-checking and re-checking to minimize human transmission errors.

The analysis of data is presented in the form of tables and/or graphs as appropriate and other findings discussed as at Chapter five and six below.

1.9 Envisaged Contribution

The aim of this study is to prompt further research into the area of skilled shortage circumvention strategies in respect of South Africa. A thorough benefits analysis undertaken, in an attempt to emphasize the envisaged contribution of this study revealed the following:

Stakeholder Group	Benefit	Research Motivation / Outcome
New Zealand Government	<ol style="list-style-type: none"> 1. Demographic makeup of Migrant population. 2. Strategy focus for future Immigration policy on comparable labor markets. 3. Verify Census figures. 4. Database aid. 5. How 6. South Africans contribute to key shortages. 	<p>Identify key demograph</p> <p>Strategy suggestion</p> <p>Comparison of census</p>
South African Government	<ol style="list-style-type: none"> 1. Aid to existing research & Programmes e.g. JIPSA; Home Coming Revolution, SAMP. 2. Strategize and focus aims Around research data. 3. Policy aid to manage brain drain. 4. Needs of migrants identified. 5. Reasons for leaving. 	<p>Aid government policy & research data.</p> <p>Establish prevalent reasons for emigration.</p> <p>Establish extent of crime as a prevalent reason.</p> <p>Establish skill set of Migrants in the study.</p>
The South African Migrant	<ol style="list-style-type: none"> 1. Verification of existing data 2. Greater knowledge of local Locals. 	<p>Skill set.</p> <p>Reason for emigration.</p> <p>Demographic.</p>

Outcomes of the study and the study data may be used further to

- Aid in development of future immigration offshore events
- Provide input to Tourism departments and agents on crime perception
- Focus strategy direction on outcomes of crime perception
- Compare perceptions with actual factual data
- Determine labor market contribution of South African migrants in New Zealand
- Determine settlement factors of South African migrants
- Stimulate further research in migrant populations in other top destination countries
- Educate migrants on government objectives and future interventions/ strategies

1.10 The Study Takes Form...

The procedural steps have been outlined in brief above and what follows below is a brief outline of the chapters that follow to present the research study. It is presented here to allow for a quick reference and overview for the reader.

1.10.1 Chapter Two

This is a description and brief detail of the main concepts of the study. This is an alphabetical reference list, to allow for ease of reading and reference, by considering the relevance of these concepts in relation to the research study.

1.10.2 Chapter Three

The building blocks of any research project are the available literary works on or relevant to the research project itself. This chapter is a full and thorough critical analysis of all literature, determined as relevant to the study by use of review survey and the concept matrix, for the purposes of ensuring no duplication of research materials and a contribution gap for placement of this current study's findings.

1.10.3 Chapter Four

Upon considering all available data and literature available and relevant, it sometimes happens that a realignment of research objectives and refocus of research questions is necessitated. This chapter outlines the research methodology used in this study, the limitations encountered in data collection and other areas of data analysis, and the need for any readjustment of methodology and/or research questions, in light of the detailed literature survey presented in chapter three.

1.10.4 Chapter Five

The crux of the study is presented in this chapter: being the data analysis and results. Under relevant headings, this chapter is the detailed account of the data, the study's theoretical framework, the analyses and tests used and the results determined.

1.10.5 Chapter Six

The conclusions drawn based on the study's findings are highlighted in this chapter, along with the recommendations for the skill shortage circumvention strategies. An important focus is the limitations of the study holistically, and the findings in terms of providing answer to the research questions and a solution to the research problem.

1.11 Conclusion

The skilled migration of people is not isolated to South African. We are presented with a global society in most parts of the world today, with the likes of technology and opportunity tending to make almost all metropolises of the developed world, an array of immigrant talent, culture and skill blended into the background of developed world politics, economics and a multitude of attitudes and perceptions. The writer's professional and personal journey as well as her own origin, makes South African skilled migration of particular curiosity to her. However, the questions that are sought to be answered, are assumed to plague most expatriates – why do we leave, when do we decide, what do we perceive about leaving, and staying, returning, what are the most important reasons for emigrating. The writer has begun her physical journey and now, with this study she hopes to uncover the psychological journey of hers and other skilled South African immigrants – join her.

Chapter Two: Key Concepts

2.1 Introduction

The objective of this chapter is to define the key concept of the research study to serve as a point of reference to the reader and enhance understanding of the literature survey that follows on in the next chapter. The key concepts are defined and detailed in terms of their relevance to the study, and a list of other generic yet key concepts are given at the need of the chapter.

2.2 Brain Drain:

According to Sako, 2002 the brain drain represents a loss of highly skilled professionals from a source country to a recipient country, and more specifically today it refers it denotes the flight of highly skilled professionals and academics from the developing to the developed countries. For the purposes of the current research study, it is defined as the movement of skilled persons from the developing economy to a more developed economy, with the findings concentrating as South Africa as the former and New Zealand as the latter. It is this concept that lies at the heart of this study and the nature of which that has brought the subject area under scrutiny in the recent economic climate of South Africa. The Brain Drain concept is one surrounded by controversy and misconception, economic policy implications and immigration strategy developments. Synonyms used that are indicative of the brain drain include skilled exodus, skilled migration, skilled Diasporas, mass skilled movements.

2.3 Brain Gain:

Carr, et al, 2005, advise against focusing on the brain drain without due consideration for its counter part viz. the brain gain. This idea of Brain Gain is presented as the gain of societies through replacements of skills lost in emigration, from those received through

immigration. The brain gain is considered for its role in strategy formulation and skills shortage problems and is of relevance to this current study, as a consideration in highlighting the implications and focus of government strategy development for skill shortage circumventions. It is therefore an undertone concept of this study.

2.4 Crime Perception:

According to Joubert, 2006 in their South African “scatterlings” survey, the perceptions of South Africans in regard to South Africa as well as their emigrant country, influence emigration decisions. Perception is defined as an insight or view or discernment (Oxford English Dictionary). The meaning as it relates to this study is the view of the migrant as determined by the migrant, as developed through his/her own experiences and life choices, as opposed to a factual evidence base. This view or insight as it relates to the crime rate and risk factors for personal safety and security is the Crime Perception concept. For further clarity, it is the idea of the crime rate and incidence in the mind of the individual sample element and as determined on non-factual and/or non-verifiable data. The underlying motivation for this concept is to determine the rate of prevalence of crime perception as a reason to emigrate. It is at the epicenter of the study’s objectives, outcomes and envisaged contributions.

2.5 Psychology of Migration:

Carr,S et el, 2005, reject the term brain drain in favor of a more broadened approach or the psychology of migration. This encompasses a look at fuller factors and their impact on migrants from an inner perspective. It is of significant relevance in uncovering the extent of perception as it relates to decision-making. Here this concept is defined as specifically the psychological impact of crime perception on skill migration.

2.6 Skilled Migrant:

Throughout the literature the term skilled migrant is determined with regard to a particular sample population as the focal point of that study. For the purposes of the current study, a skilled migrant refers to a person with a tertiary qualification or a school certificate and work experience, who has immigrated to another country. In terms of the sample population it is broadened to include South African immigrants who have obtained skills, qualifications and/or work experience in their emigrant country, and whom are presently contributing to that economy, having become assimilated into that country through the process of skilled migrations of their parents and/or partners.

2.7 Other key concepts that take on generic meanings include:

- socio-economic factors;
- emigration;
- immigration;
- perception;
- psychology;
- host country;
- home country;
- country of origin;
- Economic impact.

Chapter Three: Literature Survey

3.1 Introduction

A vast amount of literature exists on the generic issues of immigration, emigration and skilled migrations globally. More controversial topics within this general frame of literary works emerge for e.g. economic impacts of skilled migrations, migrant perceptions and causes of such movements as well as emigration potential for continued movements of skilled persons from home to host countries.

In an attempt to undertake full, critical and comparative analyses of all available literature, the concept matrix was used, evaluating the available literature against the key concepts under study to measure relevance and validity for further in-depth analysis. What follows then, is an in-depth review of literature, as assessed to being relevant and able to present thorough and critical analyses in relation to the research topic.

3.2 South African Culture: It's a No Brainer!

South African's have been declared to possess a culture of violence. This culture of violence can be described as a situation in which social relations and interactions are governed through violent rather than non-violent means. This is a culture whereby violence is proffered as a normal legitimate solution to problems (Harris, 2000). Further studies determine that South African society is xenophobic. Different hypotheses are reasoned for these societal "abnormalities". It is this xenophobia then that serves to escalate, if not perpetuate the violent culture as well as incidents of crime and violent attacks in South Africa. Xenophobia in the post-apartheid era is understood as a product of historical factors and the new South African nation- building enterprise that is underpinned by a culture of violence and racism despite the formal transition to equality and democracy (Harris: 2001). The view of Harris seems harsh and bitter to fathom, yet

when presented with statistical data one cannot easily reject his proposals, more especially when considering his analyses of South African's attitudes to migrants within the country and even those of expatriates who point accusatory fingers at South African immigrants within their home country.

This causal xenophobia seems also to have reared its ugly head into the sphere of government policy, specifically in terms of South African Immigration policy. South Africa's Bill of Rights, her codified Constitution and her democratic stance dictate, ironically, that she is disallowed from curbing the exodus of her skilled workforce through implementation of restraining emigration policies. They do not however, disallow a more open entry policy to be put in place to off-set the imbalance on the emigration-immigration skilled migrant scale. This would presumably turn the infamous into a brain drain into a brain gain, or at the very least, a "brain stay" – a break even in the numbers of people leaving to those entering. The government tends rather to warrant a more restrictive immigration policy citing domestic labor protection as one among an array of likened justifications. South Africa is hampered by a very clouded and unsavory immigration history. Before 1994, immigration policy was a naked instrument of racial domination. As South Africa engages in an active nation-building process there is a danger of a misleading idea taking hold i.e. that nation-building means no immigration should be permitted. (Crush: 2000). Crush et al, further point out that the government does little to circumvent these perception but appear outwardly to be strengthening them, by emphasizing for example, the removal of unwanted people and its controls on keeping people out, in the Draft White Paper on International Migration, 2000.

Xenophobic phenomenon perpetuate as the arguments in justification of such restrictive policy are put forward: 1. Immigrants take up local jobs, 2. Open policy would be a recipe for renewed European immigration. This seems very contradictory with the common place

opinion that free trade and movement of skills sets enhance and develop support industries around them, thereby feeding local job markets and opening up opportunities for further development and economic growth – an opinion backed by economic policy, practice and theory. I feel therefore that the justification for restrictive immigration policy is rather unfounded if not hopelessly narrow-minded, in light especially of the numbers of skilled personnel leaving South Africa. But is less restrictive policy the answer? I feel any suitable answer must be preceded by extensive strategic searching – uncovering of key elements that could contribute to the answer – to consider again the prevalent reasons for emigration of South African skilled migrants.

The literature reviewed tells a story of a South African society, inherently violent, causally xenophobic, an infinitely post-apartheid and transitioning society.

According to Franchi, the new dispensation attempts to offer identity possibilities predicted on the recognition and reversal of past inequalities and the construction of a sentiment of national unity. The Constitution, Truth and Reconciliation Commission and other government policies, all bear testament to this new unified national identity – the rainbow nation. The question that begs to be answered here is how do the people perceive their individual identities firstly, and their standing in South African society, secondly. Franchi examined this concept of self, to determine the articulations of identity among South African students. Of particular relevance are the results of respondents when questioned on their desire to stay in South Africa, their perceptions of future job opportunities and equality of such opportunities and their perception on chances of future happiness. The results are summarized briefly in Table 1.1 Franchi's Concept of Self: Survey; Summary of Relevant Results.

Table 1.1 Franchi's Concept of Self: Survey: Summary of Results:

Variable	YES	NO	DO NOT KNOW
Desire to stay in South Africa	43.5%	21.2% (50.9% CITE CRIME AS A REASON)	35.2%
Perception of Future Opportunities	58.1%	9.8%	32.1%
Equality of Opportunities	39%	44%	17%
Perceived chance of future happiness	74.6%	3.6%	21.8%

These results are not shocking although indicative of underlying issues. So *is* South Africa, or the developing world then, hemorrhaging on skills shortages?

3.3 No Gain, Just Drain....

The brain drain concept is not unique to economic considerations or in the very least to South African policy makers. It has however, been gaining new ground at the fore front of economic and policy discussion after a period of dormancy, in light of the army of literary works and survey data dedicated to determining its new meaning, its economic relevance and impact on host and home countries as well as questioning its very existence at all. The likes of such information bases, include a database on the population of foreign born persons, divided by educational attainment, for almost all the OECD countries, constructed to inform the brain drain debate. This concept must be understood as more than the losses of highly qualified persons from developing to developed countries, because any migration represents the transfer of human capital from sending to receiving country, it is the value of this, which depends on its productive potential (Durmont &

Lemaitre, 2004). This productive potential is outlined as a product of education- reasons being that the investment of the sending country in such education not then only vests in the immigrant but also accrues to the receiving country in terms of both social and economic value.

Meyer et al, 2000, on assessing the South African Brain Drain, show statistical data as below:

Table 1.2 Assessing the South African Brain Drain: A statistical comparison: Summary of Relevant data.

Country/Year	1990	1991	1992	1993	1994	1995	1996	1997
Australia	479	295	213	353	610	765	696	1122
Australia (SSA)	291	198	189	356	274	308	420	310
New Zealand	59	63	104	551	656	462	628	631
New Zealand (SSA)	24	12	49	93	349	209	297	286

Source: Meyer, J.B. M and Kaplan (2000: 10, Table 10) assessing the South African brain drain: A statistical comparison: Central Statistical Service (CSS) (1990-1998)

The discrepancies are undeniable. The premise of the current study is that the key to understanding the real issues and impacts of skilled migrations lie in understanding the migrant and his/her crime perceptions as well as this relationship to prevalence of reasoning to move. The literature surveyed indicates that the diaspora from South Africa to other parts of the globe is a fact – the controversy surrounding how to prevent this, how to measure this as well as the consequences and future implications of it, its continuity and long term economic impact and suitable circumvention strategies are all on the debate table: Issues that the current study is directed at establishing a grounding for. So how serious is this brain drain?

According to Crush et al, 2000, the following survey results are presented:

- South Africa has an economically active population in the region of 17,000,000 with the skilled sector counting for about 9% of this total.
- Of this pool of skilled South Africans, over 69% say that they have given emigration a “great deal” of thought. The findings further show that the perception of emigration as a “white” phenomenon is incorrect because 69% of Whites and 68% of Blacks have given it a great deal of thought.

He differentiates between one’s emigration potential (as measured in terms of different elements including how much has the idea been considered, has the emigration process commenced, when might they leave and what other preparatory measures have been taken) and actual emigration. The study uncovered that around 2% of the sample are very likely to emigrate (very high emigration potential) with 10% sitting in the high category and 25% with a moderate emigration potential. In real figures this translates to 32 000 skilled people if all participants in the very high category had to follow through. The second part of this survey considered a pool of employers and their perceptions of the brain drain as they see it affecting their business and future economics of the industries. The brain drain perception varies across industries with education and healthcare reporting the highest perceived impact at 59%. Mattes, R & Richmond, W put forward that the brain drain has been exacerbated not only by the turmoil accompanying democratization but also the societal changes brought on by post-apartheid transformation. They put forward that training new skilled workers will struggle to keep up with skilled migration resulting in a net loss to South Africa. Figure 1.1: Emigration and Immigration Net Figures represent this data.

