

School of Management, Business School
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The effect of leisure participation on place attachment and community embeddedness in managing acculturative stress: The case of South Australian employed migrants

Thesis submitted in fulfilment of the requirements of the degree of Doctor of Philosophy

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Dedication

I lovingly dedicate this thesis to my parents Hasmi Adam and Azian Mokhtar, who supported me each step of the way. I always love you both. To my brothers, we always have each other.

To my dear late grandmother Khadijah Yunus who inspires me throughout the entire journey to success. You are dearly missed.

To my godfather Daniel, your courage, support, time and thought will never been forgotten. Thank you very much indeed.

And to my better half, you never fail to inspire and keep me moving.

Table of contents

DEDICATION I
TABLE OF CONTENTS II
ABSTRACT IV
LIST OF PUBLICATIONS AND AWARDS RELATED WITH THE THESIS VIII
ACKNOWLEDGMENTS X
DECLARATION XI
LIST OF FIGURES XII
LIST OF TABLES XIII
LIST OF APPENDICES XVI

1 INTRODUCTION 1

1.1 BACKGROUND OF THE RESEARCH 2
1.1.1 Australian migration 7
1.1.2 Leisure and settlement studies 12
1.2 NEED FOR THE RESEARCH 14
1.3 PURPOSE AND OBJECTIVES OF THE RESEARCH 17
1.4 METHODS 18
1.5 CONTRIBUTIONS OF THE RESEARCH 20
1.6 GLOSSARY OF KEY TERMS 21
1.7 ASSUMPTIONS 24
1.8 STRUCTURE OF THE THESIS 24

2 LITERATURE REVIEW 30

2.1 LEISURE PARTICIPATION 31
2.1.1 Theorising leisure 32
2.1.2 Leisure and well-being 36
2.1.3 Constraints to leisure participation 40
2.2 MIGRANTS' ACCULTURATIVE STRESS 43
2.2.1 Theorising acculturative stress 43
2.2.2 Acculturative stress and leisure 49
2.3 PLACE ATTACHMENT AND MIGRANTS' LEISURE PARTICIPATION 55
2.4 COMMUNITY EMBEDDEDNESS AND MIGRANTS' LEISURE PARTICIPATION 59
2.5 CHAPTER REVIEW 65

3 QUALITATIVE METHOD AND RESULTS: EXPLORATION OF MIGRANTS' LEISURE PARTICIPATION AND SETTLEMENT CHALLENGES 68

3.1 RESEARCH DESIGN 69
3.2 RESEARCH OBJECTIVES 72
3.3 METHOD 73
3.3.1 Sample and recruitment 73
3.3.2 Measuring instrument 74
3.3.3 Data collection 75
3.3.4 Ethical considerations 75
3.4 DATA ANALYSIS 75
3.5 QUALITY OF DATA 78
3.6 RESULTS 81
3.6.1 Leisure benefit 82
3.6.1.1 Leisure as a coping strategy 82
3.6.2 Leisure constraints 95
3.6.2.1 Pre-employment challenges 95
3.6.2.2 Financial issues 106
3.6.2.3 Perceived discrimination 107
3.6.2.4 Family obligations 109
3.7 CHAPTER REVIEW 111

4 QUANTITATIVE METHOD AND RESULTS: EXAMINATION OF MIGRANTS' LEISURE PARTICIPATION EFFECTS ON PLACE ATTACHMENT AND COMMUNITY EMBEDDEDNESS IN MANAGING ACCULTURATIVE STRESS 114

4.1 METHOD 116
4.1.1 Sample and recruitment 116
4.1.2 Measuring instrument 120
Survey Section One (Leisure participation) 121
Survey Section Two (Place attachment and Community embeddedness) 124
Survey Section Three (Acculturative stress) 128
Survey Section Four (Demographics) 130
Survey Section Five (Recommendation) 130
4.1.3 Data collection 130
4.1.4 Ethical considerations 132
4.1.5 Pilot study 132
4.2 DATA ANALYSIS TECHNIQUES 135
4.2.1 Data screening 136
4.2.2 Univariate normality 138
4.2.3 Descriptive analysis 138
4.2.4 Exploratory Factor Analysis (EFA) 138
4.2.5 Mediation regression analysis 139
4.2.6 Sobel test 144
4.3 RESULTS OF QUANTITATIVE DATA ANALYSIS 145
4.3.1 Demographic profile 146
4.3.2 Leisure participation 148
4.3.3 Descriptive analysis of place attachment 162
4.3.4 Descriptive analysis of community embeddedness 164
4.3.5 Descriptive analysis of acculturative stress 167
4.3.6 Exploratory Factor Analysis (EFA) result 169
4.3.6.1 EFA for place attachment 169
4.3.6.2 EFA for community embeddedness 177
4.3.6.3 EFA for acculturative stress 182
4.3.7 Mediated regression result 197
4.3.8 Sobel test result 200
4.3.9 Leisure participation and settlement challenges 201
4.4 CHAPTER REVIEW 206

5 DISCUSSION AND CONCLUSIONS 217

5.1 RESTATEMENT OF THE PURPOSE AND OBJECTIVES OF THE RESEARCH 218
5.2 MIGRANTS' LEISURE PARTICIPATION TO MANAGE ACCULTURATIVE STRESS 222
5.2.1 Migrants' leisure participation benefits 224
5.2.1.1 Leisure participation to alleviate stress 227
5.2.1.2 Leisure and social advantage 230
5.2.1.3 Leisure and community embeddedness 238
5.2.1.4 Leisure facilities and place attachment 243
5.2.2 Migrants' leisure constraints 249
5.2.2.1 Pre-employment challenges 251
5.2.2.2 Financial issues 255
5.2.2.3 Perceived discrimination 256
5.2.2.4 Family obligations 258
5.3 CONCLUSIONS 260
5.3.1 Contributions of the research 263
5.3.2 Limitations and implications for future research 264
5.3.2.1 Recommendations for migration resource centres and government 266
5.3.2.2 Recommendations for future researchers 266
REFERENCES 270
APPENDICES 296

Abstract

Acculturative stress is an important issue in understanding migrants' early acculturation process in a new country. This stress relates to the difficulties migrants experience in their adjustment to the lifestyle of their host countries. How such acculturative stress can be ameliorated through leisure activities is an under-researched area. In an effort to further discover the role of leisure for migrants, the present study explored whether employed skilled migrants' leisure participation during their early acculturation years can alleviate acculturative stress. Skilled economic migrants benefit their receiving country's labour market and their skills contribute to its economic and social development.

The present study also investigated the beneficial role of place attachment that enables migrants to develop emotional and functional connections to their new home, and community embeddedness that fosters migrants' social integration. Therefore, the purpose of this present study was to examine the effect of migrants' leisure participation in developing place attachment and community embeddedness to manage acculturative stress.

This present study used a mixed method, two phase sequential approach to conceptualise migrants' leisure participation. The qualitative phase was an exploratory analysis of migrants' leisure participation and settlement challenges that used dialogue with South Australian experts in leisure and migration departments (n=11). Semi-structured interviews were conducted to address these objectives:

QL1: explore the nature of migrants' leisure participation during their early years of acculturation;

QL2: investigate how leisure participation affects migrants' acculturation process; and

QL3: explore the migrants' acculturation challenges which cause them stress.

Five themes emerged from the qualitative findings:

1. leisure as a coping strategy;
2. pre-employment challenges;
3. financial issues;
4. perceived discrimination; and

5. family obligations.

The leisure as a coping strategy theme contained two sub-themes: leisure facilities and social support. These sub-themes support the initial proposal of the present study to investigate the role of place attachment (that might be developed from well-resourced leisure facilities) and community embeddedness (the need for social support in migrants' settlement). The next phase (the quantitative phase) then further explored the role of these constructs in migrants' leisure participation to manage acculturative stress. The other four themes represented settlement challenges that hinder migrants from participating in leisure. These constraints, which this study found hampered migrants' settlement, extend the current knowledge about acculturative stress.

The qualitative findings were integrated into the quantitative phase, which was an examination of the dimensionality of migrants' leisure participation. A survey instrument was formulated to explore the effect of the frequency of migrants' leisure participation on their acculturative stress, place attachment and community embeddedness. Following a pilot study to test the instrument, the main state-wide survey was conducted with South Australian migrants (n=395) from May 2013 through to January 2014 to measure respondents' leisure participation in managing acculturative stress with the mediating role of place attachment and community embeddedness. This quantitative phase's detailed objectives were to:

QN1: examine the effect of migrants' leisure participation on reducing acculturative stress;

QN2: examine the effect of migrants' leisure participation on developing place attachment;

QN3: examine the effect of migrants' place attachment on reducing acculturative stress;

QN4: examine the mediation effect of migrants' place attachment on the relationship between leisure participation and acculturative stress;

QN5: examine the effect of migrants' leisure participation on developing community embeddedness;

QN6: examine the effect of migrants' community embeddedness on reducing acculturative stress; and

QN7: examine the mediation effect of migrants' community embeddedness on the relationship between leisure participation and acculturative stress.

Exploratory factor analysis of the survey data generated two dimensions which proposed to represent a place attachment construct (place dependence and place identity), one dimension

which proposed to represent community embeddedness (community fit and sacrifice), and four dimensions which represent the acculturative stress construct (language barriers, not feeling at home, feeling nostalgia/loss and perceived discrimination). Mediated regression analysis confirmed that leisure participation lessened migrants' not feeling at home and perceived discrimination stress when mediated by community embeddedness. Migrants' leisure participation also had a positive significant direct relationship with community embeddedness, suggesting that encouraging migrants to participate in leisure activities is one way to build their sense of belonging in their new local community. Both place attachment and community embeddedness had a significant negative relationship with most aspects of migrants' acculturative stress, indicating that migrants who were involved in their local community and who felt attached to their adopted location, experienced less stress in adjusting to their new home country. Almost 70% of the participants participated in social leisure activities which involved interacting with people and connecting to the community. These respondents were involved both in ethnic community events and also in activities integrated with other cultures. The results of this present study indicate that, overall, migrants' attachment to their community is more important than attachment to place in ameliorating their acculturative stress through social leisure participation. This present study suggests a way forward for future research to further explore how migrants adjust to their new location and improve their well-being, and also has implications for leisure industry management.

This present study makes a contribution to the body of leisure and migration knowledge in both theory and practice. From a theoretical standpoint, the study lends the view that a theoretical basis exists to support the viability and utility of place attachment and community embeddedness in the relationship between migrants' leisure participation and acculturative stress. The theory also recognises the viability of combining leisure participation, acculturative stress, place attachment and community embeddedness constructs in the context of migrants' leisure participation. However, while leisure participation may be beneficial to ease the known stressors of acculturative stress, this study identified that there are barriers to migrants participating in leisure (e.g., pre-employment, financial issues and family obligations) that could have undesirable consequences. From a practical viewpoint, the study provides a new perspective of social leisure participation in mitigating settlement distress. The study suggests a validated relationship that can be used

by migration and leisure departments to provide beneficial support programs in assisting migrants' in the early settlement process.

Key words: migrants, acculturation, acculturative stress, leisure participation, leisure constraints, place attachment, community embeddedness, South Australia.

List of publications and awards related with the thesis

Publications

1. Hazreel Hasmi, Michael Gross & Christina Scott-Young (2013). Exploring migrants' leisure participation and the mediating role of place attachment and community embeddedness on acculturative stress. *The Council for Australasian University Tourism and Hospitality Education (CAUTHE) 2013 Conference, 11th - 14th February 2013*, Lincoln University, Christchurch New Zealand, Pages 280-291. **Conference paper produced from Chapter 1 and 2 (Literature Review).**

2. Hazreel Hasmi, Michael Gross & Christina Scott-Young (2013). Does leisure help or hurt migrants? A qualitative study of South Australian migrants. *Australian and New Zealand Association for Leisure Studies (ANZALS) 11th. Biennial Conference*, 4th 6th December 2013, Monash University, Frankston Victoria, Australia. – **Conference paper produced from Chapter 3 (Qualitative Phase)**.

3. Hazreel Hasmi, Michael Gross & Christina Scott-Young (2014). Migrants' leisure participation: Benefits and constraints. *The Council for Australasian University Tourism and Hospitality Education (CAUTHE) 2014 Conference*, 10th – 13th February 2014, University of Queensland, Queensland, Australia. Pages 278-290. **Conference paper produced from Chapter 3 (Qualitative Phase)**.

4. Hazreel Hasmi, Michael Gross & Christina Scott-Young (2015). The impact of Social leisure in managing acculturative stress: The mediating role of community embeddedness and place attachment. *Leisure Studies Association 2015 Conference, 7th – 9th July 2015*, Bournemouth University, Bournemouth England. **Conference paper produced from Chapter 4 (Quantitative Phase).**

5. Hazreel Hasmi, Michael Gross & Christina Scott-Young (2014). Leisure and settlement distress: The case of South Australian migrants. *Annals of Leisure Research*, 17(4), 377-397. – **Journal article produced from Chapter 3 (Qualitative Phase)**.

Awards

1. Best Student Paper Award recipient, *Australian and New Zealand Association for Leisure Studies (ANZALS) 11th. Biennial Conference 2013*. Monash University, Frankston, Victoria Australia.

2. Merdeka Awards 2015 recipient, *Australia Malaysia Business Council (South Australia) Inc.* Adelaide Convention Centre, Adelaide, South Australia.

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Thank you is simply not enough.

Declaration

I declare that this thesis does not incorporate without acknowledgment any material previously submitted for a degree or diploma in any university; and that to the best of my knowledge it does not contain any materials previously published or written by another person except where due reference is made in the text.

Signed

List of Figures

Figure 1.1: Number of migrants worldwide (World Migration Report, 2010) 3
Figure 1.2: Conceptual relationship of migrants' leisure participation and acculturative stress with mediators 16
Figure 1.3 Structure of the study....29
Figure 2.1: Acculturation and acculturative stress model 48
Figure 2.2: Proposed relationship between migrants' leisure participation and levels of acculturative stress....54
Figure 2.3: Dimensions of place attachment....58
Figure 2.4: Community embeddedness constructs....63
Figure 3.1: Sequential exploratory research design (reproduced from Creswell, 2003) 71
Figure 3.2 Idea network diagram 77
Figure 3.3 Simplified idea network diagram....82
Figure 3.4 Sub-themes of leisure as a coping strategy 90
Figure 3.5 Sub-themes of pre-employment challenges 98
Figure 4.1 Simple statistical mediation model (reproduced from Baron & Kenny, 1986)....141
Figure 4.2 Statistical mediation model for Sobel test 144
Figure 4.3: Respondents' preferred leisure activities....148
Figure 4.4: Respondents' frequencies of leisure participation 149
Figure 4.5: Time of leisure participation....149
Figure 4.6: Leisure company....150
Figure 4.7: Respondents' marital status 165
Figure 4.8: Respondents' spouse employment status....166
Figure 4.9: Respondents' house ownership....166
Figure 4.10: Respondents' friends live nearby....167
Figure 4.11: Respondents' family members live nearby....167
Figure 4.12: Scree plot for place attachment....171
Figure 4.13: Scree plot for community embeddedness 179
Figure 4.14: Scree plot for acculturative stress 184
Figure 4.15: Mediation effect between leisure participation and not feeling at home stress....200
Figure 4.16: Mediation effect between leisure participation and perceived discrimination stress....200
Figure 5.1: The roles of leisure in reducing migrants' levels of acculturative stress 225
Figure 5.2: The roles of social leisure in alleviating migrants' levels of acculturative stress 231
Figure 5.3: Leisure participation reduces acculturative stress when mediated by community embeddedness .239
Figure 5.4: The negative relationship between place attachment (PA) and acculturative stress....247
Figure 5.5: Migrants' settlement challenges lead to acculturative stress and leisure constraints....250
Figure 5.6: Factors of migrants' settlement challenges and leisure constraints 251

List of Tables

Table 1.1: Net migration rate of active receiving countries 8
Table 1.2: Statistics of South Australian Migration 11
Table 1.3: Glossary of key terms 21
Table 3.1: Statistics of interview respondents 74
Table 3.2: Summary of leisure as a coping strategy theme 83
Table 3.3: Summary of external (job market factors) theme 98
Table 3.4: Summary of internal (individual factors) theme 102
Table 4.1: Survey recruitment method and response rate 118
Table 4.2: Summary of survey sample criteria 119
Table 4.3: Types of leisure activities 122
Table 4.4: Measurement items for place attachment 125
Table 4.5: Measurement items for community embeddedness 127
Table 4.6: Measurement items for acculturative stress 129
Table 4.7: Pilot study respondents' demographics (n = 30) 133
Table 4.8: Reliability of scales (pilot test) 135
Table 4.9: Sobel test 145
Table 4.10: Respondents' demographic background (n = 395) 146
Table 4.11: Cross-tabulation analysis of age and social leisure participation 151
Table 4.12: Cross-tabulation analysis of age and cultural leisure participation 152
Table 4.13: Cross-tabulation analysis of age and hobby participation 153
Table 4.14: Cross-tabulation analysis of education and social leisure participation 154
Table 4.15: Cross-tabulation analysis of income and social leisure participation 155
Table 4.16: Cross-tabulation analysis of income and cultural leisure participation 156
Table 4.17: Cross-tabulation analysis of income and recreation leisure participation 157
Table 4.18: Cross-tabulation analysis of employment and social leisure participation 159
Table 4.19: Cross-tabulation analysis of employment and cultural leisure participation 160
Table 4.20: Cross-tabulation analysis of employment and recreation leisure participation 161
Table 4.21: Cross-tabulation analysis of marital status and cultural leisure participation 162
Table 4.22: Mean distribution of place attachment (n = 395) 163
Table 4.23: Mean distribution of community embeddedness (n = 395) 164
Table 4.24: Mean distribution of acculturative stress (n = 395) 168
Table 4.25: KMO and Bartlett's test of place attachment 170
Table 4.26: Total variance explained for place attachment 171
Table 4.27: Pattern matrix of place attachment 172
Table 4.28: T-Test result between migrants' employment status and place dependence 173
Table 4.29: One-way ANOVA result between migrants' place identity and age group 174
Table 4.30: Mean migrants' place identity by age group 174
Table 4.31: One-way ANOVA result between migrants' place dependence and levels of education 175

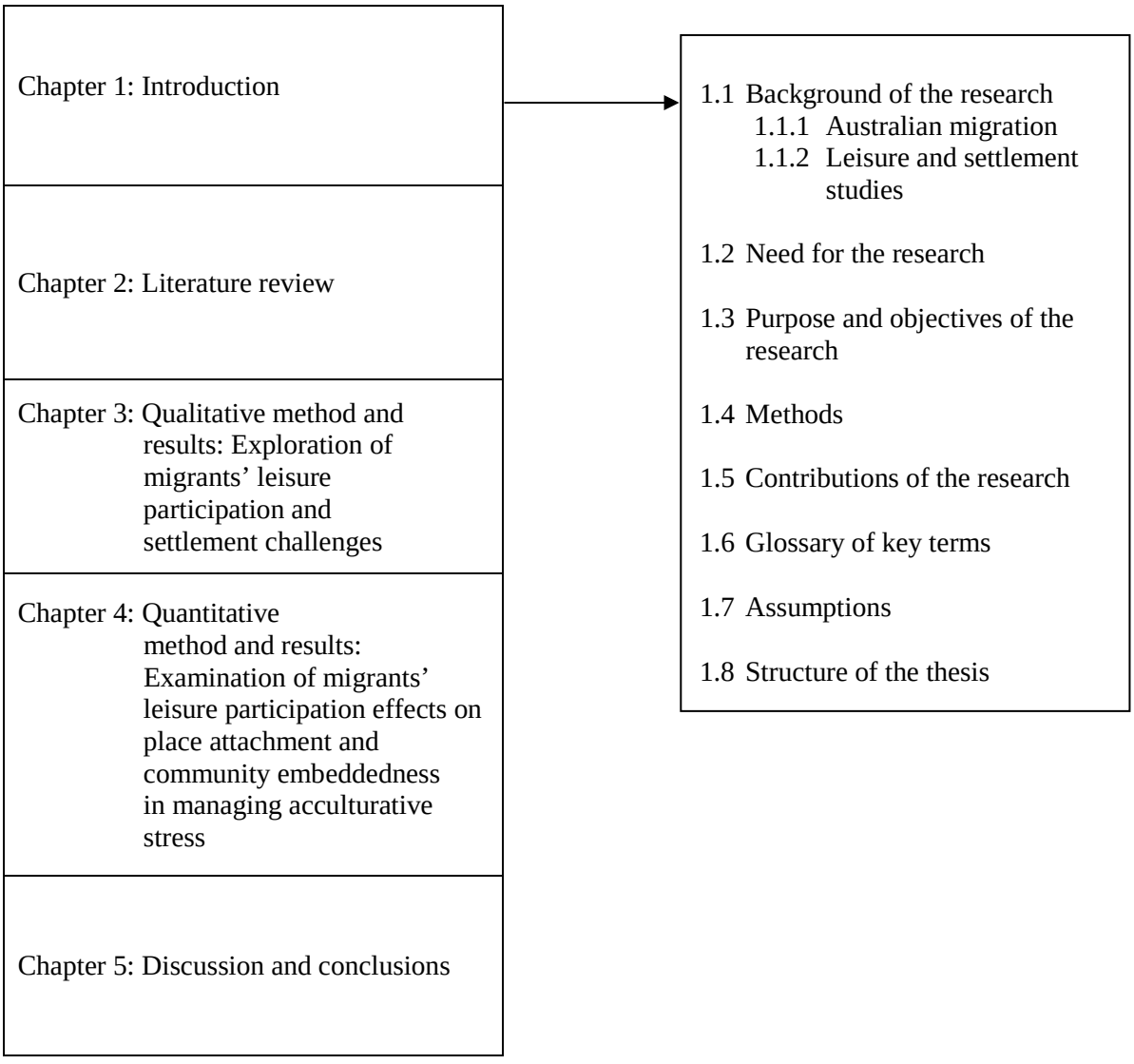
Table 4.32: Mean migrants' place dependence by levels of education 175
Table 4.33: One-way ANOVA result between migrants' place dependence and region of origin 176
Table 4.34: Mean migrants' place dependence by region of origin 176
Table 4.35: One-way ANOVA result between migrants' place identity and region of origin 177
Table 4.36: Mean migrants' place identity by region of origin 177
Table 4.37: KMO and Bartlett's test of community embeddedness 178
Table 4.38: Total variance explained for community embeddedness 179
Table 4.39: Factor matrix of community embeddedness 180
Table 4.40: One-way ANOVA result between migrants' community fit and sacrifice and age group 181
Table 4.41: Mean migrant's community fit and sacrifice by age group 181
Table 4.42: One-way ANOVA result between migrants' community fit and sacrifice and region of origin 182
Table 4.33: Mean migrants' community fit and sacrifice by region of origin 182
Table 4.44: KMO and Bartlett's test of acculturative stress 183
Table 4.45: Total variance explained for acculturative stress 184
Table 4.46: Pattern matrix of acculturative stress 185
Table 4.47: T-Test result between migrants' gender and language stress 186
Table 4.48: T-Test result between migrants' gender and feeling loss/nostalgia stress 187
Table 4.49: T-Test result between migrants' gender and discrimination stress 188
Table 4.50: One-way ANOVA result between migrants' not feeling at home stress and age group 189
Table 4.51: Mean migrants' not feeling at home stress by age group 189
Table 4.52: One-way ANOVA result between migrants' feeling loss/nostalgia stress and age group 189
Table 4.53: Mean migrants' feeling loss/nostalgia stress by age group 190
Table 4.54: One-way Anova result between migrants' feeling loss/nostalgia stress and levels of education 190
Table 4.55: Mean migrants' feeling loss/nostalgia stress by levels of education 191
Table 4.56: One-way ANOVA result between migrants' discrimination stress and levels of education 191
Table 4.57: Mean migrant's discrimination stress by levels of education 192
Table 4.58: One-way ANOVA result between migrants' feeling loss/nostalgia stress and region of origin 192
Table 4.59: Mean migrants' feeling loss/nostalgia stress by region of origin 193
Table 4.60: One-way ANOVA result between migrants' not feeling at home stress and region of origin 193
Table 4.61: Mean migrants' not feeling at home stress by region of origin 194
Table 4.62: One-way ANOVA result between migrants' discrimination stress and region of origin 194
Table 4.63: Mean migrants' discrimination stress by region of origin 195
Table 4.64: One-way ANOVA result between migrants' not feeling at home stress and years of settlement 195
Table 4.65: Mean migrants' not feeling at home stress by years of settlement 196
Table 4.66: One-way ANOVA result between migrants' discrimination stress and years of settlement 196
Table 4.67: Mean migrants' discrimination stress by years of settlement 197
Table 4.68: Mediation effect of community embeddedness to not feeling at home 198
Table 4.69: Mediation effect of community embeddedness to perceived discrimination 199
Table 4.70: Respondents' involvement in ethnic community event/activity 202
Table 4.71: Respondents' leisure constraints 203

Table 4.72: Respondents' settlement challenges.....204
Table 4.73: Respondents' view about leisure benefits.....205
Table 4.74: Summary of quantitative results 209

List of Appendices

Appendix 3.1: Interview participants' invitation letter……..…297
Appendix 3.2: Interview guide……...…299
Appendix 3.3: Interview participants' consent form……..….302
Appendix 3.4: Interview participants' information sheet……..…..303
Appendix 3.5: Interview key statements……306
Appendix 3.6: Ucinet6 matrix……374
Appendix 4.1: Survey recruitment flyer……375
Appendix 4.2: Survey questionnaire……..376

1 Introduction



Migration is not a new phenomenon as people have always travelled throughout the ages. The mobility of people has been influenced by factors such as escaping from the economic, social and political conflicts of their home country and for seeking employment to improve their life status (Malsch & Meyer-Stoll, 2003; Kosic, 2004; Sam & Berry, 2006; Urry, 2007). Migration represents a life upheaval which can elicit a variety of complex emotions during the adjustment period, such as anticipation, excitement, fear, anxiety, depression, and stress between migrants and the local population. Strategies to help migrants adjust are important both to the migrants and to the receiving community. Migrants frequently suffer from difficulties when settling into a new culture and country, termed 'acculturative stress' (Adler & Gielen, 2003; Berry, 2006). This present study investigates the role of leisure participation in enabling migrants to adjust well and mitigate the stress. Previous studies of leisure and migration have found conflicting results about leisure benefits to migrants. Therefore, this present study is designed to investigate the relationship between migrants' leisure participation and acculturative stress, and whether place attachment and community embeddedness might mediate this relationship. Place attachment represents a development of one's emotional connection to a place, and community embeddedness represents one's connection to the local society.

This introduction chapter provides a contextual overview of the thesis. The background of the research is elaborated, establishing migrants' leisure participation and acculturative stress as the theoretical domain for the research. The state of South Australia as the research site and key stakeholders for the research outcomes are both introduced. The need, purpose and objectives of the research are explained along with the methods used to address them. The contributions of the research are described, followed by the definitions of key terms used in this present study. The structure of the thesis is presented and the structure of the study is provided at the conclusion of this chapter.

1.1 Background of the research

This present study arose from the growing importance of migration activities around the globe. The number of migrants worldwide increased from 150 million in 2000 to 215 million in 2011 and is projected to reach 405 million by 2050. These migrants have left their country of origin and make up more than 3% of the world's population (World

Migration Report, 2010; World Bank, 2011). Figure 1.1 represents the number of migrants worldwide.

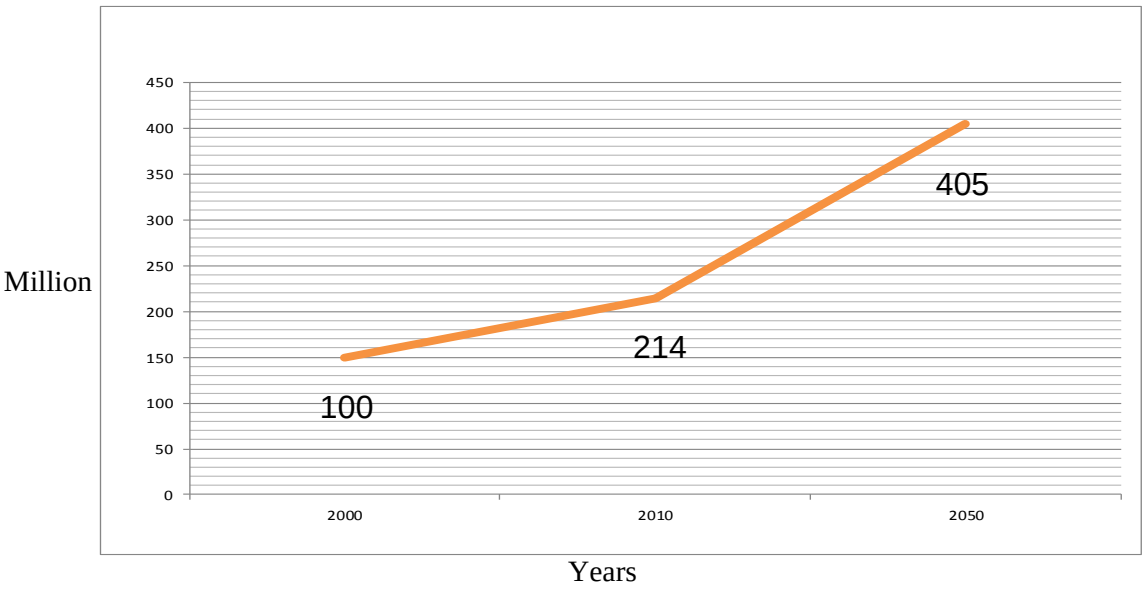


Figure 1.1: Number of migrants worldwide (World Migration Report, 2010)

The effect of migration leads to changes to migrants' social-demographic status, which can be either positive or negative. Positive outcomes include improvement in life status or education levels, while negative outcomes include loss of own identity and culture. Mobility has been influenced by many factors such as growing demographic disparities, the effects of environmental change, new global political and economic dynamics, technological revolutions, and social networks. Furthermore, migrants relocate to other countries to seek better employment, educational opportunities, and to diversify and broaden their social relationships (Urry, 2002; Sam & Berry, 2006). Other motivating factors include escaping from their original countries' economic instability, overpopulation, political conflicts, wars, and natural disasters (Malsch & Meyer-Stoll, 2003; Kosic, 2004).

Receiving countries benefit from migration through stimulation of growth in terms of economy, employment, education, technology, infrastructure, and demographic factors (Besharov et al., 2013). Migrants often alleviate labour shortages and can provide a source of highly skilled professionals to their receiving countries (Fossland, 2012). Better economic opportunities in developed countries attract people from all over the world, the consequences of which make migration trends an important subject for

research (Berry, 2006). When people enter a new country they face a number of challenges, while at the same time the host country attempts to create an environment that aids migrants' adjustment. The increasing migration trend is now forcing receiving countries to undertake further investment in developing their migration management capacity (Sam & Berry, 2006; Walker, Halpenny, & Deng, 2011). This investment might include visa application process efficiency, provision of employment opportunities and early settlement assistance programs.

Public reactions to migration differ among receiving countries. Some indicate that migration is more of a problem and others claim migration is an opportunity (World Migration Report, 2010). Problems relate to social status difference (mainstreams over migrants) which causes perceived discrimination, language difficulties, overpopulation and crime. Opportunity relates to the arrival of skilled migrants who contribute to the receiving country's employment market, technology, economic and social capital development. These different views are likely the result of the receiving countries' economic situation, social principles, migration history and characteristics.

The arrival of migrants is likely to help receiving countries to develop their social capital. Social capital is a network of relationships among people who live and work in a particular society and enables that society to function effectively and shapes the quantity and quality of a society's social interactions (Coleman, 1990; Lindstrom, 2006). Social cohesion is critical for a society to prosper economically and for development to be sustainable. Social capital is also a form of economic and cultural capital. Social capital generally refers to a) resources and the value of the resources, both tangible (e.g. public spaces, private property) and intangible (i.e. human capital or people), b) the relationships among resources and c) the impact to the relationships (McCulloch, 2003).

Social participation ensures that a community functions well towards achieving its economic and social growth. Social capital is important to a community to build generalised trust and individual free choice to create a more cohesive society. Social capital generates much interest in the academic and political world (Rose, 2000; Ferragina, 2012). Social capital is also claimed to be a producer of 'civic engagement' and a broad societal measure of communal health (Putnam, 2000). The development of consensus is identified as a positive indicator of social capital. Consensus refers to the

‘shared interest’ among actors and stakeholders to encourage collective action thus increasing social capital (Putnam, 2000).

Social capital is claimed to improve performance of diverse groups of people (Mavridis, 2014). Migrants are part of the actors in developing social capital (Garip, 2008). Migrants’ contributions include employment, education, skills, cultural and social. The arrival of migrants encourages inter-ethnic networks (bridging) as an agent of peace as they develop bridges and manage tensions (Varshney, 2001). According to Varshney who studied ethnic violence in India, if communities are organised only along intra-ethnic lines and the interconnections with other communities are weak or non-existent, ethnic violence is likely to occur. Positive implications of inter-ethnic ties include a) facilitating communication in the community across ethnics; b) preventing false rumours; and c) assisting the government to manage the community in peace, security and justice.

Individuals are more likely to migrate when migrant social capital resources (information about and assistance with migration) are greater and accessible. The diversity of occupation opportunities increases the likelihood of migration (Garip, 2008). This finding shows that employment attracts potential migrants the most when they decide to resettle in a new country. As mentioned earlier, one of the main factors of migration is to improve ones’ life status. Potential migrants are also looking forward to new places where the sources or existing migrants are strongly tied and can assist them during their early arrival. Settlement assistance from more established existing migrants is essential to ensure new migrants can settle well. Migrants usually face a challenging settlement experience where the unknowns are greater than the knowns, therefore social capital resources and sources are needed.

Social capital through social networks and communities also benefits the individual’s health. Social capital affects health risk behaviour where individuals who receive community support, social trust and information have resources that assist achieve their health goals (Lin, 1999; Muruyama et al., 2015). For instance, individuals who are facing health difficulties might receive the information and monetary or moral support they need to endure treatment and recover. Besides, social capital also develops social trust and membership which may discourage individuals from engaging in risky health behaviours such as smoking and drinking (Moore et al., 2011) or end up with

depression and stress (Bassett & Moore, 2013; Chen et al., 2015). In contrast, a lack of social capital might impair individuals' health (Mummery et al., 2008; Mohnen et al., 2011; Legh-Jones & Moore, 2012). A survey conducted in Sweden showed that low social capital and low social trust are associated with higher rates of psychosomatic symptom and depression (Aslund et al., 2010). Therefore, the advantages of social capital are likely to assist migrants to improve their health behaviour during settlement. Migrants' well-being is essential to ensure their arrival benefits their receiving countries as they contribute to the economic, employment and social development (Goren, 2014).

In the context of leisure studies, social capital is regarded as the consequences of the development of social relationships allowing individuals access to leisure resources (Glover et al., 2005). There is a significant relationship between leisure and social capital. Leisure participation might contribute to the development of the social capital central to democracy and democratic citizenship (Hemingway, 1999). The more individuals participate in leisure activities, the more autonomy the individuals experience, which then assists them to develop their skills and abilities. The accumulation of social capital which individuals experience can transfer to other leisure activities and personal social roles, relationships and to other roles within a social structure.

In the context of migrants, their leisure participation might develop their skills and social networks which in turn benefits their employment opportunities and social support. Social participation through leisure enhances the development of migrants' social capital where they are not just developing their certain skills, but also expanding their social network for employment, indirectly improving their roles in social capital development (Lindstrom, 2005). In contrast, low physical leisure participation is associated with low social capital (Mummery et al., 2008; Legh-Jones & Moore, 2012). Generally, migrants need to be active in leisure participation not only in physical but also social and cultural activities to improve their well-being and health and enhance their social capital. Further discussion on the benefits of leisure participation to migrants is presented in Section 1.1.2 and Section 2.1.2.

