

Abstract Template

TITLE: Education and migration: a case of highly qualified migrant workers in the aged care sector in Australia

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The process of globalisation has resulted in a rapid increase in migration of highly educated people (especially women) from less developed to developed countries, seeking better employment opportunities. However, literature suggests a large percentage of highly educated migrants turn out to be unemployed or inappropriately employed for a considerable period of time after migration.

This paper will focus on the aged care sector in Australia with an emphasis on highly educated migrants. Aged care is a highly feminised occupation in Australia with significantly lower pay rates and poorer labour standards than any other low-paid feminised sector. However, workers in this sector generally report high levels of job satisfaction.

Migrant workers make up an increasing share of the aged care workforce in Australia, with the majority coming from non-English speaking countries. Statistics show that more than 30% of the migrant personal care workers in Australia have a qualification of bachelor's degree or higher in areas not related to their occupation. This paper provides a thorough understanding of the trends and issues related to highly educated migrant women in this sector.

This study draws on 2012 National Aged Care Workforce Census and Survey (NACWCAS) in Australia and analysis a range of job quality and job satisfaction factors among this group of workers and compares the skilled migrants' experience of working in aged care with that of other migrants and Australian born workers.