In another SAMP Survey, Migration Policy Series number 23, it is determined that women are less likely to emigrate than men. In uncovering the relationship of gender to the issue of propensity to leave, this study showed that women are more likely to return to South

Africa, more likely to find it difficult to leave and therefore more likely to leave on a temporary basis, as compared to men.

Far and wide, and throughout the literature, the analyses of the size of skilled migration populations, the sector and economic analyses of such migrations and causal effects of this movement, is hindered by the lack of consistent statistical data and literature on South African immigration. The available literature focuses on potential for emigration while this study focuses on the migrant already lost to South Africa's economy.

A common sense rationale therefore dictates that post-apartheid transitioning lowered social living standards and destabilizing crime rates, rate among the main reasons that people leave South Africa. According to a more methodical approach, in a study reported in the OECD annual Report of 2001, migration reasons follow several patterns. Mohamed A El-Khawas, put forward the push-pull theory in understanding the reasons and causes of the brain drain. He defines the pull factors as those favorable conditions in the receiving countries that serve to attract skilled immigrants, while push factors being those unfavorable factors in the home country that result in skilled emigration. (El-Khawas, 2004.) He rates the push factors as potent emigration-stimuli, in particular citing socio-economic conditions as a catalyst for continent wide brain drain. El-Khawas recognizes South Africa as one of the main countries trying to understand and curb this issue, but further highlights that a failure on Africa's part to halt the drain of human capital will dampen the prospects of curbing the other real issues flooding the continent i.e. poverty, disease and underdevelopment.

Other reasons considered in the emigration/reason debate are poor economic and political governance, sociopolitical instability, inappropriate economic policies and declining economic growth – again a concentration of lethal push factors. Sako points out that there is no systematic record of the number of skilled professionals that Africa has lost to the

developed world, suggestive of a need for analysis on the migrant population to determine the single most prevalent push factor of South African skilled migrants.

The emigration potential of skilled South Africans has been covered from various focal points. What follows is a summary of data collated from various literary sources in terms of central theme on emigration reasons, categorized in accordance with the writer's category preferences.

Gender as a point of departure: Studies show that push factors rating the highest for men and women are crime and lack of security. Furthermore, across the gender divide, respondents in this study anticipated a decline in standards and overall positioning in the coming years. According to Crush, Migration Policy Series Number 23, reducing the threat of crime is the single most important factor that would encourage skilled South Africans of both genders and all races to see a future for themselves and their children in South Africa. It would further encourage skilled immigration from other countries. Men appear more pessimistic than women. Statistical data in the gender brain drain shows as follows: 73% of men think about emigrating while only 61% of women do. The literature concludes that gender does matter, that women make reluctant migrants. Interestingly they also show that women are seen to be more family-orientated and are overly concerned with their families and would move to secure the safety of their family and future, albeit reluctantly.

Race as a point of departure: Across all race groups, reasons for wanting to leave include high levels of dissatisfaction with living costs, taxation levels, safety and security and public services. An exception is that Black skilled South Africans show marked dissatisfaction with current income levels. Another race differentiation, are results showing that some 83% of skilled white South Africans are opposed to affirmative action, while only 20% of black skilled population is. Push factors, in particular socio-economic

concerns transcend all racial boundaries when considering their influence on emigration potential.

Industry sector as a point of departure: Skilled migration and emigration potential elements appear to be perceived differently across economic sectors. The HRD Review focusing on particular sectors, show a marked impact on the IT and health care sectors.

3.3 Psychology of the Migrant

Carr et al, 2005, reject the term brain drain for being too restrictive and focus instead on the psychology of migration. They take a look at the forces that motivate emigration, paying close attention to economic, political, cultural, family and career forces. The present research study is also considering the prevalence and perception of these economic concerns as extenuating emigration contributory factors. It is more specifically trying to establish a link between crime perception and relevance to the emigration decision, from South African perspective. Carr et al, 2005 further introduce the idea of a boundaryless career, understood as being:

1. The movement across the boundaries of separate nations,
2. Drawing validation from outside the present nation
3. Sustained by international networks or information
4. Breaking traditional national career boundaries
5. Rejection of national career opportunities for personal or family reasons
6. Perceiving a boundaryless future regardless of geographical constraints.

They cite DeFillipi & Arthur, 1996, who suggest that the “boundaryless career” is sustained by three sets of personal competencies: knowing why – motivation and values; knowing-how – skills and experience; knowing whom- networks and reputation.

The study considers the motives of such migrants and determines that in deciding whether and where to migrate; individuals consider a range of issues that can be put into five main

categories viz. economic, political, cultural, family and career. The study looks at these motivations and then considers the perceptions (of the perceived abilities of the target country to deliver the benefits) that would satisfy these very motives.

The present study is focusing more on perceptions of home-country and how the perception of crime in particular motives as a decision-making element. The writer therefore accepts the concept of the psychology of the migrant as necessary to understanding the process of emigration. However the concept of a boundaryless career seems lacking in clarity when it presupposes a “flow” or continuity of talent across nations – implying equality and balance in inflow and outflow of migrants, globally. The evidence base and literary works indicate a more polarized movement resulting on a drain of resources in sectors of some economies like South Africa.

Looking specifically at South Africa, Mattes & Nkiki, 2005, ask the question; what is the potential for skills loss via emigration of final year students? Student perceptions of a range of features of life in South Africa were tested. Present satisfaction with personal and national economic conditions was assessed and then whether they thought things would be better or worse in five years time. One half was dissatisfied with their present personal economic conditions. However 82% expected that their personal economic conditions would be better or much better in five years time. However, a large number still feel that the conditions in their most likely emigration destination, to be better than South Africa. Of this group, their perceptions on future in South Africa was also tested with a strong 58% perceiving that their personal safety would be in worse danger than today.(SAMP Policy Series Number 36).

3.4 The Question of Perception and Economics

Most available literature tends to focus on perceptions of migrants in society, perceptions of migrants on host country dynamics and future perceptions of potential emigrants. The

perception of migrants in society depends, in part, on the role of migrants in guiding this perception. Moreover, the government's policy and objective can determine the perception of migrants in that society. (Migrant Labor Business for Social Responsibility, 2004).

Rourke & Sinnott, in their survey of the determinants of individual attitudes towards immigration, determine several indicators of perceptions of migrants. Other available literature focuses on the economic impact of migrants to both host and home countries. Boroah & Mangan, 2006, looked at Australia's immigrant population and their economic life – the study revealed that they are more likely to be employed than non-immigrants, yet over-represented in the least desirable jobs.

3.5 Conclusion

In summary, the literature is clear and mostly consistent in recognizing the economic severity of the brain drain to the inflicted country. South African Migration Project is a unique and stand alone undertaking, in its dedication to determining and interpreting the South African migration issues. Most literature looks from a future – orientation as a means to uncovering strategy solutions as opposed to getting it from the migrants themselves.

Chapter Four: Research Methodology

4.1 Introduction

The objectives of this study were to determine the main reason that South African citizens leave South Africa to settle elsewhere. In the writer's quest to establish strategies to curb skills migration, she envisaged and planned to conduct her research within the methodology outlined in Chapter One, and summarized below.

4.2 Research Design

The research is an exploratory study that is attempting to determine the subjective responses from the sample elements, as a means to analyzing and achieving the study's objectives. Inferential statistics were used to determine the findings and analyze the research data.

4.3 Data Collection Methodology and Instrument

Initially the writer had designed a questionnaire that would serve as the primary data collection instrument. She approached the local council for secondary data collection, as well as undertaking an internet search of South African Immigration websites and South African government statistics.

The questionnaire was simple, in a language style aligned with that of sample elements, and quick to read and complete. There was room for multiple responses provided by the inclusion of open ended questions. However, all other questions were calibrated on the Likert scale to allow for ratings of each variable tested.

The instrument was tested on family members, prior to sending for ethical clearance, in order to ascertain reader understanding, question appropriateness and time involved. All persons took an average of 2 minutes and 20 seconds to complete. Familiarity with the study and the average reading/processing time was taken into account in order to

determine that it would take between 3-5 minutes to complete. The questionnaires were delivered to sample elements via the local community groups, South African stores and local schools, as well as through family and friend networks. Initially 96 questionnaires were handed out with free post envelopes for ease of return. Only 96 were sent initially to test the response rate for return where the onus was placed on the respondent. The remaining 100 were handed out at local schools and South African shops to be collected from the location again. During this experience, the writer realized that although she had approximated the time for completion of the instrument, she had failed to account fully for the level of passion and emotion that became instilled in many respondents upon reading the questionnaire. The interaction with them allowed for a distinct willingness to complete the questionnaire and make their voices heard, but was a very time consuming and long process. Of the 196 questionnaires circulated through the distribution channels mentioned above, the writer collected 167 completed questionnaires.

She visited the Manukau Council and New Zealand Immigration Services as well as some local employers of South African migrants in the area. The council and immigration services provided their web site for all information related queries. Much of data available has been considered and relevant information presented in the literature survey in Chapter three above. In terms of the local employers, the writer wanted to gain a little insight on their perception of the South African community which appeared overall favorable. This is however not of significant relevance to this study's aims although certainly may become so, for further studies looking at skills shortage circumvention strategies and their actual implementation.

4.4 Sample and Sampling Techniques

The sample population is the skilled migrant South African population of New Zealand.

Sample frame is the skilled migrant South African population of the greater Eastern

Suburb region of Manukau City, New Zealand. Local council data indicated that the frame size is approximately 400 persons (accounting only for skilled South African migrants as defined). The sampling matrix prescribed was used to determine that sample size of 196 respondents is a representative sample.

Initially the writer intended to obtain contact details from the local council databases. However, the Privacy Act of New Zealand did not allow this. Therefore, the writer had to rely more heavily on the support of the local South African web groups, shops, businesses and schools.

The names of sample elements were collected by seeking their consent through signing their details on a list placed at the distribution channels named above. The list consisted of 237 sample elements. The names were then coded from 1- 237 and mixed together. The first 196 names drawn were used as the sample frame for the survey. The sampling technique used was therefore a simple random sample as each person in the sample had the same chance of being selected. As this is a probability sampling technique, the researcher bias was reduced and sample representativeness was increased.

4.5 Research Questions

At the beginning the writer sought to answer the following questions:

1. What is the most prevalent reason, among skilled migrants, for leaving South Africa?
2. What is the frequency and ranking of crime and safety, as a prevalent reason?
3. What are suitable solutions to curb skilled migrations?

She conducted a thorough literature survey. In order to establish article and prior research relevancy, she undertook Nexus, Science Direct; LEARN searches, as well as full database searches via the University of Auckland and Auckland University of Technology. The

writer used the Manukau research library resources for text materials and local database searches. She then isolated relevant materials and undertook an in depth study of them.

In order to ensure no duplicity of literature, she focused her literature survey on broader aspects of relevance, for example, migration and race, gender, age; future migration potential; South Africa as a culture; effects of post-apartheid policies; general attitudes to immigration; psychology of the migrant in general.

Upon completion of the literature survey, the following implications arose insofar as the research questions she intended to answer:

- The crime and socio-economic standards in present day South Africa appear as a contributory factor among reasons to emigrate, albeit this being determined in studies concentrated on “potential for emigration” at a future date.
- Perception of South Africa’s crime situation as among the minds of South African expatriates has yet to be fully determined.
- It is not thoroughly clear, what, if anything should be the focal point to stimulate expatriates return to South Africa.

Therefore the aim of the writer’s study has evolved with a sharpened focus to answer the following critical questions:

- Is crime the prevalent reason for skilled migration movements from South Africa?
- How do the skilled migrant communities of South Africans abroad perceive South Africa’s socio-economic standards?
- How can answering these questions assist in the alignment of government strategies to curb skilled migrations in the future?

4.6 Data Analysis and Techniques

The variables being studied are predominantly qualitative as they are nonnumeric attributes of the sample population. The total number of completed questionnaires is 196 – the total required for a fully representative sample.

The data was collected using the questionnaire and upon completion the questionnaires were numbered and tallied. A database was initially set up in SPSS. The 27 questions were regrouped into 27 variables that were used for data input purposes. Each variable was defined and allocated a value label. There are four string variables and the remaining twenty three are numeric variables. All demographic variables are coded as numeric. Data was then input according to the numeric coding on the questionnaires. This then allowed for verification of data when the input process was complete. A second independent person coded the data variables which were verified against the questionnaire responses. This was done to minimize and correct any transmission errors.

The analysis of the variables was completed according to the following process:

As the main consideration of this study is to uncover the prevalent reason for South African skilled migration in order to determine proper circumvention strategies, the responses to questions in part 2, decision to emigrate and in particular question ten, was considered in more detail. The responses were considered against the demographic variables in part 1 to ascertain any significant findings. The same process was repeated for the open ended questions, according to the regrouping value labels assigned in the input. These responses were considered in totality of the sample to ascertain the reason that ranks as highest. The process was then repeated using the numeric variables to determine total percentage findings.

In order to analyze the data secondary databases were set up and all relevant variables extracted and imported to excel for sorting and percentage findings. Frequency tables and

case summaries were extracted from SPSS. The questionnaire is calibrated using Likert scale so the following labels have been assigned to bring more clarity to the findings: strongly agree = highest, agree = high, strongly disagree = lowest, disagree = low, choose not to answer = neutral. Where tables are used to show yes and no responses, yes is collection of all strongly agree and agree while no is the tally of strongly disagree and disagree. The missing variable was only entered where no tick was marked on the questionnaire.

All findings are presented below.

Chapter Five: Data Analysis and Results

5.1 Introduction

The epitome of any research study lies in the ability not only to collect and collate the information but to present the findings to others in an informative and understandable manner. The tone for presentation of this data is set against the background of the theoretical framework outlined hence.

5.2 Theoretical Framework

The in-depth literature survey of Chapter three details the literary works considered. The studies indicate an array of outcomes based on demographic profiling, future-projection analysis and interview based surveys of migrant communities and potential skilled migrant of South Africa.

The underpinning principle is that there is no doubt that skilled migrations are continuing to occur in greater proportions and that these movements have severe economic impact on home countries.

The economist David Roodt puts it into more perspective by determining that if a family earning R300 000 leaves, the tax support for roughly eight people is lost while if a family earning R1-Million a year decides to emigrate the tax support for as many as 36 people is lost.(Brokensha, M, 2005). Brokensha points out the further R2.5 Billion per annum cost to the economy due to staff turnover; increased wages for skilled labor as well as billions more by way of human capital exported in the form of education, training and experience.

Within this framework the concept of skilled migrant takes on a specific yet broad approach to its definition. Bailey, HRD Review 2003, have the following to say as regards the definition of this concept:

They cite Mattes and Richmond, 2000 who state that broadly speaking it includes individuals who received some form of specialized education and training, who possess a high level of expertise and competence in a particular area and who utilize these skills (are economically active) in a professional manner. However she further cites Iredale, 2001 who determine that formal education is not always a prerequisite and highly skilled people might also include those whose experience in a particular field is considered to be as extensive or equivalent to formal education. By definition it is a culmination of these broader views with the added element that a skilled migrant refers to any person that arrived in New Zealand from South Africa, with the ability to take on or fill a skill shortage in New Zealand, due to their specific skills abilities, however determined, at the time of their arrival.