Awareness of the global growth of migration has prompted many studies, most of which have been undertaken by geographers, political scientists, historians, sociologists and economists (Adler & Gielen, 2003). Some of these studies investigate migration of

people from different perspectives including cultural diversity and social interactions (Tapias & Escandell, 2011), population growth and the impact of migration (Richmond, 2002), racial tensions (Merrill, 2011), the shift of a local society's acceptance of migrants (Topal, 2011), employment and education issues (Bianchi, 2000; Bachmeier & Bean, 2011; Walton-Roberts, 2011), the settlement process and migration trends (King, 2002; Xu, 2011), comparisons between different migration groups (King, 2002; Cook et al., 2011), the role of public services in managing migration (Andrews et al., 2011), the migration effects on tourism (Lindquist, 2009), and migration and health issues (Vahabi, 2011). These studies have focused on a variety of ethnicities and migration settings, however the most common research settings are in developed countries including Europe, the United States and Canada. These receiving countries are highly populated by migrants who are seeking better life opportunities (King, 2002; Xu, 2011).

The role of the host country in migrants' settlement process is important and contributes to the success of settlement. Canada is one of the best examples of a pluralist ideology country which offers opportunities for migrants and provides encouragement and support for the maintenance of migrants' culture through its multiculturalism policy, resulting in tremendous economic growth. This scenario is similar to other active receiving-migration countries such as the United States and Australia. However, Canada differs from the United States and Australia in the rate of mental health problems experienced by their migrants. Several studies have identified that Canadian migrants are less at risk than non-migrant Canadians, while American and Australian migrants experience greater risk compared to non-migrants (Dyal & Dyal, 1981). These findings suggest that stress during migration is influenced by the environmental context in which the settlement process takes place (Chun, 2005). This present study takes up the Australian migration scenario as a foundation to further investigate migrants' situational problems.

1.1.1 Australian migration

Almost all regions in the world are either sending or receiving countries of migration, or both. Among the most active migration receiving countries, Australia is one of the four most important countries or regions, proportionally ahead of the United States, United Kingdom and Canada (Oudenhoven, 2006). Australia's net migration leads these other three top western receiving countries. Table 1.1 represents the net migration rate of the

four most active western receiving countries (World Bank, 2011). Australia depends heavily on migration for population growth and provision of workplace skills (Seetaram & Dwyer, 2009; Collins, 2013). Migrants make a significant contribution to Australia's workforce in a variety of roles, strengthening the country's economic and budgetary positions, bringing new ideas, international contacts and access to current technologies and business practices, as well as increasing demographic, social and cultural diversity (Australian Bureau of Statistics, 2011b; Collins, 2013).

Table 1.1: Net migration rate of active receiving countries

No	Active receiving countries	Net migration rate (per 1000 persons)
1	Australia	5.93
2	Canada	5.65
3	United States	3.62
4	United Kingdom	2.59

Australia has a long history of inward migration. At present, the population of Australia is almost 23 million and nearly 30% were born overseas. The population of Australian migrants is increasing rapidly. From the 1970s to 1980s, the overseas born population remained steady at about 20% and rose to 23% in 1990 (Australian Bureau of Statistics, 2011b). In 2006, almost five million or 24% of the Australian population were born overseas (Seetaram & Dwyer, 2009). The migration population continued to increase significantly to 27% (six million people) of the total Australian residents (22.3 million people) in 2010. Of the overseas-born residents, 76% are of working age (15 to 64 years) (Australian Bureau of Statistics, 2011b).

The growth of the migrant population in Australia from the beginning of British settlement in 1788 until the present day has shown how migration has significantly contributed to the development of the country. Migration patterns in Australia have changed considerably over these 223 years from the initial involuntary migration of convicts from Britain, Ireland and other British colonies coupled with a small number of voluntary free settlers, to the current receipt of migrants from over 200 different

countries. As a result of the gold rushes and the decline in convict transportation, from 1851, the nature of migration changed completely. Migrants arrived in far greater numbers from more varied backgrounds such as China, the United States, New Zealand, the South Pacific and some other parts of Europe. By the time of federation in 1901, over four million migrants were reported to have settled in Australia (NSW Migration Heritage Centre, 2011).

During the First World War from 1914 to 1918 and the Second World War from 1939 to 1945, a large number of migrants who had previously settled in Australia from Germany, the Austro-Hungarian Empire, Bulgaria, Turkey, Italy, Japan, and Israel faced internment or general restrictions on their daily lives as they were reclassified as 'enemy aliens'. However, when the wars ended, a new approach to migration took place and Australia started to accept migrants from all over Europe to populate the country as rapidly as possible (NSW Migration Heritage Centre, 2011).

In 1945 the Department of Immigration was formed and 70,000 migrants were needed annually in order to contribute to population growth. The population kept growing from year to year with the new flow of European migrants including Poles, Yugoslavs, Latvians, Ukrainians, Hungarians, Estonians, Lithuanians, English, Irish and Scots. From 1951 onwards, a series of migration agreements were made between the Australian government and countries such as Netherlands, Italy, Austria, Belgium, West Germany, Greece, Spain, United States, Switzerland, Denmark, Norway, Sweden and Finland. Most of the migrations were for employment and enhanced life status. Migrants worked mainly as unskilled labourers in various sectors such as post war projects, factories, steel industries, railways and mines (NSW Migration Heritage Centre, 2011).

In 1956, non-Europeans were allowed to apply for citizenship. Starting from 1972, under the Labour Government of the time, policy was changed whereby migrants were to be chosen according to personal and social attributes and occupational group rather than their country of origin. In 1973, Australia was declared a multicultural society country, with all migrants treated equally with Australia citizens. Since then, more Asian and Middle Eastern migrants have populated Australia (NSW Migration Heritage Centre, 2011).

The population of international migrants has increased greatly over the last two decades. The Australian census in 1961 reported 8% of the population were born overseas. In 2006, almost five million or 24% of the Australian population were born overseas (Seetaram & Dwyer, 2009). The migration population continued to increase significantly to 26.8% of the total Australian residents in mid-2010. This population includes almost six million migrants who were born in over 200 different countries. Seventy-six percent of overseas-born residents are of working age (15 to 64 years) (Australian Bureau of Statistics, 2011a). This significant growth of migrants shows how Australia has steadily become a multicultural country since the early migration era until the present.

The Australian Immigration Department has categorised different classes of visa, namely: a) an employment visa is granted to highly skilled workers, assessed against a point-based system, often sponsored by individual states that recruit workers according to specific needs, or by an Australian business (the most popular form of sponsored working visa is the 457 sub-class visa); b) a family visa, which is often granted on the basis of family ties in Australia, including Contributory Parent visas and Spouse visas; and c) a student visa, which actively encourages foreign students to study in Australia. Employment and family visas often lead to Australian citizenship. However, eligibility for citizenship requires the applicant to have lived in Australia for at least four years with at least one year as a Permanent Resident. In 2010, there were 113,725 skilled migrants in Australia which represents 67.5% of the total permanent migration program (Australian Department of Immigration and Citizenship, 2011).

South Australian is one of the most active receiving-state in Australia which relies on migrants to overcome skilled labour shortages and to increase population growth (Seetaram & Dwyer, 2009). Therefore, this present study focuses on South Australian migrants as the sample population. At the end of 2010, there were 353,005 general migrants in South Australia (Australian Department of Immigration and Citizenship, 2011). Table 1.2 represents the statistics of South Australian migration based on Australian Bureau of Statistics (ABS) 2011's census. Some of the top ten countries of origin are also among the top ten countries of origin in the country-wide Australian migrants' population statistics.

Table 1.2: Statistics of South Australian Migration

Characteristics	ABS 2011 Census Males	Females	%
Total migrants	**171 633**	**181 370**	
18-25 years	11 874	11 354	6.6
26-35 years	22 290	22 221	12.6
36-45 years	23 622	23 980	13.5
46-55 years	24 462	25 025	14.0
56-65 years	19 547	20 374	11.3
Marital Status			
Married	69 672	69 684	39.5
Divorced	19 040	33 914	15.0
Single	52 143	43 667	27.1
Education background			
High School/Certificate	34 681	19 385	15.3
Undergraduate	25 158	33 836	16.7
Postgraduate	4 292	3 628	2.2
Top 10 Country of Origin			
Italy	10 401	10 310	5.9
India	10 461	8 281	5.3
China	7 240	8 693	4.5
Vietnam	5 569	6 457	3.4
Germany	5 356	6 052	3.2
Greece	4 804	4 953	2.8
Philippines	3 106	5 752	2.5
Netherlands	3 570	3 711	2.1
Malaysia	3 097	3 853	2.0
South Africa	2 975	3 233	1.8
Employment Field			
Education and training	4 583	17 549	6.3
Health care and social assistance	7 899	10 376	5.2
Professional, scientific and technical services	12 985	4 151	4.9
Information media and telecommunications	3992	8 908	3.7
Accommodation and food services	10 677	1 555	3.5
Administrative and support services	6 250	5 249	3.3
Financial and insurance services	4 189	5 985	2.9
Manufacturing	4 764	4 157	2.5
Retail trade	5 430	1 324	2.0
Electricity, gas, water and waste services	4 618	1 717	1.8
Other services	3 566	2 780	1.8
Public administration and safety	3 947	1 743	1.6
Wholesale trade	2 472	3 125	1.6
Arts and recreation services	1 988	2 863	1.4
Construction	1 777	346	1.0
Agriculture, forestry and fishing	1 676	508	1.0
Transport, postal and warehousing	1 376	953	1.0
Rental, hiring and real estate services	1 032	1047	1.0
Mining	1 043	1 005	1.0

Contradictorily, the Organisation for Economic Cooperation and Development's (OECD) (OECD, 2015) Better Life Index has ranked Australia as one of the world's most developed economic countries. This achievement marked Australia as a happy place to live, where Australians are reported to enjoy low pollution and high levels of personal security, are ranked top in civic engagement, and enjoy above average health, housing, social connections and income. While Polgreen and Simpson (2011) claimed that migrants in Australia were unhappy, the OECD reported that Australia is the best place to offer a good quality of life. These inconsistent results prompted the question of how to improve the happiness of migrants living in Australia. The present study attempts to explore this situational problem.

These results have highlighted the need for further investigation of Australian migrants. Little research has been done on Australian migration, although the country has the largest migration rate (Australian Bureau of Statistics, 2011b) compared to other major western receiving countries. It is important to investigate Australian migration in order to better understand new migrants' situational problems, such as the challenging adaptation process in a new culture and community as well as employment issues.

The increasing migration trend has influenced studies in various disciplines (Adler & Gielen, 2003), however, migrants are usually studied from the perspective of their mobility and professional activities. The role of leisure in the lives of migrants is becoming a more important issue for study, and there has been an increase in the number of researchers in this field (Budruk, 2010; Walker, Halpenny, & Deng, 2011). However, studies on migrants and leisure are still in their initial phases and much has yet to be done to fully understand the subject (Shinew et al., 2006; Floyd et al., 2008). Therefore, it is worthwhile to further explore the possible effects of leisure in assisting migrants during their early settlement process – a phase which involves acculturation to their new country. This present study was designed to investigate the role of leisure in assisting migrants' settlement process.

1.1.2 Leisure and settlement studies

Migration is inherently a disruptive life event. During the process of relocation, migrants frequently experience a variety of complex emotions, including depression and stress caused by settlement difficulties (Adler & Gielen, 2003). Furthermore,

government immigration department requirements can make the settlement process even more challenging. New migrants often experience many difficulties associated with searching for employment, for example, lack of work experience, language proficiency, lack of local contacts, skills and qualifications mismatch with local standards, visa policies and lack of awareness of how to apply for jobs in their new country (Australian Bureau of Statistics, 2011b). Thus, strategies to assist migrants to overcome these challenges are essential to ensure effective settlement.

Migration is always associated with a process of adaptation to a new social environment and culture, termed 'acculturation' (Berry et al., 1987; Berry & Sam, 1997; Berry et al., 2002; Berry, 2003; Sam & Berry, 2006). Throughout the acculturation process, migrants can experience various difficulties which may cause them acculturative stress. The term for this mental health problem was first introduced by Berry (1970). The construct of acculturative stress was then developed by Aroian and colleagues (1998) who identified four dimensions of acculturative stress, namely language barriers, not feeling at home, feeling loss/nostalgia for their home country, and perceived discrimination. Since the 1980s, many studies have demonstrated the existence of acculturative stress during the acculturation process. The relationship between acculturation and acculturative stress has been widely investigated by researchers from various disciplines such as anthropology, sociology, psychology and physiology (Dyal & Dyal, 1981; Sam & Berry, 2006), but by very few in the leisure field (Shinew et al., 2006; Stodolska & Walker, 2007; Walker, Halpenny, & Deng, 2011). Although the number of studies in the leisure field has recently increased (Budruk, 2010; Walker, Halpenny, & Deng, 2011), a comprehensive review of 3,369 articles published in leisure journals from 1995 through 2005 identified only 12 studies on migration and leisure (Floyd et al., 2008). Research on migrants and leisure is still under-developed with much still to be done to fully understand the relationship between migrants' settlement process and leisure experience (Shinew et al., 2006; Stodolska & Walker, 2007; Walker, Halpenny, & Deng, 2011).

The few studies that have explored the relationship between acculturation and leisure have identified that participation in leisure activities can buffer acculturative stress (e.g. Walker, Halpenny, & Deng, 2011). However, not every dimension of acculturative stress could be reduced by leisure participation. Walker and colleagues' (2011) study,

for example, reported that migrants' leisure exacerbated their perceived discrimination stress, thus hindered them from further pursuing leisure participation. The existence of stress and low levels of participation in leisure are also reported in other leisure studies (e.g. Yu & Berryman, 1996; Stodolska & Alexandris, 2004; Kim et al., 2005; Yang et al., 2007; Stack & Iwasaki, 2009; Walker & Wang, 2009; Walker, Halpenny, & Deng, 2011) and are caused by language differences, limited social networks, lack of awareness of available activities, social class status, ethnic background, discrimination, health status and time constraints. These existing studies have ignored other important aspects that might improve migrants' acculturation particularly emotional attachment to their new home and connection with the community.

The role of leisure in migrants' settlement life is more than just a pastime activity. Migrants' leisure involvement requires a more complex conceptualisation which consists of external elements. The missing elements that this present study proposes to investigate are the possible development of migrants' emotional connection to their new home and the community. Emotional connection to a place and community is believed to assist individuals to cope with stress and protect against the development of mental health problems (Floyd et al., 2008).

1.2 Need for the research

In order to further understand the significance of leisure in assisting migrants' settlement, there is a need to include the elements of emotional connectedness to their new home and community. Leisure participation is likely to develop migrants' attachment to place and community. The relationship between leisure experience, place attachment and community embeddedness in managing acculturative stress has been overlooked and is not yet well understood. Shinew and colleagues (2006, p. 405) argue that:

> Given that communities and neighborhoods are becoming progressively more diverse, leisure opportunities and events that help foster a sense of community and build social capital among residents will be important.

This notion is supported by Floyd and colleagues (2008, p. 14) who noted the importance of studying migrants' attachment to their new home and community:

> In particular, there is a need to know how leisure contributes to a sense of place and community where communities are forming and restructuring due to immigration.

Place attachment, or people–place bonding, affects individuals' emotions, experiences, behaviours, and beliefs, which in turn affect quality of life and well-being (Gross & Brown, 2006; Rollero & De Piccoli, 2010; Scannell & Gifford, 2010). Although acculturative stress has been acknowledged in the migrant labour literature (e.g. Lee, 2013; Negi, 2013), little recognition has been given to the link between leisure activities and adjustment in assessing the development of community embeddedness. Community embeddedness, which involves bonding or social interaction between a person and the local society, is a strong predictor of quality of life (Baker & Palmer, 2006) and may reduce acculturative stress. Furthermore, quality of life outside work is also a strong predictor of employees' intention to stay or leave a job (Mitchell et al., 2001; Treuren, 2009; Yang et al., 2011). Therefore, it is important to explore the development of migrants' attachment to their new home and community through leisure.

Besides exploring the potential salutary role of leisure, leisure constraints are another important aspect in migrants' leisure experience that is worth studying. Often marked as second-class citizens (Wei et al., 2010), migrants have been identified as a group that is normally associated with difficulties in accessing or engaging in leisure facilities/activities due to numerous obstacles (e.g. Livengood & Stodolska, 2004; Kim et al., 2005; Hashim, 2012). However, few studies on migration and leisure have explored the leisure constraints experienced by migrants, such as racial discrimination, (e.g. Sharaievska et al., 2010; Lovelock et al., 2011), and other barriers, including cost, time, and work commitment (e.g. Stodolska, 1998; Lovelock et al., 2012). These constraints are negatively related to migrants' motivation to engage in leisure (e.g. Stodolska & Alexandris, 2004; Deng et al., 2005) and increase their stress levels (Kim et al., 2005). The OECD (OECD, 2015) indicated that in comparison to other OECD countries, Australians found it hard to strike a balance between work and life, devoting the least time to leisure and personal care. Despite the promising result of Australians' high standard of living, their busy daily schedules hinder them from enjoying their leisure time. Although leisure is known to assist individuals to feel relaxed and to reduce stress (Walker, Halpenny, & Deng, 2011), time constraints always hinder them from benefiting from their leisure time which eventually causes stress. There is still a

lack of understanding on how these constraints might affect the relationship between migrants' leisure experience and their acculturative stress. Although participation in leisure is reported to provide satisfaction to migrants and alleviate stress, leisure constraints might result in different impacts.

As the foregoing review suggests, it is therefore important to further investigate the role of leisure participation in helping with migrants' settlement, as current knowledge is still at a nascent stage. The inconsistent results from previous studies give rise to the need to further examine how leisure participation affects how migrants manage their acculturation challenges and stress. Therefore, to further understand the relationship between migrants' leisure participation, place attachment, community embeddedness and acculturative stress, the present study develops and analyses a conceptual relationship (see Figure 1.2) drawn from a multidisciplinary review of the academic literature. The plus symbols represent how migrants' participation in leisure promotes the development of place attachment and community embeddedness, and the minus symbols represent a reduction of the acculturative stress construct. This present study hypothesises that leisure participation, place attachment and community embeddedness may reduce acculturative stress.

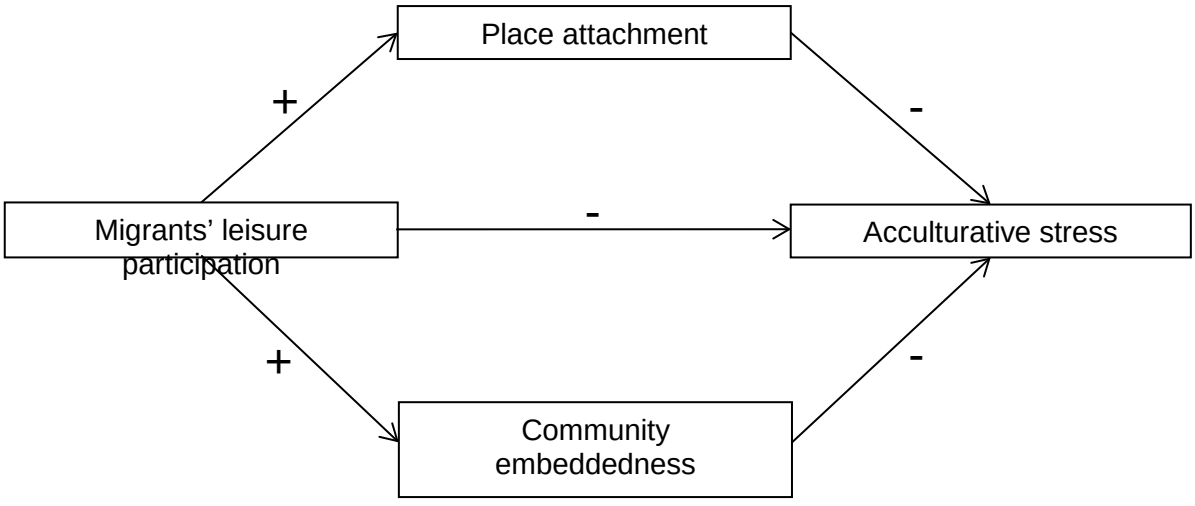


Figure 1.2: Conceptual relationship of migrants' leisure participation and acculturative stress with mediators

1.3 Purpose and objectives of the research

The purpose of this present study was to investigate the relationship between migrants' leisure participation and acculturative stress, and whether place attachment and community embeddedness might mediate this relationship. Settlement challenges are argued to be stressful for migrants while leisure constraints are likely to cause the same problem. This present study builds upon a conceptual relationship between multidisciplinary constructs that include leisure participation (Lloyd & Auld, 2002; Gayo-Cal, 2006), acculturative stress (Walker, Halpenny, & Deng, 2011), place attachment (Moore & Graefe, 1994; Gross & Brown, 2006) and community embeddedness (Mitchell et al., 2001). The study was designed to investigate the possible mediation effects of place attachment and community embeddedness between the relationship of migrants' leisure participation and acculturative stress.

Prior to investigating the relationship of migrants' leisure participation and acculturative stress with the mediating effect of place attachment and community embeddedness, an exploratory qualitative study was conducted in order to identify substantive issues relating to migrants' leisure participation and their settlement challenges. This qualitative investigation, which included their leisure participation trends and settlement experience, was important to help understand the settlement scenario of South Australian migrants. This investigation was also designed to gather information on the content validity and face validity of the draft measuring instrument to be used in the later quantitative phase. The specific objectives of this qualitative phase were as follows (QL refers to objectives for the qualitative phase):

QL1: explore the nature of migrants' leisure participation during their early years of acculturation;

QL2: investigate how leisure participation affects migrants' acculturation process;

QL3: explore the new migrants' acculturation challenges which cause them acculturative stress.

The outcomes of the qualitative interviews were analysed to build up a foundation for the later quantitative investigation. The general aim of the quantitative phase was to use the earlier qualitative findings to formulate a survey instrument using the leisure participation frequency, acculturative stress, place attachment and community

embeddedness constructs. The quantitative phase also developed and tested the measurement models for the constructs generated by mediated regression analysis, testing the main research aim which was to examine the relationships between migrants' leisure participation and acculturative stress with the mediating effects of place attachment and community embeddedness. This quantitative phase had seven specific objectives as follows (QN refers to objectives for the quantitative phase):

QN1: to examine the effect of migrants' leisure participation on reducing acculturative stress;

QN2: to examine the effect of migrants' leisure participation on developing place attachment;

QN3: to examine the effect of migrants' place attachment on reducing acculturative stress;

QN4: to examine the mediation effect of migrants' place attachment on the relationship between leisure participation and acculturative stress;

QN5: to examine the effect of migrants' leisure participation on developing community embeddedness;

QN6: to examine the effect of migrants' community embeddedness on reducing acculturative stress; and

QN7: to examine the mediation effect of migrants' community embeddedness on the relationship between leisure participation and acculturative stress.

The methods used to address the study objectives are described in the next section.

1.4 Methods

A mixed method research design using two sequential phases of qualitative and quantitative data collection was used to address the study objectives. The purpose of using both approaches was to obtain a rich interpretation and understanding of the subject studied. Variation in data collection leads to greater validity, addresses research objectives from different perspectives and ensures that there are no 'gaps' in the data collected. The present study involved three major phases. The first phase was

qualitative, using semi-structured interviews to explore the nature of migrants' leisure participation and their settlement distress. The second phase was quantitative, using a survey comprised of existing, validated scales to investigate the relationships between migrants' leisure participation and acculturative stress with the mediating effects of place attachment and community embeddedness. The final phase of the study involved the interpretation of both the qualitative and quantitative analyses. This mixed methods approach is useful to balance up the two phases where they complement each other to produce a well-validated result.

The first three research objectives were pursued through qualitative methods. Information was unpacked from interviews with industry representatives who directly assist migrants with their settlement process. Some of these representatives were migrants themselves. Interview data were transcribed verbatim and analysed using idea networking analysis with the help of Ucinet6 (a network analysis software) to produce a network diagram. Idea networking is considered a qualitative means of undertaking a cluster analysis or concept mapping of a compilation of statements. It is a practical approach to realizing a particular experience by clearly reconstructing the whole collective cognition from a number of independently expressed quotations. The resulting network diagram shows a conceptualisation of the data (Metcalfe, 2007; McKenna & Metcalfe, 2013).

The remaining seven research objectives were pursued through quantitative methods. The quantitative phase was conducted via a state-wide survey of South Australian migrants. This quantitative phase incorporated the qualitative findings to improve the draft instrument that was used to survey migrants. This quantitative data provides an investigation of the phenomenon at a population level. The design was based on the research objectives that emphasize the relationship between migrants' leisure participation and acculturative stress with the mediating effect of place attachment and community embeddedness.

Exploratory Factor Analysis (EFA) was performed to check the dimensionality of the instrument and to establish a model to measure the constructs of acculturative stress, place attachment and community embeddedness. Acculturative stress was conceptualised as a multidimensional construct consisting of language barriers, not feeling at home, feeling loss/nostalgia and perceived discrimination. Place attachment

was also conceptualised as a multidimensional construct consisting of place dependence and place identity. Community embeddedness was also conceptualised as two dimensions: community fit and sacrifice. Leisure participation was measured based on frequency and the result was presented descriptively. Mediation regression analysis was then performed to test the relationship between leisure participation and acculturative stress and the intervening effect of place attachment and community embeddedness. In addition, four open-ended questions were analysed descriptively to be compared with the qualitative findings.

1.5 Contributions of the research

This present study contributes to the body of leisure knowledge in both theory and practice. The study provides a new understanding of the important role of leisure in assisting migrants' acculturation process, particularly to alleviate stress. This present study also examines the viability of the mediating role of place attachment and community embeddedness.

From a practical perspective, this present study provides valid relationships that can be applied by migrant service providers to identify elements of leisure participation that help migrants to manage their settlement distress. It also allows such centres to understand other settlement difficulties that hinder migrants when they attempt to participate in leisure activities.

Further research on this issue is anticipated to contribute to the development of a new cross-disciplinary theory: the leisure and migration nexus. Future research also might benefit many organisations and bodies whose role it is to assist migrants to adapt and settle. The outcomes are potentially useful as a reference for practitioners such as immigration departments, migrant support associations, and leisure and recreation providers. They are also relevant to employers who take on international workers and who want to develop programs and facilities to ensure a better settlement process, while maximising employment efficiency and minimising the voluntary turnover rate for migrants.

1.6 Glossary of key terms

Various definitions have been used by previous researchers in the field of leisure studies and acculturative stress. Key terms used in this present study were defined to establish positions in the research. Table 1.3 presents the terms used which are important to an understanding of the frame of reference for this present study.

Table 1.3: Glossary of key terms

Key terms	Definitions
Acculturation	A process of settlement and adaptation into a new culture and environment.
Acculturative stress	A reduction in health status (including psychological, somatic and social aspects) of individuals who are undergoing acculturation.
Community embeddedness	An affective bond or link between people and a specific community.
Community fit	Individuals' compatibility and comfort within the community.
Community-related sacrifice	The perceived loss of material or psychological benefits that may be forfeited by leaving a community.
Cultural leisure	Leisure activities that involve arts such as visiting a museum, attending a concert or cultural event.
Exploratory Factor Analysis	A multivariate statistical technique that seeks to describe and summarise data by grouping together variables that are correlated.
Feeling loss/nostalgia stress	Mental health problem caused by the feeling of missing home / homesickness.

Key terms	Definitions
Hobbies	A pursuit outside one's regular occupation, engaged in especially for relaxation.
Idea networking analysis	A qualitative means of undertaking a cluster analysis or concept mapping of a compilation of statements. Ideas of individuals who participated in a study can be networked or linked to conceptualise the issue and find a satisfactory solution.
Industry representatives	Individuals who work in the departments or organisations which deal directly with a group of clients or/and a particular field/expertise.
Language barriers stress	Mental health problem caused by language difficulties/communication failure.
Leisure	The time spent or the activities undertaken by people in relaxation and rejuvenation following periods of work.
Leisure constraints	Obstacles that hinder people from participating in leisure activities.
Link to community	The extent to which an individual is linked to other people and activities in the community.
Mediation	A statistical process that seeks to identify and explicate the mechanism or process that underlies an observed relationship between an independent variable and a dependent variable via the inclusion of a third explanatory variable, known as a mediator variable.
Migration	Mobility of people from their origin country to another country for permanent settlement.

Key terms	Definitions
Migrant	People who travel to another country for the purpose of employment and permanent settlement/to improve life status.
Not feeling at home stress	Mental health problem caused by the feeling of isolation.
Participation	Personal importance and interest consumers attach to acquisition, consumption and disposition of a good, service or an idea.
Perceived discrimination stress	Mental health problem caused by the feeling of being treated as a second-class citizen or when individuals' rights are being denied.
Physical leisure	Leisure activities that involve a physical element such as martial arts, aerobics, walking and running.
Place attachment	An emotional bond or link between people and specific places.
Place dependence	Focuses on the importance of a place in facilitating participants' leisure activities.
Place identity	Focuses on how participants value and appreciate a place and its facilities.
Recreation leisure	Leisure activities that involve outdoor activities such as jungle trekking, hiking, camping and visiting a wildlife park.
Regression	A statistical process for estimating the relationships among variables.
Sobel test	A method of testing the significance of a mediation effect.

Key terms	Definitions
Social leisure	Leisure activities that involve integration with others such as friends and colleagues.
Sport leisure	Leisure activities that involve any kind of sports, whether participating or watching.

1.7 Assumptions

The term ‘migrants’ is quite broad. Migrants or also referred as minorities have been studied from a variety of perspectives, including but not limited to 1) permanent migrants who seek for employment and to improve their lifestyle, 2) spouse migrants who accompany their partner and some are unemployed, 3) sojourners that include students who only stay abroad temporarily and 4) indigenous people (Berry, 2006). Due to its variety of natures, covering any examination around the topic of migration within a single or narrow range of groups of migrants offers a challenge for researchers. This study has concentrated the examination of migrants from the first category in the above list, permanent, skilled and employed. Given the significance of migration to Australia’s economic, social and cultural growth (Australian Bureau of Statistics, 2011b), strategies to help educated, skilled and employed migrants adjust are important. Educated, skilled and employed migrants contribute to Australia’s workforce in developing the country’s economic situation. Therefore, the sample is narrowed down to skilled and employed migrants and hence can’t necessarily be generalised to other types of migrants (e.g. unemployed migrants or migrants with lower education levels).

1.8 Structure of the thesis

This introduction chapter is the first in the thesis, which consists of five chapters. The following four chapters are outlined as follows:

Chapter Two provides a comprehensive literature review that explores past research studies which have been conducted in different disciplines. These related fields consist of leisure, migrants’ leisure, acculturative stress, place attachment and community embeddedness. The literature review chapter consists of four topics that inform this

present study. The first topic discusses the background of leisure and the consequences of leisure participation, including the effects on well-being and leisure constraints. The second topic reviews migrants' acculturation process and acculturative stress. Studies on leisure and acculturative stress are introduced and reviewed. The third topic discusses the background of place attachment and its relationship with leisure participation. The final topic describes community embeddedness which also offers a possible link with leisure participation. The review of every topic begins with a discussion of the definition and conceptualisation, and then links the discussion with the migrant context.

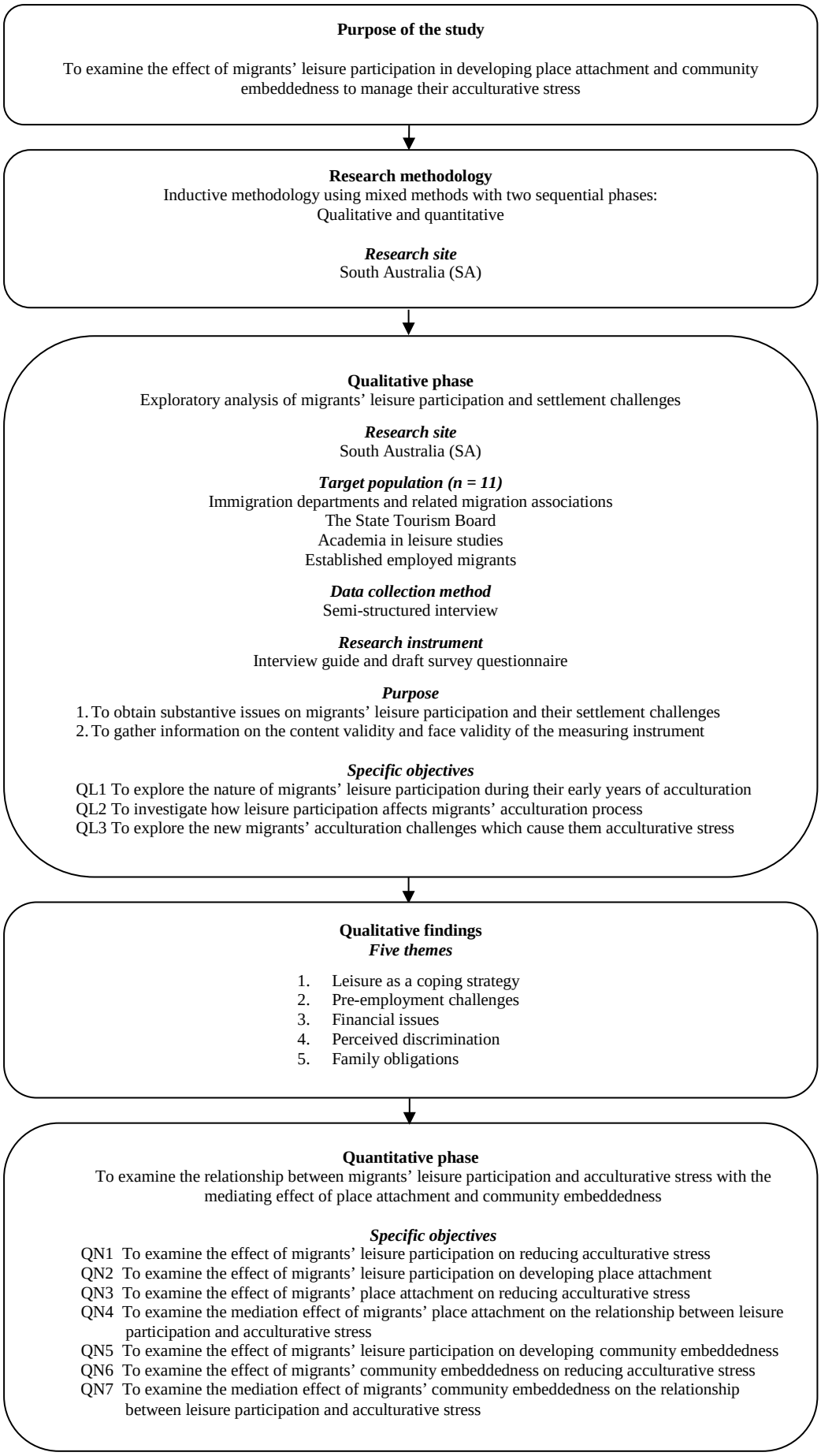
Chapter Three provides a detailed elaboration of the qualitative phase. This chapter consists of the method, analysis and results of the qualitative study. The chapter begins with a description of the research design that informed the choice of methods used to address the study objectives. The choice of a mixed methods approach is described and each of the two method phases (qualitative and quantitative) is explained. Then, a detailed qualitative methodology is elaborated which includes sampling and recruitment, measuring instruments, data collection and ethical considerations. The data analysis is described before the results are presented. The results elaborate themes found from personal interviews that are used to support the development of the quantitative phase. The validity and reliability check strengthened the content of the survey instrument developed for the subsequent quantitative phase.

Chapter Four provides a detailed account of the method, analysis and result of the quantitative phase. The method consists of sampling and recruitment, development of measuring instruments, data collection, ethical considerations and a pilot study. The data analysis elaborates initial data screening, tests for univariate normality, descriptive analysis, Exploratory Factor Analysis (EFA), mediation regression and the Sobel test. The results incorporate the descriptive data obtained from the survey along with the regression and mediation relationships analysis.