The in-depth literature review presented in Chapter three outlines the conceptual framework of this study, further highlighted by key concepts defined. The literature points to a dire lack of research available specifically with regard to South African migrants abroad. In order to present meaningful results the framework for analysis is stepped:

1. Demographic Profiling of Respondents: The previous studies concentrated research on gender, age and/or ethnicity. Particular surveys studied education level and demographic variables within the group to determine potential migration level. The demographic profile of this study is detailed below. Analysis results use certain demographic variables like ethnicity and gender to determine any significant results within the sample population that impacts on decisions to emigrate.
2. Regrouping of Variables: The first aim of this study is to determine the most prevalent reasons for emigration. In order to do this respondent responses to question 17 was considered by reading all data thoroughly, regrouping into the

following five categories: Needed a change – to include all responses verbatim and/or reference to change, adventure, travel; Socio-economic – to include all verbatim responses and inclusion of crime rates, family, children’s future and job opportunities in New Zealand; Crime – to include all verbatim responses; Any other reasons – to include any responses that could not fall within any of the other categories and include such responses as God’s guidance, religion, unsure; Choose not to answer – where no response was given. The second aim is to determine the perception of crime as a prevalent reason. Using crime as dependent variable respondents ranking to Part3 was analyzed.

Therefore the theoretical framework of this study is founded in the literature survey and past findings (Chapter three), developed within the key concepts as defined (Chapter two), interpreted by the demographic profile of the sample population as examined below and measured in terms of the variables as specifically labeled in the database.

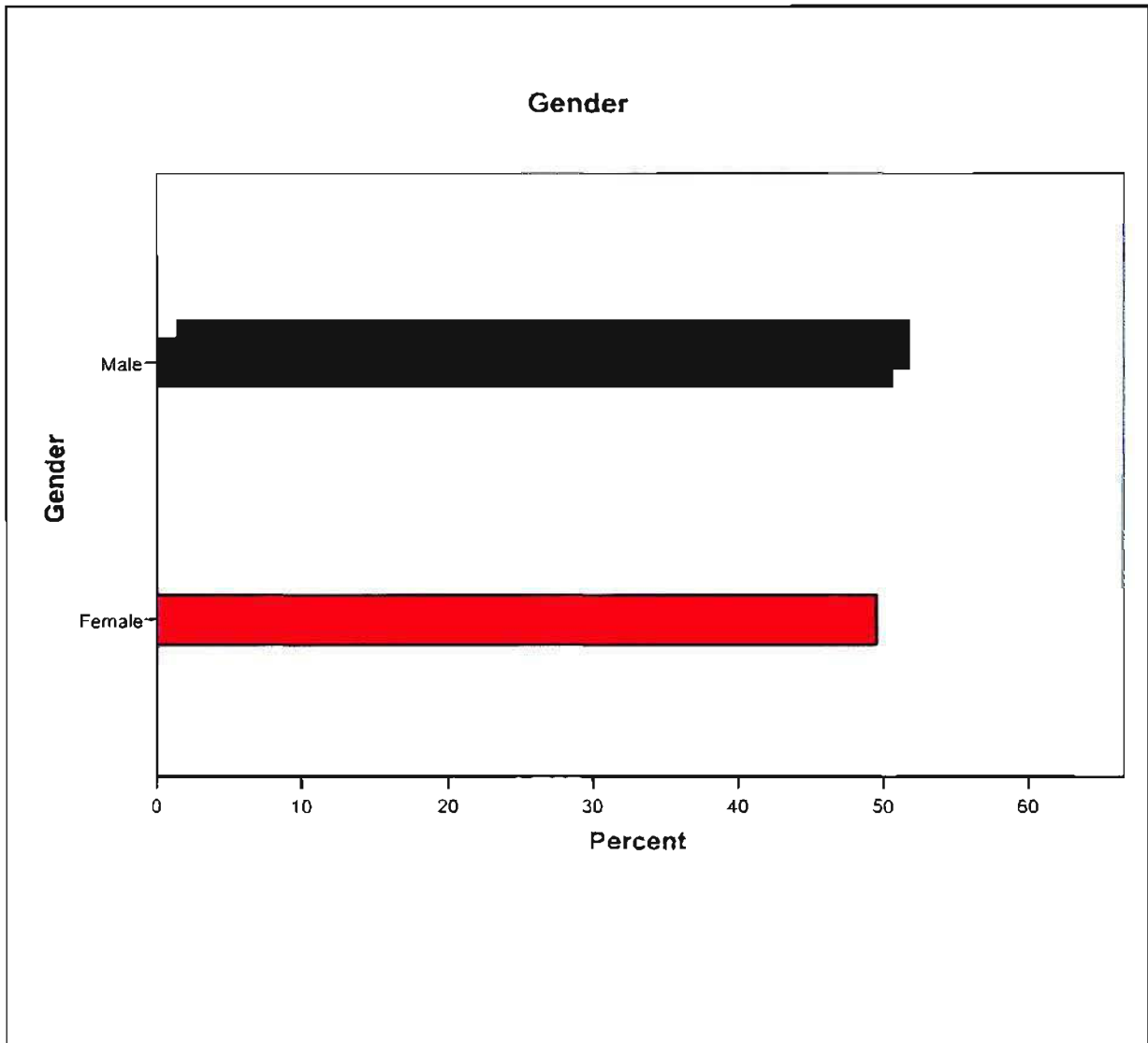
5.3 Demographic Profile of Respondent

Part 1 of the research questionnaire was used to demographically profile the sample population. They are insignificant in terms of the main research aim but remain very important as independent variables to determine whether such factors of age, education level, or ethnicity impact on the reasons to emigrate and on perception of crime. The sample size is 196. Their demographic considerations were as follows:

5.3.1 Gender

There is a close proximity of percentage between male and female respondents. Figure 1.1 summarizes the results.

Figure 1.1 Demographic Variable: Gender



There are 49.48 % of females to 50.51 % of males in the sample. This is an almost equal demarcation and therefore will give a clearer indication of results were gender is used as the dependent variable.

5.3.2 Ethnicity

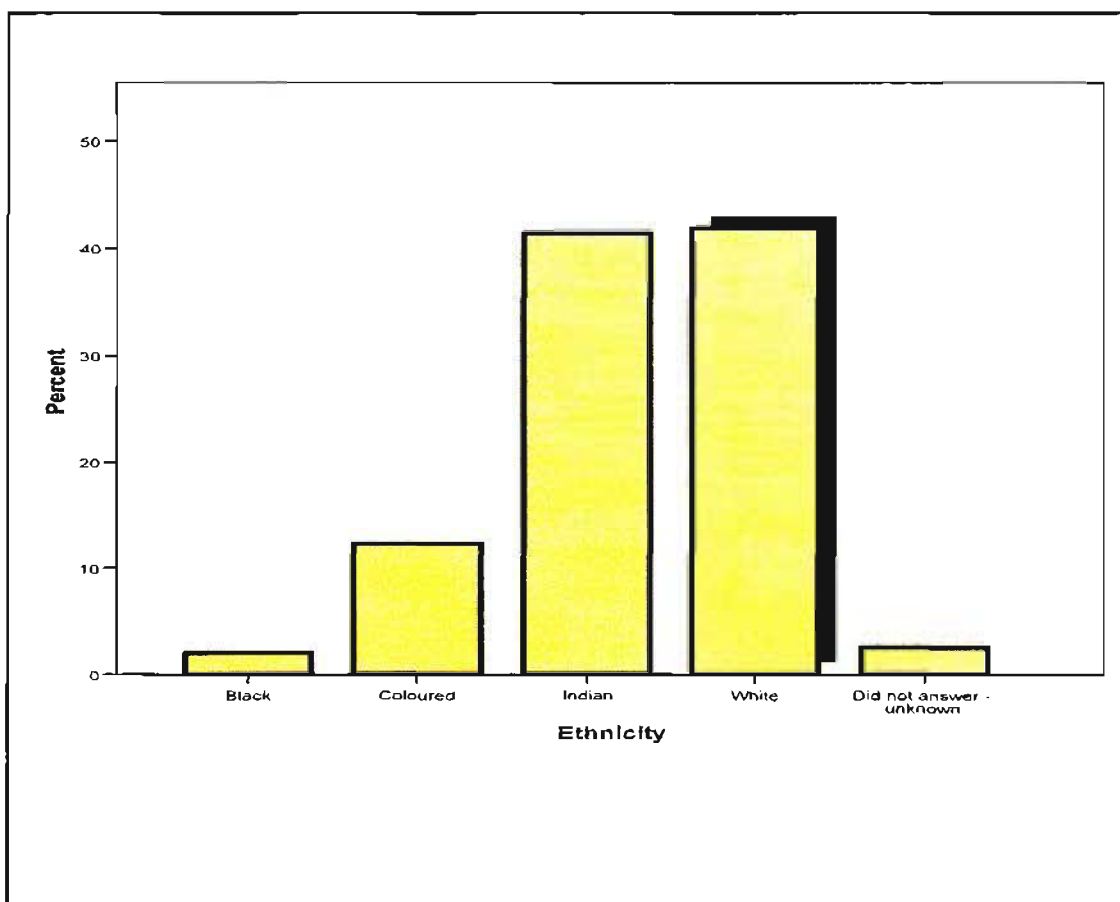
The frequency distribution for ethnicities among the sample population show that there is a significantly higher numbers of white and Indian respondents as compared with the numbers for Black and Coloured

Table 1.3 Frequency Distribution for Ethnicities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Black	4	2.0	2.0	2.0
	Coloured	24	12.2	12.2	14.3
	Indian	81	41.3	41.3	55.6
	White	82	41.8	41.8	97.4
	Did not answer - unknown	5	2.6	2.6	100.0
	Total	196	100.0	100.0	

The percentage differences are summarized on the graph below. The frequency distribution between the ethnicities is not evenly distributed. Although Indian and White ethnic origin may be used to consider as against dependent variables, ethnicities used as dependent variable will not describe a fully reliable result.

Figure 1.2 Demographic Variable: Ethnicity

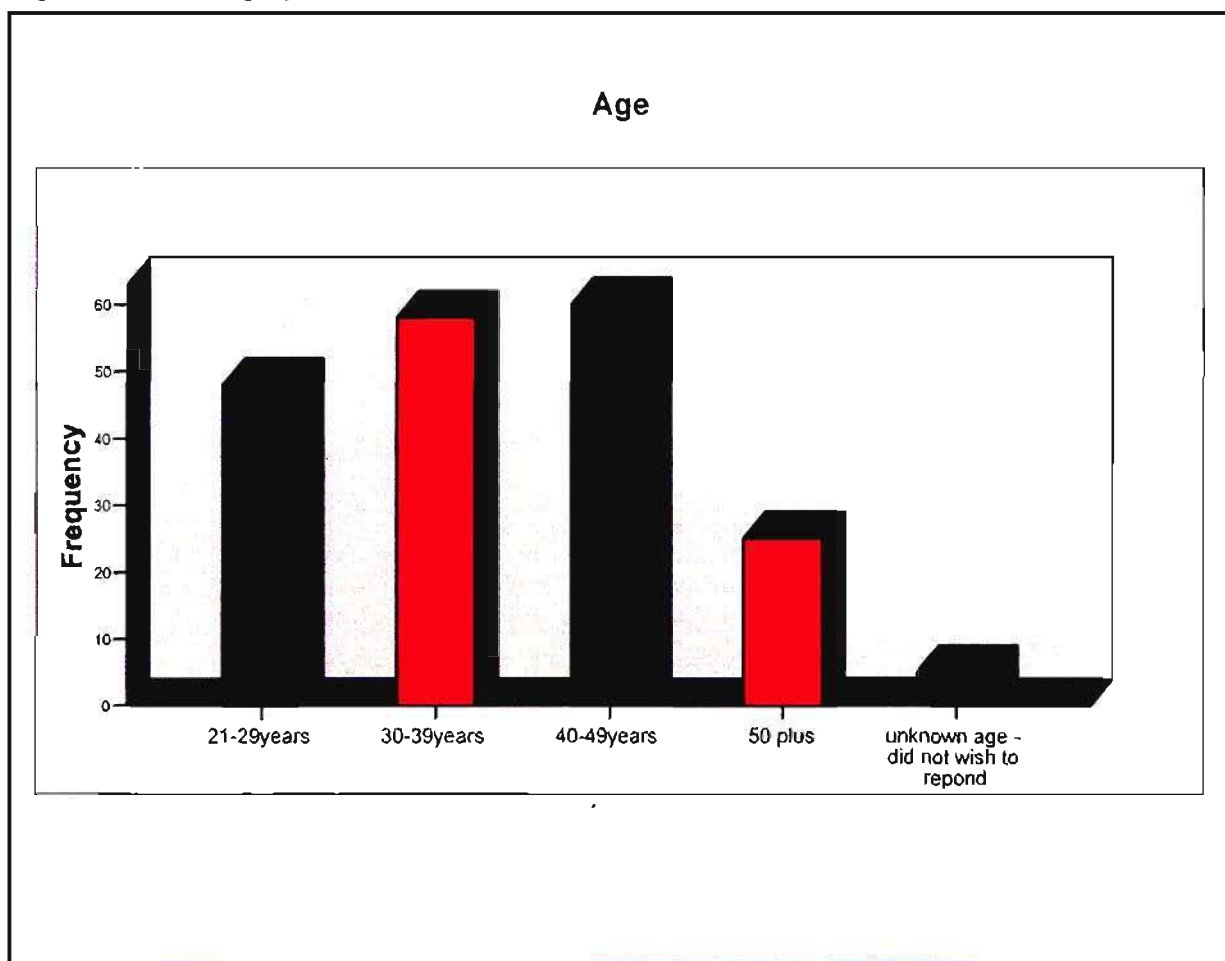


5.3.3 Age

There were four age categories viz. 21- 29; 30-39; 40-49; 50 plus. The distribution shows 48 respondents in the 21 -29 age group and another 58 in the 30- 39 age group. This is a good distribution as the highest cumulative percentage taking these two groups together – 54.08% represents a group with the longest economically active life.

All age group results are summarized below:

Figure 1.3 Demographic Variable: Age



5.3.4 Origin

Table 1.4 summarizes the frequency distribution for origin of respondents as from the four older provincial districts in South Africa viz. Natal, Transvaal, OFS and Cape Province. The reason that respondents were asked to answer is that the population included respondents that would have left prior to the new regime. Any responses made were re-categorized into the old provincial names and then tallied.

Table 1.4 Frequency Distribution Summary: Province of Origin in South Africa

		Origin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Cape	29	14.8	14.8	14.8
	Natal	107	54.6	54.6	69.4
	Transvaal	41	20.9	20.9	90.3
	OFS	6	3.1	3.1	93.4
	no answer	13	6.6	6.6	100.0
	Total	196	100.0	100.0	

5.3.5 Marital Status

The frequency distributions and percentages for this variable are tabled below. The predominant number of respondents is married with children.

Table 1.5 Demographic Variable: Marital Status

		Marital			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	40	20.4	20.4	20.4
	Married with children	132	67.3	67.3	87.8
	Married with no children	13	6.6	6.6	94.4
	Divorced/separated	8	4.1	4.1	98.5
	Did not answer	3	1.5	1.5	100.0
	Total	196	100.0	100.0	

5.3.6 Education Level

Education level is divided into secondary, tertiary, bachelors, masters and doctorate. The findings show the highest frequency in tertiary education level. Again the definition of skilled migrant is reiterated.