Chapter Five presents the discussion and conclusions of the study's findings. The discussion integrates the findings with the extant literature. The findings are also elaborated comprehensively within the context of migrants' leisure participation, acculturative stress, place attachment and community embeddedness. The findings are

associated to the study's purpose and objectives proposed in the initial chapter. Conclusions and suggestions for future research are presented.

Figure 1.3 below outlines the study and highlights aspects of the content of the whole thesis.


Purpose of the study
To examine the effect of migrants' leisure participation in developing place attachment and community embeddedness to manage their acculturative stress
Research methodology
Inductive methodology using mixed methods with two sequential phases:
Qualitative and quantitative
Research site
South Australia (SA)
Qualitative phase
Exploratory analysis of migrants' leisure participation and settlement challenges
Research site
South Australia (SA)
Target population (n = 11)
Immigration departments and related migration associations
The State Tourism Board
Academia in leisure studies
Established employed migrants
Data collection method
Semi-structured interview
Research instrument
Interview guide and draft survey questionnaire
Purpose
1. To obtain substantive issues on migrants' leisure participation and their settlement challenges
2. To gather information on the content validity and face validity of the measuring instrument
Specific objectives
QL1 To explore the nature of migrants' leisure participation during their early years of acculturation
QL2 To investigate how leisure participation affects migrants' acculturation process
QL3 To explore the new migrants' acculturation challenges which cause them acculturative stress
Qualitative findings
Five themes
1. Leisure as a coping strategy
2. Pre-employment challenges
3. Financial issues
4. Perceived discrimination
5. Family obligations
Quantitative phase
To examine the relationship between migrants' leisure participation and acculturative stress with the mediating effect of place attachment and community embeddedness
Specific objectives
QN1 To examine the effect of migrants' leisure participation on reducing acculturative stress
QN2 To examine the effect of migrants' leisure participation on developing place attachment
QN3 To examine the effect of migrants' place attachment on reducing acculturative stress
QN4 To examine the mediation effect of migrants' place attachment on the relationship between leisure participation and acculturative stress
QN5 To examine the effect of migrants' leisure participation on developing community embeddedness
QN6 To examine the effect of migrants' community embeddedness on reducing acculturative stress
QN7 To examine the mediation effect of migrants' community embeddedness on the relationship between leisure participation and acculturative stress

Pilot study
Incorporated qualitative findings into migrants' leisure participation, acculturative stress, place attachment and community embeddedness survey instrument

Purpose
To test the validity and reliability of the research instrument
Modification made based on the results

Research site
South Australia (SA)

Target population (n=30)
Permanent migrants
Migration period = less than 10 years
Age = above 18 years
Working migrants
English as second language

Main study
Finalised migrants' leisure participation, acculturative stress, place attachment and community embeddedness survey instrument after pilot study

Research site
South Australia (SA)

Target population (n=395)
Permanent migrants
Migration period = less than 10 years
Age = above 18 years
Working migrants

Sampling method
Accidental/convenience, purposive and snowball sampling (non-probability)

Data collection method
Online survey

Research instrument
Questionnaire

Measures
1. Demographic characteristic: gender, age, marital status, education background, years of settlement, residential status, country of origin, employment status, employment field (adapted from Walker et al. 2011; Jibeen 2011)
2. Acculturative stress (adapted from Walker et al. 2011)
3. Participation in leisure activities: 'Person objective' attribute (Lloyd & Auld, 2002) that includes frequency (adapted from Gayo-Cal 2006)
4. Categories of leisure activities (adapted and modified from Hills et al. 2000; Lloyd & Auld 2002; Gayo-Cal 2006; Veal, Darcy & Lynch 2012)
5. Place attachment (adapted from Moore & Graefe 1994; Gross & Brown 2006)
6. Community embeddedness (adapted dimensions of community-fit, community-link, and community-sacrifice from Mitchell et al. 2001)

Exploratory Factor Analysis
Exploratory Factor Analysis (EFA) was used to generate seven dimensions proposed to represent acculturative stress, place attachment and community embeddedness

1. Language barriers stress
2. Not feeling at home stress
3. Feeling loss/nostalgia stress
4. Perceived discrimination stress
5. Place dependence
6. Place identity
7. Community fit and sacrifice

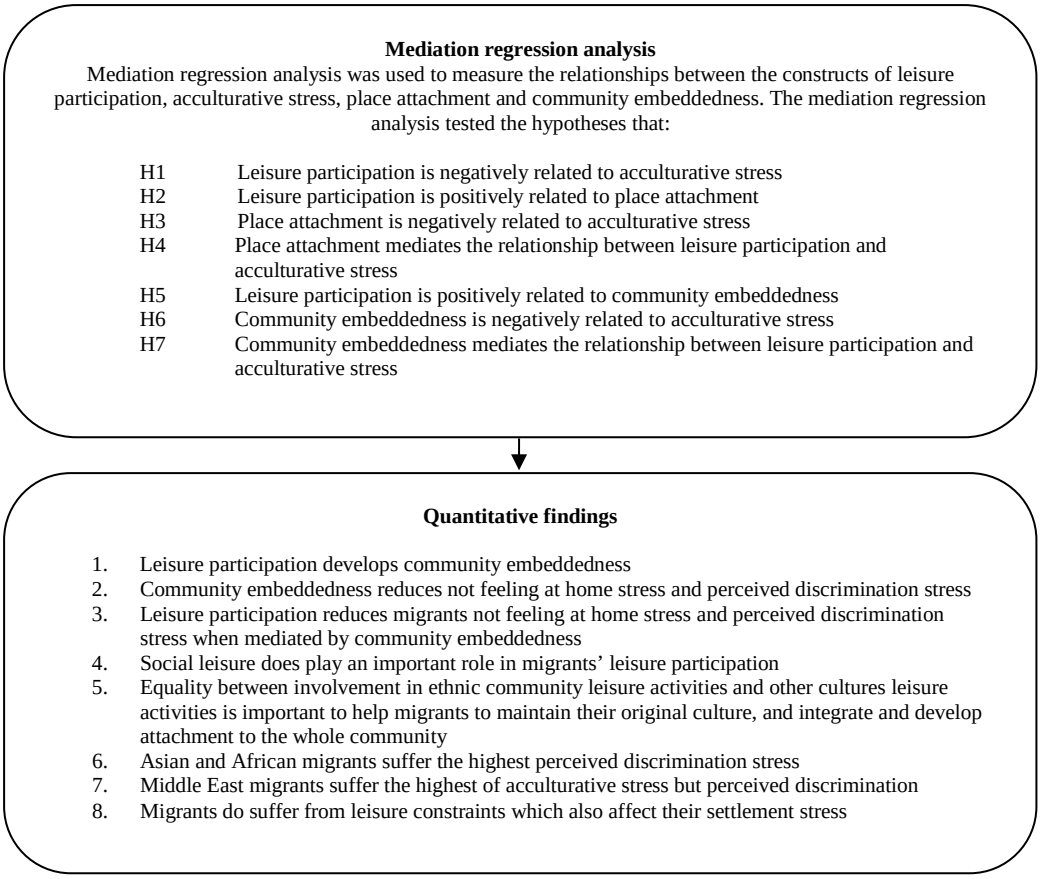
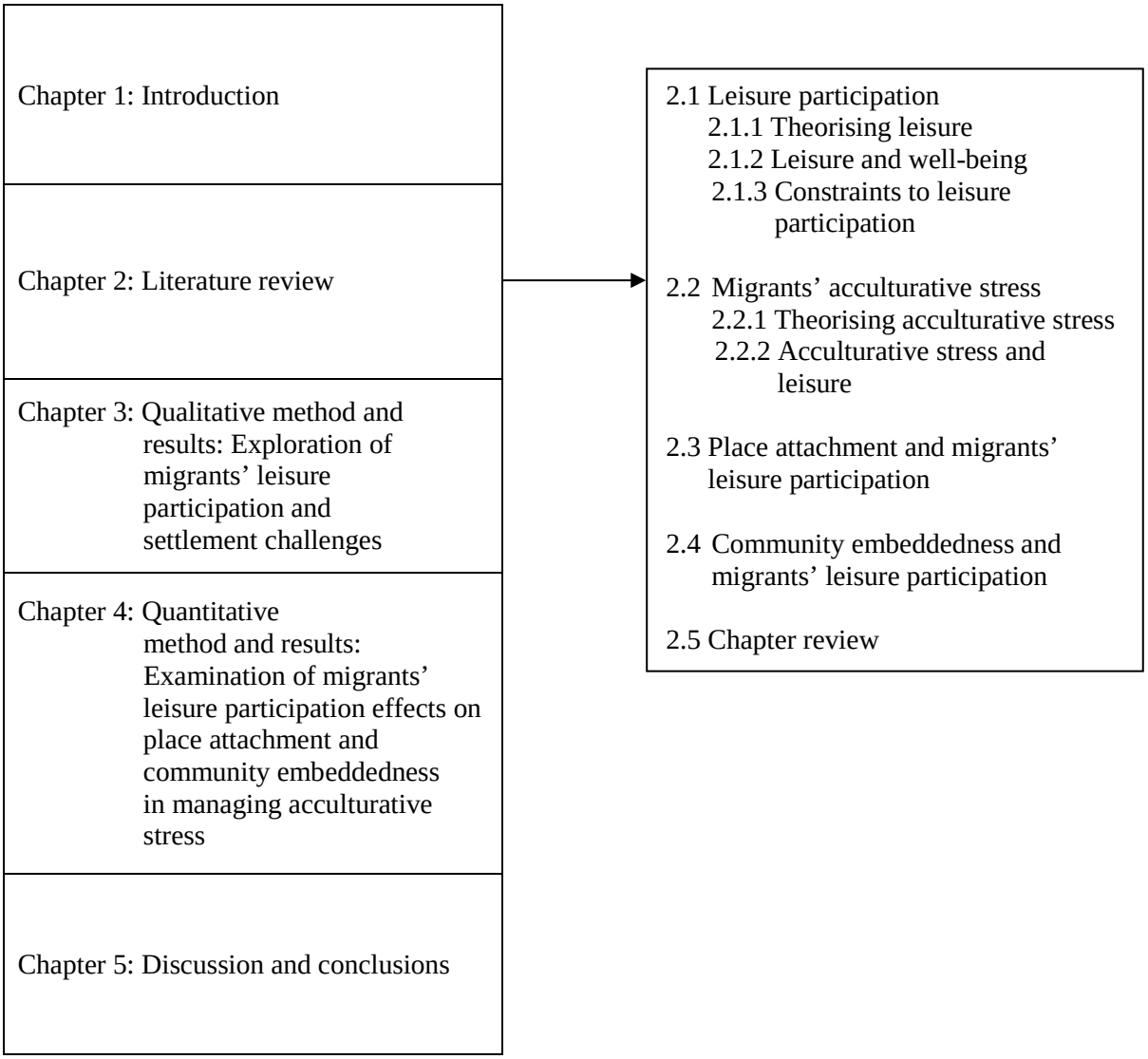


Figure 1.3 Structure of the study

2 Literature review



This chapter reviews the literature on the relationship between migrants' leisure participation and acculturative stress. This relationship is also further examined through the mediating effects of place attachment and community embeddedness. To understand the importance of migrants' leisure participation and its relationship to their levels of acculturative stress, a review of previous studies on this subject is necessary. This chapter includes the four topics that have informed this present study. First, leisure participation is discussed by reviewing researchers' theoretical conceptualisations of leisure and the identification of the benefits of leisure to participants, including migrants, and the constraints they may experience in participating in leisure. Next, the review elaborates on the acculturative stress experienced by migrants during their early settlement. Migrants usually suffer from acculturative stress during their settlement, which affects their well-being. Studies that have examined the relationship between acculturative stress and leisure are discussed. Migrants' leisure participation is then discussed in terms of two mediating effects: place attachment and community embeddedness. Place attachment represents migrants' attachment to a place, which is likely to be developed during their leisure participation and associated activities, and is hypothesised to reduce the acculturative stress experienced. Community embeddedness or attachment to a community may be developed through migrants' participation in leisure activities which, it is hypothesised, in turn assists in the management of acculturative stress.

This review shows that leisure participation is important for migrants in managing their acculturative stress, particularly, it is suggested, through the mediating roles of place attachment and community embeddedness. The review of each of the topics begins with a discussion of the generic literature in the area and specifically within the leisure literature before the link to this present study is discussed. Finally, the related research objectives are established.

2.1 Leisure participation

This section establishes an understanding of the nature and role of leisure and the effect of leisure participation within the leisure literature. The value of leisure activities

highlights the role of leisure participation in benefiting the well-being of individuals. However, constraints or barriers that induce stress and discomfort also prevent people from participating in leisure activities, especially migrants. The advantages and limitations of leisure activities affect migrants in various ways and circumstances.

2.1.1 Theorising leisure

The concept of leisure and what it means has been articulated by philosophers and leisure researchers over the ages. Most of them agree that leisure plays a significant role in participants' well-being. A common everyday understanding of leisure is the time spent or the activities undertaken by people in relaxation and rejuvenation following periods of work. Here the term 'work' is taken to mean paid and/or unpaid work and other necessary and ongoing commitments. This notion of leisure as a distinct period following work activity is succinctly captured by the Greek philosopher, Aristotle, who said:

> The end of labour is to gain leisure. (Aristotle, 384 - 322BC)

John Neulinger (1974), a leisure studies expert, defines leisure as an opposition to work, as time left over and as a residue. He claims that leisure is an activity that people undertake when they have completed their daily routines such as work, study, house chores and other obligations. This notion implies that leisure is defined as merely filling the space left after work obligations have been fulfilled – that is, 'free time'.

Leisure activities, undertaken alone, in the community or through formal participation, are also believed to reduce stress and unhappiness and promote health and well-being. This notion of leisure as influencing health and happiness was expressed by the popular American critic and educator, William Lyon Phelps, writing in the first half of the twentieth century, who opined:

> Those who decide to use leisure as a means of mental development, who love good music, good books, good pictures, good plays, good company, good conversation – what are they? They are the happiest people in the world. (Phelps, 1865 - 1943)

Leisure activities comprise a huge diversity of sources and include cultural activities and the arts, sports, social gatherings and events, and personal hobbies and interests.

Henry David Thoreau, the nineteenth century American naturalist, poet and philosopher, envisions leisure as more than just an escape from mundane routine and

participation in social activities, hobbies, sports, cultural events and so on. His notion of leisure encompasses a psychological perspective: he theorises that leisure encourages people to learn something useful and that it promotes their self-development and self-fulfilment. This idea is clearly exemplified by the following quote:

> He enjoys true leisure who has time to improve his soul's estate. (Thoreau, 1817 - 1862)

Michael Argyle, a late twentieth century commentator on leisure, also recognises leisure as a major source of happiness and of mental and physical health (Argyle, 1996, p. 1). Leisure and participation in leisure activities, he argues, are important for all people and promote well-being and the maintenance of a work–life balance. The stress arising from work and similar commitments, study and other life challenges are common to all; therefore, a systematic approach to the provision of leisure activities could be a significant means for reducing the stresses associated with the day-to-day challenges associated with work and life in the modern world.

Leisure is also perceived as a voluntary response to the avoidance of prosaic routine (Rojek, 2005). The idea of voluntary behaviour, in this instance, participation in leisure activities, is in direct contrast to the characteristics of the work environment, which by definition generally implies the application of routine, which is often prosaic. Participants therefore seek leisure to balance the routines associated with work and similar activities and to attain happiness and a pleasurable lifestyle.

These perspectives provide a general understanding of leisure and its importance to people's overall well-being. Since the beginning of leisure research the conceptualisation of leisure and the approaches to research on this topic have undergone many iterations (Murray, 2000), with the early scholars of leisure studies theorising leisure as falling into three conceptualisations: escapism leisure, activity and skill-based leisure, and experience-based leisure. Previous studies that theorised various approaches to leisure are now examined. Each of these conceptualisations represents a unique purpose and model of leisure, depending on how they are viewed and critiqued. They primarily affirm the complex meanings and connotations attached to leisure.

The category 'escapism leisure' represents leisure as free time, unoccupied time, free from work time, discretionary time, spare time or residual time, when all of the necessities of daily living such as work, study, formal duties and other routines and

obligatory commitments have been completed (e.g. Harris, 2005; Gayo-Cal, 2006; Rojek, 2006; Blackshaw, 2010). In this category of leisure, people use this time to 'escape' from their work obligations and commitments and immerse themselves in a different world. This leisure time is generally intended to release people from their daily responsibilities of work and similar activities, which demand a full and intense commitment. The unoccupied time – the time left over – is normally filled with no activities or with activities that may require commitment and intensity, but of a different kind from the work activity (Blackshaw, 2010).

Leisure defined as 'activity and skill-based leisure' focuses on the content of the leisure time outside the obligations of work (Murray, 2000). People take the opportunity to use their leisure time for desirable and preferred activities, away from formal duties and obligations. Leisure time according to this conceptualisation may involve casual activities such as relaxation, social participation, voluntary work, diversion and education, as identified by one of the pioneers of leisure studies, Dumazedier (1974), or may involve serious activities (Stebbins, (2008). Serious leisure requires particular skills and techniques (e.g., art work or carpentry), and includes recreational activities (e.g., jungle trekking, bush walking or rock climbing, and active sports). Previous studies have determined recreation as experiences and activities chosen voluntarily and undertaken during individuals' leisure time (Ngai, 2005; Akmal et al., 2012; Chun et al., 2012) and which provide a pleasurable experience and give satisfaction.

Previous studies define 'experience-based leisure' as those activities which people undertake to 'experience' a new activity, feelings, sensations or emotions. The aim of participation in these leisure activities is to achieve, for example, a sense of freedom, pleasure, amusement, spiritual development, satisfaction and motivation, or to improve skills in a specific area. Scholars argue that this form of leisure can improve psychological well-being (Kim et al., 2010; Trainor et al., 2010; Ábrahám et al., 2012; Suto, 2013). Consistent with these notions, leisure experience is also argued to be a process that involves an individual's freely made decision about an activity, which takes into account how the individual perceives the activity and what they anticipate will be its beneficial outcomes. The types of activity chosen in this category of leisure depend on a number of factors, including the individual's background, their preferences, their emotional state, the perceived usefulness of the activity, and the time and place of the

leisure engagement, all of which add up to satisfaction for the individual (Chun et al., 2012).

Although not theorised as categories as such, leisure has also been argued to symbolise social class and to represent a state of mind (Murray, 2000). Depending on the types of leisure activities chosen, participation in leisure displays the participants' social status. For example, by being involved in an exclusive type of leisure activity such as golf or yachting, the participants are more likely to be categorised as high socioeconomic status (SES) people, while those who enjoy car racing might represent a lower SES. Participation in leisure activities can also be defined as a state of mind because participants have the power to choose the type of activity that suits them and which provides the most satisfactory solution to their life's stresses (Chun et al., 2012).

In other seminal conceptualisations, leisure time has been divided into two categories: passive and active. Passive leisure is identified as sedate leisure (for example, reading books, watching television, gardening and listening to music), while active leisure is defined as the time during which an individual takes part in more energetic physical activities (e.g. walking, yoga, sports) (Blackshaw, 2010). Passive leisure is often undertaken in isolation. However, a number of studies have stressed the benefits of active leisure participation in which interaction with other people and the community are incorporated; for example, sporting events and music concerts, and outdoor recreation such as cycling, bush walking and water rafting (Iso-Ahola, 1997; Stodolska & Alexandris, 2004).

In the context of the contemporary literature, leisure is recognised as more than merely a pastime or hobby activity. Stebbins (2001, 2008), for instance, studied leisure from a commitment viewpoint. 'Serious leisure' is the steady and committed pursuit of an amateur, hobby or career volunteer activity, one that engages its participants with its complexity and many challenges. Serious leisure participants are people who are eager and enthusiastic about their activity, actively participating in leisure that requires certain skills and a high level of commitment such as sports or outdoor recreation. Their determination and serious participation benefits them in a variety of ways, depending on their personal objectives (for example, an improvement in their health), their levels of involvement, satisfaction, self-determination, self-expression and well-being (Heo et al.,

2010; Cheng & Tsaur, 2012; Hixson, 2013) (Heo et al., 2010; Cheng & Tsaur, 2012; Hixson, 2013).

Perspectives on leisure have evolved from the early stages of leisure studies until the present day, with most scholars agreeing that leisure plays an important role in participants' well-being, whether it is undertaken at a deeply committed level or merely as a diverting and enjoyable pastime. Leisure is beneficial to participants in specific and diverse circumstances, and is advantageous to migrants who are settling into new homes (Walker, Halpenny, & Deng, 2011). The leisure benefits to migrants will be outlined in Section 2.2.2. The next topic discusses benefits of leisure to participants' well-being. The scholarly literature has identified the various benefits of leisure to participants.

2.1.2 Leisure and well-being

Leisure is claimed to have a significant positive relationship with health, self-satisfaction and freedom, and promotes the desired escapism and relaxation, and social integration. These relationships demonstrate the advantages of leisure to improve participants' well-being.

For instance, in relation to leisure's beneficial effects on people's health (e.g. Kim et al., 2011b), the relationship between the two is important in quantifying the significant effect of leisure in one's life. Iso-Ahola (1997, p. 131) argued that:

> To understand the relationship between leisure and health, one has to consider first the meaning of these two constructs. Health is a general concept that refers to the absence of illness, but it also covers the more positive aspects: physical, mental and well-being. Similarly leisure is a global construct that refers to the state of being rather than time, money or activity.

The crucial point in this reference is that health is divided into physical, mental and well-being. The physical aspect of health is pertinent to the physical action of leisure activities; the mental aspect relates directly to the outcomes of assimilation, with good mental health, including a decrease in stress, a consequence of successful assimilation; while overall well-being is the final outcome to which individuals aspire.

Leisure implies a person's willingness to undertake a specified activity. Hence, perceived freedom and intrinsic motivation are the most important elements in ensuring valuable and worthwhile participation in leisure activities (Ábrahám et al., 2012). Leisure can affect an individual's health condition and, conversely, an individual's

health affects their leisure experience and participation. People are healthier when they participate more frequently in leisure and physical activities and they might also be more active in leisure because their health enables them to do so (Kay, 2009; Kim et al., 2011b). This relationship is bi-directional.

Participation in leisure activities also acts as a tool for escaping the stressful pressures of the daily mundane routine and as a tool for regeneration and relaxation. Leisure occupies free time, provides social interaction, helps in the achievement of self-esteem through the realisation of goals and the establishment of relationships, enables people to challenge their skills, and facilitates the enjoyment of leisure resources and facilities (Hills et al., 2000; Lloyd & Auld, 2002; Gayo-Cal, 2006; Venkatesh, 2006). Participation in leisure is believed to exert a significant impact on humans' daily routines as well as on aspects of their lives and personalities, for example, psychological, physiological, sociological, economic, and environmental, all of which make up quality of life (Lloyd & Auld, 2002). Lloyd and Auld indicated that leisure benefits participants particularly in psychology which then leads to an improvement of their well-being. Similarly, a study by Iwasaki and Havitz (1998) argued that involvement in leisure activities may lead to psychological commitment, resistance to change and behavioural loyalty (e.g. frequency). Behavioural loyalty influences the level of involvement in leisure, whereby high loyalty means high involvement. This present study suggested that, during participation in leisure activities, a sequential psychological process that led to behavioural loyalty was established and involved personal and social moderators.

Participation in leisure activities also leads to social interaction and the building of social networks. Social support and interaction during leisure engagement can buffer stress, reduce discrimination and negative mental health, and create positive well-being (Coleman & Iso-Ahola, 1993; Jibeen, 2011; Walker, Halpenny, & Deng, 2011; Collins et al., 2014). Improved interaction with family members, friends and people in the community is usually developed during leisure participation. Leisure participation acts an essential component in quality time with family, friends and community (Hills et al., 2000; Gayo-Cal, 2006; Venkatesh, 2006). Interacting with friends and community during leisure activities is helpful in developing social networks (Edginton et al., 1995; Lloyd & Auld, 2002). Social networking is an important aspect of leisure participation,

and this is especially true for migrants because it helps them to survive in their settlement life (which is what this present study will particularly focus on).

In the context of the migrants' settlement process, the social support and interaction that are integral to leisure activities are helpful in reducing stress and alleviating mental illness (Choi et al., 2008; Walker, Halpenny, & Deng, 2011; Suto, 2013; Collins et al., 2014). Social interaction with their new community increases the chances of migrants being accepted in their receiving countries (Groves, 2012), supports cross-cultural social interaction (Stack & Iwasaki, 2009; Kim, 2012; Yakunina et al., 2013), encourages family bonding (Stodolska & Livengood, 2006) and constitutes a potential platform for expanding social networking for employment purposes (Van Riper et al., 2013). Participation in leisure is also helpful in developing migrants' self-esteem (in that they achieve self-specified goals) (Kim et al., 2005), improving their economic situation (Stodolska et al., 2007), and reducing problems associated with language barriers. People are forced to find a way to communicate when they are participating in leisure activities together (Jiali Ye, 2005; Wolin et al., 2006). All these findings are consistent with Coleman and Iso-Ahola (1993), who were amongst the first researchers to theorise the salutary role of leisure: its capacity to reduce life stress and consequently aid in the maintenance of physical and mental health.

Studies have shown (e.g. Rustemli et al., 2000; Brewer & Chen, 2007) that in a multicultural society (where many migrants from various countries live together), most migrants prefer to engage with their own ethnic community rather than other ethnic groups because of cultural similarities and preference. When individuals interact and participate in leisure activities with the people who share the same ethnicity, they have more positive attitudes towards their own people compared with interaction with other groups (Toosi et al., 2012). Toosi and colleagues indicated that individuals assessed people from the same ethnicity more positively, experienced less negative effects of miscommunication and behaved in a friendlier manner than they normally acted with outsiders.

Migrants might interact more effectively with their ethnic community members because they share some common characteristics such as cultural values, believes and culture. While adjusting to a new culture, migrants usually tend to preserve their cultural perspective by interacting with their ethnic community members (Safdar et al., 2003;

Hopkins et al., 2007). Agreeing with this notion, Berry (Berry, 2003; Berry, 2005) indicated that among the four types of acculturation strategies (assimilation, separation, integration, and marginalization, see Section 2.2.1 for a comprehensive discussion on acculturation strategies), separation strategy represents migrants who prefer to maintain their culture and custom by socializing with their own ethnic people. However, Berry argues that separation is not the best option for migrants who are trying to settle down in a new home. Integration strategy is ideal for migrants to simultaneously preserve their culture and blend into a larger society. It is important for migrants to build their network within the multicultural community for employment purposes and to settle down well.

Another study (Perez Foster, 2002) found that Asian migrants experienced anxiety when interacting with outsiders. They therefore preferred to develop connections within their ethnic society. Perez-Foster also argued that inter-group interactions provide challenges to migrants, especially in cultural understanding. Perez-Foster's findings has been supported by a few other studies (Iwasaki & Bartlett, 2006; Kim, 2012) which have also indicated that migrants who participated in cultural leisure activities experienced an increase in psychological, cultural and social strength. Additionally, Stack and Iwasaki (2009) found that migrants who created and participated in their own cultural leisure activities fostered social bonding within their ethnic group. Migrants are also motivated to engage in leisure activities with their ethnic group because of psychological and social comforts due to cultural similarities (Kim et al., 2014). The social comfort motivates migrants to develop a stronger attachment to their leisure activities.

Leisure studies have investigated the benefits of leisure in assisting migrants' acculturation (e.g. Stodolska & Yi, 2003; Walker, Halpenny, & Deng, 2011). Leisure helps migrants reduce their adaptation process difficulties through relaxation, self-expression and social integration (Kim et al., 2005). However, adjusting to a new culture, where migrants are required to integrate with people from other ethnicities, always causes stress (Park & Rubin, 2012) and migrants frequently face leisure constraints. Leisure constraints for migrants are argued to be more challenging than for mainstreams due to their status as a minority group (Johnson et al., 2004; Livengood & Stodolska, 2004).

2.1.3 Constraints to leisure participation

Although leisure is claimed to be beneficial to participants in many ways, such as reducing stress, addressing mental illness and improving physical health, this is not always the case. Scholars have also identified that individuals may be limited or constrained in their capacity to engage in leisure due to various barriers (Dong & Chick, 2012). The barriers include time, work commitment, financial and others. These barriers affect many people, but migrants are among those who suffer most severely from this phenomenon; besides the barriers mentioned, language difference and discrimination might hinder migrants from enjoying leisure activities (Stodolska & Yi-Kook, 2005). While the potential beneficial role of leisure is a major topic for investigation, the constraints that specific cohorts experience to participation in leisure activities is another important aspect of leisure theory and one particularly relevant to migrants, and therefore to this research topic.

Often marked as second-class citizens (Wei et al., 2010), migrants have been identified as the major group experiencing difficulties in accessing or engaging in leisure facilities/activities due to numerous obstacles (e.g. Livengood & Stodolska, 2004; Kim et al., 2005; Carr & Axelsen, 2009). However, few studies on migration and leisure have explored the barriers to participation in leisure experienced by this group, the major of these being racial discrimination (Sharaievska et al., 2010; Lovelock et al., 2011; Hashim, 2012). Other barriers include the cost of the leisure activity, the time involved, and their existing work commitments (Stodolska, 1998; Lovelock et al., 2012). These constraints are negatively related to migrants' motivation to engage in leisure (Stodolska & Alexandris, 2004; Deng et al., 2005) and increases their stress levels (Kim et al., 2005). Migrants are too focused on earning money to survive and abandon their need to take a break and participate in leisure activities. However, there is still a lack of understanding about how these constraints to their participation in leisure activities might impinge migrants' settlement experience. Although participation in leisure is reported to provide satisfaction to migrants and to alleviate stress, the barriers preventing their participation might result in entirely different impacts as they are settling in a foreign country and being treated as a minority group.

Apart from the barriers preventing participation, actually taking part in leisure activities may also provoke stress (Nimrod et al., 2012). Nimrod and colleagues claimed that,

although depressed participants perceived leisure as a useful coping resource, the more depressed they felt, the less they were able to participate in leisure and benefit from such involvement, and the less involved they were, the more depressed they became. It is also possible that in some circumstances participation in leisure activities introduces other kinds of stress in people's lives, For instance, migrants might experience stress if they have problems communicating with others who do not share the same language during their leisure participation (Aroian et al., 1998; Walker, Halpenny, & Deng, 2011). These language barriers make participation stressful and might result in a person being reluctant to engage in or continue with leisure activities; ultimately they might choose to isolate themselves rather than socialise with the community. Apart from language barriers preventing successful communication there is also the issue of the receiving country's language: if the migrants are not proficient in the language of the country they may not be able to understand 'the rules' of the leisure activity. This situation would also lead to stress and anxiety.

The discrimination that might occur at leisure sites during migrants' participation is another cause for stress (Livengood & Stodolska, 2004). Some studies have argued that migrant participants feel that parks or sport centres are dominated by mainstream groups and they do not feel comfortable undertaking their leisure activities (e.g. Sharaievska et al., 2010). This issue is also supported by a study (Arab-Moghaddam et al., 2007) that claimed Muslim women do not feel secure when they want to swim in a public swimming pool due to the religious restriction that does not allow them to reveal their skin and hair in front of men. Most public pools do not separate men and women and this leads to a stressful situation for them.

More recent studies (Bekteshi & Hook, 2015; Lorenzo-Blanco & Unger, 2015) have indicated that perceived discrimination impacts acculturative stress and psychological distress the most. Their study of Latin migrants in the U.S. determined that discrimination can be the reason why migrants suffer from stress and this obstructs their settlement process. However, Bekteshi and Hook (2015) found that as the years of settlement increase, migrants' stress levels reduce. Their study is supported by other studies (Ying, 2005; Walker, Halpenny, & Deng, 2011) which claim that acculturative stress is greatest during the first decade of migrants' adaptation process. Migrants' stress levels decrease the longer they reside in their adopted country.

Another study (Hashim, 2012) compared differences in sporting participation between international and local students. Hashim found that international students perceived more leisure constraints (including discrimination) than local students. However, according to Berry (2003, 2006), permanent migrants experience higher acculturation challenges compared to temporary migrants. Temporary migrants eventually return to their home country and concerns about acculturation end immediately. Another similar study by Deng and colleagues (2005) argued that migrants have a less positive attitude and are less likely to participate in leisure compared to locals due to perceived discrimination constraints. Their study showed similar results whereby discrimination limits migrants' motivation to be active in leisure and that they avoid socializing with members of the mainstream culture.

Furthermore, a study (Stodolska, 1998) that investigated constraints to participation in leisure and behaviour among Polish migrants in Canada showed that migrants experienced barriers to participation in leisure that were different from the local population (e.g., language barriers and discrimination), but these perceived constraints decreased when their assimilation level increased. Another study examined the role of recreational sport activities during the adaptation process of Korean and Polish migrants in the United States. This study found that the migrants had low levels of participation in recreational sport due to the differences in their social class and their different ethnic backgrounds (Stodolska & Alexandris, 2004).

The literature indicates that there are many benefits of leisure to well-being. However, the advantage of leisure to the migrant population is still under-researched (Shinew et al., 2006; Floyd et al., 2008; Walker, Halpenny, & Deng, 2011). On the other hand, there is some literature which demonstrates that migrants experience challenges and barriers to their participation in leisure activities, which is a situation that suggests that the nature and frequency of migrants' leisure participation during their early years of settlement needs to be further explored. Understanding the conditions under which migrants participate in leisure activities is important for gaining a clear view on how migrants perceive leisure in affecting their settlement process.

The difficult situation that migrants face when participating in leisure activities is not the only issue this present study will explore. This study also investigates other settlement challenges that most migrants experience during the early post-migration

period. These challenges invariably cause settlement distress, termed ‘acculturative stress’ and affect migrants’ well-being. The next section discusses this particular stress extensively and explains how leisure might assist migrants in the amelioration of acculturative stress.

2.2 Migrants’ acculturative stress

Another factor impacting on migrants’ settlement process is acculturative stress. Prior to a comprehensive discussion of the theoretical conceptualisations of acculturative stress, this section provides the definition and theory of acculturation to enable a clear understanding of the migrants’ settlement and adaptation process during the post-migration period. The second part of this section discusses the relationship between acculturative stress and leisure. The possible benefits of leisure in managing acculturative stress will be extensively explained.

2.2.1 Theorising acculturative stress

Migration always involves a process of adaptation and adjustment to a new culture, with this process termed ‘acculturation’ (Berry et al., 1987; Berry & Sam, 1997; Berry et al., 2002; Berry, 2003; Sam & Berry, 2006). Most migration studies focus on the central issue of the acculturation process. Generally, several changes have been identified as occurring in an individual during his/her acculturation, namely, physical, biological, cultural, social and psychological (Berry et al., 1987). The initial interest in acculturation research grew out of a concern for the effects of European colonial settlement on indigenous people’s land (Hallowell, 1945). Hallowell in his book wrote about the process of cultural adaptation of the European settlers in Australia and New Zealand; it took them a long time to settle accompanied with various challenges. The challenges were basically to compromise between their western way of life and the indigenous people’s culture and custom. Later, researchers began to focus on the facilitators and inhibitors of acculturation among the various acculturating groups such as migrants, sojourners, refugees, asylum seekers, and native people (Beiser, 2000; Berry, 2003). The increasing interest in the acculturation process has highlighted the need for this present study to further examine acculturation issues from a new perspective.

Acculturation is a process of adaptation and deals with the reconciliation of two cultures (Berry et al., 1987; Berry & Sam, 1997; Berry et al., 2002; Berry, 2003; Stack & Iwasaki, 2009). The adaptation encourages the mixing of two different groups of people from different cultures: the migrants' original culture and the host society's culture (Berry, 2006; Sam & Berry, 2006). Before further discussing the conceptualisations of acculturation, it is important to understand some of the initial notions of acculturation defined by some established anthropologists such as Redfield and colleagues (1936). One of the earliest definitions of acculturation interprets acculturation as the cultural change that results from continuous contact between two distinct cultural groups and causes changes in the original culture patterns of one or both groups. As Redfield et al. explain:

> Acculturation comprehends those phenomena which result when groups of individuals having different cultures come into continuous first-hand contact, with subsequent changes in the original culture patterns of either or both groups … (Redfield et al., 1936, p. 149)

In a later seminal perspective, the Social Science Research Council (1954) defines acculturation with several additional emphases; these include change that is indirect (more 'ecological'), delayed (both cultural and psychological changes take time), and can be reactive (changing towards a more 'traditional' way of life rather than adapting to a similar culture of the host society):

> Acculturation is a culture change that is initiated by the conjunction of two or more autonomous cultural systems. Acculturative change may be the consequence of direct cultural transmission; it may be derived from non-cultural causes, such as ecological or demographic modification induced by an impinging culture; it may be delayed, as with internal adjustments following upon the acceptance of alien traits or patterns; or it may be a reactive adaptation of traditional modes of life. (Social Science Research Council, 1954, p. 974)

These concepts of acculturation have been the foundation of Berry's extensive research on acculturation. As an established anthropologist, Berry has engaged in comprehensive studies of acculturation since the 70s. His major concern is always about new migrants' adaptation process, cultural transitions, related stakeholders (i.e. migrants, sojourners, aboriginals) and the accompanied circumstances. His work involves the concept of newly arrived migrants' settlement process and how migrants' experience their acculturation process. Berry argues that the acculturation process involves various stages before migrants completely settle in their new home. The acculturation process

has always been challenging. However, with a proper approach and strategy, the difficulties could be resolved.

According to Berry (2006), acculturation was originally studied as a group-level or cultural-level phenomenon; later it was investigated as an individual-level phenomenon and termed 'psychological acculturation'. The group-level phenomenon involves contact between two major groups (i.e., migrants and the host society), which results in minor or substantial cultural changes in either or both groups and can be easily achieved or cause a cultural misunderstanding (Berry, 2006). Psychological acculturation refers to psychological changes in an individual (i.e., behaviour and internal characteristics). The individual level of experiencing acculturation is the focus of this present study.

The five general changes that may occur as a result of acculturation are: 1) physical change – for example, a new place to live, new neighbourhood; 2) biological change – for example, new nutritional status, new diseases; 3) cultural change, which is the core of the definition – for example, political, economic, linguistic, religious; 4) new forms of social relationships; and 5) psychological change – for example, behavioural changes and a modification in mental health that occurs when individuals attempt to adapt to their new setting (Berry, 2003; Berry, 2005; Berry, 2006).

Each individual undergoes different ways of acculturation; these are termed 'acculturation strategies'. Berry identified the four variations in how migrants seek to engage in the acculturation process, including: 1) assimilation – individuals do not wish to maintain their cultural identity and seek interaction with other cultures; 2) separation – individuals prefer to maintain their original culture and wish to avoid interaction with others; 3) integration – individuals have an interest in both holding onto original culture while having interactions with other groups); and 4) marginalisation – individuals have little interest either in maintaining their original culture or in having relations with others from the new culture (Berry, 2006). Integration, the third strategy is likely to have the most positive effect on migrants' acculturation and leads to effective adaptation, whereby they can both maintain their original culture and embrace multicultural integration. This strategy can be successfully pursued if the host society supports cultural diversity and open settlement opportunities for migrants. However, variations in the outcomes of the acculturation process have been reported, namely, behavioural shifts and acculturative stress (Berry, 2006). Extending Berry's

categorisations of acculturation, Kosic (2004) also identified that integration strategy is the most efficient approach to cope with acculturative stress. Kosic added that by integrating with mainstreams and learning about their culture, migrants would be able to blend into the local community and feel welcomed.

The effectiveness of migrants' acculturation is essential for promoting both their own migration goals and the receiving countries' desired development objectives. Various impacts of migration have been identified in the literature as either beneficial or harmful to stakeholders. For instance, at the national level, migration might be beneficial for sending countries in terms of monetary remittances from abroad strengthening their domestic economies, but have negative implications for the receiving countries such as ethnic conflicts and social problems (Sam & Berry, 2006). Culture conflicts and misunderstandings are likely to happen when people from different ethnicities live in the same country. Some might tolerate and accept cultural differences but others might find differences could cause problems such as discrimination. Mainstreams sometimes see migrants as a threat to their position in their country's employment market and economic development, and they perceive that migrants might take over the employment markets altogether.

At an individual level, migration might improve an individual's personal, social, and economic situation. However, most migrants experience some degree of difficulty during acculturation which may cause them significant stress (Kosic, 2004), referred to as acculturative stress (Berry, 2006). After relocation, migrants often experience a variety of complex emotions, including depression and unhappiness, confusion and stress (Adler & Gielen, 2003; Berry, 2006). Furthermore, immigration departments' requirements are generally such that the settlement process is challenging and stressful. Many of the difficulties are connected with searching for employment, such as lack of job experience or references, language barriers, lack of local contacts, problems with skills or qualifications recognition, restrictions due to visa type and a lack of awareness of how to apply for jobs (Australian Bureau of Statistics, 2011b; Collins, 2013).

Strategies to assist migrants to overcome these challenges are essential to ensure an effective settlement. Migrants who are able to make the shift in their behaviours that enable them to fit in with their new cultural environment experience less problematic

acculturation and adapt more easily. However, in most cases, migrants experience acculturative stress, causing them various problems and challenges.

In the earliest decades of research on acculturative stress, no formal or explicit definition was used. However, once the term acculturative stress had been developed, it became broadly associated with various issues, such as psychological difficulties, diminished physiological health and sociological discomfort. One of the earliest definitions of acculturative stress was given by Berry, Kim, Minde and Mok (1987, pp. 41-42):

> Acculturative stress is defined as a reduction in health status (including psychological, somatic and social aspects) of individuals who are undergoing acculturation, and for which there is evidence that these health phenomena are related systematically to acculturation phenomena.
>
> The concept of acculturative stress refers to one kind of stress, that in which the stressors are identified as having their source in the process of acculturation; in addition, there is often a particular set of stress behaviour which occurs during acculturation, such as lowered mental health status (specifically confusion, anxiety, depression), feelings of marginality and alienation, heightened psychosomatic symptom level, and identity confusion.

Smart and Smart (1995) offer a different perspective and define acculturative stress as the psychological impact of adaptation to a new culture, identifying a number of stressors that are likely to be pervasive, intense and lifelong. The major causes of acculturative stress include language barriers, not feeling at home, feeling loss/nostalgia for their home country and perceived discrimination (Aroian et al., 1998; Walker, Halpenny, & Deng, 2011). As a result, the stressors might cause migrants acute mental health problems and substantially affect their well-being, including their physical health.

Acculturative stress is expressed as a particular set of stress behaviours which occur during migrants' acculturation. These include diminished mental health due to uncertainty, anxiety and depression (refer to Figure 2.1, (adapted and modified from Berry et al., 1987; Aroian et al., 1998; Berry, 2006; Walker, Halpenny, & Deng, 2011). Acculturative stress has been consistently found to obstruct the successful adjustment and well-being of people (Ying, 1996) and encompasses behaviour and experiences that are disruptive to themselves after they migrate into a new society (Berry, 1997; Jibeen, 2011; Walker, Halpenny, & Deng, 2011). Stress occurs when the adaptation demands exceed the individual's ability and resources, thus preventing individuals from

achieving their goals and expectations – those of settling happily into their new country. A recent study (Bekteshi & Hook, 2015) claimed that difficulty visiting family abroad affects migrants' levels of acculturative stress and distracts them from the settlement process. This stress can also manifest itself as a reduction of good health (psychological, somatic and social facets) and a decrease in work productivity (Uwaje, 2009; Du et al., 2015; Haboush-Deloye et al., 2015).

Since the 1980s, many studies have demonstrated the existence of acculturative stress during the acculturation process. The relationship between acculturation and acculturative stress has been widely investigated by researchers from various disciplines such as anthropology, sociology, psychology and physiology (Dyal & Dyal, 1981; Sam & Berry, 2006), but by very few in the leisure field (Shinew et al., 2006; Stodolska & Walker, 2007; Walker, Halpenny, & Deng, 2011).

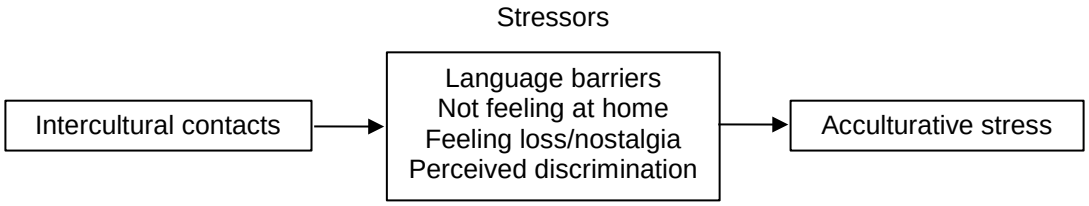


Figure 2.1: Acculturation and acculturative stress model

Berry (2005) tends to favour an argument whereby the progress of acculturation is invariably accompanied by stress. His work addresses the negative aspects of the acculturation process. Other scholars have recognised and identified substantial influences that assist the integration process – influences that have helped the migrant population's issues of mental and physical health and overall well-being. While this thesis respects Berry's opinion, there are other factors that are worth studying, one of them being migrants' participation in leisure activities. The next section addresses this issue by examining a new approach in migrants' acculturation and looking at a potential remedy for treating acculturative stress. From the beginning of 2000 many leisure researchers began to investigate the connection between leisure and migrants' acculturative stress (Floyd et al., 2008) and this present study elaborates on this relationship comprehensively.

2.2.2 Acculturative stress and leisure

Most studies emphasise the relationship between acculturation, acculturative stress and various moderating and mediating influences such as demographics, ethnicity, and migration setting (see Berry, 1970; Berry, 1980; Berry et al., 1982; Berry et al., 1987; Berry, 1997; Berry & Sam, 1997; Berry et al., 2002; Lahti et al., 2003; Chou et al., 2011). Some studies tend to focus on various coping strategies for overcoming acculturative stress, such as social support and religious practice (see Dyal & Dyal, 1981; Lazarus & Folkman, 1984; Smart & Smart, 1995; Kosic, 2004; J. S. Lee et al., 2004; Navara & James, 2005; Dunn & O'Brien, 2009).

Increasingly, leisure researchers have begun to focus on migration issues. Some of the studies focus on different groups undergoing acculturation such as students and adolescents (see Graham, 1983; Yu & Berryman, 1996; Stodolska & Yi, 2003; Constantine et al., 2004; Ying, 2005; Thompson et al., 2010; Wang et al., 2010), women (see Yang et al., 2007; Choi et al., 2009) and the elderly (see Chia, 2009; Wrobel et al., 2009; Jang & Chiriboga, 2010; Kim et al., 2011a). There are also a few studies that focus on critical issues such as suicide (see Walker, 2007), health (see Shin et al., 2007; Ornelas & Perreira, 2011), repatriates conflicts (i.e., resettling into one's home country after being overseas for many years) (see Lahti et al., 2003), and gender and sexual exploitation in migration (see Lindquist, 2009). These studies reveal that acculturation is an important issue that affects the daily life of migrants.

Migrants' acculturation challenges during their early years are now receiving a great deal of attention from leisure studies researchers, and with the recent boom in migration globally, studies on leisure and migrants have registered an increase. In 2008, Floyd et al.'s review of 3,369 articles in leisure journals identified only 12 studies on leisure and migration. However, since that time, the number of such studies has increased, with at least 12 more studies in recent years (e.g. Stodolska & Livengood, 2006; Stack & Iwasaki, 2009; Walker & Wang, 2009; Tirone et al., 2010; Walker, Halpenny, Spiers, et al., 2011; Walker, Halpenny, & Deng, 2011; Kim et al., 2012). These studies have explored a range of issues, including the importance of the role of leisure in helping migrants during the acculturation process (e.g. Stack & Iwasaki, 2009), the influence of religion in determining migrants' leisure behaviour (e.g. Stodolska & Livengood, 2006) and migrants' understanding of their leisure opportunities (Walker & Wang, 2008; Chia,

2009). These studies have also included various dimensions such as migrants' attitude, motivation, participation and satisfaction with regards to leisure. However, more research on the role of leisure in the migrant settlement process is needed, as the current understanding remains underdeveloped (Shinew et al., 2006; Stodolska & Walker, 2007; Walker, Halpenny, & Deng, 2011). Most of the past studies have ignored other potential elements of migrants' leisure participation such as the benefit of attachment to a place and social integration. Furthermore, there is a lack of research to explore whether particular types of leisure activities can maximise the reduction of acculturative stress. It is also important to discover whether migrants engage in leisure within their ethnic community or whether they integrate in leisure activities with the larger multicultural society.

The nexus between leisure and migration issues has engendered great interest among leisure researchers. These recent studies demonstrate how the study of the relationship between leisure and migration are opening up a new era in leisure studies. Furthermore, the majority of the studies have shown the usefulness and benefits of leisure during the migrants' acculturation period. For instance, Stodolska and Yi (2003) found that Korean, Mexican and Polish adolescent migrants in the United States experienced a positive acculturation level and interacted well during their participation in leisure activities with local adolescents. The migrants who interacted with the receiving population were influenced by the local culture as they grew up in their new environment. The participation of adolescent migrants in leisure activities affects their acculturation level in different ways and to various extents. By way of contrast, in another study (Yu & Berryman, 1996), Chinese adolescents in New York City participated actively in leisure activities but only with their family members and friends from the same ethnic origin and used the Chinese language to communicate. These migrants experienced a low level of acculturation. This situation might be due to a lack of interaction with the local community; migrants lost their opportunity to learn and understand about other cultures therefore they feel like an outsider instead feeling part of society.

Female migrants undertake various types of physical leisure activities during their acculturation process with varying results – a consequence of different environments and settings. For instance, Korean-American woman migrants participated actively in

physical activities that benefited their physical health and led to low stress levels (Choi et al., 2008). By contrast, a study of middle aged Korean women in the United States reported their low participation in leisure activities due to perceived barriers such as language difficulties, a lack of awareness of the activities, time constraints and a lack of social support for their participation; this group also experienced poor health (Yang et al., 2007). These different results are due to differences in age and levels of education. Choi and colleagues' study involved working women with higher levels of education compared to Yang and colleagues' participants. Demographic factors affect the acculturation process (Berry, 2005) and the way individuals perceive their leisure participation (Stodolska & Livengood, 2006).

Some studies have indicated that awareness of leisure activities and leisure education helps older migrants to achieve an effective acculturation process. For example, leisure education programs have enhanced older adult migrants' leisure behaviour and participation levels in the United States (Chia, 2009). Similarly, custom-made recreation education programs, such as multicultural events for older Asian migrants in the U.S., overcame barriers to participation in leisure activities – barriers such as language difficulties, weak social networks and a lack of awareness of leisure resources (Kim et al., 2011a).

Other general factors such as religion, migrants' economic situation/orientation and their psychological make-up also play a significant role in the relationship between migration and leisure. For example, one study (Stodolska & Livengood, 2006) suggests that religious background influences the way Muslim people engage in leisure activities. Muslims have to obey certain rules which sometimes hinder them from enjoying their leisure activities (e.g., Muslim ladies cannot swim in the same pool as men). Although this situation somehow does not affect how Muslims perceive their leisure enjoyment, from a general perspective, the restrictions could be portrayed as a constraint.

Another study examined the economic impact of participation in leisure among Korean migrants in Chicago (Stodolska et al., 2007). This present study showed a positive relationship between migrants' leisure interaction and their economic achievement. A further study examined leisure's contribution to the acculturation process among Afghan-Canadian refugees. This present study demonstrated the positive role of leisure

in the adaptation process, both within the ethnic group and also in cross-cultural interaction (Stack & Iwasaki, 2009).

More recent studies however, also show that a low level of participation in leisure activities can negatively affect acculturation. Low effort and motivation resulted in a low level of participation in leisure among Chinese-Canadians (Walker & Wang, 2009). Another study (Walker, Halpenny, & Deng, 2011) identified that the stress caused by perceived discrimination resulted in low levels of satisfaction with their leisure activities among Chinese-Canadians. Similarly, a study (Daniel & Wilbur, 2011) that investigated physical activity participation among South Indian migrants in the United States, found that low physical activity was due to various influences such as demographic (i.e., gender), the state of their health, their time constraints and other obstacles relating to the migration experience. However, physical activity can have a significant positive relationship with acculturation through intrapersonal, interpersonal and socio-cultural influences (Lee, 2011). Intrapersonal represents communication within migrants' inner-self which enhances their self-confidence, sense of freedom and self-motivation. Interpersonal and socio-cultural represent migrants' interaction with the community which develops their social skill, acceptance from the community and networking.

The few studies that specifically explore the relationship between leisure and acculturative stress have identified that participation in leisure activities can buffer acculturative stress (e.g. Choi et al., 2008; Chia, 2009; Kim et al., 2011b). The studies suggest leisure as a possible remedy for acculturative stress: such activities help migrants to adjust to their new environment, assist in their efforts to understand the resettlement process, and facilitate cultural and social modification and adaptation. Leisure also provides a potential space for creating a more comfortable lifestyle and improves well-being (Blackshaw, 2010). Hence, many leisure researchers are beginning to investigate the potential effect of leisure in assisting the acculturation experience of migrants.

However, among the scant studies of leisure and migration, only a few have studied how and why migrants' leisure participation assists in the management of their acculturative stress, with inconsistent results. For example, and perhaps counter-intuitively, Kim et al. (2005) found that leisure satisfaction had a positive relationship

with acculturative stress. Although migrants in their study reported high satisfaction with their leisure engagement, they still experienced high levels of acculturative stress. Other leisure studies have produced conflicting results, suggesting that participating in leisure activities can have both positive and negative effects. For instance, in the context of negative outcomes, one study (Stodolska & Yi-Kook, 2005) claimed that the language barriers reduce participation in leisure activities among migrants, while another study argued that the language differences encountered during the acculturation process always lead to stress (Aroian et al., 1998). Furthermore, Walker et al. (2011) found that, although leisure participation and the accompanying satisfaction arising from their leisure (i.e., psychological, social, aesthetic) alleviated some aspects of acculturative stress, it also exacerbated other forms: leisure participation and physiological satisfaction was associated with higher levels of perceived discrimination.

In contrast, Stack and Iwasaki (2009) claimed that meaningful, purposeful and enjoyable leisure helps migrants to adapt to stressful life challenges, encourages cross-cultural social integration, and assists in problem-solving and learning. Furthermore, the issue of stress in migrants can be addressed by participation in an active leisure lifestyle because it protects against physical and mental sickness (Iso-Ahola, 1994; Choi et al., 2008). Aligned with Stack and Iwasaki, Kim (2012) found that leisure participation helped to develop cross-group friendships and ethnic and cultural understandings as well as reduce life challenges.

Hence, while participation in leisure can be summarised as beneficial overall, on occasions it may induce stress in migrants, for example, with issues arising from language barriers and perceived discrimination. These ambiguous findings suggest the need for further research on the role of leisure participation in the migrants' settlement process.

Furthermore, as mentioned earlier (see Section 2.1.1), leisure is not solely concerned with free time, undertaking hobbies or being involved in incidental social interaction. Leisure is also acknowledged as possessing the capacity to elicit a serious commitment from an individual, termed serious leisure (Stebbins, 2001, 2008). Serious leisure requires skills and a high commitment such as required in sports and extreme outdoor recreation. The benefits of serious leisure include an improvement in participants' health and in their satisfaction, determination, self-expression and overall well-being, as

well as increased levels of involvement in the community (Heo et al., 2010; Cheng & Tsaur, 2012; Hixson, 2013). However, studies on migrants' serious leisure participation are still few and far between and much research has to be done to fully understand this area. Among the few studies, Lee (2011) has identified the benefits of serious leisure participation among Korean American basketball and soccer players. Although playing with mostly white Americans, these migrants still preserve their ethnic identity and playing style. It would seem worthwhile, therefore, to explore the types of leisure activities that are more amenable to migrant participants, with the aim of improving migrants' acculturation process.

Based on the inconclusive results from previous researchers, this present study will further explore the relationship between leisure participation and their levels of acculturative stress (see Figure 2.2). This exploration should treat each stressor individually, since previous studies have reported varying results from each type of acculturative stressor (see Aroian et al., 1998; Walker, Halpenny, & Deng, 2011). In Figure 2.2, the minus symbols indicate that leisure participation is likely to reduce acculturative stress. Leisure is not only claimed to assist migrants to alleviate stress, but also to enhance their social integration and improve well-being. The next two sections will specifically discuss the benefit of migrants' potential attachment to place as well as their attachment to the community in their participation in leisure in the process of managing acculturative stress.

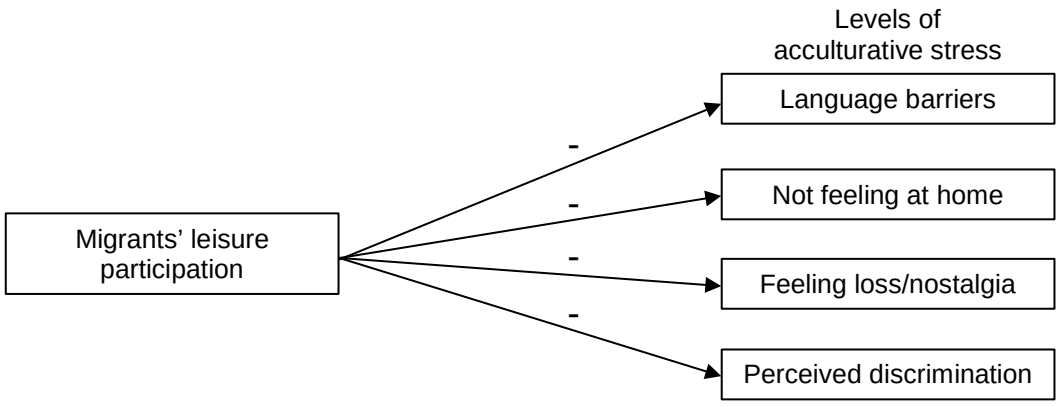


Figure 2.2: Proposed relationship between migrants' leisure participation and levels of acculturative stress

2.3 Place attachment and migrants' leisure participation

Migrants' sense of place or place attachment can influence their acculturation process. Place attachment may mediate the relationship between their leisure participation and acculturative stress. An understanding of place attachment can provide an insight into migrants' adaptation process. This section outlines the theoretical conceptualisations of place attachment, beginning with the definition and theory of place attachment. The aim is to enable a clear understanding of migrants' sense of place during their acculturation process. Following this, a comprehensive discussion on the importance of place attachment in the relationship between migrants' leisure participation and acculturative stress will be presented. Place attachment is suggested as mediating the relationship between migrants' leisure participation and acculturative stress.

Participation in leisure activities has been significantly related to participants' loyalty to leisure settings, termed 'place attachment' (Moore & Graefe, 1994; Gross & Brown, 2006; Ram et al., 2015). Place attachment in this context represents the bond developed between people and the physical environment or place during their participation in their leisure activities. Participation in leisure activities may affect migrants' development of place attachment, which is associated with feelings of belonging and being accepted in a new place and environment. Place attachment is crucial therefore to migrants' well-being in their new country. The relationship between migrants' place attachment and the role of leisure in migrants' settlement processes and in the amelioration of their acculturative stress is little understood and demands a thorough investigation.

Place attachment is an important determinant of well-being (Rollero & De Piccoli, 2010), with a person's living environment having a strong relationship to quality of life. Place attachment represents, 1) the positive emotional link between people and places: their experiences, emotions, knowledge, beliefs, behaviours and actions in relation to particular settings (Low & Altman, 1992; Stokowski, 2002; Bradley et al., 2015); 2) a state of psychological well-being resulting from accessibility to a place or a state of distress upon separation or 'remoteness' from a place (Giuliani & Feldman, 1993); and 3) 'the extent to which an individual values and identifies with a particular environmental setting' (Moore & Graefe, 1994, p. 17). Scholars have identified that place attachment benefits people by encouraging freedom of behaviour (i.e., being able to do something freely without any interference), promoting confidence and affective

responsiveness, enhancing identity and self-esteem, and developing a sense of security and serenity in the local community (Rollero & De Piccoli, 2010; Scannell & Gifford, 2010; Kohlbacher et al., 2015), all of which can be expected to lead to a reduction of stress.

Place attachment has been extensively studied by geographers and psychologists (Moore & Graefe, 1994; Gross & Brown, 2006; Raymond et al., 2015) in various populations and spatial settings. For instance, one study (Smith, 2002) investigated place attachment among Hispanic migrants and the impact of sense of place during their settlement process. This present study showed that the migrants' daily lives were still influenced by their rural village cultures and that these influences were clearly seen through mural paintings, burial activities and music preferences. The maintenance of their cultural identity made them feel more comfortable, secure and increased their sense of belonging. Another study, which focused on the spatial effects of place attachment (Rollero & De Piccoli, 2010), identified that, generally, place attachment affects all five social well-being dimensions (i.e., social integration, social acceptance, social contribution, social actualization, and social coherence) in first-year undergraduate tertiary students. This present study divided place attachment into two main spatial areas (i.e., city and neighbourhood) and found that city place attachment had a stronger relationship with social well-being than its neighbourhood counterpart.

Place attachment has also been investigated in second-home owners in high-end rural communities of Northern Wisconsin in the United States (Stedman, 2006). This present study identified several dimensions of place, including physical setting, the human activities integral to the place, and human social processes and psychological evaluations, such as identity, dependence and attachment rooted in the setting. The study showed different levels of place attachment between permanent residents (more attached to social networks and feelings of community) and seasonal residents (more attached to the quality of the setting and ideas of escapism). This present study also emphasised that engagement in leisure activities focused on the lake area was one of the factors that determined the second-home owners' level of place attachment. This present study's finding is important to demonstrate how significant a leisure resource (i.e., the lake) can be in determining ones' attachment to a place.

Since the early 1990s, place attachment has become an important subject for many leisure and tourism researchers. Most of these studies have primarily measured place attachment as a psychological element of the leisure experience, with engagement in leisure activities shown to have a positive relationship with place attachment (Moore & Graefe, 1994; Kyle et al., 2003; Gross & Brown, 2006; Su et al., 2011). A number of studies (e.g. Hung & Lee, 2012; Kaplanidou et al., 2012; Lee et al., 2012; Ramkissoon et al., 2012; Hixson, 2013) have demonstrated that place attachment has positive impacts on loyalty behaviour, an appreciation of particular settings, life satisfaction and emotional well-being, all of which lead to lower levels of stress. Kaplanidou and colleagues for instance found that sport participants develop their positive perception and behaviour towards the place where they played the sports. Hixson also found that Adelaide adolescents' frequent involvement in sport determined their feelings towards their city. Additionally, Hung and Lee argued that surfers' place attachment developed from their surfing experience significantly related to their life satisfaction.

Other studies have measured place attachment as a positive psychological element of the leisure experience (Hwang et al., 2005; Prayag & Ryan, 2012), leading to rewarding social interactions (Stedman, 2006), increasing sensitivity to the social and environmental aspects of leisure sites (Eder & Arnberger, 2012) and influencing motivations to visit recreation settings (Budruk & Stanis, 2013).

These studies demonstrate two dimensions of the measurement of place attachment: place dependence or physical characteristics of the environment, and place identity or how people perceive and experience the environment (see Figure 2.3) (Rollero & De Piccoli, 2010). That is to say, place dependence focuses on the importance of a place in facilitating participants' leisure activities, while place identity focuses on how participants value and appreciate a place and its facilities (Mlozi et al., 2012). These dimensions provide an effective understanding of the pathway for measuring the development of place attachment.

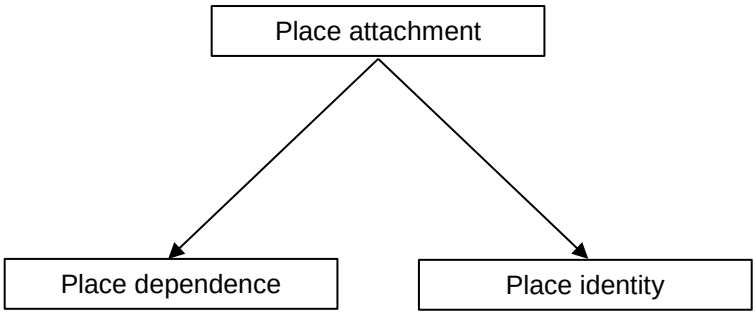


Figure 2.3: Dimensions of place attachment

However, place attachment studies have also shown contradictory results. For instance, the extent of place attachment for temporary vacation tourists is relatively low compared with their satisfaction with its tourist attractions (Gross & Brown, 2006). This negative relationship might be due to the short-term nature of the visit, or to time constraints that negatively affect the development of place attachment. Participation in leisure activities by permanent migrants might enhance their place attachment, but the degree of attachment may depend on the length of time since their migration (Hixson et al., 2011). It may be more difficult to develop a sense of place attachment during the early years of settlement.

Another study (Bogaç, 2009) also demonstrated a low level of place attachment among involuntary Turkish Cypriot refugees, especially for the older generations. Involuntary relocation is more challenging than voluntary migration. Therefore these refugees experienced difficulties in developing place attachment. By contrast, another study found that social interaction and local materiality (the tangible attributes of leisure activities such as food, goods, buildings, souvenirs, photographs, nature, cities) exert a substantial impact on the enhancement of the routines of voluntary migrants' daily lives (Ho & Hatfield, 2011).

The literature shows that place attachment seems to be an important aspect in the study of migrants' settlement process, whether temporarily or permanently, and either voluntary or involuntary (Gross & Brown, 2006; Stedman, 2006; Bogaç, 2009; Ho & Hatfield, 2011). These studies have argued that temporary visitors and involuntary migrants have low levels of place attachment. Place attachment has also been revealed to differ spatially and is highly dependent on the nature of the place (e.g., city, rural,

neighbourhood, and recreational resources) (Smith, 2002; Stedman, 2006; Rollero & De Piccoli, 2010). Therefore, different types of migrants might manifest various levels of place attachment, and different types of place may affect migrants differently. Both of these caveats may influence migrants' participation in leisure activities and the extent of their acculturative stress.

The formative influence of leisure on place attachment and the lack of recognition of the role of place attachment in managing acculturative stress among migrants suggest the development of a relationship between migrants' leisure participation, place attachment and acculturative stress. Very few studies have so far determined a place attachment association with migrants' levels of acculturative stress. If this relationship can be confirmed, then a new understanding may emerge about leisure participation and its relationship with place attachment and acculturative stress. This present study proposes that place attachment is likely to mediate the relationship between migrants' leisure experiences and their levels of acculturative stress.

Apart from attachment to a place, migrants' social attachment is a further dimension that needs to be explored as there is a lack of investigation into the potential role of migrants' social attachment in the relationship between their leisure and acculturative stress. Since leisure participation is claimed to enhance social integration (Hills et al., 2000; Gayo-Cal, 2006; Venkatesh, 2006), the next section will discuss the potential advantage of community embeddedness in migrants' leisure participation in managing settlement distress. Community embeddedness provides a new dimension in the migrants' leisure participation investigation.

2.4 Community embeddedness and migrants' leisure participation

This section provides an understanding of migrants' social attachment during their acculturation process, highlighting the importance of community embeddedness in the relationship between employed migrants' leisure participation and acculturative stress. Community embeddedness is suggested as a further mediating factor in the relationship between migrants' leisure participation and acculturative stress.

Prior to discussing on the importance of community embeddedness in migrants' settlement, it is essential to understand the relationship between migration and social

capital. Social capital is defined as the collective value of social networks and the feelings that arise from these networks to do things for each other (Coleman, 1990; Putnam, 2000; Lindstrom, 2006). The term social capital highlights a variety of specific benefits that flow from trust, reciprocity, information and cooperation related with social networks. Social capital creates value for the people who are connected (Berry et al., 1993; Xavier De Souza, 1997). Social capital is also claimed to facilitate cooperation and mutually supportive relations in communities to combat social disorders inherent in modern society, such as crime (Putnam, 2000). Social capital also increases individuals' access to information and skill sets and enhanced power, whereby individuals are able to use social capital to further their career prospects (Lindstrom, 2006). Social capital is necessary for a strong democracy and strong economic growth (Fukuyama, 1992).

Social capital is also described as having two mechanisms that include bonding and bridging. Bonding capital is a value assigned to social networks between homogenous groups of people (among local citizens). Bridging capital refers to the social networks between socially heterogeneous groups (Putnam, 2000) such as migrants' community that consists of people from different ethnicities.

Migrants depend mostly on strong social capital of the receiving country (termed resources), and existing migrants (termed sources), to assist them in every aspect of settlement process (Garip, 2008). For instance, such assistance includes information about employment opportunities and living arrangements. Existing migrants can further influence migration decisions on migration. The stronger the tie between new migrants to the sources, the more reliable and useful the information about settlement especially employment (Lindstrom, 2006). These claims demonstrate that assistance from the existing community is essential, starting before the potential migrants decide to migrate and after their arrival. This assistance is likely to be necessary throughout the settlement process until the migrants are completely settled, which might take up to several years.

Inter-ethnic (bridging) networks are essential in increasing social capital and are agents of peace because they build bridges and manage tensions (Varshney, 2001). Bridging networks are important for creating strong social capital because a wider radius of trust will enable networks across borders of all sorts and serve as a basis for communities and/or organisations (Putnam, 2000). Social capital is also claimed to improve

performance of diverse groups of people (Mavridis, 2014) and migrants can be part of the actors in developing social capital (Garip, 2008). Migrants' civic contributions include employment, education, skills, cultural and social (Goren, 2014), therefore, their existence in a community needs to be taken into account.

Looking at the important roles that migrants can play in the development of a community's social capital, it is necessary to further investigate on how migrants can become successfully embedded in their new society, especially skilled migrants who work for their receiving countries like Australia. The importance of migration to nations has resulted in an increase in studies across various disciplines on the settlement issues of migrant employees (Izcara-Palacios, 2011; Hallett, 2012; Huang et al., 2012; Ogawa, 2012). Employment is one of the major factors in migration, with migrant employees serving to both overcome labour shortages and provide highly skilled professionals in receiving countries (Abdul-Rahman et al., 2012; Fossland, 2012). Given that migration contributes substantially to the employment supply in Australia (Australian Bureau of Statistics, 2011b) and that voluntary turnover is costly to both the organisation and to workers (Yang et al., 2011; Zhang et al., 2012), it is important for this present study to investigate issues relating to working migrants.

Many human resource researchers have investigated the causes of voluntary turnover (Lee et al., 2004; Ryan & Harden, 2012; Zhang et al., 2012). The major determinants for employees remaining in their jobs are on-the-job-embeddedness (i.e., organisation embeddedness), job satisfaction and the cost of viable alternatives (Treuren, 2009). Recently, the traditional view of employee retention has been expanded to include the workers' attachment to their local community, or their off-the-job embeddedness (Mitchell et al., 2001; Mitchell & Lee, 2001; Lee et al., 2004). This present study refers to the concept as community embeddedness.

This present study suggests that migrants' leisure participation needs to take into account the effects of community embeddedness in promoting migrants' social integration. Community embeddedness, which includes an individual's attachment to the community through social leisure activities, was introduced in 2001 (Yang et al., 2011) and plays an important role in influencing employees' intention to leave or stay in their job. The quality of life outside work is a strong predictor of an employee's intention to stay or leave a job (Mitchell et al., 2001; Mitchell & Lee, 2001; Treuren,

2009; Yang et al., 2011). Thus, it is also important to investigate whether leisure, which is a component of quality of life, impacts on community embeddedness. However, few studies explore the community embeddedness of migrants who have travelled specifically for work and/or create a new life.

The dimension of community embeddedness is similar to place attachment. While place attachment focuses on individuals' emotional connection to the environment and place, community embeddedness focuses on individuals' connection to people, and emphasises social integration. Leisure has been identified as one of the effective tools in creating community embeddedness for workers and has the capacity to influence their decision-making about leaving or staying in their current job (Mitchell et al., 2001; Mitchell & Lee, 2001). This community embeddedness, formerly known as off-the-job embeddedness by human resource management researchers, has meant that leisure attributes become more important. Leisure is not only seen as a pastime activity, but it is now also seen as important in influencing and enhancing individuals' lifestyle, decision-making and future planning (Mitchell et al., 2001).