Table 1.6 Demographic Variable: Education Level

		Education			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Secondary	35	17.9	17.9	17.9
	Tertiary	80	40.8	40.8	58.7
	Bachelors	51	26.0	26.0	84.7
	Masters	14	7.1	7.1	91.8
	Doctorate	6	3.1	3.1	94.9
	Did not respond	10	5.1	5.1	100.0
	Total	196	100.0	100.0	

5.4 The Results: Decision to Immigrate

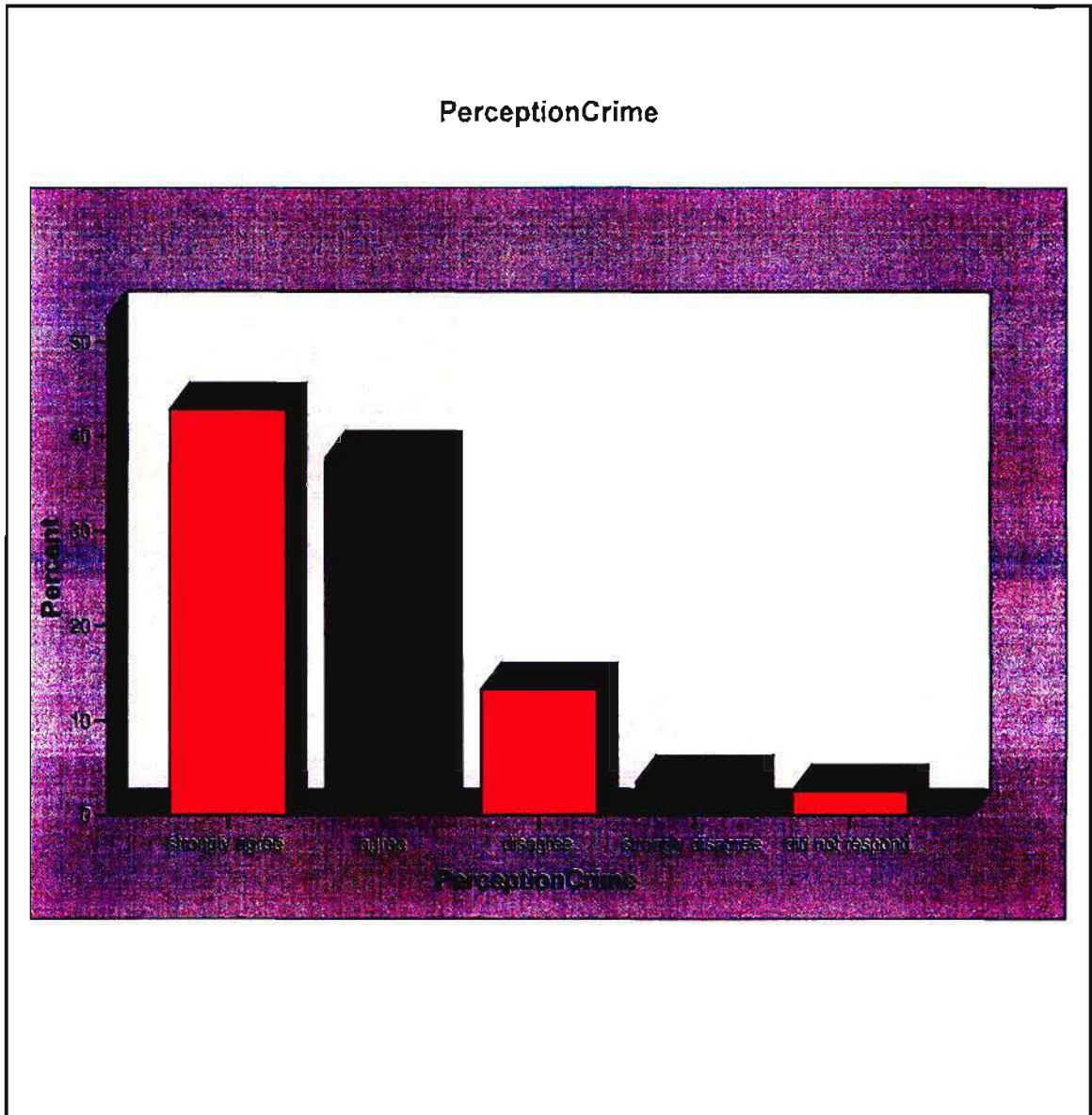
Part 2 of the questionnaire asked respondents to rate the reason for leaving on the Likert scale. There were seven reason questions, each with five ratings. The choices given were as follows:

- Decision based on personal crime perception
- Decision based on personal choice (disregarding crime perception)
- Lack of Employment (i.e. could not find suitable employment prior to emigration)
- Family living in New Zealand and wanted to live close to them
- Decision based on potential lifestyle choice that New Zealand could offer
- Lack of future opportunities in South Africa
- Need to have a change

The results for each variable are presented individually below.

5.4.1 Decision to Immigrate: Perception of Crime Rate

Figure 1.4 Decision to Immigrate: Perception of Crime



Clearly the highest percentage of respondents "strongly agrees" that their decision to emigrate was influenced by their perception of crime in South Africa. The figures are shown on the frequency distribution table:

Table 1.7 Frequency Distribution: Perception of Crime

Perception of Crime

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	84	42.9	42.9	42.9
	agree	74	37.8	37.8	80.6
	disagree	26	13.3	13.3	93.9
	strongly disagree	7	3.6	3.6	97.4
	did not respond	5	2.6	2.6	100.0
	Total	196	100.0	100.0	

On further analysis, placing these responses against gender demographic, it shows that a frequency of 84 respondents “strongly agree” broken further into 40 male respondents and 44 females. This translates to 45.36% of all female respondents that “strongly agree” with 40.40% of all male respondents. Since the sample is representative the results are statistically sound. Upon comparison with the studies conducted on gender impact on immigration as cited in the literature survey, women were determined to be the more reluctant migrants and men to be more pessimistic about the situation in South Africa. It is interesting to note that those studies were determining potential emigration potential while here we see that women appear to have been influenced by push factor of crime in a higher proportion than men

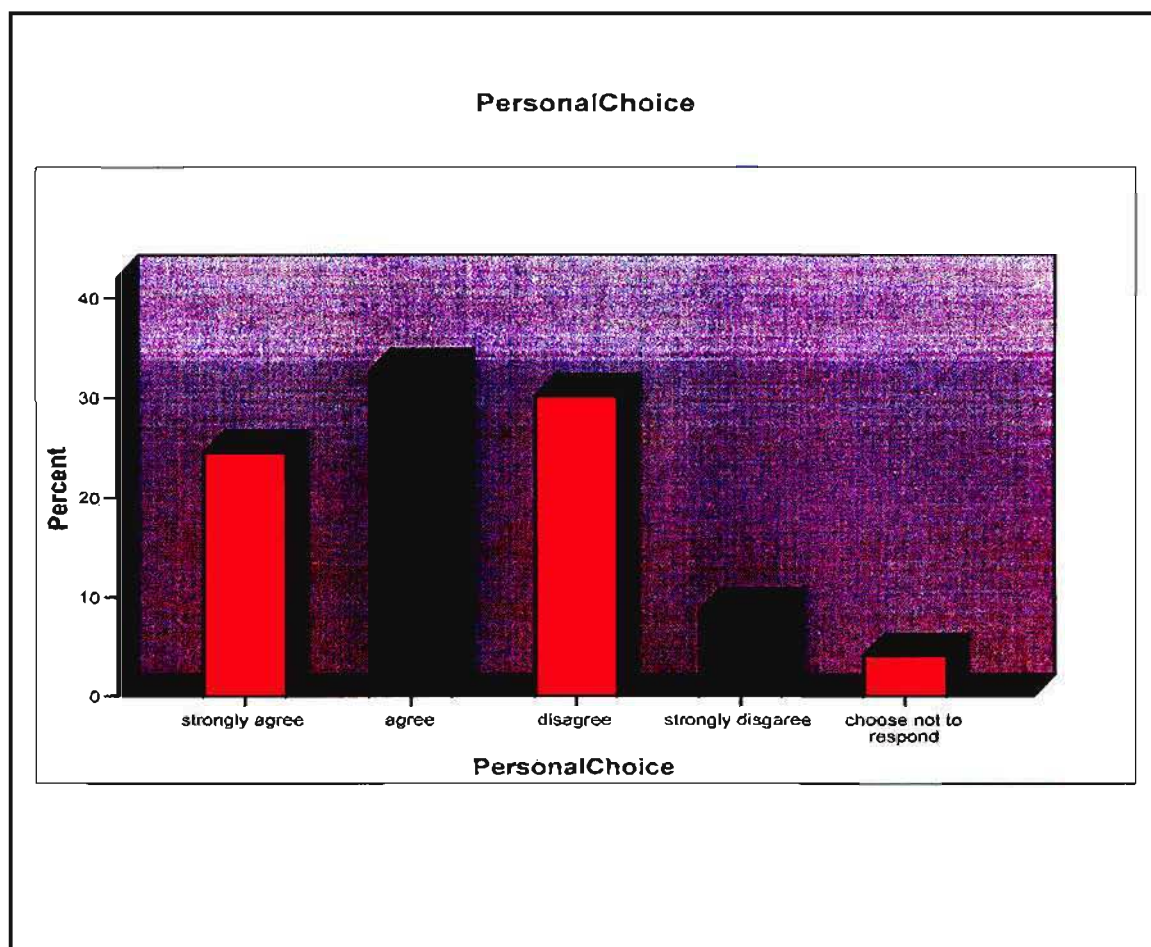
5.4.2 Decision to Immigrate: Personal Choice

Table 1.8 Frequency Distribution: Personal Choice

Personal Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	48	24.5	24.5	24.5
	agree	64	32.7	32.7	57.1
	disagree	59	30.1	30.1	87.2
	strongly disagree	17	8.7	8.7	95.9
	choose not to respond	8	4.1	4.1	100.0
Total		196	100.0	100.0	

Figure 1.5 Decisions to Immigrate: Personal Choice



Only 24.48% of all respondents “strongly agree” that personal choice influenced their decision. The high percentage of 30.10% of respondents disagrees compared to only 13.77% that disagree when rating the influence of crime on their decision to leave. On comparison with perception of crime as a reason, we see 42.8% that strongly agree with only 24.48% in personal choice.

5.4.3 Decision to Immigrate: Lack of Employment

Only 7.14% of all respondents rate this as strongly agrees. This shows that they were not influenced by their current opportunities at the time of departure and correlates to the degree of employment in measuring of the income source in South Africa. Both these findings are given:

Table 1.9 Frequency Distribution Lack of Job
Lack of Job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	14	7.1	7.1	7.1
	Agree	44	22.4	22.4	29.6
	Disagree	76	38.8	38.8	68.4
	strongly disagree	53	27.0	27.0	95.4
	choose to not respond	9	4.6	4.6	100.0
	Total	196	100.0	100.0	

Figure 1.6 Decision to Immigrate: Lack of Job

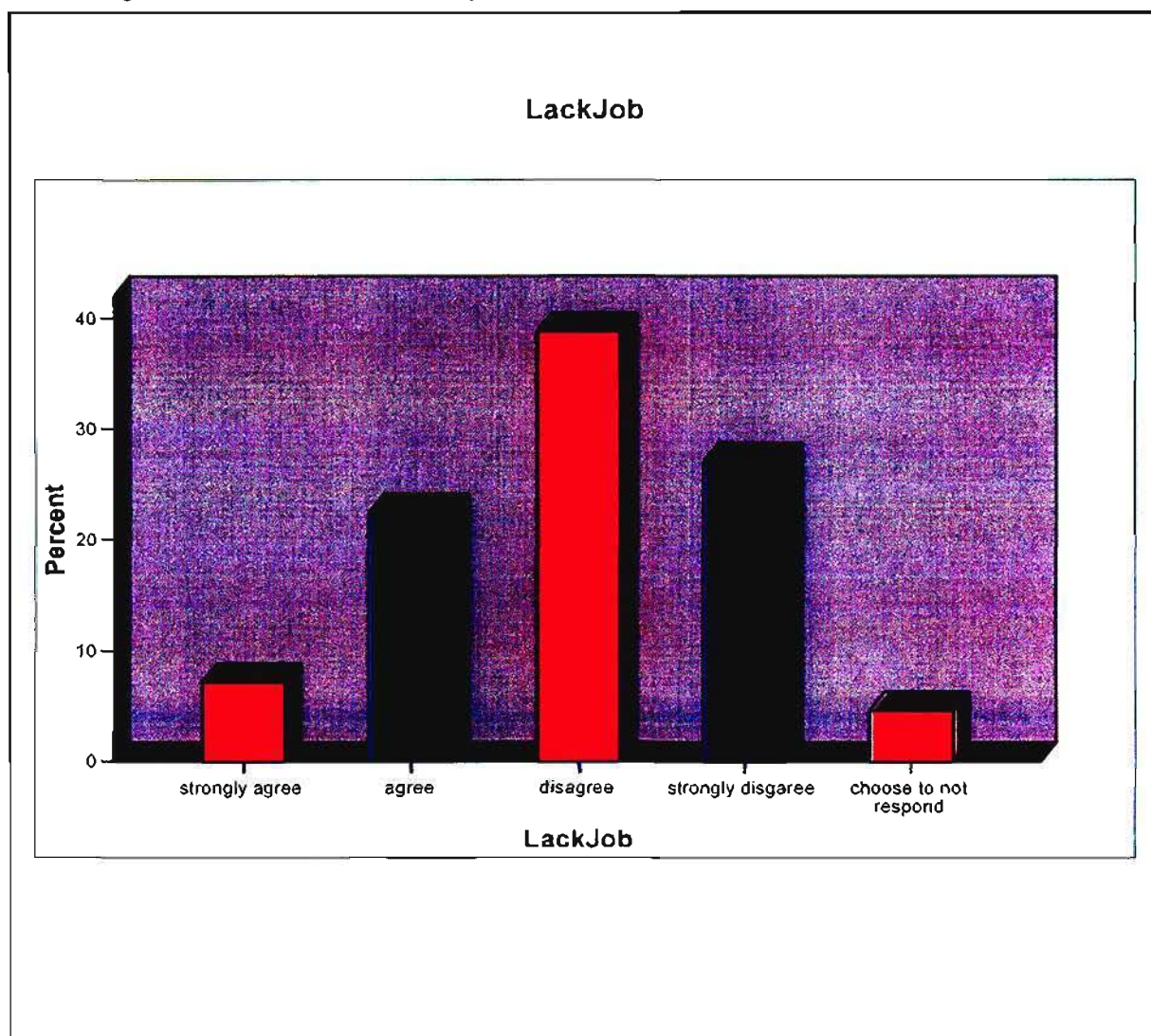


Table 1.10 Income Source in South Africa

Income source in SA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	skilled employment	139	70.9	70.9	70.9
	self employment	23	11.7	11.7	82.7
	not specified	18	9.2	9.2	91.8
	did not respond	16	8.2	8.2	100.0
	Total	196	100.0	100.0	

More than 70% of respondents generated an income from skilled employment in South Africa.

5.4.4 Decision to Immigrate: Family in New Zealand

The figures show that only 8.67% of all respondents rate this as a strongly agree while a further 47.44% disagree. The remaining frequencies are as follows:

Table 1.11 Frequency Distribution: Family in New Zealand

		Family			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	17	8.7	8.7	8.7
	agree	42	21.4	21.4	30.1
	disagree	93	47.4	47.4	77.6
	strongly disagree	38	19.4	19.4	96.9
	choose to not respond	6	3.1	3.1	100.0
	Total	196	100.0	100.0	

5.4.5 Decision to Immigrate: Lack of Future Opportunities

Looking at the results, it is interesting that although more than 70% of all respondents generated an income from skilled employment in South Africa and a further 11.7 % from self-employment, a combined response figure for all respondents that strongly agree and agree that their decisions was influenced by lack of future opportunities in South Africa sits at 67.98%. 21.42% disagree with this. When considered against age variables it is determined that 91.37% of all respondents that strongly agree sit within the ages of 21 – 49 years. The most economically active age group in a population. Of this 91.37% the highest group is the thirty-somethings showing a percentage of 36.20%. This indicates a dire lack of confidence in the economic future of South Africa and such perception may feed into other skilled persons back home causing a somewhat contagion effect and aiding in the skilled migrant exodus.