First introduced by Mitchell and colleagues (2001), the community embeddedness construct argues that employees become attached to two different worlds, namely, work and life outside work (Treuren, 2009), which together predict their intention to leave or stay. The on-the-job embeddedness construct focuses on the employees' attachment to the organisation, while off-the-job embeddedness or community embeddedness refers to the out-of-work influences (Yang et al., 2011). Off-the-job embeddedness promotes individuals' emotional bonding with the community related to their daily routines outside work. This outside of work attachment involves people like neighbours, relatives, friends and the society in general. The attachment encourages individuals to stay loyal to their employment because they feel comfortable being part of the local community. Both of these constructs include three dimensions: the degree of fit (an individual's compatibility and comfort within the organisation and community); the level of linkage (the extent to which an individual is linked to other people and activities in the organisation and community); and the sacrifice (the perceived loss of material or psychological benefits that may be forfeited by leaving the job and community) (Felps et al., 2009). However, this present study will only focus on community embeddedness,

and how it relates to participation in leisure activities and acculturative stress (see Figure 2.4).

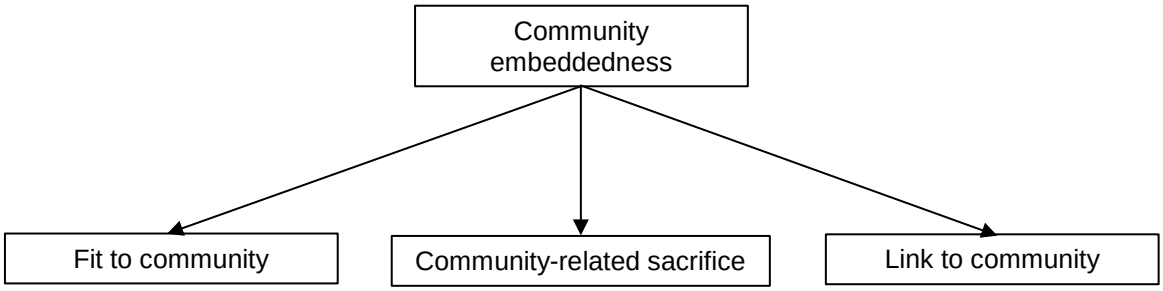


Figure 2.4: Community embeddedness constructs

The community embeddedness construct refers to an individual's activities away from the working environment (Treuren, 2009; Yang et al., 2011). Among others, these activities include participation in leisure, which leads to social interaction and the development of social relationships (Arai & Pedlar, 2003; Kim et al., 2012). The development of personal relationships fosters a sense of belonging to the community, thus increasing the level of community embeddedness experienced by the individual (Tirone et al., 2010). For its part, community embeddedness assists in protecting against stress, reducing discrimination and alleviating mental health problems (Choi et al., 2008; Jibeen, 2011; Walker, Halpenny, & Deng, 2011). Social interaction that leads to community embeddedness is demonstrated to enhance positive well-being, buffer stress (Chataway & Berry, 1989; Davis et al., 1998; Hovey, 1999; Lin et al., 1999; Hovey & Magana, 2002; Jibeen, 2011) and promote life satisfaction (Powdthavee, 2008). As explained, the extent of an individual's community embeddedness influences their decision on whether to stay or leave the job (Treuren, 2009).

Loyalty to an organisation is increasingly determined by social attachment (Inalhan & Finch, 2004), a notion supported by other studies (lLacity et al., 2008; Hausknecht et al., 2009) which also concluded that community embeddedness is one of the main reasons why employees remain loyal to their organisation. However, there is still a lack of understanding of how specific cohorts of workers become embedded in their new local communities, migrant employees being one example. Understanding how migrants experience social interactions in their daily lives is crucial to identifying ways to enhance their community embeddedness (Ho & Hatfield, 2011). Therefore, this present study suggests further investigation into this process.

Community embeddedness can also potentially reduce migrants' levels of acculturative stress, and deep community embeddedness is a robust predictor of well-being (Baker & Palmer, 2006). As has been demonstrated, this construct involves individuals bonding with the community or social interaction between employees and society in environments away from their work, which would also include leisure contexts. Indeed, other studies (Sirgy, 2010; Stronegger et al., 2010; Chieco et al., 2012) also argue that community and residential well-being are determined by social interaction and leisure participation. The more interaction made with the local community through leisure, the more they feel secure and accepted which leads to well-being.

While a great deal of research has been conducted on community embeddedness, including some research on the role of leisure activities in community embeddedness, there is a lack of understanding about the relationship between participation in leisure activities, community embeddedness and acculturative stress. The factors that encourage migrant employees to become embedded in their new local communities are not fully understood, and this present study recommends further investigation into this process. Understanding how migrants experience social interactions in their daily lives, including the kinds of activities that facilitate and develop social relationships and activities, is essential to identifying ways to enhance their community embeddedness (Ho & Hatfield, 2011). Defining the relationship between community embeddedness, leisure participation and acculturative stress offers the potential for new theory development; it also has the potential in the development of practical solutions that might benefit both working migrants and their employers through a better understanding of the importance of out-of-work activities for becoming embedded in the community and promoting well-being.

The demonstrated role of community embeddedness in promoting employed migrants' well-being leads to the inclusion of this construct as a mediator in the relationship between migrants' leisure participation and acculturative stress. Including this construct anticipates that migrants' leisure experiences can be expected to increase community embeddedness and therefore play a role in reducing levels of acculturative stress. Developing a measure of community embeddedness may provide a new understanding of this relationship.

2.5 Chapter review

Acculturative stress has been shown to hinder the adjustment and well-being of migrants and to affect their acculturation process. From the literature, leisure and its associated activities and social interactions have been identified as a significant means for buffering acculturative stress (Berry, 2006). This chapter has demonstrated a strong association between leisure, place attachment, community embeddedness and acculturative stress in migrants' settlement. Therefore, this present study will explore the mediating role of place attachment and community embeddedness to further expand the understanding of how participating in leisure activities can reduce migrants' acculturative stress. An investigation of these relationships is also important since there is a lack of research pertaining to these issues.

Place attachment development is a significant approach, one which might assist migrants to feel more attached to their new home and lead to enhanced well-being. Community embeddedness is already known to influence employee retention and promote social integration. Both working migrants and employers will benefit from an understanding of the relationship between migrants' leisure participation and community embeddedness, the latter not only increasing migrants' well-being, but also their loyalty to the job. Understanding this relationship will assist in optimising migrants' settlement process and their employment.

Few studies have examined the significance of migrants' participation in leisure activities in reducing their distress, or the effect of place attachment on their well-being. Further research is also essential for gaining insights into the link between migrants' leisure participation and community embeddedness as a determinant of their attachment to the community. These relationships are therefore proposed to enable a theoretical exploration of the association between these variables, with the aim of understanding more comprehensively the migrants' acculturation process.

The proposed relationships are expected to address issues underexplored in previous research. Studies positing that leisure exerts an impact on acculturative stress have neglected the mediating effects of place attachment and community embeddedness. Although leisure can mitigate migration distress, most of the studies suggested that migrants still suffer acculturative stress, despite leisure's ameliorative effect. These conflicting results signal a need to explore the relationship between migrants' leisure

participation, place attachment, community embeddedness and acculturative stress, specifically, that leisure positively affects place attachment in enhancing well-being and fosters community embeddedness, which leads to attachment to community and a reduction in stress. Thus, the proposed relationships are essential in suggesting the link between participation in leisure activities, place attachment, community embeddedness and acculturative stress. The confirmation of the existence of this link might assist migrants in their acculturation process.

As noted earlier (see Section 2.1.2), an exploration of the nature of migrants' leisure participation during their acculturation should be undertaken before investigating the proposed relationships (the latter representing the aim of the main study). Understanding, on the one hand, the nature and characteristics of their acculturation and the challenges and issues they encounter and, on the other, trends in migrants' leisure participation will provide a context whereby more comprehensive information is made available for use in the investigation. Although leisure activities offer many beneficial outcomes to migrants, the literature demonstrates that this cohort may experience a number of barriers in their leisure experiences, which lead to stress.

Thus, the analysis of migrants' leisure participation may offer a richer and more useful insight into the migrants' acculturation experience. This exploratory analysis will also inform the main study, which follows, and provide depth to the findings. A qualitative approach is suggested to explore the migrants' acculturation and leisure participation scenario, while a quantitative approach is suggested to test the proposed relationships. Therefore, the objectives of this present study are divided into two sections. The first section containing three objectives will be conducted through a qualitative phase (QL refers to objectives for the qualitative phase):

QL1: to explore migrants' nature of leisure participation during their early years of acculturation;

QL2: to investigate how leisure participation affects migrants' acculturation process;

QL3: to explore the new migrants' acculturation challenges and which cause them acculturative stress.

The second section containing seven objectives will be conducted via a quantitative phase (QN refers to objectives for the quantitative phase):

QN1: to examine the effect of migrants' leisure participation on reducing acculturative stress;

QN2: to examine the effect of migrants' leisure participation on developing place attachment;

QN3: to examine the effect of migrants' place attachment on reducing acculturative stress;

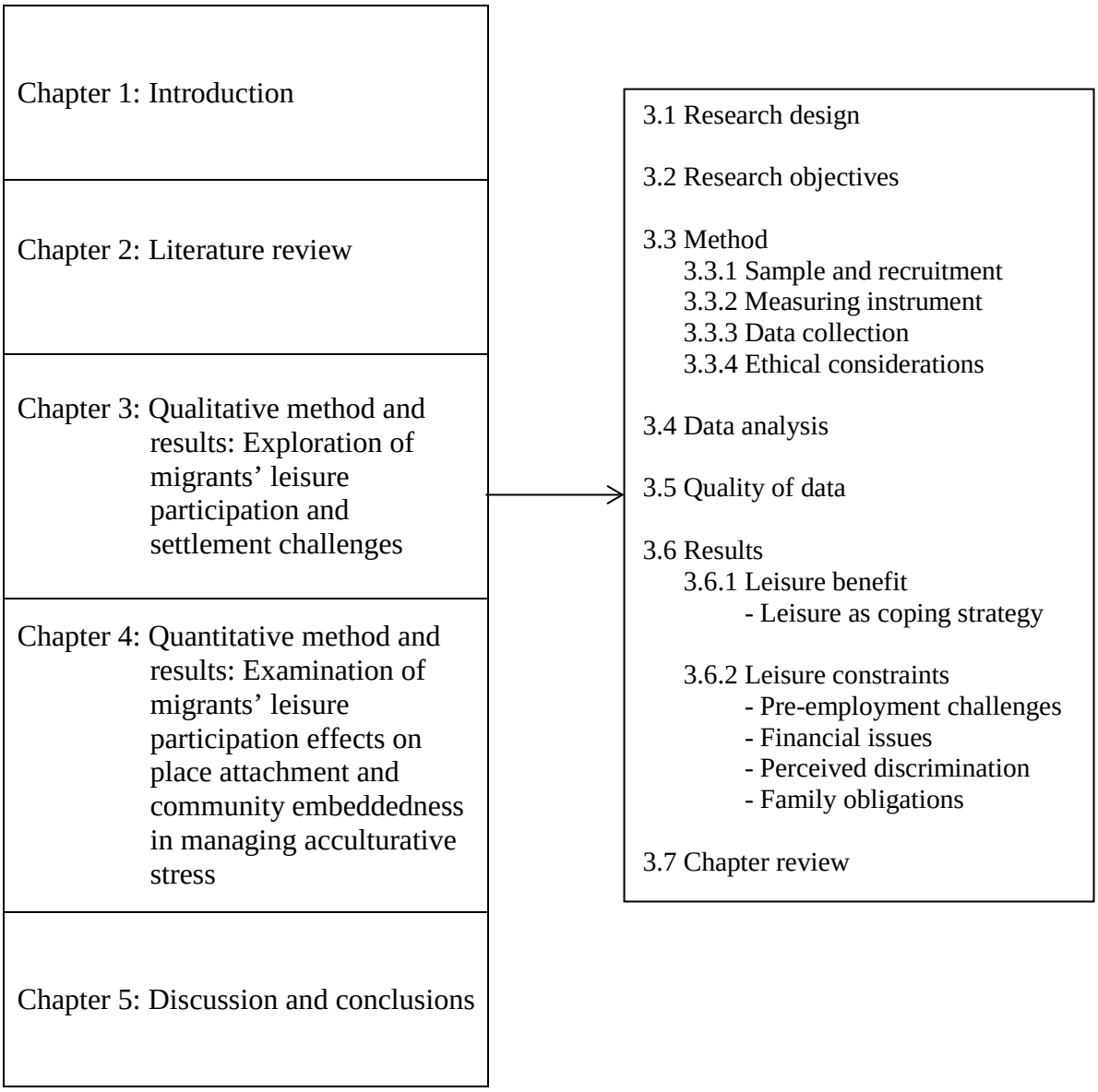
QN4: to examine the mediation effect of migrants' place attachment on the relationship between leisure participation and acculturative stress;

QN5: to examine the effect of migrants' leisure participation on developing community embeddedness;

QN6: to examine the effect of migrants' community embeddedness on reducing acculturative stress;

QN7: to examine the mediation effect of migrants' community embeddedness on the relationship between leisure participation and acculturative stress.

3 Qualitative method and results: Exploration of migrants' leisure participation and settlement challenges



This first method and data chapter presents the qualitative phase of the study that focuses on the perceptions of representatives involved in migration services including migrants in South Australia. Semi-structured in-depth interviews were conducted with 11 representatives. These industry representatives were asked about their professional views on South Australian migrants' acculturation challenges and the nature of their leisure participation during their early years of settlement.

The qualitative phase involved an exploratory analysis of migrants' settlement scenario and their leisure participation culture. This phase is useful to gain an in-depth understanding of migrants' situational problems during their settlement and how they perceive leisure in helping them managing their settlement distress.

This qualitative phase is designed as a foundation for the quantitative exploration of migrants' leisure participation affecting their acculturation experience. Views from professionals within a range of migration associations provided a clear perspective about South Australian migrants' settlement scenario particularly on their leisure experience. This finding then guided the development of the next phase which is the quantitative study (survey)Table 1.2: Glossary of key terms that involved a South Australian migrant sample (see Chapter 4).

This chapter begins with an elaboration of the main research design applied and the qualitative research objectives. These are followed by a discussion on the method used to examine the research objectives, which included sampling, designing a measuring instrument, data collection and data analysis. Then, the findings are presented. This chapter concludes with a chapter review that summarises the findings and discusses the possible further examination base on the qualitative results.

3.1 Research design

Prior to presenting the method and results of the qualitative phase, it is important to understand the research design applied for this whole study. This present study employed a combination of qualitative and quantitative methods. The purpose of using both approaches is to obtain a rich interpretation and understanding of the subject

studied. Variation in data collection leads to greater validity, addresses research objectives from different perspectives and ensures that there are no ‘gaps’ in the data collected (Punch, 2005).

The mixed methods approach has been popular since the 1980s in the social and behavioural sciences (Onwuegbuzie et al., 2005; Tashakkori & Teddlie, 2010). Mixed methods involves the integrating of qualitative and quantitative data, methods, methodologies and/or paradigms in a study (Tashakkori & Teddlie, 2003, 2010; Creswell & Plano Clark, 2011). Mixed methods incorporates qualitative and quantitative approaches to produce new knowledge and may occupy either concurrent or sequential data collection and analysis in a single study (Creswell & Plano Clark, 2011).

For this present study, a mixed methods sequential exploratory design (Creswell, 2003) was selected to conduct an inductive analysis that involves three major phases: the qualitative phase involves exploration of migrants’ leisure participation nature and their settlement distress, the quantitative phase involves investigation into the relationships between migrants’ leisure participation and acculturative stress with the mediating effects of place attachment and community embeddedness, and final phase involves the interpretation of both qualitative and quantitative analyses. This mixed methods approach is useful to balance up the two phases where they complement each other to produce a well-validated result (Creswell & Plano Clark, 2011). A diagram of the research design is shown in Figure 3.1.

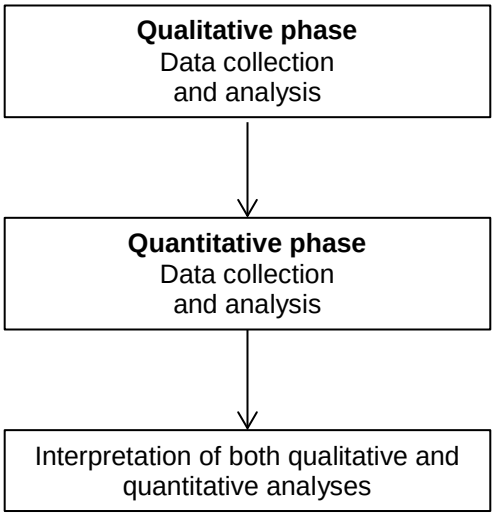


Figure 3.1: Sequential exploratory research design (reproduced from Creswell, 2003)

The qualitative phase is useful to understand the nature of new migrants' leisure participation during their acculturation process. Furthermore, this phase investigates the phenomena of new migrants' settlement challenges and how they manage the challenges. The qualitative phase involves a process of understanding a specific occurrence in its natural setting that acquires variations of text, discourse, observations, images and recordings (Gorard, 2010; Denzin & Lincoln, 2011; Wertz et al., 2011). A qualitative approach is the most effective way to gain an insider's point of view and their interpretation of events attached to them (Punch, 2005). Therefore, qualitative data helps to support the broader relationships established in quantitative results (Punch, 2005).

The quantitative phase, on the other hand, is useful for theory testing and interpreting relationships between variables (Punch, 2005). In this present study, the relationship testing involved migrants' leisure participation, levels of acculturative stress, place attachment and community embeddedness. A quantitative approach gathers, analyses, interprets and presents numerical information (Teddlie & Tashakkori, 2009), therefore provides descriptions of events in a systematic and comparable manner (Punch, 2005).

Previous literature (see Chapter 2) claimed that new migrants face settlement distress, known as acculturative stress, during the early years of the acculturation process (Berry, 2003, 2006). One possible remedy for acculturative stress is leisure participation, because it helps migrants to adjust to their new environment, assists in the resettlement process and facilitates cultural and social modification (Choi et al., 2008; Chia, 2009; Kim et al., 2011a). Leisure also provides a potential space for creating a more comfortable lifestyle and improves well-being (Blackshaw, 2010). Many studies have proved that leisure helps participants to improve their well-being, however few studies have explored the benefits of leisure in assisting migrants with managing their settlement distress (Shinew et al., 2006; Stodolska & Walker, 2007; Walker, Halpenny, & Deng, 2011). Therefore, the qualitative phase of this present study is designed to obtain in-depth information regarding the nature of migrants' leisure participation during their early years of settlement. This investigation is also expected to provide insight into their settlement scenario and how they perceive leisure as escapism to

survive the settlement challenges. The qualitative phase is also proposed to validate the questionnaire draft (for the quantitative phase) and improve its contents where necessary.

Chapter Two also discussed how the relationship between leisure participation and acculturative stress can be enhanced by attachment to the place and community. However, investigation on these relationships is still at a nascent stage and it is important to study these relationships in helping migrants to manage their settlement distress (Shinew et al., 2006; Floyd et al., 2008). Attachment to a place affects individuals' emotions, experiences, behaviours and beliefs which in turn improve well-being (Gross & Brown, 2006; Scannell & Gifford, 2010), while social interaction within the community is a strong predictor of quality of life (Baker & Palmer, 2006). Therefore, the quantitative phase of this present study proposes to examine how the relationship between leisure participation and acculturative stress can be mediated by place attachment and community embeddedness. This mediation is expected to reduce the settlement distress.

3.2 Research objectives

Prior to conducting the quantitative phase, the qualitative phase is essential to explore the phenomena of migrants' acculturation in South Australia. This phase examined the role of leisure in assisting migrants' relocation process. This phase also included understanding the numerous challenges and difficulties that the migrants face in the early stage of settlement that possibly lead to acculturative stress. Therefore, the purpose of this phase is to explore how migrants perceive leisure participation in assisting them to manage acculturative stress during their early years of settlement. Three research objectives guided this qualitative study as follows:

QL1: to explore the nature of migrants' leisure participation during their early years of acculturation;

QL2: to investigate how leisure participation affects migrants' acculturation process;

QL3: to explore the new migrants' acculturation challenges and which cause them acculturative stress.

3.3 Method

A qualitative method was employed with a series of semi-structured in-depth interviews. This exploration was to examine the nature of migrants' leisure participation, how they perceive leisure participation and the challenges that they experience during the early phase of the acculturation process. The questions for the interviews were designed to obtain respondents' personal views and perceptions based on their daily routines, experiences and observations regarding these issues. In-depth interviews are a practical qualitative data collection technique and a discovery-oriented method to explore the respondents' feelings and perspectives on a particular subject (Guion et al., 2011).

3.3.1 Sample and recruitment

Respondents were employed in Adelaide, the capital city of South Australia, which relies on migrants to overcome skilled labour shortages and to increase population growth (Seetaram & Dwyer, 2009). The majority of the migrant population has settled in Adelaide as the district is the centre of business, employment opportunities, and governmental and financial institutions. In 2011 the South Australian migrant population was approximately 353,000, with 90% living in the urban district (Australian Bureau of Statistics, 2011b).

The respondents were selected by purposeful sampling and divided into four categories (see Table 3.1): (1) government services for migrants, (2) migrant community and recreational organisations, (3) academics in leisure studies, and (4) established employed migrants. These categories were included to provide in-depth information about migrants' settlement process including challenges, difficulties, and the nature of their leisure participation. The selection criterion included individuals working with migration departments, migrant community associations, leisure experts and established migrants.

Individuals from migration departments and migrant associations are directly involved with new migrants and provide settlement assistance, therefore they are the most appropriate resources to provide accurate information for this present study. The leisure expert can provide insights into the nature of migrants' leisure participation, comment on leisure facilities and help to validate the content of the questionnaire draft.

Established employed migrants can offer in-depth views based on their settlement experience and challenges in finding a job. The first stage of recruitment involved initial contact, made via email invitations, with 27 potential respondents from numerous organisations (see Appendix 3.1). In the second stage, these people were contacted by telephone. Eleven out of the 27 agreed to participate giving a response rate of 41%. Six of the respondents were migrants and six of the respondents were migrants (three females, three males).

Table 3.1: Statistics of interview respondents

No.	Organisations/individuals	Respondents (n)	Migrants (n)	Non-migrants (n)	Male (n)	Female (n)
1.	Government service for migrants	4	1	3	1	3
2.	Migrant community and recreational organisations	2	2	0	2	0
3.	Academics in leisure studies	2	0	2	2	0
4.	Established migrants	3	3	0	1	2
	Total	11	6	5	6	5

3.3.2 Measuring instrument

The interviews were conducted using a semi-structured guideline designed to address the research objectives and to achieve the study objectives (See Appendix 3.2). The questions were constructed as open-ended to allow respondents to expound on the topic rather than answering just ‘yes’ or ‘no’. Open-ended questions give respondents freedom to answer the questions, provide ideas using their own words and to elicit in-depth information from them (Guion et al., 2011). The questions used in this present study were essentially in general form and did not drive respondents in any directions or to any conclusions, therefore allowed the discovery-oriented method to be obtained. Questions one to three were to address research objectives one and two (QL1 and QL2), and question four and five were to address research objective three (QL3):

1 Roles of leisure participation in managing migrants' settlement challenges and acculturative stress;
2 Nature of South Australian leisure participation;
3 Support from South Australian government such as settlement assistance and leisure resources;
4 South Australian migrants' acculturation challenges during their early years of settlement;
5 How the settlement difficulties lead to stress.

3.3.3 Data collection

The duration of the semi-structured interviews ranged from 60 to 90 minutes. The interviews were conducted from August to October 2012. The interviews were conducted at respondents' preferred venue such as their offices, recreational clubs, and cafes. The interviews started with initial chatting, then the study was introduced and their consents were obtained. A digital device was used for the audio recording of interviews.

3.3.4 Ethical considerations

Prior to conducting the interviews, the interview guide had been approved and all ethics application documentations involved were accessed by the Ethics Committee of the University of South Australia (UniSA). Participants received a consent form and information sheet about the purpose and procedure of data collection when they were invited to participate via email and there were also verbally informed through courtesy phone calls (see Appendix 3.3 and 3.4). Informed consents were obtained in written form before each interview. The right of refusing to answer any particular questions and anonymity of data were assured.

3.4 Data analysis

Interview data were transcribed verbatim and analysed using idea networking analysis with the help of Ucinet6 (network analysis software) to produce a network diagram (Figure 3.2). Idea networking is considered a qualitative means of undertaking a cluster analysis or concept mapping of a compilation of statements. It is a practical approach to realise a particular experience by clearly reconstructing the whole collective cognition from a number of independently expressed quotations. The resulting network diagram

shows a conceptualisation of the data. The ideas of individuals who participated in the study can be networked or linked to conceptualise the issue and find out a satisfactory solution (Alexander, 1964; Metcalfe, 2007; Hassanli & Metcalfe, 2014). Therefore, this analysis is suitable for exploring South Australian migrants' situational problems and their nature of leisure participation. Ideas collected from the participants are important for conceptualising and producing a meaningful inductive understanding which suggests a practical solution.

Various other qualitative research analyses could be used, such as causal mapping, content analysis, and cluster analysis. However, most of these methods are time consuming, require a large number of respondents, or otherwise fail to provide useful and actionable insight. Some have also failed to explain why and how the conceptual ideas are conceived (Walsh, 1995; Huff & Jenkins, 2002; Hassanli & Metcalfe, 2014). Therefore, this present study applied idea networking to produce a meaningful outcome with visual evidence (network diagram) and an explainable process.

Following are the three steps taken for idea network analysis (Metcalfe, 2007; McKenna & Metcalfe, 2013; Hassanli & Metcalfe, 2014):

1 Collect personal statements/comments about the issue from different individuals at different organisations and/or backgrounds.
2 Network (i.e. link or pair) the statements collected that have a similar issue or coherent outline so that they form several clusters of statements.
3 Analyse the clusters independently to name and/or theme them. Later, the themes are interpreted as the meaning of the study.

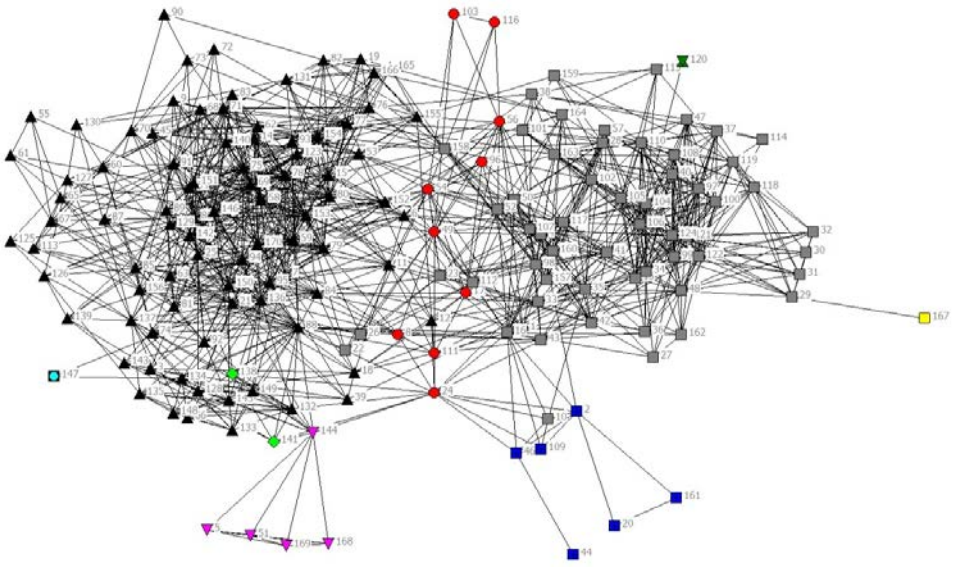


Figure 3.2 Idea network diagram

Idea networking is one of many types of cognitive mapping analysis used in management literatures. Alexander (1964) for instance, suggested networking as a means of finding this handful of elements in a conceptual frame from stakeholders' statements. He analysed dissimilar thoughts about designing new buildings by pairing and linking separate statements that he as an architect presumed were talking about the same issue. He manually presented the linking between statements as an idea network where he used nodes to represent the statements and lines to represent a relationship. Nowadays, modern network analysis software (e.g., Ucinet6) can produce the network diagram directly by using a clustering algorithm to encourage nodes with similar relationships to appear as a cluster (Borgatti et al., 2002).

Ucinet6 is a popular and affordable software that has the effect of making the nodes repel each other, encouraging clusters to be more clearly visualised. The evolving clusters of statements can then be reviewed separately to look for themes or something that they have in common (James, 1911/1996).

Interviewees in this present study expressed their disparate opinions about migrants' settlement challenges and leisure participation trends. Most of their views were based on their personal experience, and their social, culture and work environment. The study identified 170 considerable statements from the original transcripts which then became the nodes of the network diagram. For providing links, the statements were numbered and similar statements were linked based on keywords assigned to each statement (see Appendix 3.5). Similarity signifies that keywords are identical, or have similar meaning, intent, synonyms, and origin metaphors (Alexander, 1964; Morgan, 1986; Buckle, 2003).

The Ucinet6 software then produced the idea network diagram. Numbered statements and their links were drafted as a matrix which then gave input for producing the diagram. The rows and column represent the number of statements. In the body of the matrix, a link is shown as '1' and '0' means no relationship (see Appendix 3.6). Numbered statements on the diagram are symbolised by nodes and similar statements by links. Different node shapes and colours were used to highlight nodes and links. By using a close visual inspection, the 3D rotation option and/or the Girvan Newman

subgroup identification analysis available within the software, similar statements were located close to each other while those different fell further apart, hence paving the way for the clusters to be visually recognised.

Separating out too few clusters limits the opportunity for creativity, and if there are too many clusters they become hard to remember. Miller's (1956) magic number 7±2 suggests around five to seven clusters are sufficient to represent the cognition of the statements included in the network. The clusters give patterns to the 170 statements, where each cluster represents a grouping or like statements.

The statements within each cluster were then examined for internal patterns and what they had in common. James (1911/1996) suggests that a process for giving recognition to any pattern found within each cluster is to name them, to represent the cluster as a theme. To name them, all the statements within one cluster were listed in a table and then carefully reflected upon to determine a theme that represents the list. Identifying a representative theme is an important interpretative creative act, one that is informed by the statements within each cluster and by the whole research context. Therefore, the names selected had to be justifiable to the migrants' settlement challenges and their leisure participation trends.

3.5 Quality of data

Several measures were adopted to enhance the validity of the research. As the researcher is a migrant himself in South Australia and was involved in some migrant service organisations during his early days of settlement, he had the chance to familiarise himself with migrant's settlement issues and to establish contacts with participants.

As an insider of the topic, the researcher is likely to have a heightened awareness and understanding of the complexity of the issues discussed and involved, greater than outsiders would. (Greene, 2014). Insider researchers' personal beliefs and values are reflected not only in the selection of topic and methodology, but also in the way they conduct the data collection, analysis and interpretations of the findings, either supporting one side of the argument, or on the social and cultural sub-texts which lead to the development of the argument. A researcher's historical situation, personal

background and levels of education may interact, influence, limit and constrain the development of knowledge. (Mehra, 2002).

Several advantages of being an insider benefit researchers and help produce a credible outcome. Insider researchers often have a pre-existing knowledge of the context of the research and are able to ask meaningful questions to their respondents and sense their non-verbal clues. Insider researchers able to blend into situations and adapt themselves to the research environment and participants. An insider researcher also often has the ability to understand the cognitive, emotional and psychological values of the respondents as well as the ability to develop a more truthful, authentic understanding of the culture of the study (Greene, 2014) because they understand the same insider language (Unluer, 2012). The interaction between insider researchers and their social group under study is more natural because they are familiar with the group and social setting thus they are able to encourage the respondents to share further insights of the issue studied (Unluer, 2012). The insider's role in a research allows the building of a trusting relationship with their participants which then helps to obtain a better sense of research topic (Mehra, 2002). Respondents also feel comfortable to share their knowledge and experience with insider researchers as they are aware that the insider researchers are knowledgeable and well experienced in the topic too. Unlike outsider researchers, insider researchers are often assumed to have the easiest and fastest access to their potential respondents (Greene, 2014). Networking with the group under study can be easily expanded to collect more potential respondents. All these advantages enabled this study's researcher to gain meaningful and rich data from his migrant respondents.

As an insider however a researcher also experiences a number of challenges. Insider researchers may carry some inherent biases about the issues under study and may not be neutral when conducting the study and interpreting the results. The insider researcher may also be blinded to some interpretations that an outsider would see. The issue of bias in qualitative research is important and requires full attention (Mehra, 2002). Insider researchers may not be able to separate themselves from the topic and people they are studying and may fail to avoid bias during the process. It is important to put in place measures to ensure trustworthiness of the qualitative research to ensure that the research reveals more about the subject rather than about the researcher. Insider researchers'

perceptions can be narrowed as too much is familiar, and greater familiarity may lead to a loss of objectivity and researchers start to make assumptions based on their existing knowledge and experiences (Greene, 2014). Insider researchers do hold certain opinions which may be strong ones. It can be challenging to stay neutral and unbiased in their research. Insider researchers must be wary of projecting their own views onto participants or in the data analysis and need to keep themselves distanced from offering their personal judgments.

Preventions are important to conduct valid research (Unluer, 2012). Insider researchers must be aware of the potential biases to ensure that the research conducted is reliable (Greene, 2014). Several preventative actions were employed in the present study to lessen the impact of insider bias. First, the researcher regarded himself as a mediator and believed that the people being studied are the experts and know best. The role of a mediator is to be unbiased and to avoid personal judgements or directions. A mediator should always let the other parties lend their opinions and viewpoints based on their experience and knowledge without interfering.

Second, to increase participants' trust, interviews were performed at their preferred venues. Initial chatting before starting the interviews helped to create an atmosphere of casual conversation. Detailed field notes based on participants' statements supplemented recorded data and were reviewed and compared with the statements of the participants. This was to prevent the research from being a narrative of the researcher's own opinions. Regular review and reflection on the field notes encourage the researcher to be more objective and become more aware of his tendency to judge people based on his own beliefs. Even though data collection was restricted to one urban district, the researcher strived to obtain the opinion of respondents from various ethnicities, social and working backgrounds that includes government agencies, migrant community associations, professional migrants and academics. To ensure that the findings were consistent and reproducible, the complete process of analysis was well documented as presented in the appendices mentioned earlier.

Third, the interviews involved asking open-ended questions that do not steer the participants in a particular way to provide a response. The respondents could freely answer the questions based on their own unique knowledge and experience without being influenced by the researcher. The researcher also acknowledged to his

respondents that bias might take place along the process including data collection, analysis and result interpretation therefore the researcher took all possible measures to control his bias and subjectivity.

Fourth, the data transcription was taken care by a professional transcriber to avoid a tendency of the researcher to amend and judge any of the statements made by respondents according to his pre-existing knowledge, beliefs and experience. Prior to analysis, the interview transcripts were given to ten persons to check for reliability. These persons were among the researcher's colleagues who were also international PhD students who came from different ethnicities and backgrounds. Their main task was to listen to the audio conversations while reading the documented transcripts to check for any misinterpretation. Each transcript was read by two persons; therefore, eight of them read two transcripts and the other two read three transcripts. From a one-to-one discussion with each of these readers, it was determined that their interpretations were all found to align with the transcriber's interpretation of the transcripts. This method is also termed 'simple triangulation' where researchers gather their colleagues to read and analyse the same set of transcripts and compare their notes. If the notes agree, then the information is considered reliable (Friesen, 2010; Guion et al., 2011; Wertz et al., 2011). A summary of findings was provided to every respondent and their feedback validated the results.

Lastly, the researcher always regarded himself as a learner when conducting this research. As insider researchers, it is best to approach their respondents as the 'most knowledgeable' person to talk about the topic and the researchers are interested to learn about (Mehra, 2002). Insider researchers have to learn the complete story and/or arguments from their respondents in order to be able to convey the story in their research outcomes. This approach also helps insider researcher to go beyond their bias and talk about the knowledge gained from their respondents.

3.6 Results

The network analysis revealed five prominent clusters. These clusters are provided in a simplified idea network diagram for a better depiction of the outcomes (Figure 3.3). The five prominent clusters were then further examined to obtain internal patterns and to further discern what they had in common. The clusters were then named as respective

themes and each theme was clarified one by one, considering the key statements. One of the five themes is interpreted as a positive outcome of leisure participation and therefore is categorised as a leisure benefit: leisure as a coping strategy. The other four themes are interpreted as negative outcomes of leisure participation and therefore are categorised as leisure constraints: pre-employment challenges, financial issues, family obligations, and perceived discrimination.

3.6.1 Leisure benefit

The first prominent theme unveils a positive aspect to migrants' leisure participation. Leisure is determined as a factor that helps migrants to manage their settlement challenges and distress. Thus leisure is suggested to serve as a coping approach for migrants in adapting to life in their adopted country.



Figure 3.3 Simplified idea network diagram

3.6.1.1 Leisure as a coping strategy

Leisure as a coping strategy emerged as the only positive theme with regard to settlement pressure. There are various reasons that leisure could possibly help migrants to survive and manage their settlement stress. Table 3.2 summarises the statements clustered within this theme that interpret the influential role of leisure in affecting migrants' settlement.

Table 3.2: Summary of leisure as a coping strategy theme

No.	Roles of leisure as a coping strategy	Respondents
1.	Reduces stress level in general	Government service for migrants (n=4) Migrants recreational org. (n=1) Migrants community org. (n=1) Established migrants (n=3)
2.	Participate for pleasure	Migrants recreational org. (n=1) Academic (n=1)
3.	Sport participation / physical activities helps cope with stress	Government service for migrants (n=3) Migrants community org. (n=1)
4.	Active leisure lifestyle reduces stress/re-energise	Government service for migrants (n=1) Migrants recreational org. (n=1) Migrants community org. (n=1) Academic (n=1) Established migrant (n=1)
5.	Improves English proficiency	Established migrant (n=1)
6.	Encourages social integration and community attachment	Government service for migrants. (n=4) Migrants recreational org. (n=1) Migrants community org. (n=1) Academic (n=1) Established migrants (n=2)
7.	Encourages cultural integration	Government service for migrants (n=3) Migrants community org. (n=1) Academic (n=1) Established migrant (n=1)
8.	As a platform to share problems with others and seek references from others	Established migrant (n=1)
9.	Promotes networking for employment	Government service for migrants (n=1) Migrants community org. (n=1) Established migrant (n=1)
10.	South Australia leisure resources and facilities: -Well-resourced leisure facilities in SA -Convenient living environment -Community service/association -Religious facilities provided	Government service for migrants (n=3) Migrants recreational org. (n=1) Migrants community org. (n=1) Academic (n=1) Established migrant (n=2)
11.	Enhances place attachment	Government service for migrants (n=2) Migrants recreational org. (n=1) Migrants community org. (n=1) Academic (n=1)

Leisure alleviates acculturative stress

Eighty-two percent of interviewees agreed that leisure helps ease settlement distress or acculturative stress. Participants highlighted a number of benefits of leisure which were helpful to migrants in reducing their stress. Some of the key statements that make up this claim are:

> Firstly you have to have the mind set to enjoy your leisure and a vacation, or a hobby, or something that you enjoy doing that immediately takes your mind away from your stress, from your problems ... Definitely can reduce stress. (Male, migrant, migrant community organisation).

> I think it is extremely important to reduce stress levels by seeing migrants participating in leisure activities … (Female, Government service for migrants).

> Participation in leisure activities reduces their stress levels and it certainly makes them feel as though they are much more attached to Australia. (Male, Government service for migrants).

> I personally would recommend to all people who are going through stress of migration to pick up some [leisure activities] … (Male, migrant, migrant community organisation).

> … I do relate my leisure activity to my stress levels. When I feel stress at work or with any other settlement issue, I go out and do something else (leisure) and try to energise myself … (Male, migrant, academic).

Pleasurable leisure

Some of the respondents suggested that leisure becomes more important in alleviating settlement distress when migrants participate in activities that they enjoy the most or call 'pleasurable' leisure. Pleasurable leisure provides the ultimate satisfaction and fulfils the migrants' need to decrease their stress levels during their early years of settlement. Some of the notions are:

> Well the first thing is people are doing things that interests them, because they want to, they're intrinsically motivated and once that happens people choosing it because of their personal needs, the benefits they get. And yet immediately gives someone reason for taking, or participating doesn't it? … (Male, academic).

> Essentially you develop a positive way – that always depends if you associate your leisure activity with pleasure … (Male, migrant, migrant recreational organisation).

> Leisure I think becomes very important to overcome the situation because you come with an idea that is negative and then instead you put yourself through an experience that if positive may turn things around and you can go 'Oh no actually it's not too bad because I have fun' … (Male, migrant, migrant recreational organisation).

Benefits of active/physical leisure activities

Besides acknowledging leisure to alleviate stress, some respondents also claimed that leisure leads to a healthy lifestyle through participation in various sports and physical activities. Some of the statements that make up this claim are:

> A refugee, he was embedded in the school; he was receiving awards for his cricket, so sport was extremely important to him. And without him speaking, without him having to socialise, he was feeling good about himself through the sport and I think that was a really important message just in a young person that has been through a horrible scenario in their life, to be able to come to Australia, South Australia and make a go of it. It's empowering and I think you know, for other people too. (Female, Government service for migrants).

> … If it's a sport for example, everyone knows that that's good for everyone, because if they're undertaking sport, they're going to have lower stress levels, regardless of whether they're a new migrant or no, that's a fact … (Female, Government service for migrants).

> We often do recommend that people do a lot of, get exercise, if they can afford to go to the gym, go to the gym, or be involved in some activities that will just make them feel bit better about themselves. Involving in physical activities does play an important role, go for a walk … have a few laughs, because you need to do that otherwise you'll become, or you make it more difficult for yourself to achieve your goal and plus it's not good for the family as well. (Female, Government service for migrants).

> So leisure makes me more energised. Sometimes I play soccer with my son. Also sometimes we watch some sports on TV or internet and psychologically energised I think … (Male, migrant, academic).

Leisure improves English proficiency

Leisure also improves migrants' skills such as their English proficiency. Language is an important issue in migrants' settlement as it helps a lot in searching for employment and integrating within the local society:

> … When you go out and mix with the local people (doing leisure), it can improve your English communication skill. When your communication skills in English have improved, you'll feel more belonging. (Female, migrant, professional).

Leisure encourages social and cultural integration

Although nothing about participating in leisure specifically as a pastime activity or serious leisure was mentioned, most interviewees regarded social leisure as beneficial. Leisure also encourages social and cultural integration which can be helpful in the development of a network of migrants where they can exchange ideas, share their problems, and improve their well-being:

> … If they're then sharing that (leisure activities) with other people with similar needs, there's already empathy and understanding. The strength of team activities means that they then are supporting each other and depending on each other, whereas individual activities it's probably not quite as much like that. (Male, academic).

> … Generally people will attract themselves towards likeminded people. But people that really settle well are the ones that embed themselves in the community and leisure activities. (Female, Government service for migrants).

> … We have a lot of Australian friends, and we go to their homes and they come to our house, so we do have, and we have our own Indian friends, as well, so it's a beautiful mix. Well I'm very comfortable, I have a lot of – my golfing friends on the golf course are Australians, I play with them. So, I'm quite comfortable, I actually do not have any problem of mixing, integrating or something with multicultural people, and I have some lovely Muslim friends, I have some lovely Chinese friends. (Male, migrant, migrant community organisation).

> … Young people from similar background tend to stay together and do things together, you know going out for meals or perhaps playing sports, or whatever that might be. That is really important to help you cope with the day-to-day events that have to be faced and sometimes leisure activities may extend beyond one's ethnic community, so you might be mixing with people from other nationalities but who are also experience similar things. Create a bond because even though you are not from the same country, you've come from a different experience and you experience similar things in your new country and that too creates an interest in other cultures and an understanding of how other people live, other people value sets. (Female, Government service for migrants).

> … In fact as I start talking to parents from time to time and find that their networks are built around, not just their work setting, in fact often it's not through their work, it's mainly through the community activities. (Male, academic).

However, there are statements which indicate that most of the migrants feel more comfortable socialising within their own ethnic community rather than venturing into the broader society. They believe they could benefit from making friends with their own people because they can share problems and it may make them feel at home. Their ethnic friends might have the same settlement experiences. Socialising within their own ethnic community might also be due to language barriers. Dealing with people that speak the same language is more convenient, especially with newly arrived migrants who have limited English skills:

> Participating in leisure activities is important for everyone but for migrants it would be their first avenue to perhaps have a sense of belonging. One of their principle ways of having their leisure activities would be with joining with people from their own ethnic community groups, other new migrants such as themselves from the same background and being able to therefore share experiences. (Female, Government service for migrants).

> If you come to a country like Australia and you don't have any connections with your own community become really hard. But if got those connections with your community, when you need it in particularly, then it actually makes your stress level lower. Yes socialising with people might overcome their stress level. We actually make it as a requirement that we ask every client to find out from them if they would want to be linked with their own community. And so what happen then is, if they say 'yes', then we will let the leaders of the community know that we've got this family that has arrived, or maybe group of families have arrived, 'do you want to do a welcome for them?', and the community would actually do that, and we support them with some money to actually come out with the welcome event. We always need to have links with our own culture even when you actually have to integrate yourself with an Australian culture or a broader communities' culture. (Female, migrant, Government service for migrants).

> I am very attached to the community here. Attached to my own Indian community … My community, definitely because I worked very hard for my community, and what do you say in your heart, you always remain an Indian, right, although I'm an Australian citizen today. (Male, migrant, migrant community organisation).

> … Without that affiliation with your kind of all people, and you meet people you feel 'okay I am not the only one who is having problem', everybody is having problems and they're there to help me and support me, that anxiety goes down a little bit. You can share your feelings, your thoughts, your problems and somebody might be able to help you … (Female, migrant, academic).

Leisure encourages networking for employment

Social networking can also be helpful in the search for employment. Since most migrants' main objective is to find a good job to improve their lifestyle, building up a social network might increase their possibility of getting a job. This networking can be developed through participation in leisure, including getting involved in voluntary work:

> Try to become involved with their profession. For example if you're an engineer to participate, don't have to become a member but participate in events that are held by for example Engineers Australia, because that gives you an opportunity to mix with other like people from the same occupation perhaps not from the same country but, and its ability to establish networks, and networking is probably the best way to find employment … (Female, Government service for migrants).

> Personally if there's a message that I want to give to migrants, get more involved in community activity. Get more involved with volunteer work initiatives. Some of the voluntary work may lead to your job. Sometimes you just take one ticket to the city and just explore. I mean people are so internet savvy you can find all voluntary work, and some of the volunteer work is supported, they'll pay for your transportation, they'll pay for a few basic essentials. Do that voluntary work. Possibly it will give you satisfaction and it will make you understand the local culture, and it'll make you understand South Australia. (Male, migrant, migrant community organisation).

Leisure resources in South Australia

Resources available in South Australia are particularly helpful in creating opportunities for leisure participation such as recreational parks, sport facilities, wildlife parks, shopping centres, community clubs, religious facilities, various events and festivals:

> Obviously there's the typical barbeques, because of our weather, I think we're particularly lucky, we've got the beaches and the coastline in South Australia is beautiful. Family is very important I think in South Australia, a lot of people live here because of that reason. (Female, Government service for migrants).

> I can make a statement which is supported by the multicultural, firstly, that as for the multiculturalism goes in Australia, South Australia heads all of the states, and secondly, the acceptance of the South Australian community to cultural diversity is something like 87%. The leisure that they do here are also coming from various places out from South Australia, out from Australia and they bring it here, oh, beautiful, I mean just take your mind back to Aussie-Asia festival we just finished. So you are looking at the cultural transportation, and then showcasing it to the larger South Australian community that's one way; 'French festival', the 'Womadelaide', the 'Clipsal' – I mean it is all bringing in so much of leisure activities to the fore, and festivals, imagine every community celebrates a festival here, so there's so much of leisure activity, and then the sporting you know, and the hobbies that you can pursue here. South Australian people, especially the elders like to go to theatre and live stage performance … (Male, migrant, migrant community organisation).

> Yes there's tremendous facilities, just today I was at the – Friday I was at the State Aquatic Centre, 100 million dollar facility. This morning I was at the old Aquatic Centre, a lane to myself swimming, there's fitness gyms all over the place, there's ovals and outdoor space. There's an absolute wonderful opportunity for active recreation and leisure, so physical activity there's no excuse for it. Then you look at the cultural and the artistic opportunities in the city with the number of organisations and the festivals and the events. I would say that South Australia would have to be as good as anywhere in the world for opportunities. (Male, academic).

> Sport is definitely like a big thing, but there's a lot – particularly with summer with outdoor active or more or less active recreation just even walking, going to the beach, eating, having picnics, barbeques, gathering with people. A very common thing is just gathering at friends, spend the afternoon and have a few beers and some food together. Then all the more commercial activities such as going shopping – obviously you need me to say it's popular – all you need to do is take a walk in a shopping centre on any given Saturday of the year. Going to the movies; going to your cultural events. The cultural events I really think they only engage a very selected minority. If you go to the theatre probably the audience is much more homogenous than not if you go to Salisbury Park on a Saturday afternoon where this also a lot of kids and people that kick the ball … (Male, migrant, migrant recreational organisation).

> I think South Australia is good. We have got three temples now, the Sikh temples, there are Hindu temples, all sort of things that you require, culturally also, yeah too many Indian restaurants, groceries shops and everything, just crowded like

> anything now. So, I think it's the same for the Chinese and the Malays and everybody. (Female, migrant, academic).

Leisure encourages place attachment

Leisure resources in South Australia are also believed to help migrants lead their settlement lives effectively and develop place attachment. Place attachment could be one of the important elements to ensure migrants' effective settlement with less stress. To feel at home is essential and might be obtained through leisure participation:

> Participating in leisure is a fundamental determinant, if not one of the most important determinants of successful settlement, and more than successful settlement – of redeveloping and developing affection for your new place. Because it's what make you relate to your new place with a sense of fun. (Male, migrant, migrant recreational organisation).

> People at a younger age, where they might be participating or joining clubs and organisations, where they have an interest, and a hobby or a sport. And that I think is a huge way of integrating and feeling part of a place. And I even know that in my sport there's people from all nationalities, and how there's a tendency for them to embrace people from different nationalities. (Male, academic).

> I am attached to South Australia for one reason. When you migrate, say from a nation where, or a country where it's just population, huge population. And then you suddenly come to a place which is quieter, also it is not something which is, which you know, not like if I landed up in Sydney I would not really – I mean driving will get that very difficult, you know, parking would be such a nightmare, and here you can get your parking and the driving is so comfortable here, everything is so close, by 20 minutes you're on the hills, 20 minutes you're at the beach. Very comfortable … It's a lovely place to go and explore food. It's a beautiful place … It's you know, state of festivals. South Australia, I wouldn't probably trade it for any other place anywhere else in the world. Look at the weather, the weather, this kind of weather, my God. So, I think I am in love with – I mean, I'm maybe a little partial but I'm in love with South Australia, I wouldn't trade it for anything. (Male, migrant, migrant community organisation).

Sub-themes of leisure as a coping strategy

The leisure as a coping strategy theme produced two supporting sub-themes that provide further insight into the advantages of migrants' leisure participation during their early adaptation life. These sub-themes were derived from more in-depth examination of two intense areas in the prominent theme (Figure 3.4) and yielded more comprehensive findings. These sub-themes are social support and leisure facilities. Each of these sub-themes illustrates how leisure plays a significant role in developing migrants' community embeddedness and place attachment to promote their well-being.

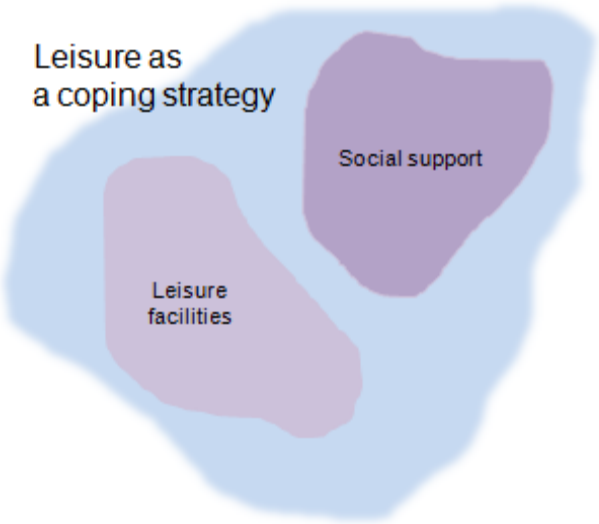


Figure 3.4 Sub-themes of leisure as a coping strategy

Social support

The social support sub-theme confirmed the notion that social integration through leisure is important for assisting migrants going through their settlement and that it positively affects their well-being. All statements that fall into this area are in regards to the positive impact of social support during migrants' leisure participation. This claim is reflected in the following statements:

> ...You miss your friends, your parents, your relatives, all that. When you don't find that kind of integration here and, initially when you're struggling, no one wants to know you. You can't socialize because you have no money to socialize. You are isolated, you are missing [home], so it's causing a stress of its own. Later when you mix with people it reduces stress because then you are feeling comfortable that you belong to Adelaide, you belong to South Australia… (Male, migrant, migrant community organisation).

> Essentially when you are engaging in an activity that is purely based on leisure, more probably than not, you will learn to interact with people that their motivation is to relax, to have fun, to unwind, to have a pleasurable experience and therefore

> you will be associating your leisure activity with pleasure and so that helps or should help to overcome stressful situations … (Male, migrant, migrant recreational organisation).

> Yes of course, if you are with the community where you feel comfortable, then the stress levels are lower. You may not understand how the system works, you may not be sure that you are actually behaving in the appropriate way or asking the right questions or, people don't know what they don't know, so you might be going into a service, someone have said 'go there' but you don't really know why are you going there and you don't know what question to ask what does the service is actually offer, which when you are facing the unknown is stressful. (Female, Government service for migrants).

Statements in this sub-theme also indicated migrants' need for support from various groups of people such as family, friends, people from the same ethnicity, people from the same religion, people who speak the same language, as well as people from the same background (i.e., other migrants). The integration within these important groups of people can be obtained during migrants' leisure engagement. Some of the respondents offered:

> If you don't have a supportive family or a circle of friends, it can be very difficult. Requirement of belongingness to be able to relate with somebody in a new environment, you're able to speak with somebody, some sort of guidance, support is essential without which you'll feel lost and sick. (Female, migrant, academic).

> I think it affects positively. Usually when you go out meeting friends, even like get together with your friends, because when you meet people, you don't think about your problem that much. The circle of friends can share experience, problem and talk about it. When you talk about your problem, you'll feel relieved, like sharing stories. When you meet people that have been here longer, so they might be able to provide you some solutions on your settlement problems. (Female, migrant, professional).

> Initially people will get attached into the smaller community groups. If somebody's come from south of India, and south of India is that particular state, they will get to the people of that state, and they'll have that association, they'll do their functions, they will attend, they will not come out of that little community, they'll only come out when they start becoming comfortable with their standing here, they're integrated, they have work colleagues who are Australians of multicultural backgrounds, and that is the time they start coming. (Male, migrant, migrant community organisation).

> We were lucky, at that time there were other Muslims like five families, so we settled quite well. But I think, if there were no Muslims, I would be quite stressful, it would be very lonely because you don't know people from your own culture. When you settle in a new place, if you don't know anyone to show you around, you tend to stay at home all the time, you don't know where to go. (Female, migrant, professional).

> … Some people come and they will stay completely with people that speak their language and they won't move out of that … (Female, Government service for migrants).

> … Because in the beginning yes it was hard but I had some friends from India who were there for me so that helped me, so you can go and talk with them openly and they'll understand 'okay what is happening' and they would like to, or try to help me as much as they can. But that people support is really essential, because if you don't know, in a new country you don't know anyone, you don't know how the system works, what to do, what to think even. Probably, from your own community, so if you get people from the local community even better because they'll be able to give your more insight, they know the systems they're familiar with already. (Female, migrant, academic).

Social support promotes alleviation of stress, cultural integration, networking for employment and sharing adaptation problems/experiences. Extending these findings, there were claims about the importance of social support in enhancing migrants' community embeddedness as one of the effective ways to ensure their settlement. Developing networking through leisure is an example of an attempt to fit into their new community. It is essential to not only integrate within their ethnic community, but equally to get involved in the larger local society. This community embeddedness is believed to be achievable through leisure participation and culture awareness:

> I'm looking forward to great integration, because that means everyone's benefit, I've mentioned sport where I'd just love to see people from all nationalities out there playing as a team, there's a common bond. When you're involved in the team thing, you've got a common endeavour and then that must flow off into other aspects of life, for those families and people involved. That's a way that we can get better community harmony and ensure that we don't get isolation of people. Integration is to me, very important at the same time people can still protect cultural morals and so on, but the more we can get people working together, both at a community level and we'll combine, the better we're all going to be. And I think leisure is the ideal vehicle for it. Well leisure and people enjoying their lives, we're talking about people having satisfying, happy and safe lives. And I think we're in the positive side of things, not just about people recovering from illness and crime, we're about preventing illness. Minimising crime, keeping places safe and harmonious and recreation, sport, leisure can lead the way I think. (Male, academic).

> Migrant communities' embeddedness has enhanced, I think yes, because you'll feel more secure if you have developed a strong network. I would say both, to your own community or to the local community. Both of them are important. (Female, migrant, academic).

> … A lot of meeting and creating friendships with Australians, creating friendships with new work colleagues, very often a lot of our clients tell us that they try to break those barriers through food, eating out or bringing food to work and sharing and people will become more curious and ask questions and then friendships develop from there. Absolutely participation in leisure activities can create community embeddedness. Through school communities, so if migrants have

> children going to school, becoming a part of that school community also is very important it means that there are friendships being formed with parents of other children. (Female, Government service for migrants).
>
> When I go overseas, I get bored, you want to go and see things, and you want to experience and learn. I would expect that migrants would want to be involved in leisure activities for that reason. Take as much as possible the opportunity to explore Australia and the culture. Absolutely, and also help other people understand their culture too, because it goes both ways. (Female, Government service for migrants).
>
> … I think people should attempt to go to various functions that they have, various, you know. Communities, their own functions – festivals – get into them – it will be so nice. I enjoy festivals, I go to 'Glendi' the Greek Festival, the Schutzen Fest the German Festival – I go and attend all of these festivals, there's so much more to learn about somebody else's culture. Migrants would certainly go to events, certainly – and I think there's about 120 different ethnic groups represented here in South Australian organisations, and a lot of them organise annual events. (Male, migrant, migrant community organisation).

To ensure the success of social integration, cultural awareness should be developed among migrants prior to their arrival. This awareness makes them better understand how to get involved in the new multicultural community where they will settle. South Australia for instance, is a culturally-diverse state that welcomes people from all over the world to fulfil their employment shortages and overcome under-population problems. Therefore, migrants are advised to be prepared for this situation:

> I feel really upset about with new migrants is that before they come they are not given cultural awareness. What happens, typically, is they get here, a problem arises, and everyone goes oh, we better fix that and they throw money at the scenario, where it could have been stopped by having that information given to them before they come. Rather than being reactive I think there needs to be a bit more proactively in assisting the settlement as a process, not as oh, now you're having trouble, then we'll react to that. To ensure smooth settlement, it has to start from the beginning of the thought process as to we're moving and you know, teaching. There's no reason why they can't and that couldn't happen, because it wouldn't take much to set up some sort of training program that would be suitable for all refugees on the difference. And it can be quite funny, I've seen a few information, people doing information seminars, people doing presentations where they talk about where they're from and here, and it is funny, some of the differences, and you think actually we are stupid for doing that, but it's what we've always done, I've never really thought about it being silly, until you hear it from a migrants perspective. (Female, Government service for migrants).

Leisure facilities

The other emerging sub-theme was leisure facilities. South Australia is reported to be a well-resourced state with numerous leisure and recreational facilities and multicultural festivals/events. As the location of some of the biggest wine regions in Australia, the

state offers an attractive food and wine experience. Enjoying the leisure resources available enhances migrants' attachment to their new home. Feeling attached to the new place and environment is important to help migrants with familiarisation and settlement. The statements gathered in this sub-theme indicate the importance of leisure resources in enhancing migrants' place attachment:

> …The shopping complexes, the parks. I think we're lucky. I had a Chinese girl working with me, she used to say to me that when she felt homesick she would go and sits at Marion Shopping Centre because there are lots of people; she felt at home, it made her, that was her connection, that was her connectedness to the shopping centre. (Female, Government service for migrants).

> I personally would recommend to all people who are going through stress of migration to pick up some – because tell me, how many countries offer this kind of facility; every suburb has an Oval (stadium/recreation centre) where you can do. How much this country offers you to indulge in leisure, indulge in some kind of a hobby it's amazing. I've travelled around the world; I don't think any other country will offer you this kind of a facility. (Male, migrant, migrant community organisation).

> There's a good range, I mean the city is big enough to have a very wide range of leisure facilities, and I don't think there's anything that Sydney or Melbourne would offer that we don't have. There are lots of other stresses living in Sydney and Melbourne because the cities are so large it takes so long to get to places. People would never come into the city of an evening for an activity because it takes them so long to get home and to come back into the city again, they just wouldn't do it. (Male, Government service for migrants).

> What migrants are looking for is this acceptance by the community and getting to meet people, and people meeting them and valuing them as friends on a one-to-one basis. A lot of it's done through the churches where migrants are of a particular faith and they've been able to do that through the churches quite successfully. Apart from football and the church communities, and as I said, to a lesser extent, sort of service organisations like Rotary and places like the Australian Refugees Association and those sorts of bodies. (Male, Government service for migrants).

> Most of the ethnic groups here have got quite extensive facilities, and I suppose, of course, it reflects the size of each of the migrant groups, but most of them have formed themselves into clubs or associations, and most of them would have purpose built buildings or that where they meet, or allow their communities to use. Once the group reaches a certain size, they certainly seem to do that … (Male, Government service for migrants).

The more specific reason why leisure resources can support migrants and enhance their place attachment is multiculturalism in terms of the leisure facilities available in South Australia. Most South Australian migrants brought their own culture from their origin country including their sports, food and other kinds of leisure activities. They share and introduce their culture to the other communities (locals and migrants) where everyone

not only preserves their own culture but also learn other people's culture through leisure. Bringing their own culture with them during migration is believed to help migrants to develop place attachment to the new location and makes them feel at home:

> I think it's about understanding; what they like to do as well, in that there are certain activities, like we have ours here, there are certain activities overseas that they will bring with them, and generally that will be their cultural thing. Few events that originated from places out from here, for example, The Lantern Festival, it originated from the Japanese community. The OzAsia Festival, and there's a lot more, we have the Schutzen Fest which is the German, multicultural events, yeah you would classify them as leisure. I think that's all about understanding others cultures as well, I think it's really important. (Female, Government service for migrants).

> In many cases they bring their own leisure activities with them if they've got particular cultural things from their own countries. Certainly soccer has become a much stronger sport here in Australia as a result of migrants. (Male, Government service for migrants).

> Migrants are free to go anywhere they like, doing their leisure activities. No discrimination happens when migrants involve in leisure activities at any venues. For example, last year the Muslims community had a big function at one of the parks in Adelaide, and they've got a full support from the Council and that shows how the government actually being very supportive to us as migrants. (Female, migrant, professional).

3.6.2 Leisure constraints

The other emerging themes disclose a dark side to migrants' leisure participation. New arrivals face multiple constraints to engaging in leisure activities. These constraints include pre-employment challenges, financial issue, perceived discrimination and family obligations. These difficulties are also determined as factors that contribute to migrants' acculturative stress. The constraints act as a double blow to migrants' well-being: each issue contributes to migrants' acculturative stress while simultaneously obstructing their opportunity to participate in leisure that might help to alleviate stress.

3.6.2.1 Pre-employment challenges

Pre-employment challenges were the first and biggest constraint identified. South Australian migrants spoke of difficulties with employment issues during their early settlement. The main pre-employment challenges are skill/qualification inconsistencies with the Australian government standards that lead to limited job availability for migrants. Additionally, visa restrictions and employers' attitudes towards migrants create difficulties in finding employment. Migrants also face some personal issues which contribute to difficulties in finding employment, such as not being able to adjust

themselves to a foreign working culture, language barriers, and low education levels (see sub-themes of pre-employment challenges section for further discussion). These difficulties cause them stress and lead to further challenges. The situation is reflected in the following statements:

> The level of stress that they go through for the fact that they are unable to find employment in their area or skill, that's extremely stressful. The longer that they are out of their profession, the more they going to be losing a lot of their skills or not being up to date, so they have that pressure… (Female, Government service for migrants).

> Getting a job is also one of the main reasons being under stress. But yeah at the same time, if you have a job and if you cannot get permanent resident status, then you have to worry about the job. Right, so immigrants may feel different types of stress. (Male, migrant, academic).

> Very difficult, if they're coming here and they don't have a job. People that are coming over here as an independent migrant they say 'oh we can't get a job', South Australia, Adelaide is very cliquey… (Female, Government service for migrants).

> Another major stress is that you come from a country with, maybe very high qualifications in your own field, but you never find a job in that particular field … (Male, migrant, migrant community organisation).

> So many cases where the stress of not finding a job, not finding accommodation has led to domestic violence. There have been suicides, there have been like I know in South Australia, in fact, we have had a case where an unemployed husband killed his employed wife because he couldn't take that. (Male, migrant, migrant community organisation).

Pre-employment challenges affect migrants' lives in many ways, causing them not only acculturative stress, but also having an effect on their opportunity to participate in leisure activities. Their early settlement years are mostly occupied with job searching and facing the challenges and requirements of the local government regulations, therefore leisure time becomes less available and necessary. New migrants are reported to have low motivation to engage in leisure, thus exacerbating their stress levels. The following statements are helping in understanding the situation:

> Finding a job could be stressful, and they will be busy looking for jobs and have no time for leisure or at least they don't have a motivation to go for leisure until they've settled and employed… (Male, migrant, academic).

> For an independent migrant, the biggest part is getting the foot in the door and getting people to understand your CV when it's different to the next persons. And their level of tolerance and time might be limited. So I think that that is a big part of gaining employment and also then settlement. Because of this complicated process of getting a decent job, therefore they have limited time to even think about leisure. I strongly believe it could help migrants to reduce their stress but their

> main concern is looking for a job, then only settling down become easier. (Female, Government service for migrants).
>
> Independent skill migrants would be the ones who will struggle to find the job. Even though they have skills, there are many migrants who are so highly qualified, but their skills are not being utilised to the level that you can, so I've seen a PhD taxi driver driving taxi for the last five years, engineers driving taxis. That would be the hardest one in terms of how do you support yourself and find a suitable job which really matches your skill. All these struggles and working hard for something that you're not supposed to do make you have no time to do any leisure activities which make you stress indeed. (Female, migrant, academic).
>
> Yes it's a challenge, now South Australia is comparatively smaller state, so the employment opportunities are lesser than the eastern states or let's say in Western Australia these days. Therefore migrants are struggling. They are much occupied finding a job and not thinking about leisure at all … (Female, migrant, academic).

Sub-themes of pre-employment challenges

Two supporting sub-themes were identified in the pre-employment challenges theme which lent further insight into the factors contributing to these difficulties. These sub-themes were derived from more in-depth investigation into two intense areas in the prominent theme (Figure 3.5) and provided a more comprehensive interpretation of the findings. These sub-themes are external (job market factors) and internal (individual factors).

External (job market factors)

Job market factors are the pre-employment challenges for migrants that come from the South Australian government's system and regulations. Most of the respondents agreed that the government systems affect migrants' settlement and provide difficulties in their settlement process, especially in terms of work application. Job market factors consist of: 1) challenges of the skills and qualifications recognition process, 2) lack of job availability, 3) South Australian government's policies on employment and visa

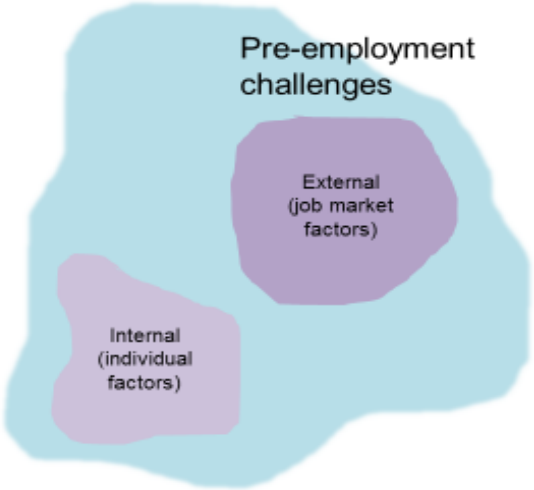


Figure 3.5 Sub-themes of pre-employment challenges

restrictions, and 4) employers' requirements such that there is some discrimination in hiring migrants. These factors limit the opportunity for migrants to get employment and cause them stress. Table 3.3 summarises the statements clustered within this sub-theme that illustrate the external (job market factors) which cause pre-employment challenges to South Australian migrants.

Table 3.3: Summary of external (job market factors) theme

No.	External (job market factors)	Respondents
1.	Skill/qualification mismatch with Australian standard and skill recognition process	Government service for migrants (n=4) Migrants community org. (n=1) Migrants recreational org. (n=1) Established migrant (n=2)
2.	Difficulties finding a job/limited job availability	Government service for migrants (n=4) Migrants community org. (n=1) Migrants recreational org. (n=1) Established migrant (n=2)
3.	Visa and residential status issues	Government service for migrants (n=4) Migrants community service (n=1) Established migrants (n=2)
4.	Employers' unconvinced attitude towards international job candidates	Government service for migrants (n=3) Migrants community org. (n=1)

Skills and qualifications recognition process

The skills and qualifications recognition process appears to be the first issue under job market factors that exacerbate migrants' stress levels. The process is required for all overseas qualified skilled migrants who need to be recognised before they can be hired by local firms. This process usually demands their time and money and that causes them stress. These statements illustrate the claim:

> …We actually want workers in South Australia. But as soon as the skilled migrants arrive, there is no work for them. We actually get fairly skilled workers; ask them to study again, and then we can employ them. But studying will cost. So there's needed to be program where skilled migrants can actually access affordable training for them to be able to get work. And that's a big, big task because skills recognition is one really convoluted system in South Australia because there are

> very specific assessing organisations and they don't want to lower their standards. They keep adding requirements from time to time... (Female, migrant, Government service for migrants).
>
> Skill migrants, when they come here had to overcome very huge barriers and particularly for those coming from Commonwealth countries where they need to have their qualifications accessed and even if their qualifications are accessed they need to demonstrate that their skills are in par with Australia's standards, so that's one difficulty is the recognition of overseas qualifications at the same time your extensive experience overseas. (Female, migrant, Government service for migrants).
>
> That's very hard you know. South Australia wants to attract skill migrants but in fact there's no jobs available and if there are jobs, there is discrimination over requirements in people getting jobs in their own specialization and they would always require local experience and local training … (Female, migrant, Government service for migrants).