Table 1.12 Frequency Distribution: Lack of Future Opportunities

Lack of Future Opportunities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	58	29.6	29.6	29.6
	Agree	66	33.7	33.7	63.3
	strongly disagree	19	9.7	9.7	73.0
	Disagree	42	21.4	21.4	94.4
	choose not to respond	11	5.6	5.6	100.0
	Total	196	100.0	100.0	

5.4.6 Decision to Immigrate: Seeking Change

The frequency distribution table summarizes the findings.

Table 1.13 Frequency Distribution: Seeking Change

Change

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	45	23.0	23.0	23.0
	Agree	87	44.4	44.4	67.3
	Disagree	42	21.4	21.4	88.8
	strongly disagree	11	5.6	5.6	94.4
	choose not to respond	11	5.6	5.6	100.0
	Total	196	100.0	100.0	

Comparing the previous responses, seeking change thus far ranks as the fourth highest percentage for total responses rating this as strongly agree that a need for change impacted on their decision to leave.

5.4.7 Decision to Immigrate: Lifestyle Choice

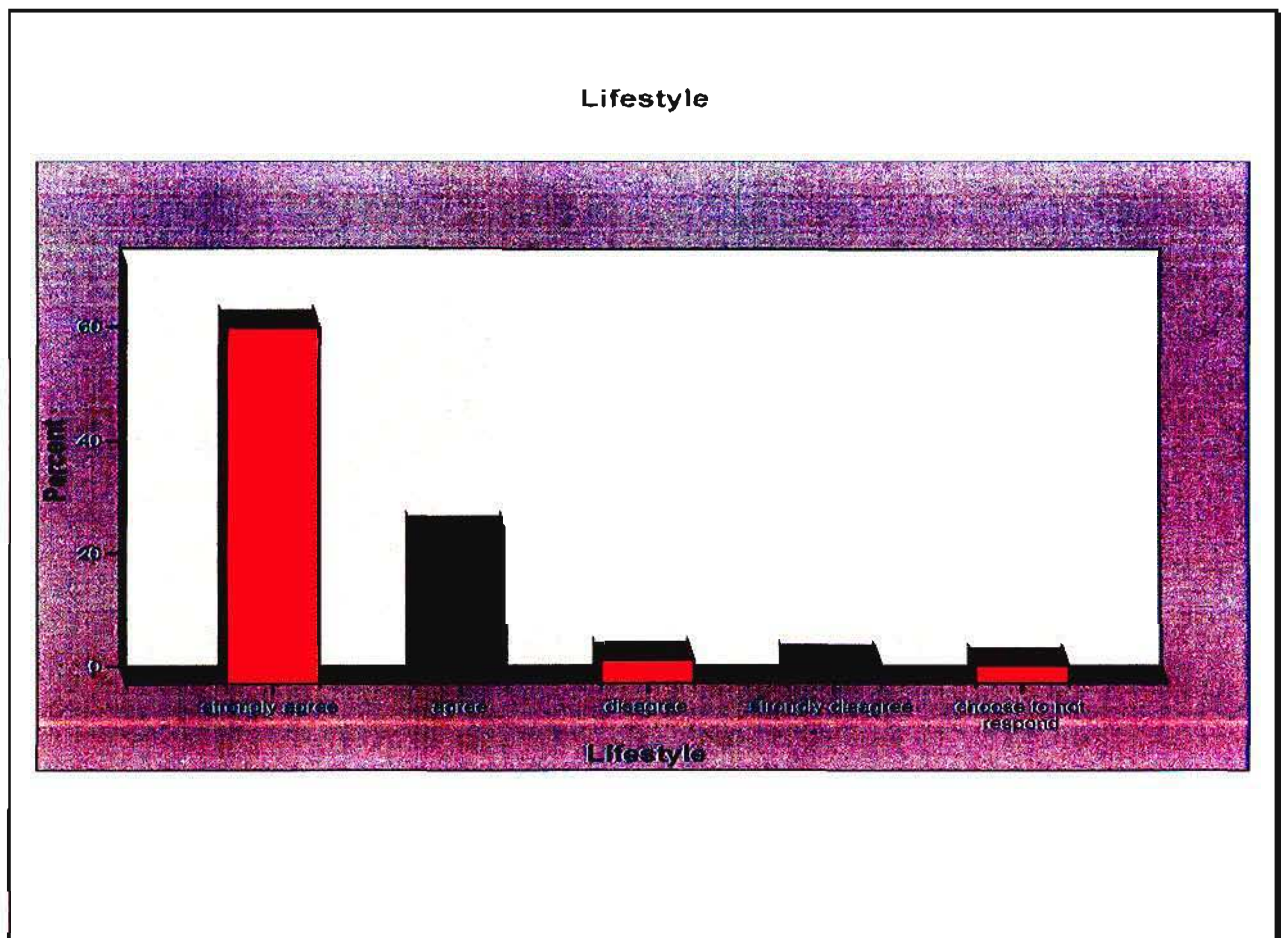
The results for this reason were interesting in that considering lifestyle choice as a pull factor, the results determine that a total of 62.75% of all respondents strongly agree that

this was a factor in their decision to leave. This translates to a 19.95% higher response in this rating for crime perception.

Table 1.14 Frequency distribution: Lifestyle Choice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	123	62.8	62.8	62.8
	Agree	52	26.5	26.5	89.3
	Disagree	8	4.1	4.1	93.4
	strongly disagree	7	3.6	3.6	96.9
	choose to not respond	6	3.1	3.1	100.0
	Total	196	100.0	100.0	

Figure 1.7 Decision to Immigrate: Lifestyle Choice



Upon further analysis of the group of responses as strongly agree, 47.96% are female and 52.03% male. The age group showing the highest percentage here is the respondents aged between 40-49 years with 33.3% of respondents falling into this category.

5.4.8 Decision to Immigrate: Summary and Conclusion

The table below summarizes the findings. Yes is determined as cumulative results of strongly agree and agree while no is the combination responses of disagree and strongly disagree.

Table 1.15: Decision to Immigrate: Summary of Findings

Reason	YES	NO	No Answer
Crime Perception	80.61%	16.83%	2.55%
Personal Choice	57.14	38.7	4.08
Lack of Employment	29.59	65.81	4.59
Family in New Zealand	30.10	66.83	3.06
Lifestyle Choice	89.28	7.65	3.06
Lack of Future Opportunities	63.26	31.12	5.61
Seeking Change	67.34	27.04	5.61

The perception of crime is the second highest influential factor in the population's decision to immigrate. In order to look at this further the reasons for immigration as put forward by the respondents in their response to the open-ended question is analyzed.

5.5 The Results: Reason for Emigration

The reasons cited were read thoroughly and regrouped as stated in the theoretical framework.

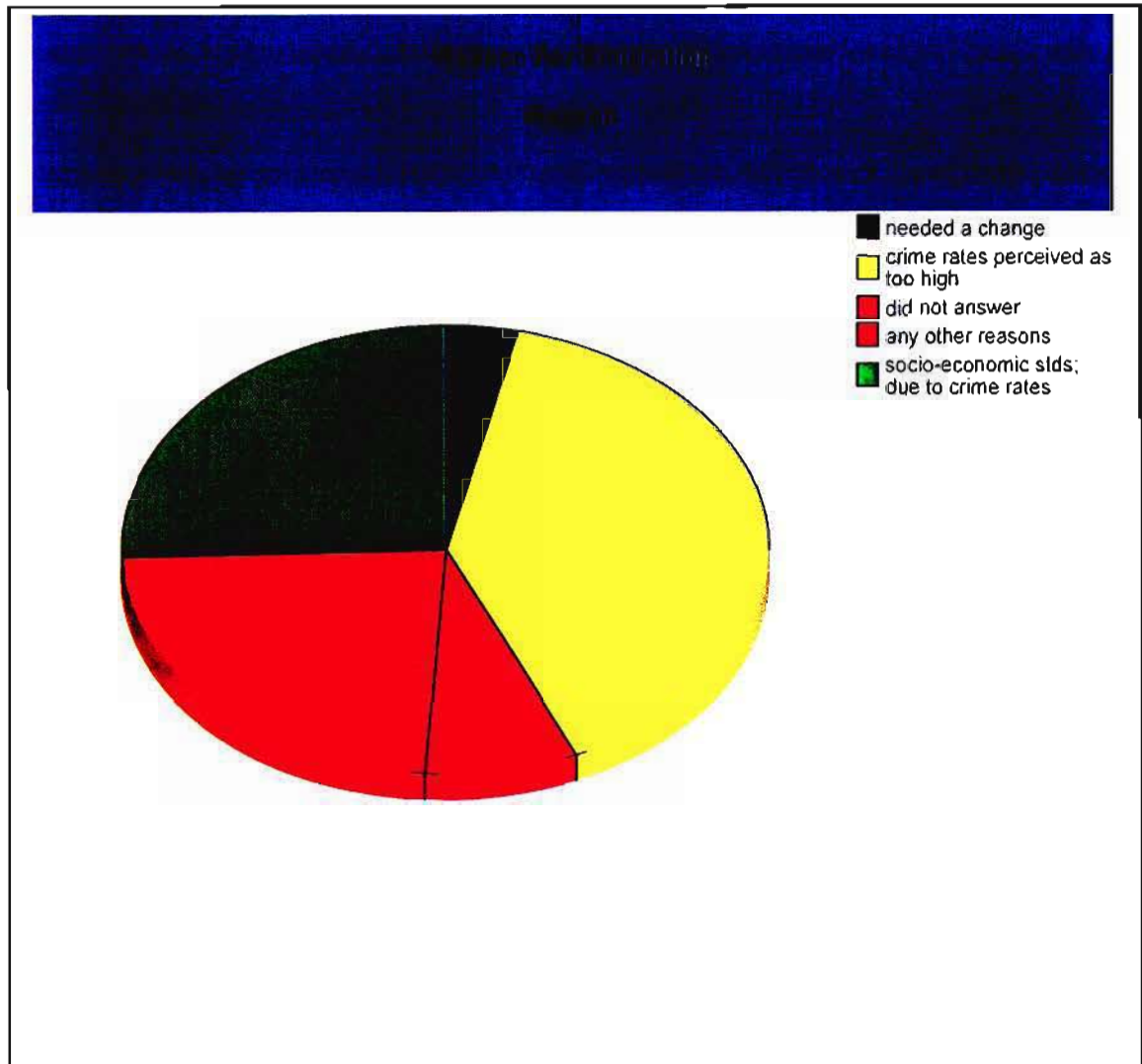
Having considered the results above, it is apparent that perception of crime has a significant influence on people's decision to leave. However when rating this against other push and pull factors, the pull factor of lifestyle choice ranks first. It is therefore necessary to consider their individual responses when asked to put forward the main reason in isolation. Any responses that were not answered at all are included in percentage and frequency calculation so as to give a complete picture of all results taken as a percentage of the whole sample.

The graph below indicates the overall result without consideration for any demographic variables in the first instance.

Table 1.16 Reasons for Emigration Frequency Distribution Table

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	needed a change	7	3.6	3.6	3.6
	crime rates perceived as too high	78	39.8	39.8	43.4
	did not answer	15	7.7	7.7	51.0
	any other reasons	46	23.5	23.5	74.5
	socio-economic stds; due to crime rates	50	25.5	25.5	100.0
	Total	196	100.0	100.0	

Figure 1.8: Reason for Immigration



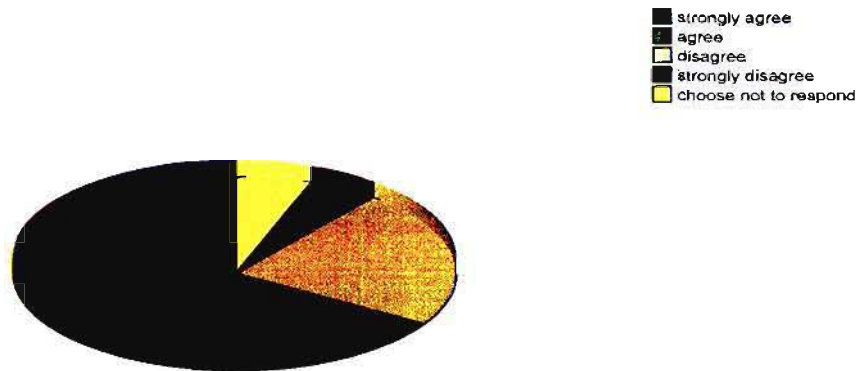
Crime as a reason clearly comes out as the number one reason that skilled migrants leave. Figures show 39.8% of all respondents citing crime a reason for leaving. Another 25.5% cite socio-economics which includes reference to crime. Taken collectively this translates to 65.3 % of the population. Second is the any other reason category which shows some 23%.

Looking more closely at this, the responses to Part 3, Perception and Emigration are considered. These are considering the crime perception of the migrant and the role it has

played in influencing their ultimate decision to leave. There are four main factors being considered and they are namely, 1. Perception of crime based on factual research; 2. Perception of crime is influenced by others; 3. Return potential if the crime rate dropped; 4. Perception of South Africa as a crime-ridden country.

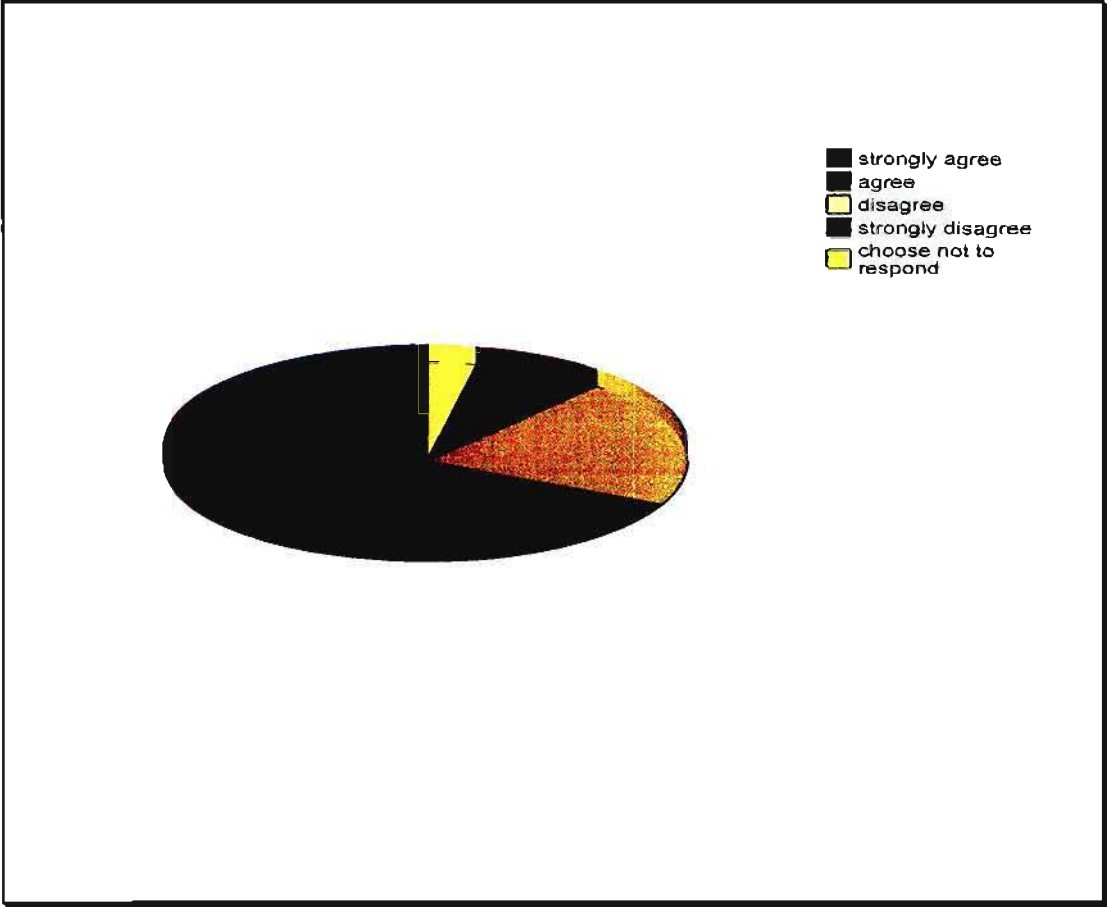
Figures 1.10 through to 1.12 summarize the findings.