Difficulties in finding a job/limited job availability

Difficulties in finding a job appears to be the second reason why South Australian migrants are under stress. Most of the respondents agreed that South Australia has limited job availability due to several factors, including discrimination in hiring migrants, skill shortages, local training and work experience requirements, companies closing down due to low population, and inconsistent job market demand. Some migrants end up doing jobs that are not related to their qualification/field or change their specialisation to avoid unemployment. These claims are well explained by these statements:

> Before the new rules have come on 1st July 2012, things weren't so difficult. If a company sponsored somebody and showed the need that they need this particular person, I think you were fine. But now, they have to satisfy, firstly the immigration essay, and then justify that they actually cannot find an Australian citizen or a permanent resident to fill that position. That means they have to advertise, and then go through interview process and keep saying, and why is this particular person is so important to you … (Male, migrant, migrant community organisation).
>
> I think government's biggest challenges … They have skill shortages, they get all these skill migrants here, and when they come here, they're not able to find the jobs … (Female, migrant, academic).
>
> The main challenge would probably be, firstly availability of work. And, secondly there is this thing that your local experience. Anywhere you put up your CV they, firstly will ask you, do you have a local experience? Do you have local qualifications? Do you have local references? It gets more and more difficult and very stressful indeed … (Male, migrant, migrant community organisation).
>
> For an independent migrant, the biggest part is getting the foot in the door and getting people to understand your CV when it's different to the next persons. And their level of tolerance and time might be limited. So I think that that is a big part

of gaining employment and also then settlement … (Female, Government service for migrants).

… We have a low population growth area within even Adelaide CBD compared to Melbourne or Sydney. It's an important thing for South Australia, we have a lower population, you have an aging population, so we've got lots of old people, not enough young people coming in, so you know, the old people are building more nursing homes, the young people are having to look after the old people, it makes it quite difficult because it's a bit of a pressure situation where we need lots of young people to come in and take over from the jobs of the people that are retiring. As far as the settlement in South Australia and business opportunities, I think it is becoming quite difficult at this point in time and that is just because people are losing jobs. The employment rate, it hasn't really been reflective of what you hear and you see in the media as far as companies closing down and large numbers of people being unemployed. (Female, Government service for migrants).

Yes they have certain skills that they establish in a certain period of time that they want to hire people from certain, certain skills. But it's very hard to match that that skill with the people who are coming. So I think the government problem is having some clarity with the policies. Which are inconsistent at managing, they keep changing, yes and there's not enough thought that goes into changing policies here. So the government changes, things drastically will change, and especially the immigrants I think it has become a big problem … (Female, migrant, academic).

The issues that migrants face today are the same issues migrants face 30 years ago, and 50 years ago, 20 years ago and that they'll face in 10 years time or 20 years time. What is different is that years ago, government had more money to invest, to support. But today government's doing less and less. South Australian government is quite unique in terms of the support that it provides on new migrants through this service (i.e. skill recognition services) because there is no similar service in other states. The level of support in South Australia is considerably higher. But government changes, so a new government comes along, they want to change whatever the old government did. In the early 80s, and early 90s, we built something up which was really fabulous in South Australia for migrants. (Female, Government service for migrants).

I have seen doctors become cleaners in hospitals just to have enrolled in the hospital system. I have seen doctors driving taxis, accountants doing cleaning. The only, one of the chances where you will actually succeed in South Australia is you have to go and do local training. So people change professions or specialisation … (Female, migrant, Government service for migrants).

Visa and residential status issue

Visa and residential status becomes the third employment challenge that causes migrants stress. Most respondents agreed that this factor affects South Australian migrants' employment application process. Migrants are struggling to get permanent residence. Most of them came to South Australia as provisional residents and the chances of getting a job with this type of visa are usually low. They have to wait for at least two years before they can be granted permanent residency. Therefore, residential issue could possibly lead to employment problems and increase their stress levels:

> … The government policy is such that in the beginning is when you need all sorts of support from the government and that's the time you are made to wait for any kind of financial support by the government, there's a two year waiting period for the migrants, to confirm their permanent residency. And that's the time they need more support while they are trying to get the jobs and they have family around with them and they have to look for housing and pay the rental and everything … (Female, migrant, academic).

> … Migrants also have a lot of pressures placed on them especially if they initially are on a provisional visa and needing to meet certain requirements to be able to get permanent residents … (Female, Government service for migrants).

> … There are a lot of issues for the provisional visa holders, for example who've sponsored by the South Australian government, there are a lot of issues because employers don't understand their visa status, so they see that they're not permanent residents and therefore they may be reluctant to take them on even know that person would get permanent resident … (Female, Government service for migrants).

> … A larger number of firms are now insisting on the migrants having permanent residency or citizenship before they'll consider them for jobs, and they feel that that is a form of discrimination, and I tend to agree with them. (Male, Government service for migrants).

Employers' unconvinced attitude towards international job candidates

Employers' ignorant attitude towards migrant job applicants is also reported as a threat to South Australian migrants who are still job searching. The employers are reluctant to hire migrants due to several issues, including their visa status and foreign qualification status. Some of the respondents offer:

> … Employers are too busy doing what they're doing to really understand the importance of the migration program. A lot of them are not aware that, if we don't bring in migrants we would not have young people to do the work, we would have an ageing population and there'll be no one to do the jobs. They need to give migrants an opportunity to show their skills because they are highly skilled and they do have a wealth of experience and they can introduce something new that might be better. What really needs to change is the attitude of these employers and I think government needs to take some responsibilities; they need some sort of awareness campaign of the benefits of employing migrants. (Female, Government service for migrants).

> … I won't call it discrimination but, definitely there is a feeling amongst the employers that there's a preference to local, and against a migrant, but I think that would be, probably in every country … (Male, migrant, migrant community organisation).

Internal (individual factors)

The individual factors refer to migrants' personal issues that make it difficult for them to find employment. The factors include a different work culture and system, skills and qualifications mismatch with the Australian standards, language barriers, low education

level, no Australian work experience, and high expectations. Table 3.4 summarises the statements clustered within this sub-theme that illustrate the internal (individual) factors which cause migrants employment difficulties.

Table 3.4: Summary of internal (individual factors) theme

No.	Internal (individual factors)	Respondents
1.	Different work culture and system	Government service for migrants (n=2) Migrants recreational org. (n=1) Established migrant (n=1)
2.	Skill and qualification mismatch	Government service for migrants (n=4) Migrants community org. (n=1) Migrants recreational org. (n=1) Academic (n=1) Established migrant (n=1)
3.	Language barriers	Government service for migrants (n=2) Migrants recreational org. (n=1)
4.	Low levels of education	Government service for migrants (n=1)
5.	No Australian work experience	Government service for migrants (n=2) Academic (n=2)
6.	High expectations	Government service for migrants (n=1) Migrants recreational org. (n=1)

Different work culture and system

Finding a job could be difficult for migrants due to different work cultures and systems compared to their origin country. This problem is usually experienced by migrants who are newly employed in local firms either temporarily or permanently. Migrants might take some time to understand and adapt to the new system:

> Because you have to adapt to a whole new culture and a new way of doing things ... it is difficult sometimes to make friends – things happen very differently across cultures, so it is – the cultural difference is definitely an important thing … (Male, migrant, migrant recreational organisation).

> … It may be easier or harder to work in a place that is strongly Aussie or strongly international for example … Even if you are a migrant like with a skill migrant stream and you go and work in a place like an Australian office, is very important, and you may feel intimated or put off by that. I think the organisational culture is very important as well and there are companies that are very Australian and others that are very international. (Male, migrant, migrant recreational organisation).

> … Stress at workplace, yeah. The big problem that I find with sort of career start people going into the workplace is that they find the business culture here quite confronting. A lot of international graduates find it really difficult to sort of fit into that culture because they are expecting to have a job in front of them for them to do and they just want to quietly go ahead and do that job. Customer service skills are

> really important in the Australian workplace. You need to be out dealing with customers or in a job where you're interfacing with people all the time … (Male, Government service for migrants).

Skill and qualification mismatch with the Australian standards

Each state in Australia has its own specifications in recognising overseas job candidates' skills and qualifications. The standards do not usually accept overseas qualifications so new migrants have to go through several processes to get their skills and qualifications assessed and recognised. The process demands their time and money which causes high stress levels. Some of the respondents claim:

> … Sometimes your qualification, maybe it's not recognised here. Yes because there are different standards, you know, especially the professional qualifications. (Male, migrant, migrant community organisation).

> … Migrants who have been through a pre-migration skill assessment process for their trade that costs them perhaps $3000 to $4000, ok, only expecting once they arrived here to be able to quickly be able to go and work in their field, only to find that they have got to do a further training, that's going to take a period of time that they can perhaps initially only work as a trade assistant, they can't work as a fully qualified tradesperson, that they have to spend more money on training that they need to actually get a license. Those things are quite shocking and create a lot of anxiety and stress. (Female, Government service for migrants).

> Some skill migrants … there is some small program by local government called skill recognition but they can only do an assessment for a limited group of trades or semi-professionals … There is job demand list, and there is the list for those in particularly in South Australia because they are trying to attract skill migrants … unless they're proposed by employers, as soon as a skill migrant gets a visa, as soon as they come here, they're on their own and that's very stressful. They have to find their way through employment ... (Female, migrant, Government service for migrants).

> Here is very difficult because you have to convert your qualification and there are some other issues on different qualifications. It takes time to translate and everything, the recognition problems, that's right, they have to sit for more exams so that's financially kind of stress. (Female, migrant, professional).

Language barriers

The language barriers is another internal problem that migrants face which makes it hard for them to gain employment. Most migrants from countries that speak English as a second language find it difficult to secure Australian employment. Due to their language insufficiency, local firms are reluctant to hire new migrants. This difficulty causes them high levels of stress:

> The language again is a barrier for migrants particularly those coming from China and other countries where English is not the first language. (Female, migrant, Government service for migrants).
>
> … It depends on the culture and how outgoing they are, but if they can't speak English that's a difficulty that they face. The requirements from the government for skilled migrants' application, a visa application might also provide some stress … (Male, Government service for migrants).
>
> … That's a real difficulty that we find that people have, particularly with Chinese migrants who wanting to work here and get permanent resident. They do find it really difficult with their spoken English, their reading and comprehension is fine, but their spoken English is difficult. They find it very difficult to get jobs if they don't have good spoken English, they won't get work here like doing ordinary things because of the language barrier. Talking in English takes a lot of effort, it varies from country to country; the country where the English language grammatical structure is similar to the language structure of the other country is not difficult. Japan, for example, the way the Japanese language is structured it's quite different to the way English is structured, and they certainly find it quite difficult. (Male, Government service for migrants).
>
> … Customer service skills are really important in the Australian workplace. You need to be out dealing with customers or in a job where you're interfacing with people all the time, and English – Australian English speaking people all the time. So you get to understand them, you get to understand the slang that they use and the way they interact with each other (Male, Government service for migrants).
>
> … When you come you might find that you were a professional back home, but because of your English you are to work as a cleaner. So you do get a job but probably – at the beginning would probably be fine, but then you will probably only get to know people that work like a labouring job for instance and they don't help your professional side of you and so you may experience frustration and then grow increasing self-doubt and I think that can be very, very stressful … (Male, migrant, migrant recreational organisation).

Low levels of education

Another factor of internal problems which inhibit employment opportunities is their level of education. Refuges are among the people who migrate to Australia; with low education levels they have less possibility to be hired. Coming from a difficult situation in their home country (e.g., war, famine and poverty) and finding difficulties in securing a job after migration causes these humanitarian migrants' high levels of stress during their early settlement. Some of the respondents offer:

> The barrier of refugees is particularly for those coming from rural areas and people who have never had any formal schooling would actually have great difficulty grasping the language … In terms of getting employment they actually have to start very low or really nil you know very less chance of getting employment. The pressure now with them having children over seven years old that they have to go out and look for work. So that's the pressure that I see a lot of women who've never had any formal schooling even after attending three months of English

> language course ... Those who've gone through war for years, never had any formal schooling and all they have is all language and so they come and attend English classes, they just stay there because they are required to do it but some of them never learned. And that creates a lot of stress … (Female, migrant, Government service for migrants).
>
> Refugees, they don't have any qualification of course; they are forced to come here. And that's why there are number of specialist agencies that would assist refugees get a job, get some training, but it's not for everyone because refugees just struggled through educational system, language and others. If you were a refugee but you already had formal schooling overseas gained some qualifications a lot of them would actually understand why there are so many requirements for you to actually get work here in Australia. But others who haven't got that would actually see it as 'no, I cannot participate in this, it's too much for me and I am too old to learn the language'. (Female, migrant, Government service for migrants).

No Australian work experience

One of the requirements of the local firms is to employ migrants who have at least some Australian work experience. Understandably, new migrants find it extremely difficult to satisfy this requirement. The requirement causes them settlement difficulties and high levels of stress. Some of the respondents claim:

> ... If you're struggling to find employment, and one of the main reasons which I hear very often is that the employer said 'you don't have any Australian experience'. (Female, migrant, academic).
>
> … Unless they've got local experience or local training, they would not actually succeed in finding employment. (Female, migrant, Government service for migrants).

High expectations

Some of the migrants in this study had high expectations and confidence levels before they migrated to Australia. These highly qualified and skilled migrants had high confidence that they would be easily employed based on their qualifications and working experience in their country of origin. However, this is not always the case as Australia has its own standards and requirements in hiring migrant workers. Therefore many migrants ended up doing labouring jobs which caused them high levels of stress. One of the respondents claimed:

> Skilled migrants generally have very high expectation of themselves. They have gone through a process of getting their skills recognised, to be able to come to Australia, but once they arrived they can't find a suitable job. (Female, migrant, Government service for migrants).

3.6.2.2 Financial issues

Financial issues are the second constraint that negatively affects migrants' early settlement. Making a new start in a foreign country requires substantial financial resources. In some cases, migrants have to repay their loans in their home country that they acquired for meeting their migration expenses. One of the biggest challenges for migrants is to survive without a job. Migrants heavily depend on their savings before they find a job and start earning money. Therefore, these financial issues can contribute to migrants' acculturative stress. The following statements from interview participants describe the situation:

> ...It's very difficult to just state an exact time frame to be settled, but I would say it's directly related to your economic well-being. The major issue is employment and also money... (Male, migrant, migrant community organisation).

> … Besides support, I think maybe money. Yes financial. Yes what I found, I think when you migrated like under employment and you can't find a job, this is what I think. The first 2 years, from what I know … you've not been given any support from Centrelink, so I think that's where financial can be an issue. If you can't find a job within 2 years time, that can be stressful. To find a job is not an easy job here. (Female, migrant, professional).

> … A skilled migrant who comes in and the first three months they're looking for work and nothing is happening, they managed to find some part-time work, doing something just to keep some money coming into the family, and of course there's no support, there's no income support from the government, so new migrants don't have the luxury of being able to go to the Centrelink office and getting a benefit, so if they've come in with their saving and they see that those savings are dwindling, then that's extremely stressful. (Female, Government service for migrants).

Limited sources of income also lead to less opportunity to take part in leisure. Although migrants might enjoy free leisure activities such as visiting public parks, window shopping and engaging with their personal hobbies, many other leisure activities cost money. Migrants might experience some financial difficulties if they have to spend extra money for entrance fees, movie tickets, concert tickets, dining out, or recreational clubs. In the words of the participants:

> Once they are settled down, once they start earning money, and then they become alright, and that is a kind of start, a kind of adjusting to the environment, that's the only time I've seen them coming out, you know, for any kind of a leisure activity to reduce their stress... (Male, migrant, migrant community organisation).

> … There's definitely areas where it's harder to access services and they tend to be areas where people are a little bit poorer and so it's a bit harder to travel or to have the time to go to have fun. Many are very expensive… to go to the zoo … I'm not sure how much it costs but I am sure it would cost a lot of money so if you are an

> early migrant and for instance the only one that works in the family and a couple of kids, it's going to be a very expensive day … (Male, migrant, migrant recreational organisation).
>
> … Eating at your local pub is very expensive too. These are important things as well to consider. That's what I'm saying – no one prevents you from walking into a restaurant, but really there are not as many cheap alternatives to where to go with your family … (Male, migrant, migrant recreational organisation).
>
> … Some of those are not relevant in terms of our refugee clients, like opera, who would want to go to an opera. Yes because of the cost, the rest are actually fine … (Male, migrant, migrant recreational organisation).
>
> In theory yes migrants are free to do any leisure activities they like. In reality no because I don't think anyone prevents anybody from participating into anything but there are a lot of barriers in terms of financial barriers ... (Male, migrant, migrant recreational organisation).
>
> … The only thing is some of the activities like golf. You pay $25 on a public course to play a round of golf … Oh my God that was the annual fee I was paying in India, five days of play in India, I am playing in one day – but you aren't in that currency, so those few things for a new migrant that is a lot of money … (Male, migrant, migrant community organisation).
>
> ... Some recreational clubs make themselves exclusive because they're expensive so legally it is fine, but the reality is that poor people don't go because they can't afford it … (Male, migrant, migrant recreational organisation).

3.6.2.3 Perceived discrimination

Perceived discrimination is the fourth theme which represents migrants' difficulties in their efforts to settle. Although perceived discrimination has been discussed in previous studies (i.e., treatment of migrants as second-class citizens), it is still a big issue that needs to be explored in finding solutions for migrants' settlement difficulties. Perceived discrimination can usually be found in working environments, neighbourhoods, and at public places such as parks and shopping centres. These perceptions are usually attributed to ethnicity, skin colour, and religious issues (e.g., a Muslim lady was asked whether she would be willing to take off her headscarf if she wanted to be hired by a company, an Asian Muslim lady received unkind service by a bank teller). Consistent with previous literature, discrimination can be said to cause migrants' acculturative stress:

> There is discrimination, in Australia when you actually look dark, people already look at you. People from Africa they would actually get very angry when people ask 'do you like it here?' something like that, or 'oh how long have you been here?' Well one of the reasons why they're here, they don't have a choice. (Female, migrant, Government service for migrants).

> So if you experience racism or even if you don't experience actual episode but you perceive it I think that's very important because you may experience something that is not considered to be racist, but you feel like you're being treated as a second-class citizen. Feel like I don't belong, that you are discriminated for whatever reason, and that's enough – like it doesn't need to be legally discrimination – I think that would definitely be an enormous stress because then you start questioning your choices as well. (Male, migrant, migrant recreational organisation).

> … I've experienced some discrimination, people discriminate me, when I went for a job interview, the moment they saw me wearing scarf, someone asked me 'what's this?' by putting his hand on his head. That time I was still new and naive. People treated me in an inappropriate way because I am Muslim that wears scarf … They have bad perception towards Asians and other migrants as well. Your appearance actually can also make people look down on you [Muslims wearing a scarf]. I faced the same situation when I was working at Broken Hill, they are not used to see women wearing scarf so their perception were quite bad towards me. (Female, migrant, professional).

> There is a subtle element of racism here of treating the outsiders as outsiders, as a migrant. And also the fact that in the organisational hierarchy, there's only a certain level that you'll be allowed to reach after that. It is not as open as in the U.S. in the U.K. we hear the stories of racism, an outrageous thing we hear about it, it's not like that. It's very subtle would be inclined to say, but it does exist, especially, see, the White people, the Westerners, the Greeks, the Italians, they all have at least the advantage of not being different as in the looks. So they are still white people. People like us who've got brown or Asian skin, they stand out and there is a natural reaction that 'okay, you're not one of us'. That's just the way human's brain functions I guess … (Female, migrant, academic).

Discrimination in South Australia also affects migrants' leisure participation. Although in some cases, migrants may perceive discrimination rather than actually experience it, their emotional well-being can nevertheless be significantly diminished. South Australian migrants also reported experiencing discrimination either verbally or by body gestures. However, discrimination also happens in social or recreational clubs that restrict their membership exclusively to their own ethnic community and discriminate against outsiders. This practice can create borders between ethnic groups and discourage multicultural integration:

> … Most of the times [during leisure participation] are fine except for one or two people making faces. Sometimes, for example at Arndale Shopping Centre, some of the Australians there treat me badly [e.g. at the bank, Woolworths]. Different from the services you get from the sales person in other places. There are many refugees [e.g., Sudanese that cover their hair] in this particular area, so I believe this is one of the reasons migrants are being treated badly there. The discrimination is so obvious there and I faced it myself … (Female, migrant, professional).

> … Other clubs make themselves exclusive because of very strong cultural associations which could be seen as a great thing, but could also been seen for

> something that alienates others … (Male, migrant, migrant recreational organisation).

3.6.2.4 Family obligations

The last theme identified as causing migrants' acculturative stress is family obligations. These obligations include pressure on migrants either to fulfil the settlement needs of their families or expectations of families living back in their home country. The family obligations of married migrants are different from those of unmarried migrants. The pressure migrants experience because of the financial expectations of their families can cause acculturative stress. Some of the participants describe the situation in this way:

> Adult migrants' high responsibilities to cater their families' needs. Having family is more stressful than single migrant. Expectation from family back home is also stressful … (Female, Government service for migrants).

> I think that the other thing that's also influencing it is there's pressure from their parents too [for young migrants]. Some parents have paid a lot of money for them to migrate here, and there's sort of a constant need to perform well … because there's a lot of responsibility placed on the migrants. (Male, Government service for migrants).

> … Not so much with the Chinese, but with some other cultures where there are a number of children in a family it's usually the brightest child is the one that's sent overseas for education and migration and there is a responsibility of that child to look after their parents after they are unable to work. The idea is that the child will have such a good education and they'll get such a good job here that they'll earn enough money to be able to do that, so that there's that sort of pressure as well on the migrants. (Male, Government service for migrants).

> I think what happens in the mind of a new migrant … more about the family that they want to, the life that they want to produce for that family as opposed to what job they're doing. So you know, there's a push/pull element in that. If you've got kids, they come first, whatever they need, you give then what they need. And as far as what you're doing to give them becomes less important. For an independent single person that's a different scenario because you don't have that requirement to feed your children and clothe them and send them to school. (Female, Government service for migrants).

Fulfilling family expectations might also obstruct migrants' opportunities to participate in leisure activities. In struggling to fulfil their family's expectations and obligations, migrants frequently work very hard to find better and extra jobs. Therefore, they have less inclination for leisure and prefer spending most of their time earning more money and improving their lifestyle status:

> The pressure on them from their parents or whoever provided the money for them to migrate … is so intense that they would study or work 100% of their time if they

> were able to, so that they don't have a lot of outside activities … (Male, Government service for migrants).
>
> … People with very demanding jobs migrate to cities where all they do is working, working, working … they develop no sense of place whatsoever with the place … and it's probably I think personally in that sense it would be because they just don't have any time or don't spend any time to try to have any fun. (Male, migrant, migrant recreational organisation).
>
> I think with a lot of what you've put here as far as leisure activities are concerned, and tourism, and what it is that makes Adelaide such a beautiful place, you know, we have vast wineries and beautiful scenery and so many people that live here, migrants miss it because they're too busy living, you know, going to work and doing what they have to do with the kids … (Female, Government service for migrants).

In summary, five themes emerged from the network analysis, but only one was positive. The one significant positive theme (leisure as a coping strategy) emphasised the benefits of leisure activities to migrants as a tool to alleviate acculturative stress. However, the other four themes (pre-employment challenges, financial issues, perceived discrimination and family obligations) disclosed negative aspects of adjustment to acculturative stress. The four restrictions not only form the basis of acculturative stress among migrants, but also represent hurdles for their participation in leisure activities. The results of the study indicate that, overall, migrants' leisure participation plays a significant role in decreasing acculturative stress.

3.7 Chapter review

This qualitative phase was designed to identify the substantive issue relating to migrants' leisure participation and acculturative stress. Eleven industry representatives' professional views were gained through face-to-face semi-structured interviews. The respondents included government service staff, migrant community associations staff, academics in leisure studies and established migrants. The interviews were conducted from August to October 2012 in Adelaide, South Australia. Network analysis was applied using Ucinet6 software to analyse the interview data.

This exploratory investigation identified one theme that represents the beneficial role of leisure participation in lessening acculturative stress during migrants' settlement. Leisure was found to be a coping mechanism to alleviate migrants' settlement distress, promote social and cultural interaction, develop networking for employment, and enhance their sense of place. This finding aligns with previous research (e.g. Kim, 2012; Yakunina et al., 2013) which shows that leisure plays an important role in migrants' settlement and can make a significant contribution to reducing acculturative stress.

These findings addressed research objectives one and two. Only one identified theme points towards leisure having a positive effect on migrants' acculturation, although the majority of respondents agreed that leisure alleviates stress in migrants. This theme also reveals more in-depth results that recognise social support and leisure facilities as the main reasons why migrants could use leisure as their tool of escapism.

Social support through leisure encourages cultural integration, develops community attachment, promotes networking and serves as a platform to share settlement experience. These findings parallel previous studies which show the benefits of leisure on social lifestyle (e.g. Groves, 2012; Suto, 2013; Van Riper et al., 2013). Well-resourced leisure facilities in South Australia encourage migrants to engage in leisure, from parks and entertainment venues to sports and other extreme outdoor recreations. The interviewees agreed with previous studies which claim physical activities are

related to migrants' self-esteem (Yu & Berryman, 1996), promote social inclusion (Tirone et al., 2010) and preserve migrants' ethnic identity (Lee et al., 2011).

Contradictorily, the findings also revealed a variety of constraints influencing migrants' leisure participation and their subsequent acculturation. Migrants faced various settlement difficulties that discouraged their leisure participation which led to stress. The difficulties include challenges in finding employment, financial instability, perceived discrimination and family obligations. These findings addressed research objective three that investigates settlement challenges experienced by new migrants. These results parallel Nimrod et al.'s (2012) research on leisure participation and depression. Although the depressed participants perceived leisure as a useful coping resource, the more depressed they felt, the less they were able to participate in leisure and benefit from such involvement, the less involved they were, the more depressed they became. Similarly the current findings suggest that migrants can become trapped in a vicious cycle of leisure constraints preventing them from accessing the benefits of leisure participation. Therefore, leisure plays a paradoxical role in both benefitting and hindering migrants' settlement.

These qualitative findings guided the construction of the next phase which is the quantitative phase (survey) that involved South Australian migrant samples (see Chapter 4). The findings supported the need to conduct the survey for more in-depth research on the relationship between migrants' leisure participation and acculturative stress. The findings emphasised the importance of examining the following issues that will provide more insight into migrants' leisure participation in managing their acculturative stress:

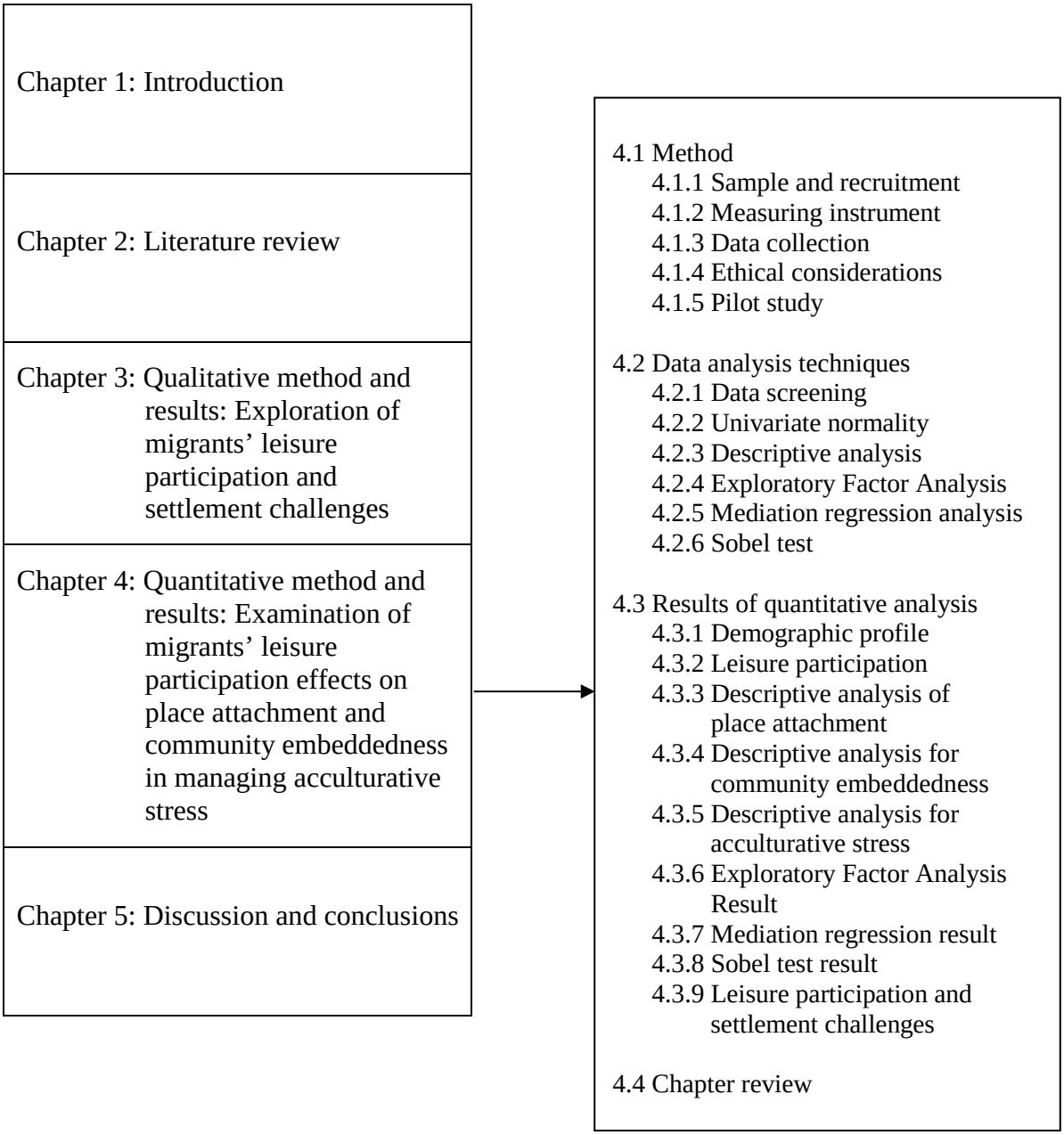
1. Based on the two sub-themes found in leisure as a coping strategy theme (social support and leisure facilities), the quantitative phase will further investigate these claims by using existing scales from previous studies: community embeddedness and place attachment. Although there were no direct questions asked about these two variables, the respondents' views regarding the importance of social support and leisure resources supported the literature discussed in Chapter 2.

2. The qualitative findings identified the importance of robust physical activities in assisting migrants to alleviate stress and develop their sense of place. However, little is known about other types of leisure. Therefore, further investigation in the quantitative phase is needed to explore other types of leisure activities that might have positive benefits in assisting migrants in their settlement. The quantitative phase will also investigate migrants' participation in their ethnic community activities. This exploration is to examine whether they gain social support from their own people or whether they integrate within the local community;

3. The qualitative phase found various settlement constraints (i.e., pre-employment challenges, discrimination, financial issue and family obligation) extended from the identified stressors of acculturative stress (Aroian et al., 1998; Walker, Halpenny, & Deng, 2011). Although they are also acknowledged leisure constraints (e.g.Stodolska, 1998; Sharaievska et al., 2010; Dong & Chick, 2012; Lovelock et al., 2012) there has been little research in this area. Therefore, further investigation will be conducted in the quantitative phase regarding these constraints.

4. Content validity checks on the draft questionnaire revealed that the questionnaire required several small modifications (see Section 4.1.2). As a result, amendments were applied to the layout, content, length and terms used in the instrument. Some minor alterations were also made to the language used to better fit the target respondents.

4 Quantitative method and results: Examination of migrants' leisure participation effects on place attachment and community embeddedness in managing acculturative stress



This chapter focuses on the second phase of the research that employs a quantitative method. Quantitative data enables standardized, objective comparisons to be made, and the measurements of quantitative research allow overall descriptions of situations or phenomena in a systematic and comparable approach (Punch, 2005, p. 238). Quantitative data provides an investigation of the phenomenon at a population level. This quantitative data collection phase follows the qualitative findings (refer Chapter 4) which explained the migrants' leisure participation in managing their settlement distress phenomenon. This survey is designed based on the research objectives that emphasise the relationship between migrants' leisure participation and their acculturative stress. The survey also includes two important mediators proposed in the conceptual framework (see Chapter 3): place attachment and community embeddedness. These mediators are expected to provide significant outcomes in the relationship between migrants' leisure participation and their levels of acculturative stress. Therefore, the relevant research objectives are as follows:

QN1: to examine the effect of migrants' leisure participation on reducing acculturative stress;

QN2: to examine the effect of migrants' leisure participation on developing place attachment;

QN3: to examine the effect of migrants' place attachment on reducing acculturative stress;

QN4: to examine the mediation effect of migrants' place attachment on the relationship between leisure participation and acculturative stress;

QN5: to examine the effect of migrants' leisure participation on developing community embeddedness;

QN6: to examine the effect of migrants' community embeddedness on reducing acculturative stress;

QN7: to examine the mediation effect of migrants' community embeddedness on the relationship between leisure participation and acculturative stress.

This chapter presents the quantitative data collection, analysis and results of the survey. Firstly, the sampling and recruitment process are presented. Secondly, the methods and procedures undertaken to construct and distribute the survey are explained. Thirdly, the data analysis is described followed by the issue of reliability and validity of the instruments, and finally the results are provided.

4.1 Method

This section provides details of the sampling and recruitment procedures. Subsequently, this section elaborates the preparation of the survey instruments that includes the designing process based on the research objectives and identifying survey items from existing literatures, and the distribution process. This section also includes the ethical consideration and pilot study report.

4.1.1 Sample and recruitment

Quantitative participants were recruited by using a non-probability sampling method which includes: a) accidental/convenience, b) purposive, and c) snowballing (Chua, 2011). Non-probability sampling method is suitable for studying migrants due to difficulties with gaining access to migrants in terms of physical, linguistic and cultural factors (Lindert et al., 2009). Non-probability sampling is the most common combination of sampling schemes used in mixed method research and is deemed practical in this case because the migrant population is massive and changes regularly (Collins et al., 2007).

This quantitative investigation employed samples from the same population as the qualitative study (i.e. South Australian migrants). However, the quantitative study samples were drawn from a broader migrant community – participants are not necessarily working at migrant service providers or involved directly with migrants (different from the qualitative participants). Their opinions were based on their own unique settlement experiences. This mixed methods sampling technique is known as parallel sampling. The mixed methods sampling technique identifies that different

samples can be drawn from the same population of interest for the quantitative and qualitative investigations (Collins et al., 2007; Collins & O'Cathain, 2009).

This non-probability method involves getting information from samples that are in the best position to provide the information required by the researcher because they have gone through the experiences and processes as required by the study (Collins et al., 2007; Collins & O'Cathain, 2009; Pallant, 2013). To gain the required number of quantitative participants by applying a convenience technique, three methods were applied: recruitment flyers, invitation emails, and posting to migrant organisations' official Facebook pages.

Recruitment flyers (see Appendix 4.1) were distributed from March 2013 until June 2013 to premises and public places where migrants might be found, such as immigration departments, migration service centres, migration associations, leisure establishments (e.g., cinema, museum, zoo and fitness centres), churches, temples, mosques, international markets and grocery stores, and international restaurants. The flyers explained details about the purpose of the study, the criteria for respondent eligibility, and a link to the online survey. Qualified respondents' participation was based on their consent and they were required to complete the survey online (see Section 4.1.3 for online survey details).

From March 2013 to January 2014, 207 invitation emails were sent to various potential respondents (i.e., from the researcher's personal contacts), potential introducers (people who had migrant friends/contacts), representatives from migration departments/associations, and migration agents (see Table 4.1). Personal contact refers to the researcher's networking group including friends, colleagues and attachment to several migrant associations. The introducers were individuals who recommended their migrant friends that might potentially meet the study's criteria. The introducers agreed to help distribute/promote the survey. Emails were sent a week before follow-up calls were made. Approximately 72% of those approached (and were eligible) agreed to participate.

Recruitment was also done through Facebook pages. The link of the online survey was posted on relevant South Australian web pages. Most of these Facebook pages were the official pages of various migrant ethnic associations based in South Australia. Personal

messages were sent to the page administrators to obtain their consent before the survey link was posted. Almost 100% of the page administrators agreed to the link being posted. The Facebook page members' profiles matched closely the profile of respondents being sought for this research (i.e., South Australian permanent migrants).