Figure 1.9 Perception of Crime as based on Factual Research



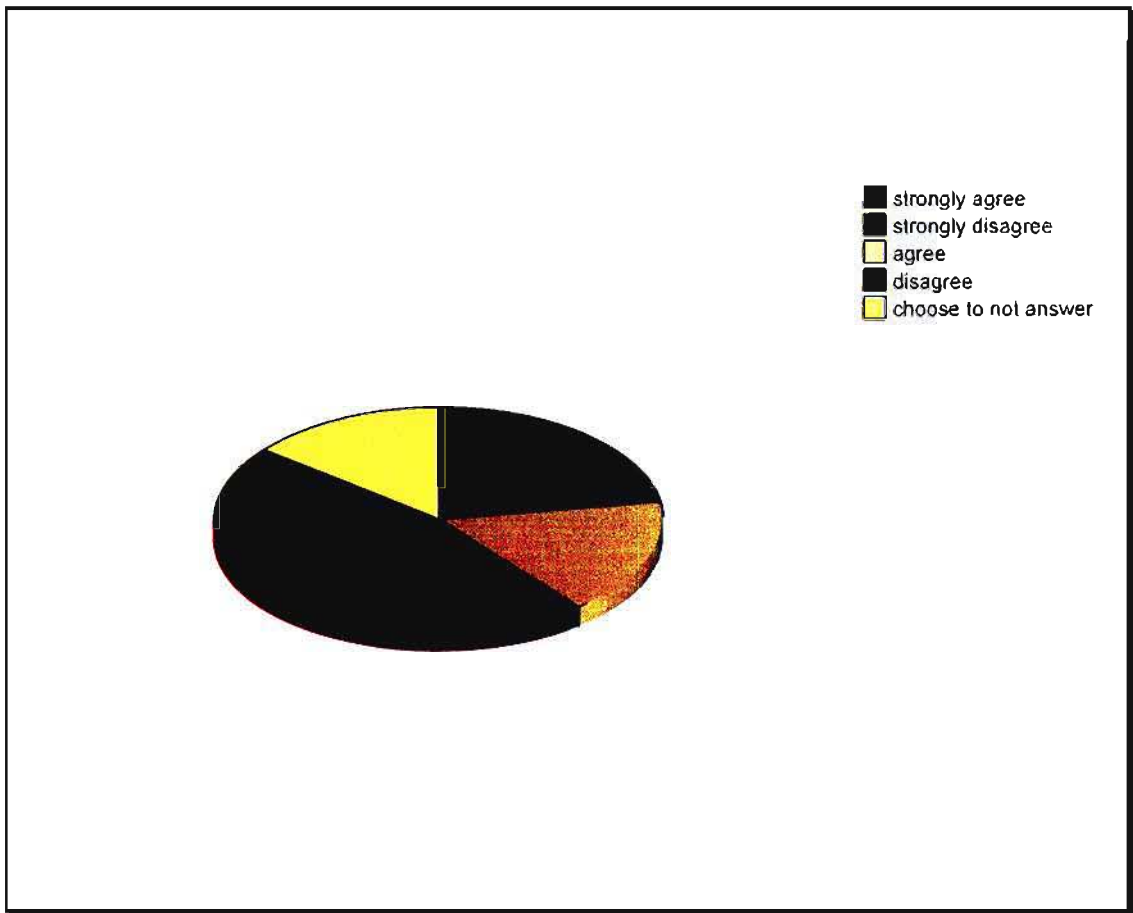
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	44	22.4	22.4	22.4
	Agree	86	43.9	43.9	66.3
	Disagree	45	23.0	23.0	89.3
	strongly disagree	10	5.1	5.1	94.4
	choose not to respond	11	5.6	5.6	100.0
	Total	196	100.0	100.0	

Figure 1.10 Perception of Crime influenced by third parties



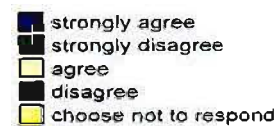
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	59	30.1	30.1	30.1
	Agree	74	37.8	37.8	67.9
	Disagree	41	20.9	20.9	88.8
	strongly disagree	16	8.2	8.2	96.9
	choose not to respond	6	3.1	3.1	100.0
	Total	196	100.0	100.0	

Figure 1.11 Return Potential if Crime Rate Drops



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	14	7.1	7.1	7.1
	strongly disagree	30	15.3	15.3	22.4
	Agree	33	16.8	16.8	39.3
	Disagree	91	46.4	46.4	85.7
	choose to not answer	28	14.3	14.3	100.0
	Total	196	100.0	100.0	

Figure 1.12 Perception of South Africa



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	41	20.9	20.9	20.9
	strongly disagree	14	7.1	7.1	28.1
	Agree	68	34.7	34.7	62.8
	Disagree	57	29.1	29.1	91.8
	choose not to respond	16	8.2	8.2	100.0
	Total	196	100.0	100.0	

A collective 67.9% (strongly agree and agree) of respondents concede that their perception of crime is influenced by information received from third parties with 66.3% stating that their perception has a factual base. The figures are close and therefore difficult to determine the true nature of migrants' crime perception. However, it is clear from the evidence that crime plays a pivotal role in emigration decisions. This point however, is again tested when considering the frequency of responses in relation to their return potential. When posed with the statement as to whether they would return to South Africa when/if the crime rate dropped, only 7.1% strongly agrees, a further 16.8% agrees, but an astounding 46.4% disagree with still 15.3% strongly disagreeing. This then indicates that crime may play a role in deciding to leave but reduced need not necessarily be a reason to return. This could mean that certain pull factors of New Zealand impact greater on return potential, as the findings for lifestyle choice seem to indicate, or the faith in South Africa is severely wounded and a lack of confidence in her ability to address crime and other socio-economic concerns. Of the responses to the perception of South Africa, 55.6% (taking strongly agree and agree combined) of all respondents consider South Africa to be a crime ridden country with low social economic standards while only 36.2% feel not. Table 1.17 summarizes the results of frequencies relating to perception of South Africa in a favorable light, as a country in transition.

Table 1.17 Frequency Distribution: Perception of South Africa as a country in transition

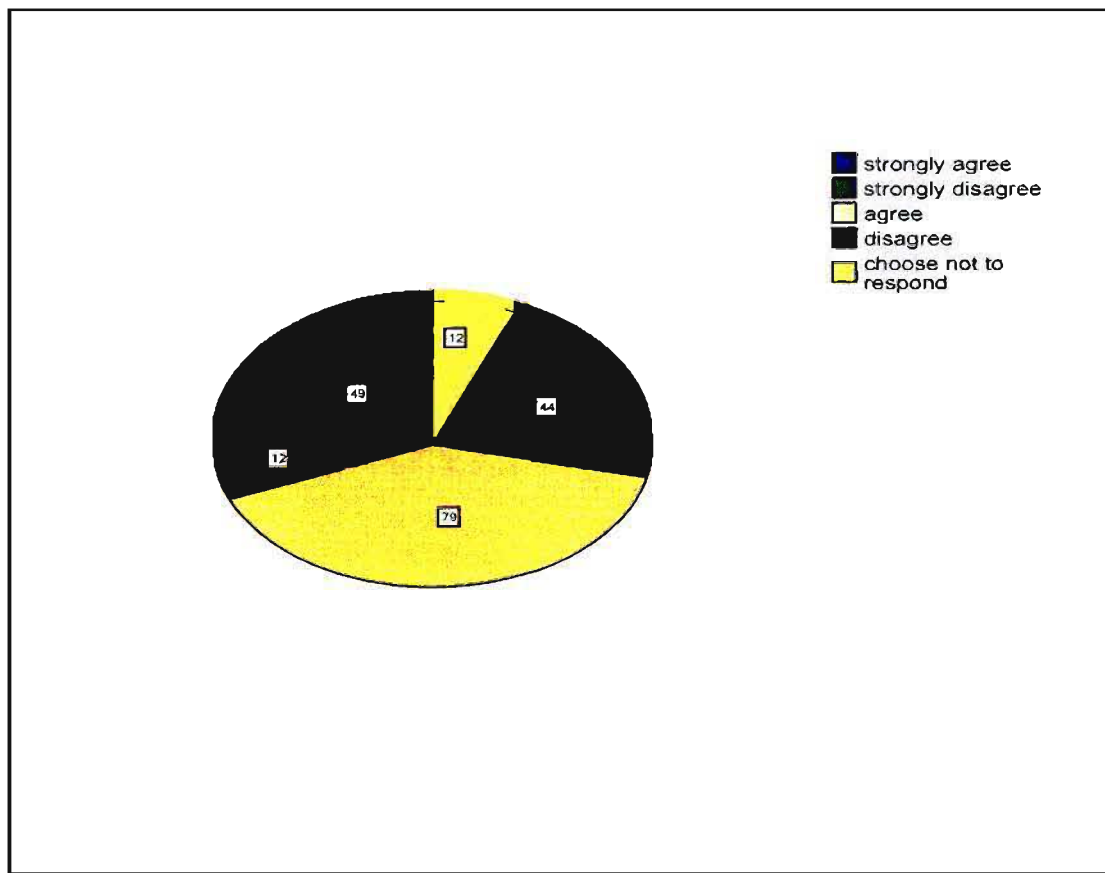
South Africa as a Country in Transition & Potential Return over 5-10Years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	10	5.1	5.1	5.1
	strongly disagree	41	20.9	20.9	26.0
	agree	34	17.3	17.3	43.4
	disagree	77	39.3	39.3	82.7
	choose not respond	34	17.3	17.3	100.0
	Total	196	100.0	100.0	

Clearly there is a lack of confidence in South Africa or a feeling of hopelessness as the figures indicate that some 39.3% of all respondents disagree and a further 20.9% strongly disagree. In my personal interaction with most respondents their sense of frustration is abundantly clear with regard to South Africa's transition with responses to the likes of "15 years later they should be over it;" and "enough is enough they are just another Zimbabwe waiting to happen".

Revisiting the crime factor 25% strongly agree that they left when the crime rate was too high with another 40.3% who agree with this. Figure 1.13 summarizes this information along with all responses given.

Figure 1.13 Response Summary: Departure when crime too high



Departure when crime too high

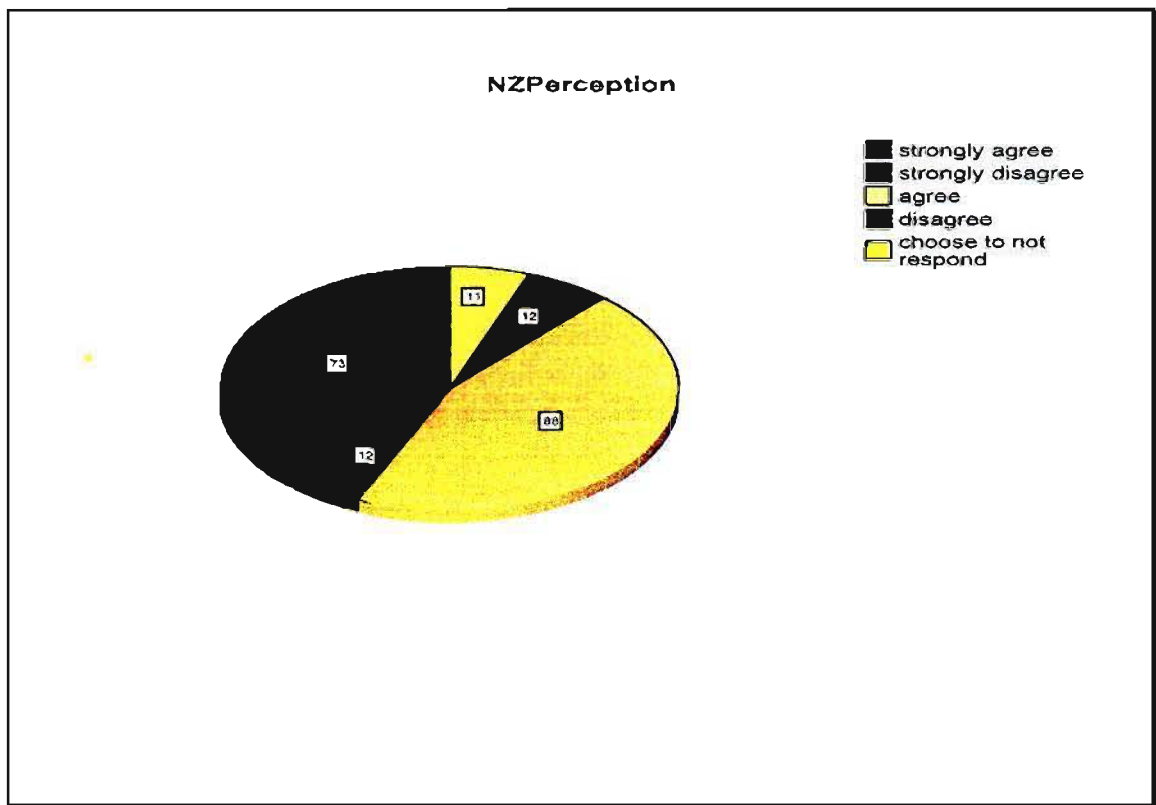
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	49	25.0	25.0	25.0
	strongly disagree	12	6.1	6.1	31.1
	agree	79	40.3	40.3	71.4
	disagree	44	22.4	22.4	93.9
	choose not to respond	12	6.1	6.1	100.0
	Total	196	100.0	100.0	

In fully considering the low recordings for return potential it is prudent to look at perception of New Zealand. It is interesting to note that 37.2% strongly agree and another 44.9% agree that New Zealand is, in their perception, a safe country with good opportunities and lifestyle. Here the influence of pull factors of host country appear to have stronger impact than potential pull factors of home country i.e. potential lower crime rates in South Africa. The responses indicate again that this is from a lack of confidence in the government in South Africa to curb the many socio-economic issues that migrants agree plague South Africa today.

Figure 1.14 has the summary of results with regard to perception of New Zealand.

Figure 1.14 Summary of Responses: New Zealand Perception
NZ Perception

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	73	37.2	37.2	37.2
	strongly disagree	12	6.1	6.1	43.4
	agree	88	44.9	44.9	88.3
	disagree	12	6.1	6.1	94.4
	choose to not respond	11	5.6	5.6	100.0
	Total	196	100.0	100.0	



5.6 The Results: Return Potential and Government Help

Graphical representation of the return potential of the sample population is presented first. Here they were asked to respond to an open-ended question. They had to state in their own words what if anything would result in their return to South Africa. The responses were tallied and grouped into one of the following categories for frequency distribution analysis:

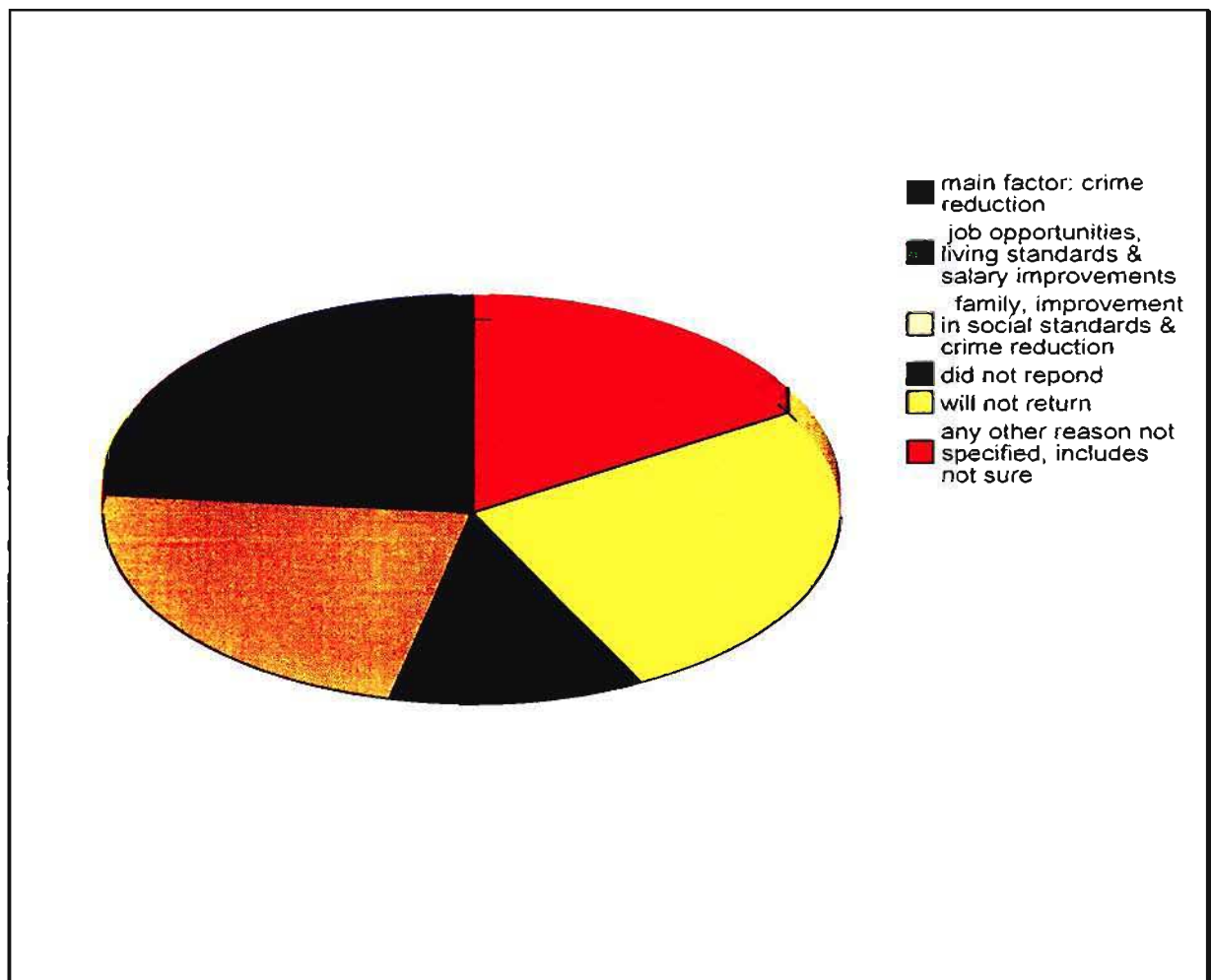
- Main factor: Crime reduction
- Family, improvement in social standards AND crime reduction
- Job opportunities, salary and living standards improved
- Any other reason – including family only, unsure and all other reasons that cannot be grouped elsewhere
- Will never return
- Did not respond

Figure 1.15 represents responses when posed to consider what the South Africa government can do to aid in their decision to return. The groupings here are:

- Reduce crime rate
- Improve socio-economic conditions and job opportunities
- Any other reason
- Nothing
- Did not respond

The analysis is given thereafter.

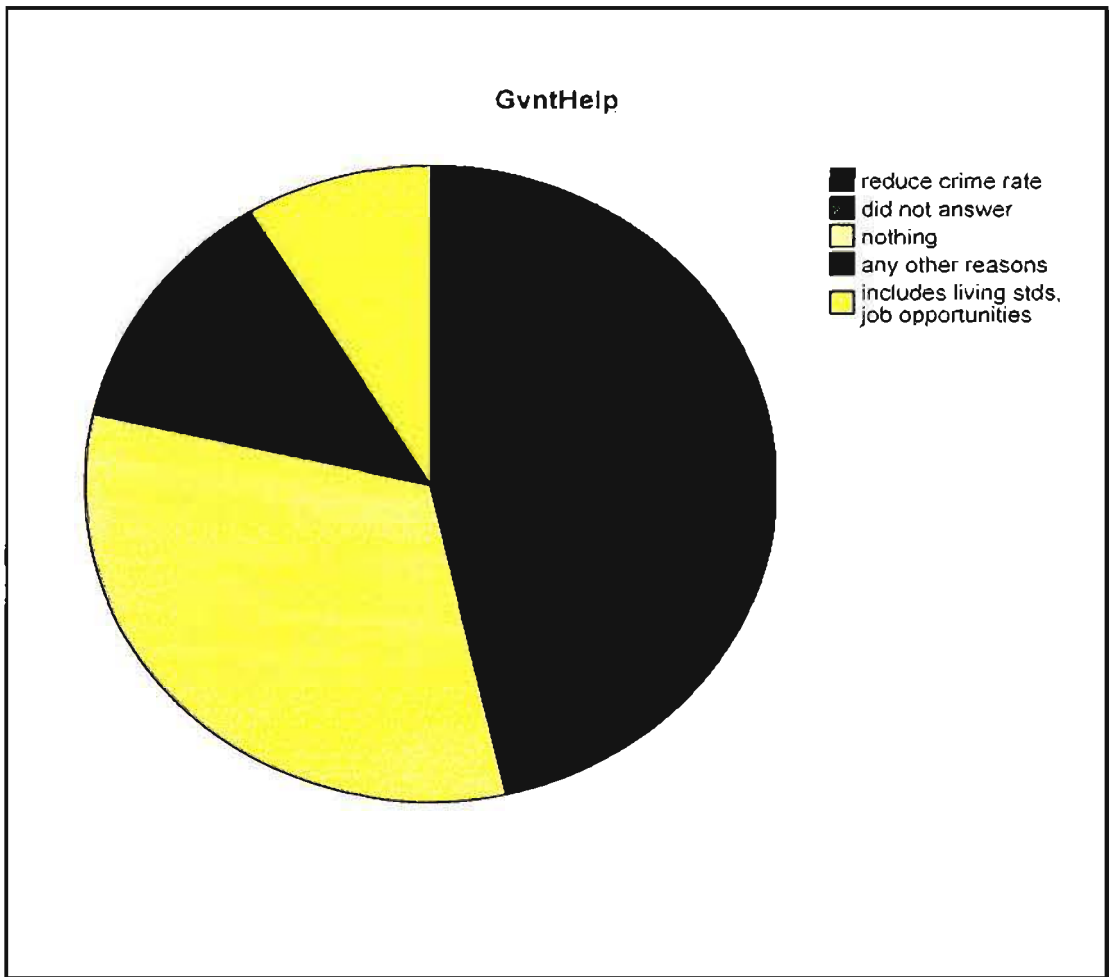
Figure 1.15 Reason for Potential Return



Reason for Potential Return

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	main factor: crime reduction	36	18.4	18.4	18.4
	job opportunities, living standards & salary improvements	10	5.1	5.1	23.5
	family, improvement in social standards & crime reduction	45	23.0	23.0	46.4
	did not respond	22	11.2	11.2	57.7
	will not return	51	26.0	26.0	83.7
	any other reason not specified, includes not sure	32	16.3	16.3	100.0
	Total	196	100.0	100.0	

Figure 1.16 Response Summary: Government Help



		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	reduce crime rate	54	27.6	27.6	27.6
	did not answer	37	18.9	18.9	46.4
	nothing	63	32.1	32.1	78.6
	any other reasons	25	12.8	12.8	91.3
	includes living stds, job opportunities	17	8.7	8.7	100.0
	Total	196	100.0	100.0	

Considering these results for a potential return, it is apparent that although 25% of all respondents strongly agree and 40.3% agree that they left when crime became too high, only 18.4% state that a reduction in crime will cause them to return to South Africa. Another 23% may return if social standards are improved and crime is reduced. With more than a quarter of all respondents stating that they will not consider returning. This is aligned with the findings of perception of South Africa as measured in terms of Table 1.17 above. Also it reiterates the findings presented in Figure 1.12 where almost half the population respond that they will not return if the crime rate drops. Again, even though crime influenced their decision to leave, the converse is apparently not predominantly true.

In so far as initiatives of government that could potentially influence them to consider the return, 32.1% state that the government can do nothing in this respect. Many respondents gave resoundingly emotional responses to this that included additional attachments to the questionnaire to put forward their point as fully as possible. In the majority responses here, a clear view emanates from all responses be it nothing or crime reduction i.e. change the government – respondents were quick to add this comment along their consideration of what the present government could or could not do. Some comments are included here as direct quotes:

“Effective measures to be implemented to fight crime”

“Build don’t break”

“Sort out violent crime”

“Not much really as the proof is in the pudding!”

“Crime is like a run away wild fire”

5.6 Conclusion

In summary of all relevant research results, the following has been deduced:

Socio-economic considerations are a major factor among South African skilled migrants and do impact on their decision to leave. The perception of crime among the sample population is predominantly influenced by input from family and friends. A high proportion of all respondents will not consider returning while some will, if crime is reduced and socio-economic concerns are addressed.

Lifestyle choice wins as the most prevalent reason for immigration when considered against six other given choices. However, in isolation, crime as a reason for leaving ranks as number one with more than 39% of all respondents stating this as the reason they have left.

The surprise was the low return potential among the respondents even when considering a drop in the crime rate – this questioned their confidence in South Africa on the whole. Perception of New Zealand ranks very favorably and therefore it may be that NZ pull factors are stronger than potential improvements in South Africa. This may be clarified and further analyzed if further studies on other skilled migrant communities of South Africans elsewhere, are considered to allow for a comparison. This research study does not intend nor did it set out to determine the perception of South Africa as against New Zealand and the findings cannot answer this point.

The demographic profile of this sample population show a high proportion of respondents from Indian and White ethnicities, with a fairly equal spread between males and females.

Chapter Six: Conclusions and Recommendations

6.1 Introduction

Now that the data has been analyzed and all results presented, it is time to turn once again to the research problem under examination.

Throughout the research study the initial outcomes or aims of the project have been emphasized and reiterated. The writer is now in a position to determine whether the study has indeed met these objectives and answered the research questions posed at the outset. In any study it may happen at any stage that certain considerations alter the methodology and/or redefine the objectives. In this study, the methodology has remained as set out in preceding chapters but considerations prior to commencement of the research study existed, that result in inherent limitations. It is therefore prudent to note these limitations first. Thereafter the conclusions in so far as they have been able to answer the critical research questions will be determined and finally recommendations for developing strategies to curb skilled migrations are put forward.

6.2 Limitations of the Study

The study is defined by geographical and demographic boundaries. In the first instance, it is limited by virtue of its form as an exploratory study of sample elements residing within specific localities namely eastern region of Manukau City in Auckland. The demographic profile of the sample population indicates an uneven spread across ethnicities.

This limits the study and it's applicable. Although further comparisons may be done in the future on similar demographic groups, the study is geographically limiting.

6.3 Answers to Critical Questions

The research aims was to determine the prevalent reason for skilled migration and the frequency and ranking of crime and other socio economic concern in relation to it.

The writer undertook to determine this by answering certain research questions. Each is considered in turn.

6.3.1 Research Question: Is crime the prevalent reason for skilled migration movements from South Africa?

Undeniably the results answer this question. In considering the findings of when respondents have been required to state their reason, 39.7% of all respondents say crime is the reason. A further grouping was socio-economic considerations including crime and here 25.5% of all respondents state this as their main reason for leaving. Clearly then, crime rates as the most prevalent reason for skilled migration movements from South Africa.

6.3.2 Research Question: How do the skilled migrant communities of South African abroad perceive South Africa's socio-economic standards?

Combined responses of strongly agree and agree regarding the perception of South Africa as a crime ridden country total 55.6% of all responses. Further responses from the sample population in regard to returning to South Africa as well as why they have left indicated that they feel South Africa to have low socio-economic standards as well as minimal opportunities in terms of employment for the future. Only 22.4% (combined findings for strongly agree and agree responses) agree that South Africa is in a transition while 60.2 % (disagree and strongly disagree) believe the contrary. The perception of South Africa therefore leans towards a country with grave socio-economic concerns and a lack of confidence among expatriates in the country's ability to reverse these problems.

6.3.3 Research Question: How can these answers assist to align government strategies to curb skilled migrations in the future?

Knowledge and understanding of key issues is surely the key to solving them. Now that reasons for leaving and their order of ranking are known they may be incorporated into skill shortage circumvention initiatives. This will bring focus to the initiatives and basis for new home-coming incentive programs. It may also assist in highlighting the areas that need to be addressed within the country for those “potential” immigrants as determined by previous surveys and other SAMP projects.

6.2 Recommendations

At present and over the past few years, the citizens and in particular the employment sector of South Africa has given greater consideration for the skill shortage issues facing them. Deputy President Phumzile Mlambo Ngcuku has pointed out that this is a serious problem facing South Africa today. The Joint Initiative on Priority Skills Acquisition (JIPSA) main focus is to develop skills that the country is in dire need of. The approach is internal in that they consider development of the population through education and training initiatives. However they look to foreign partners for overseas training experience. By considering the results of this study, perhaps a strategy shift is needed in terms of incentives for expatriates to be included as stakeholders in this process. This will have the benefit of training by people skilled in the exact same areas for similar employment as well as present the opportunity to influence the negative perception of South Africa held by South Africans.

The recommendations are as follows:

- Government policy needs to prioritize crime prevention as a matter of urgency.
- In order to do this, a crisis management policy that is proactive as opposed to reactive needs to be implemented

- Communities need to be involved in the crime prevention initiatives with the aim of breaking down barriers that exist between them and the police.
- This will indirectly influence the perception of police as the adversary so as to aid in the development of communities

In conclusion, the results indicate that for people to stay in South Africa the crime incidence rate needs to be reduced. The study therefore recommends that focus on education, crime prevention corruption with real and transparent channels will go a long way to serve the skill needs of South Africa. These policies need to be clear and understandable but most importantly their implementation needs to be visible and felt – this to influence perception and provide a factual evidence base for a new founded perception in the minds of expatriates and perhaps even their reconsideration of return to South Africa in the future.

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Addenda 1

Rasmika Maharaj

3 Balla Place, Manukau, Auckland

trijah@xtra.co.nz

021 263 8940

9th October 2006

Dear Madam / Sir

Appeal for assistance with voluntary anonymous survey about factors that motivate expatriate South Africans to migrate to New Zealand

My name is Rasmika Maharaj. I am an expatriate South African like you. I am conducting research for my Masters in Business Administration (MBA) degree through the University of KwaZulu-Natal, in Durban. While this is a voluntary project I would really appreciate your assistance by completing the attached questionnaire on why skilled South Africans have chosen to immigrate to New Zealand. I am also interested in determining what role your perceptions about crime in South Africa played in your decision to emigrate.

If you agree to participate in this study, please complete the questionnaire and post it to me in the accompanying NZ Free Post envelope. All your personal details will be kept strictly confidential. The completed dissertation will report general trends and will not identify any individual or specific group.

Should you wish to be informed of the outcome of the completed study you may contact myself or my dissertation supervisor, Professor Rembrandt Klopper, by e-mail at the following address rklopper@ukzn.ac.za early in 2007. I need your written permission to use your responses in my study.

Yours Sincerely,

Rasmika Maharaj

Informed Consent

(_____ (Please print your first name and surname) hereby confirm that I understand the contents of this document and the nature of the research project, and I consent to participating in the research project. I understand that I am at liberty to withdraw from the project at any time, should I so desire.

Signature of Participant: _____

Date: _____

Addenda 2



Voluntary, anonymous survey of expatriate South Africans
Regarding the factors that contributed to their decision to immigrate to New Zealand

Researcher: Rasmika Maharaj (rasmika@hotmail.com)
Supervisor: Prof. Rembrandt Klopper (rklopper@ukzn.ac.za)
Graduate school of Business
University of KwaZulu-Natal, Durban, South Africa

PART 1: Your Personal Information

Please mark only ONE option per question.

1. Gender:

- Female
- Male
- I do not want to answer this question

2. Age group:

- 21 – 29 years old
- 30 – 39 years old
- 40 – 49 years old
- 50 plus years or older
- I do not want to answer this question

3. Ethnic identity:

- Black
- Coloured
- Indian
- White
- I do not want to answer this question

4. Province of origin in South Africa:

- _____
- I do not want to answer this question

5. I have lived in New Zealand for:

- 0 – 4 years
- 4- 6 years
- 6- 10 years
- 10 plus years
- I do not want to answer this question

6. The following best describes my marital status:

- Single

- Married with children
- Married with no children
- Divorced/Separated
- I do not want to answer this question

7. My highest level of education is

- Secondary School
- Tertiary Certificate or Diploma
- Bachelor's degree
- Master's degree
- Doctorate
- I do not want to answer this question

8. My main source of income in South Africa was generated from:

- Skilled employment
 - Self-employment
 - Investment income
 - Other (please give details)
-
- I do not want to answer this question

9. My main source of income in New Zealand is generated from:

- Skilled employment
 - Self-employment
 - Investment income
 - Other (please give details)
-
- I do not want to answer this question

PART 2: Decision to Immigrate

10. My decision to leave South Africa was influenced by my perception of South Africa's crime rate.

- I strongly agree
- I agree
- I disagree
- I strongly disagree
- I do not want to answer this question

11. My decision to leave South Africa had little to do with crime statistics and a lot to do with personal choice.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

12. I left South Africa because I could not find suitable employment.

I strongly agree

- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

13. I decided to leave because I have family in New Zealand.

- I strongly agree
- I strongly disagree
- I agree

- I disagree
- I do not want to answer this question

14. I emigrated because I believe that New Zealand can offer me a better lifestyle.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

15. My decision to leave was prompted by the possibility of lack of future job opportunities.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

16. I left South Africa because I was seeking change.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

17. Briefly state in your own words, your main reason for leaving South Africa.

PART 3: Perception and Emigration

18. My perception of South Africa's crime rate and standards of living is based on factual research.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

19. My perception of South Africa's standards of living and crime rate is influenced by information received from family and friends.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

20. I will return to South Africa when the reported crime rate drops.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

21. I perceive South Africa to be a crime ridden country with low living standards.

- I strongly agree
- I strongly disagree
- I agree

- I disagree
- I do not want to answer this question

22. I perceive New Zealand to be a safe country with good opportunities and lifestyle.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

23. I left South Africa when the crime, in my opinion became too high.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

24. I will return to South Africa when the crime rates and living standards are improved.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

25. I perceive South Africa to be a stable country in transition and I will return within the next 5-10 years.

- I strongly agree
- I strongly disagree
- I agree
- I disagree
- I do not want to answer this question

PART 4: The Right Choice for a Better Future

26. Please state what will be a reason, if any, for you to return to South Africa.

27. What, if anything can the South African Government do to aid in making your decision?

Addenda 3

UNIVERSITY OF KWAZULU-NATAL

ETHICAL CLEARANCE APPLICATION FORM

Aug 2005

(HUMAN AND SOCIAL SCIENCES)

Inquiries:

Ms Phumelele Ximba

Tel: 260 3587

Email: ximbap@ukzn.ac.za

PLEASE NOTE THAT THE FORM MUST BE COMPLETED IN TYPED SCRIPT;
HANDWRITTEN APPLICATIONS WILL NOT BE CONSIDERED

SECTION 1: PERSONAL DETAILS

- 1.1 Full Name & Surname of Applicant : Rasmika Maharaj
1.2 Title (Ms/ Mr/ Mrs/ Dr/ Professor etc) : Mrs _____
1.3 Student Number (where applicable) : 941481784 _____
Staff Number (where applicable) : n/a _____
1.4 School : GSB _____
1.5 Faculty : Business _____

1.6 Campus : WESTVILLE

1.7 Existing Qualifications : LLb ; Post Graduate Diploma in Business
Management
1.8 Proposed Qualification for Project : MBA _____
(where applicable)
2. Contact Details
Tel. No. : 0964 9
2787809 _____
Cell. No. : 00 64 21 263
8940 _____
e-mail : rasmika@hotmail.com ; trijah@xtra.co.nz
Postal address (in the case of students
and external applicants) : 3 Balla Place, _____

Dannemora-----

AUCKLAND-----

Manukau City
NEW ZEALAND

3. SUPERVISOR/ PROJECT LEADER DETAILS

<i>NAME</i>	<i>TELEPHONE NO.</i>	<i>EMAIL</i>	<i>DEPARTMENT / INSTITUTION</i>	<i>QUALIFICATIONS</i>
3.1 Prof. Rembrandt Klopper		rklopper@ukzn.co.za	GSB	TBA
3.2				
3.3				

SECTION 2: PROJECT DESCRIPTION

Please do *not* provide your full research proposal here: what is required is a short project description of not more than two pages that gives, under the following headings, a brief overview spelling out the background to the study, the key questions to be addressed, the participants (or subjects) and research site, including a full description of the sample

2.1 Project title

Strategy Solutions for Skills Shortage Circumventions through understanding of Skilled Migrant Communities: A case Study Analysis of the impact of South Africa's socio-economic concerns on the South African Skilled Migrant Population of Auckland, New Zealand

2.2 Location of the study (where will the study be conducted)

Manukau City Auckland, New Zealand

2.3 Objectives of and need for the study

(Set out the major objectives and the theoretical approach of the research, indicating briefly, why you believe the study is needed.)

The main objectives of the study are to:

- Establish prevalent reasons for emigration among the South African skilled migrant population in New Zealand.
- Establish extent of crime as a prevalent reason for emigration
- Understand the impact of perception on emigration and continuous skills exodus
- Develop a foundation for further theory and analysis towards developing strategy guidelines for skill shortage circumvention
- Provide strategy recommendations aligned with research outcomes

2.4 Questions to be answered in the research

(Set out the critical questions which you intend to answer by undertaking this research.)

2. What is the most prevalent reason, among skilled migrants, for leaving South Africa?
3. What is the frequency and ranking of crime and safety, as a prevalent reason?
4. What are suitable solutions to curb skilled migrations?

2.5 Research approach/ methods

(This section should explain how you will go about answering the critical questions which you have identified under 2.4 above. Set out the approach within which you will work, and indicate in step-by-step point form the methods you will use in this research in order to answer the critical questions.

For a study that involves surveys, please append a provisional copy of the questionnaire to be used. The questionnaire should show how informed consent is to be achieved as well as indicate to respondents that they may withdraw their participation at any time, should they so wish.)

The research study is explorative and data for the study will be collected firstly, through analysis of all available literature; thereafter statistical data will be collated from relevant sources as indicated in the proposal as well as relevant authority data bases publicly available. Sample population will be asked to complete a self-answer questionnaire to collect input data. Parametric testing will be used to analyze the data from the survey instruments. The t-test will be used specifically to analyze the data collected.

2.6 Proposed work plan

Set out your intended plan of work for the research, indicating important target dates necessary to meet your proposed deadline.

STEPS	DATES
Proposal submission Literature survey and review Design and test instrument	July – August 2006
Submit instrument for clearance	August – September 2006
Initial data collection Data consolidation and first draft	September – October 2006
Data analysis Review first draft	October – November 2006
Final draft	December 2006

SECTION 3: ETHICAL ISSUES

The UKZN Research Ethics Policy applies to all members of staff, graduate and undergraduate students who are involved in research on or off the campuses of University of KwaZulu-Natal. In addition, any person not affiliated with UKZN who wishes to conduct research with UKZN students and / or staff is bound by the same ethics framework. Each member of the University community is responsible for implementing this Policy in relation to scholarly work with which she or he is associated and to avoid any activity which might be considered to be in violation of this Policy.

All students and members of staff must familiarize themselves with AND sign an undertaking to comply with the University's "Code of Conduct for Research".

QUESTION 3.1

Does your study cover research involving:	YES	NO
Children		√
Persons who are intellectually or mentally impaired		√
Persons who have experienced traumatic or stressful life circumstances		√
Persons who are HIV positive		√
Persons highly dependent on medical care		√
Persons in dependent or unequal relationships		√
Persons in captivity		√
Persons living in particularly vulnerable life circumstances		√

If "Yes", indicate what measures you will take to protect the autonomy of respondents and (where indicated) to prevent social stigmatisation and/or secondary victimisation of respondents. If you are unsure about any of these concepts, please consult your supervisor/ project leader.

QUESTION 3.2

Will data collection involve any of the following:	YES	NO
Access to confidential information without prior consent of participants		√
Participants being required to commit an act which might diminish self-respect or cause them to experience shame, embarrassment, or regret		√
Participants being exposed to questions which may be experienced as stressful or upsetting, or to procedures which may have unpleasant or harmful side effects		√
The use of stimuli, tasks or procedures which may be experienced as stressful, noxious, or unpleasant		√
Any form of deception		√

--	--	--

If "Yes", explain and justify. Explain, too, what steps you will take to minimise the potential stress/harm.

QUESTION 3.3

Will any of the following instruments be used for purposes of data collection:	YES	NO
Questionnaire	√	
Survey schedule		√
Interview schedule		√
Psychometric test		√
Other/ equivalent assessment instrument		√

If "Yes", attach copy of research instrument. If data collection involves the use of a psychometric test or equivalent assessment instrument, you are required to provide evidence here that the measure is likely to provide a valid, reliable, and unbiased estimate of the construct being measured. If data collection involves interviews and/or focus groups, please provide a list of the topics to be covered/ kinds of questions to be asked.

QUESTION 3.4

Will the autonomy of participants be protected through the use of an informed consent form, which specifies (in language that respondents will understand):	YES	NO
The nature and purpose/s of the research	√	
The identity and institutional association of the researcher and supervisor/project leader and their contact details	√	
The fact that participation is voluntary	√	
That responses will be treated in a confidential manner	√	
Any limits on confidentiality which may apply	√	
That anonymity will be ensured where appropriate (e.g. coded/ disguised names of participants/ respondents/ institutions)	√	
The fact that participants are free to withdraw from the research at any time without any negative or undesirable consequences to themselves	√	

The nature and limits of any benefits participants may receive as a result of their participation in the research	√	
Is a copy of the informed consent form attached?	√	

If not, this needs to be explained and justified, also the measures to be adopted to ensure that the respondents fully understand the nature of the research and the consent that they are giving.

QUESTION 3.5

Specify what efforts been made or will be made to obtain informed permission for the research from appropriate authorities and gate-keepers (including caretakers or legal guardians in the case of minor children)?		
Introductory letter will be handed outlining the details and reasons for the study. The researcher does not foresee this being applicable as the secondary data required from authorities are of a public nature.		

QUESTION 3.6

<p>How will the research data be secured, stored and/or disposed of?</p> <p>Stored in secure premises – researcher’s home. Once information has been transposed into password and lock computer database, all hard copies will be shredded. Personal information will be guised were required and deleting completed from records where not.</p>
--

QUESTION 3.7

<p>In the subsequent dissemination of your research findings – in the form of the finished thesis, oral presentations, publication etc. – how will anonymity/ confidentiality be protected?</p> <p>Use of pseudonyms; use of statistical reference and no use of names or other identifiable characteristics of respondents.</p>
--

QUESTION 3.8

Is this research supported by funding that is likely to inform or impact in any way on the design, outcome and dissemination of the research?	YES	NO √
---	-----	---------

If yes, this needs to be explained and justified.

SECTION 4: FORMALISATION OF THE APPLICATION APPLICANT

APPLICANT

I have familiarised myself with the University's Code of Conduct for Research and undertake to comply with it. The information supplied above is correct to the best of my knowledge.

NB: PLEASE ENSURE THAT THE ATTACHED CHECK SHEET IS COMPLETED

Rasmika Maharaj.....
September 2006
SIGNATURE OF APPLICANT
DATE

SUPERVISOR/PROJECT LEADER

NB: PLEASE ENSURE THAT THE APPLICANT HAS COMPLETED THE ATTACHED CHECK SHEET AND THAT THE FORM IS FORWARDED TO YOUR FACULTY RESEARCH COMMITTEE FOR FURTHER ATTENTION

DATE:

SIGNATURE OF SUPERVISOR/ PROJECT LEADER
: _____

RECOMMENDATION OF FACULTY RESEARCH COMMITTEE/HIGHER DEGREES COMMITTEE

FULL NAME : _____ (CHAIRPERSON) _____
DATE :

SIGNATURE : _____

RECOMMENDATION OF UNIVERSITY RESEARCH ETHICS COMMITTEE (HUMAN AND SOCIAL SCIENCES)

FULL NAME : _____ (CHAIRPERSON) _____
 DATE :

SIGNATURE : _____

UNIVERSITY OF KWAZULU-NATAL
 RESEARCH OFFICE

ETHICAL CLEARANCE: HUMAN AND SOCIAL SCIENCES

CHECK SHEET FOR APPLICATION

PLEASE TICK

1. Form has been fully completed and all questions have been answered	√
2. Questionnaire attached (where applicable)	√
3. Informed consent document attached (where applicable)	√
4. Approval from relevant authorities obtained (and attached) where research involves the utilization of space, data and/or facilities at other institutions/organisations	
5. Signature of Supervisor / project leader	
6. Application forwarded to Faculty Research Committee for recommendation and transmission to the Research Office	



UNIVERSITY OF
KWAZULU-NATAL

RESEARCH OFFICE (GOVAN MBEKI CENTRE)
WESTVILLE CAMPUS
TELEPHONE NO.: 031 – 2603587
EMAIL : ximbap@ukzn.ac.za

5 NOVEMBER 2007

MRS. R MAHARAJ (941481784)
GRADUATE SCHOOL OF BUSINESS

Dear Mrs. Maharaj

ETHICAL CLEARANCE APPROVAL NUMBER: HSS/0582/06M

I wish to confirm that ethical clearance has been granted for the following project:

“Strategy solutions for skills shortage circumventions through understanding of skilled migrant communities: A case study analysis of the impact of South Africa’s socio-economic concerns on the South African skilled migrant population of Auckland, New Zealand”

PLEASE NOTE: Research data should be securely stored in the school/department for a period of 5 years

Yours faithfully


.....
MS. PHUMELELE XIMBA
RESEARCH OFFICE

cc. Post-Graduate Office (Christel Haddon)
cc. Supervisor (Prof. R Klopper)