Table 4.1: Survey recruitment method and response rate

Email contacts	Number of emails	Positive replies (%)
Potential respondents (researcher's personal contacts)	51	98%
Potential introducers (researcher's personal contacts)	20	100%
Representatives of migration departments and associations	61	48%
Migration agents	75	43%
Total	207	72%

The purposive sampling technique criteria required participants to be 18 years and over (working age). The migrant respondents spoke English as their second language. This group of migrants was selected because language barriers are known to be one of the major stressors in migrants' settlement (Aroian et al., 1998; Walker, Halpenny, & Deng, 2011). Previous studies have revealed that migrants who settle in a country that has a significantly different culture than their own have a less positive attitude towards leisure due to leisure constraints and discrimination, compared to migrants who settle into a country that has a similar cultural background to that of home (e.g. Stodolska & Jackson, 1998; Deng et al., 2005; Sharaievska et al., 2010). Table 4.2 shows the sampling criteria for this survey.

Only permanent migrants who had been in South Australia for no more than 10 years were selected, as Ying (2005) and Walker et al. (2011) suggested that acculturative stress is greatest during the first decade of migrants' adaptation process. Furthermore,

Tartakovsky (2007) claimed that acculturative stress, especially homesickness, increases after the first year in the host country.

Snowball sampling requested participants to introduce their migrant friends and the process continued. This sampling method is efficient and applicable for migrant populations. The strength of social integration within these minority groups makes snowball sampling an effective means of finding participants (Chua, 2011). More details about snowballing will be explained in the data collection section (see Section 4.1.3).

Table 4.2: Summary of survey sample criteria

Characteristic of respondents	**Sampling method**	**Quantitative investigation**
Migrants	Accidental/convenience	Online survey of at least 380 participants (number of respondents required based on the qualified population)
18 years and over	Purposive	
Employed	Snowballing	
English as second language		
Migrated less than 10 years		

At the end of 2010, the total number of permanent migrants in South Australia was 39,500 which included 19,800 educated and employed migrants with permanent skilled visas (Australian Bureau of Statistics, 2011b). However, migrants with a skilled visa are not necessarily engaged in work related to their qualifications since job availability in South Australia is quite challenging for migrants (Australian Department of Immigration and Citizenship, 2011).

The survey required a sample of at least 380 participants from the qualified population of migrants to ensure statistical power and generalisability (Krejcie & Morgan, 1970; Cohen et al., 2001; Walker, Halpenny, & Deng, 2011). It is argued that sample size determination should consider several factors such as cost, types of variables, population size, and significance levels at $p<.05$ (levels of reliability = 95%) to test

hypotheses in social science research. Therefore, the sample size (i.e., at least 380 cases) is a sufficient number for the population of permanent employed skilled migrants in South Australia (19,800).

This quantitative study received a total of 481 responses. Through an initial data screening process, a total of 395 usable cases were acquired after removing unemployed/student respondents (29) cases, incomplete responses (53 cases), and outliers (4 cases). More details on data screening will be explained in the data analysis section (See Section 4.2.1).

4.1.2 Measuring instrument

This survey involved correlational and descriptive investigation. The correlation was concerned with the relationships between variables (Punch, 2005). The descriptive part investigated the respondents' settlement background. In particular, this survey focused on investigating the relationships between migrants' leisure participation and their levels of acculturative stress with the mediating effects of place attachment and community embeddedness.

The questionnaire was developed and administered in English. Migrants with skilled-visas were assumed to have competent English proficiency as they need to achieve a satisfactory reading score on the IELTS (International English Language Testing System) before they can be granted a skilled visa to migrate to Australia (Australian Department of Immigration and Citizenship, 2011). This government requirement provided reasonable assurance of respondents' ability to comprehend the survey.

The questionnaire consisted of six sections (see Appendix 4.2) including an introduction section. The introduction section contained a statement of consent where respondents agreed to participate before taking part in the survey. Section one contained migrants' leisure participation which included their type of leisure activities and their frequency of participation. Participants were also asked about engagement with their ethnic community events and challenges that they encountered during their leisure participation. Section two focused on respondents' place attachment and community embeddedness development during their leisure participation and settlement process. Section three dealt with respondents' levels of acculturative stress during their adaptation period. This section also contained open-ended questions on general

settlement difficulties and their perception of how leisure participation affected their adaptation. Section four contained questions on respondents' demographic characteristics and the final section asked respondents for the contact details of others they thought might also be eligible for the study (snowballing).

The scale items used to measure each construct of the proposed research framework were selected based on a comprehensive review of the literature to identify valid and reliable extant measures. A five-point ordinal scale was utilised to measure respondents' leisure participation frequency (1 = never, 2 = once a year or less [rare], 3 = several times a year [occasional], 4 = once a month [frequent], 5 = at least once a week [regular]) (Lloyd & Auld, 2002; Gayo-Cal, 2006). Five-point Likert scales (Likert, 1932) were also utilised to investigate respondents' place attachment, community embeddedness development and levels of acculturative stress. Respondents were asked to answer with the options of strongly agree (5) to strongly disagree (1). The number of points for a rating scale depends greatly on the complexity of the attitude, object, concept or construct being measured. Using more points on a scale (e.g., 5 to 11 points) increases the accuracy and reliability of the measures (Schindler & Cooper, 2008). Five points were selected to be consistent with the existing scales.

Survey Section One (Leisure participation)

Section one was designed to gain information about respondents' most preferred leisure activities that they were actively involved in during their settlement. Respondents were also asked about their participation frequency. Types of leisure are presented in Table 4.3. Six categories of leisure activities were comprehensively listed based on previous literatures (Hills et al., 2000; Lloyd & Auld, 2002; Gayo-Cal, 2006) and Australian leisure trends (Veal, 1992; Veal et al., 2013). Respondents were allowed to choose multiple activities/events.

In this section, respondents were also asked about their participation in ethnic community events and challenges they faced during leisure participation. These questions are important to further understand migrants' involvement in their ethnic community leisure activities as well as the difficulties they face when they participate in leisure during their settlement. This information is useful to support the qualitative findings (see Chapter 3). The specific questions asked were as follows:

- Are you involved in events/activities in your own ethnic community?
- Are there any difficulties/challenges that make it hard for you to participate in your leisure activities?

Table 4.3: Types of leisure activities

Categories	Leisure activities
Social leisure	Eating out Pub/bar Barbeque Visiting friends/family Voluntary work Religious activities Community activities
Cultural leisure	Cinema Library Museum Art gallery Pop music concert Musical/opera Theatre Classical music Dance Cultural/ethnic events
Sport leisure	Soccer (outdoor) Soccer (indoor) Football Touch football Australian rules football Badminton Volleyball Basketball Hockey Tennis Bowling Cycling Cricket Field and track sport Baseball Netball Walkathon Rugby Golf Gymnastic Skateboarding Other sports Attending sport events Watching sports on TV

Categories	Leisure activities
Recreation leisure	Jungle trekking Bush walking Hiking Abseiling Camping Picnic Zoo Botanic garden Wildlife park Driving 4WD Horseback riding Water skiing Boating Scuba diving Snorkelling Canoeing Sailing Fishing Beach Swimming Surfing Other water sports Food and wine tour Sightseeing Window shopping Shopping Casino
Physical leisure	Fitness activities Martial arts Weight training Aerobics Walking Running Spa
Hobbies	Computer games Internet browsing Caring for pet Art work Painting Gardening Sewing Reading Cooking Baking Interior designing Listening to music Listening to radio Playing music / singing

Survey Section Two (Place attachment and Community embeddedness)

This section was designed to investigate respondents' place attachment and community embeddedness. Questions for place attachment were developed based on the work of Moore and Graefe (1994) and Gross and Brown (2006). Questions for community embeddedness were developed based on the work of Mitchell and colleagues (2001), Treuren (2009) and Yang et al. (2011). Evidence from the literature suggests that place attachment and community embeddedness variables are predicted to positively affect migrants' levels of acculturative stress.

In accordance with the previous literature, place attachment measurement items were divided into two dimensions: place dependence and place identity. Place dependence focuses on the importance of a place in facilitating participants' leisure activities, and place identity focuses on how participants value and appreciate a place and its facilities (Mlozi et al., 2012). Place attachment measurement items were to gauge whether leisure participation develops migrants' sense of place or emotional connection to their new home and environment.

Measurement items for community embeddedness were divided into three dimensions: fit to community, community-related sacrifice, and link to community. Fit to community represents migrants' compatibility and comfort within the community. Community-related sacrifice represents migrants' perceived loss of material or psychological benefits that would be forfeited by leaving the community. Link to community represents migrants' connection with other people and activities in the community (Felps et al., 2009). Community embeddedness measurement items were designed to explore migrants' attachment to the local community during their settlement.

The questions were customised to suit this present study's setting and requirements. Respondents were asked to indicate their agreement on a five-point Likert scale (Likert, 1932) to the statements presented in Table 4.4 (place attachment) and Table 4.5 (community embeddedness) .

Table 4.4: Measurement items for place attachment

No	Original item	Dimension	Reference	Customized item
1.	I enjoy doing the type of things I do here more than in any other area I enjoy visiting the ( ) region more than any other place	Place dependence	Moore & Graefe (1994) Gross & Brown (2006)	*I enjoy doing leisure activities in South Australia more than in any other place*
2.	I get more satisfaction out of visiting this trail than from visiting any other I get more satisfaction out of visiting the ( ) region than any other place	Place dependence	Moore & Graefe (1994) Gross & Brown (2006)	*I get more satisfaction out of participating in leisure activities in South Australia than any other place*
3.	Doing what I do here is more important to me than doing it in any other place Visiting the ( ) region is more important to me than visiting any other place	Place dependence	Moore & Graefe (1994) Gross & Brown (2006)	*Participating in my leisure activities in South Australia is more important to me than doing them in any other place*
4.	I wouldn't substitute any other area for doing the type of things I do here I wouldn't substitute any other place for the type of experience I have in the ( ) region	Place dependence	Moore & Graefe (1994) Gross & Brown (2006)	*I wouldn't change to any other place for the leisure experience I have in South Australia*

No	Original item	Dimension	Reference	Customized item
5.	No other trail can compare to this one	Place dependence	Moore & Graefe (1994)	*No other leisure activities can compare to what is offered in South Australia*
6.	The things I do here I would enjoy just as much at another site	Place dependence	Moore & Graefe (1994)	*I would enjoy the leisure activities I participate in South Australia just as much at another place*
7.	This trail means a lot to me The ( ) region means a lot to me	Place identity	Moore & Graefe (1994) Gross & Brown (2006)	*The leisure activities that I participate in South Australia mean a lot to me*
8.	I am very attached to this trail I am very attached to the ( ) region	Place identity	Moore & Graefe (1994) Gross & Brown (2006)	*I am very attached to South Australia*
9.	I identify strongly with this trail I identify strongly with the ( ) region	Place identity	Moore & Graefe (1994) Gross & Brown (2006)	*I identify strongly with South Australia*
10.	I feel no commitment to this trail	Place identity	Moore & Graefe (1994)	*I feel commitment to South Australia*
11.	I have strong connection with people who visit the ( ) region	Place identity	Gross & Graham (2006)	*I have a strong connection with the people who participate in the same leisure activities as me in South Australia*

Table 4.5: Measurement items for community embeddedness

No	Original item	Dimension	Reference	Customized item
1.	I really love the place where I live	Fit to community	Mitchell et all. (2001) Treuren (2009) Yang et al. (2011)	*I really love the community where I live*
2.	The weather where I live is suitable for me	Fit to community	Mitchell et all. (2001) Treuren (2009) Yang et al. (2011)	*The weather where I live is suitable for me*
3.	This community is a good match for me	Fit to community	Mitchell et all. (2001) Treuren (2009) Yang et al. (2011)	*The community where I live is a good match for me*
4.	I think of the community where I live as a home	Fit to community	Mitchell et all. (2001) Treuren (2009) Yang et al. (2011)	*I think of the community where I live as a home*
5.	The area where I live offers the leisure activities that I like	Fit to community	Mitchell et all. (2001) Treuren (2009) Yang et al. (2011)	*The community where I live offers the leisure activities that I like*
6.	Leaving this community would be very hard	Community-related sacrifice	Mitchell et all. (2001) Treuren (2009) Yang et al. (2011)	*Leaving the community where I live would be very hard*
7.	People respect me a lot in my community	Community-related sacrifice	Mitchell et all. (2001) Treuren (2009) Yang et al. (2011)	*People respect me a lot in the community where I live*
8.	My neighbourhood is safe	Community-related sacrifice	Mitchell et all. (2001) Treuren (2009) Yang et al. (2011)	*The community where I live is safe*

In line with the existing scale, link to community items were not measured using a Likert scale. The responses to these items consisted of either categorical or continuous scales. The results from these items are given as descriptive findings (see Section 4.3.4). Respondents who are married, own a house, and have family members and close friends living in the same place are reported to have stronger links to community (Mitchell et al., 2001; Yang et al., 2011) The specific questions asked were as follows:

- Are you currently married?
- If you are married, does your spouse work outside the home?
- Do you own the house you live in?
- How many of your family members live in South Australia?
- How many of your close friends live in South Australia?

Survey Section Three (Acculturative stress)

Section three focused on measuring respondents' levels of acculturative stress. Based on previous literature, acculturative stress measurement items were divided into four dimensions, also known as stressors: language barriers, not feeling at home, feeling loss/nostalgia, and perceived discrimination (Aroian et al., 1998; Walker, Halpenny, & Deng, 2011). Migrants were reported to experience difficulties dealing with at least one of these stressors during their acculturation process. Table 4.6 lists the measurement items for acculturative stress. The questions were customised to suit this present study's setting and requirements. Some of the items needed rewording to make respondents understand that they needed to respond based on their psychological feelings towards the stressors. Respondents were asked to indicate their agreement to the statements on a five-point Likert scale (Likert, 1932).

In this section, respondents were also asked about their other settlement challenges and how leisure participation affects their settlement. These open-ended questions are important to support the qualitative findings (see Chapter 3) regarding migrants' settlement difficulties and the usefulness of leisure participation as a coping strategy:

- Are there any other challenges that you have experienced during settlement?
- How has participating in leisure affected how you have settled here?

Table 4.6: Measurement items for acculturative stress

No	Original item	Dimension	Reference	Customized item
1.	Mainstream ( ) had a hard time understanding my accent	Language difficulties	Aroian et al. (1998) Walker et al. (2011)	*I feel stress when local Australians have a hard time understanding my accent*
2.	I had difficulty doing ordinary things because of a language barrier	Language difficulties	Aroian et al. (1998) Walker et al. (2011)	*I feel stress when I have difficulty doing my daily activities because of a language barrier*
3.	Talking in English took a lot of effort for me	Language difficulties	Aroian et al. (1998) Walker et al. (2011)	*Talking in English takes a lot of effort for me and makes me feel stress*
4.	Even though I live here, it does not feel like my country	Not feeling at home	Aroian et al. (1998) Walker et al. (2011)	*Even though I live and work here, it does not feel like my home country*
5.	I did not feel that this was my true home	Not feeling at home	Aroian et al. (1998) Walker et al. (2011)	*I do not feel that South Australia is my true home*
6.	I missed the people I left behind in ( )	Loss / nostalgia	Aroian et al. (1998) Walker et al. (2011)	*I miss the people that I left behind in my home country*
7.	When I thought about my past life, I felt emotional and sentimental	Loss / nostalgia	Aroian et al. (1998) Walker et al. (2011)	*When I think about my past life, I feel emotional* *When I think about my past life, I feel sentimental*
8.	My spare time activities give me a sense of accomplishment	Loss / nostalgia	Aroian et al. (1998) Walker et al. (2011)	*My spare time activities give me a sense of accomplishment*
9.	As a ( ) migrant, I was treated as a second-class citizen	Loss / nostalgia	Aroian et al. (1998) Walker et al. (2011)	*As a migrant, I feel stress if people treat me as a second-class citizen*
10.	Mainstream ( ) did not think I really belonged to ( )	Loss / nostalgia	Aroian et al. (1998) Walker et al. (2011)	*I feel stress when local Australians do not think that I really belong to the Australian community*
11.	Mainstream ( ) treated me as an outsider	Loss / nostalgia	Aroian et al. (1998) Walker et al. (2011)	*I feel stress when local Australians treat me as an outsider*

Survey Section Four (Demographics)

This section comprised questions relating to respondents' demographic information. The information includes gender, age, marital status, levels of education, years of settlement, residential status, country of origin and employment background. As this present study focuses on employed migrants, questions about employment were included as filters to indicate whether participants were employed or unemployed. Unemployed respondents were eliminated for this present study to avoid student migrants since their background and purpose of migration is different from permanent migrants (Berry, 2006).

Survey Section Five (Recommendation)

This final section contained a form of recommendation to be filled out by respondents if they knew of someone who was eligible for the study. To make this snowballing recruitment happen, respondents were asked to write their contact's details. The researcher then used this information to send an invitation email and link to the online survey. Almost 40% of the respondents provided new contacts which helped to raise the number of survey respondents.

4.1.3 Data collection

Surveys permit generalisations to be made on the characteristics, experiences or views of a larger population (Sullivan, 2009), therefore, differences or similarities can be encountered (Schindler & Cooper, 2008). Surveys are also a fast, economically effective, convenient, efficient, and accurate means of assessing information about the population of interest, and versatile as they are relatively quick to complete and allow greater coverage of a wider sample of the population (Schindler & Cooper, 2008; Zikmund, 2013). A questionnaire-based survey allows greater consistency of responses and greater reliability and truthfulness (Ishak, 1999). Online surveys in particular are more cost effective than other self-administered questionnaires and allows researchers to reach a larger population, to personalise individual messages, and to protect confidentiality of respondents' answers efficiently (Zikmund, 2013).

This quantitative phase of the study was performed through an online survey. Online surveys are an observational or non-experimental form of quantitative research that does not require any interference by the researcher (Dal, 2011). This anonymous online

survey was produced using Qualtrics web-based survey software (Barret, 2012). The use of Qualtrics allowed the survey to be published on various social media sites and allowed respondents to share the survey link with other potential respondents to invite them to participate (snowballing sampling approach).

However, the researcher is aware on the potential risks in conducting a self-completion survey research and these potential risks are considered as the limitations of the study. The risks include the researcher's lack of control over responses where respondents may not feel encouraged to provide accurate answer or may not feel comfortable providing answers that present themselves in an unfavourable manner. There is also inability to verify answers. There is also no opportunity for respondents to clarify their understanding of a particular question. An individual participant's interpretation of questions may vary especially among English as a second language speakers (Mueller, 2012). The online survey provides additional concerns including bias, selectivity and access issues (Dal, 2011). The researcher took precaution actions to at least mitigate some of the weaknesses such as a) the avoidance of technical language; using simple and plain English that emphasises clarity and brevity which can be easily understood by the target respondents; clear and straightforward questions, appropriate for their reading skills and knowledge, free of wordiness, cliché, and needless jargon; b) avoiding the use of any sensitive word and scenarios that might affect certain cultures or ethnic groups; providing precise descriptive options for the Likert Scale answer (i.e. Strongly Agree, Agree, Neither Agree nor Disagree, Disagree and Strongly Disagree); and c) setting a specific software features on the online survey answering process where respondents needed to answer every single question otherwise they were not allowed to move on to the next question/page.

This online survey was distributed via various methods, including emails to various stakeholders. Invitation emails were sent to the researcher's personal contacts (potential respondents and introducers), representatives/heads of migration departments and associations, and migration agents (see Table 4.1). Distributing the online survey on Facebook allowed the researcher to target and reach a larger population of South Australian migrants and was also an effective method to reach a widely distributed sample. The link of the online survey was also posted on various South Australian ethnic community Facebook pages. The study's objectives and eligibility requirements (see Appendix 4.2) were provided in the message with the link to the online survey attached. The survey was conducted for eight months from May 2013 to January 2014. The researcher regularly reposted and sent reminder emails to potential correspondents to maximise the response rate.

4.1.4 Ethical considerations

Prior to conducting the survey, the survey instrument was approved by the Ethics Committee of the University of South Australia (UniSA) and all required documentation was given to participants. A statement of consent was provided in the first section of the survey instrument (see Appendix 4.2). Respondents were asked confirm their agreement to participate before commencing. The right of refusing to participate and anonymity of data were assured.

4.1.5 Pilot study

Prior to conducting the main survey data collection, the survey instrument was pre-tested in a pilot study to ensure its reliability, validity and appropriateness for the population surveyed. The first pilot survey was conducted with a convenience sample of five South Australian migrants. The pilot respondents were informed about the purpose of the pre-test subjects and provided with a participant information sheet that contained detailed information about the research. Participants were asked to provide feedback and suggestions for improving the respondent-friendliness and clarity of the instrument.

The instrument was also shown to two academic experts in leisure studies and two migrant academics who were also interview respondents to justify the content validity of the questionnaire. As a result, amendments were applied to the layout, content, length and terms used in the instrument. Some minor alterations were made to the language to better fit the target respondents.

The revised instrument was further tested in a pilot study conducted to a convenience sample of 30 migrant respondents (see Table 4.7) and then responses analysed to examine scale reliability using Cronbach's alpha. The pilot study was conducted from March to April 2013. The respondents were selected from the researcher's personal contacts (migrant networks in South Australia). The Cronbach's alpha coefficient for place attachment, community embeddedness and acculturative scales ranged from 0.82 to 0.93, indicating that the scales had good internal consistency (see Table 4.8) therefore no questions were removed. A robust scale should have a Cronbach's alpha coefficient greater than 0.70 (Nunnally & Bernstein, 1994; DeVellis, 2003; Pallant, 2013). The scales used for this instrument were proved reliable to test the relationship between constructs.

Table 4.7: Pilot study respondents' demographics (n = 30)

Background	n	Percentage (%)	Cumulative percentage (%)
Gender			
Male	15	50.0	50.0
Female	15	50.0	100.0
Age			
18-25 years	1	3.3	3.3
26-35 years	24	80.0	83.3
36-45 years	2	6.7	90.0
46-55 years	2	6.7	96.7
56-65 years	1	3.3	100.0
Marital status			
Married	16	53.3	53.3
De facto/partnered	2	6.7	60.0
Divorced	4	13.3	73.3
Single	8	26.7	100.0
Education background			
Undergraduate	3	10.0	10.0
Postgraduate	27	90.0	100.0
Years of settlement			
1 month	1	3.3	3.3
6 months	1	3.3	6.7
9 months	1	3.3	10.0
1 year	3	10.0	20.0
1 year 5 months	2	6.7	26.7
1 year 8 months	1	3.3	30.0
2 years	6	20.0	50.0
2 years 5 months	1	3.3	53.3
3 years	5	16.7	70.0
3 years 4 months	1	3.3	73.3
4 years	2	6.7	80.0
5 years	3	10.0	90.0
6 years	1	3.3	93.3
8 years	1	3.3	96.7
10 years	1	3.3	100.0
Residential status			
Permanent resident	30	100.0	100.0
Country of origin			
Myanmar	1	3.3	3.3
Malaysia	12	40.0	43.3
Maldives	1	3.3	46.7
Israel	1	3.3	50.0
Brunei	1	3.3	53.3

Background	n	Percentage (%)	Cumulative percentage (%)
China	3	10.0	63.3
Saudi Arabia	1	3.3	66.7
Indonesia	1	3.3	70.0
Iran	3	10.0	80.0
Japan	1	3.3	83.3
Sri Lanka	1	3.3	86.7
Singapore	1	3.3	90.0
Bangladesh	1	3.3	93.3
The Netherlands	1	3.3	96.7
India	1	3.3	100.0
Ethnicity			
Malay	9	30.0	30.0
Burmese	1	3.3	33.3
Chinese	6	20.0	53.3
Arab-Indian	1	3.3	56.7
Arab	2	6.7	63.3
Indo-Chinese	1	3.3	66.7
Indian	2	6.7	73.3
Persian	3	10.0	83.3
Japanese	1	3.3	86.7
Sri Lankan Sinhalese	1	3.3	90.0
Chinese-Malay	1	3.3	93.3
Bengali	1	3.3	96.7
Dutch	1	3.3	100.0
Employment status			
Full-time	18.0	60.0	60.0
Part-time	12.0	40.0	100.0
Employment field			
Academic	15	50.0	50.0
Management/marketing	8	26.7	76.7
Engineer	1	3.3	80.0
Project Manager	1	3.3	83.3
Nurse	1	3.3	86.6
Pharmacist	1	3.3	89.9
Casual worker	1	3.3	93.2
Scientist	1	3.3	96.5
Hotel staff	1	3.3	100.0

Table 4.8: Reliability of scales (pilot test)

Scale	Number of items	Cronbach's alpha
Place attachment	11	0.93
Community embeddedness	8	0.91
Acculturative stress	12	0.82

Apart from the value of demonstrating the reliability of the chosen scales with a multicultural sample, the experience of conducting the pilot survey was also useful to prepare the researcher for conducting the main survey. Additional comments gathered from the pilot survey respondents were considered to improve the survey instrument. Some of the highlights included slight alterations to wording, format and to the method of securing more respondents. Some difficult words or jargon were replaced with more general words. The survey page layout was altered to feature a more professional look. Conducting online surveys is challenging in terms of getting participants. Therefore, the present study increased the number of invitations through migration departments and migration associations from time to time, until the respondents' rate reached a satisfactory number.

4.2 Data analysis techniques

After sufficient survey responses were obtained, the survey was removed from the Internet. The quantitative data were then analysed using Statistical Package for Social Science (SPSS) version 21. Six statistical procedures were applied for this data analysis that included data screening, testing for univariate normality, descriptive statistics, EFA, mediation regression and conducting the Sobel test. Data screening was conducted to deal with missing data. Descriptive statistics were employed to describe the demographic profiles of the respondents. EFA was then conducted to identify the number of latent constructs. Mediation regression was performed to identify the proposed relationships between variables (see Chapter 2) and the Sobel test was run to examine the significance of the mediation effect.

4.2.1 Data screening

A total of 481 completed questionnaires were returned via the Qualtrics web-based survey software. All data was transferred from Qualtrics to an Excel file. The accuracy of the process was checked to make sure the number of responses received in Qualtrics tallied with the number transferred to the Excel file. Then, the data were thoroughly inspected and edited for typing, wording, punctuation, numbering, and other technical errors. Once this was completed, the responses were screened to eliminate respondents who were unemployed or students (29 cases). This exclusion was not possible during data collection stage due to uncontrollable entry of the online survey.

Data screening was performed to deal with missing data. In this present study, a total of 481 cases of the online survey were submitted. Through the data screening process, a total of 395 usable cases were acquired after removing unemployed/student respondents (29 cases), incomplete responses (53 cases), and outliers (4 cases).

It is always possible with self-administered surveys that respondents do not address all of the questions, which results in missing values. Missing values might be due to several factors such as: respondents refuse to answer certain questions, respondents are unable to answer particular questions, or respondents unintentionally leave the answer box blank/unchecked. Therefore missing values can be classified into missing by definition of the sub-population, missing completely at random (MCAR), missing at random (MAR), and non-ignorable missing values (Acock, 2006, p. 1013).

For missing by definition of the sub-population, responses from participants in this category were directly excluded from the analysis. In this research, the targeted population was permanent working migrants, therefore unemployed/student visa (29 cases) migrants were eliminated from the study. MCAR possibly occurs due to technical distribution of the survey (like an unreturned survey or lost postal mail) and is representative of the population (Acock, 2006). MAR occurs when missing data on one variable is not related to the score on that variable. MAR could be caused by limited time given to respondents to complete the survey which results in some unanswered items. Non-ignorable missing is the most problematic situation because it depends on values that are missing in other predictors.

Missing data needs to be handled appropriately to avoid distortion in the analysis and results (Acock, 2006), which may cause inefficiency in addressing research objectives. The traditional technique provides three methods to eliminate cases with missing values that include listwise deletion, pairwise deletion and mean substitution. The listwise method deletes cases with missing values and this method could reduce data up to 50%, thus this method is not suitable for a study that has small sample size and creates bias in estimates if the missing data is the MAR type. Pairwise method uses available data in the analysis based on the covariance of each variable if participants answered those variables. This method could result in difficulties in interpretation since different parts of the model have different sample sizes. Mean substitution replaces all missing values with the mean value of the particular variable. This method might under/overestimate variance in each variable (Acock, 2006).

A new technique was developed by quantitative analysis experts to deal with the limitations of traditional techniques. This new technique applies the imputation method. Most statistical packages offer various imputation methods but multiple imputation is considered to be the most appropriate method (Tabachnick & Fidell, 2007). Multiple imputation overcomes single imputation limitations that underestimate the standard errors and overestimate the level of precision. Multiple imputation allows pooling of several variables to predict missing values in a variable. From comparison with log, linear regression, predictive match and hot deck imputation, multiple imputation was found to be a consistent and efficient model of imputation (Tabachnick & Fidell, 2007). Therefore, missing data in this present study was analysed using the multiple imputation method.

Data screening was performed to deal with missing data. In this present study, a total of 481 online surveys were submitted. Through the data screening process, a total of 395 usable cases were acquired after removing unemployed/student respondents (29 cases), incomplete responses (53 cases), and outliers (4 cases). Data screening dealt with the elimination of responses with at least 50% missing values in every variable. These missing values might create bias (Hair et al., 2010); therefore the 53 cases were deleted due to more than 50% missing values. Univariate outliers were also analysed in the data. The Z-scores of each continuous variable were calculated. Variables with outliers are detected when the z-score is greater than 3.29 or less than -3.29 (Hair et al.,

2010). In this present study, four cases were detected to have outliers in at least 10% of the variables; therefore the remaining useful, cleaned and appropriate cases were 395.

4.2.2 Univariate normality

Normality of data is vital to obtain unbiased estimates in statistical analysis. Univariate normality of the data is observed from the mean and median scores and the Kurtosis and skewness values of the descriptive statistics. Normally distributed data has a mean score close to the median score. Data is also considered normal when the Kurtosis and skewness value fall between positive and negative 1 (Pallant, 2013). Another method to test normality of the data is by dividing the Kurtosis and skewness score by its standard error. Normal data should be less than 3 (Ho & Hatfield, 2011). Each item is subject to a normality test before performing univariate analysis. In this present study, not all items were normally distributed and the need to use non-parametric testing for the next statistical analysis was considered. Based on central limit theorem (Hair et al., 2010), parametric tests can still be applied if a study has more than 100 cases. Therefore, this present study applied a parametric test (mediated regression) for the next stage of statistical analysis.

4.2.3 Descriptive analysis

Descriptive analysis was conducted to report the respondents' demographic background. This analysis was also conducted to report all open-ended questions in the questionnaire. Results of the open-ended questions were used to support the interview findings (see Chapter 4). The descriptive results were reported using percentages, means (measures of central tendency) and standard deviations (measures of central dispersion).

4.2.4 Exploratory Factor Analysis (EFA)

EFA is a variable reduction method used to identify the number of latent constructs. EFA is normally used to obtain information on the underlying structure of a set of variables in the early stage of study (Pallant, 2013). EFA was performed to uncover the interrelationships among the eleven items related to the place attachment construct, the eight items related to the community embeddedness construct and the twelve items related to the acculturative stress construct.

This process was conducted in three stages. First, the data was assessed for factor analysis suitability that includes sample size and strength of the relationship among items. In this present study, the data consisted of 395 cases therefore it was sufficient as the minimum number of cases suggested for factor analysis is 300 (Tabachnick & Fidell, 2007; VanVoorhis & Morgan, 2007). The strength of the correlation among items was determined using Bartlett's test of sphericity and the Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy. The data should have a significant Barlett's test of sphericity value of $p<.05$, and a minimum KMO index of 0.6 (Tabachnick & Fidell, 2007; Pallant, 2013).

The second stage involved the extraction of factors to determine the smallest number of factors to be used to represent the interrelationship among sets of variables. Principal axis factoring was performed to extract the number of underlying factors. However, a researcher must use judgment to determine the number of factors to be extracted that best describe the underlying relationships among variables (Pallant, 2013). Decisions regarding the number of factors to be retained was made using several techniques that included the eigenvalues rule, scree test, parallel analysis and theoretical expectation (Hayton et al., 2004; Pallant, 2013).

The third stage involved interpretation of the rotated factors. The Direct Oblimin Oblique technique was employed to check the degree of correlation between variables and factors. Items that have a communality value greater than 0.3 should be retained; while items with lower values need to be eliminated (Pallant, 2013). Items with lower values do not fit well with the other items and its components. Furthermore, the internal consistency reliability or average correlation of items in every scale was examined through Cronbach's alpha coefficient value obtained from EFA. An ideal Cronbach's alpha value should exceed 0.7 (Pallant, 2013).

4.2.5 Mediation regression analysis

Mediation regression was performed to test the relationship between the independent variable (migrants' leisure participation) and the dependent variable (their level of acculturative stress) with mediating effects. The mediators are place attachment and community embeddedness. In a statistical analysis, mediation seeks to recognise and explain the process that lies underneath an observed relationship between an

independent variable and a dependent variable via the inclusion of a third explanatory variable (i.e., mediator) (Baron & Kenny, 1986).

Regression analysis is used to estimate the relationships among variables. Regression helps to understand how the typical value of a dependent variable changes when any one of the independent variables is varied, whereby the other independent variables are held fixed (Fisher, 1954; John, 2005). Regression estimates the conditional expectation of the dependent variable given the independent variables (i.e., the average or mean value of the dependent variable when the independent variables are fixed). The estimation target is a function of the independent variables, known as the regression function. Regression analysis also characterises the differences of the dependent variable around the regression function which is described as a probability distribution (Fisher, 1954; John, 2005).

Regression analysis has been used for various techniques and purposes including testing mediation models such as the one proposed in this present study. In mediation, the relationship between an independent variable and the dependent variable is hypothesised to be an indirect effect that happens due to the influence of a third variable (i.e., mediator) (Preacher & Hayes, 2004, 2008). As a result, when the mediator is included in a regression analysis model with the independent variable (see Figure 4.1), the effect of the independent variable is reduced and the effect of the mediator remains significant. Rather than hypothesising a direct relationship between the independent and dependent variables, a mediation model hypothesises that the independent variable influences the mediator, which then influences the dependent variable. Therefore, the mediator serves to clarify the nature of the relationship between the independent and dependent variables. Thus, mediating relationships occur when the third variable plays an important role in governing the relationship between the other two variables.

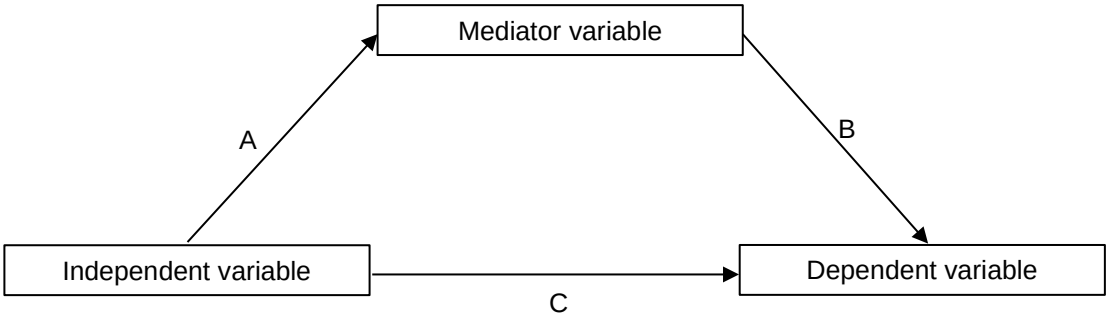


Figure 4.1 Simple statistical mediation model (reproduced from Baron & Kenny, 1986)

In Figure 4.1, path coefficient 'C' represents the direct effect of the relationship. The indirect effects are the coefficient 'A' and 'B'. The direct effect measures the changes of the dependent variable changes when the independent variable increases by one unit. Contradictorily, the indirect effect measures the extent to which the dependent variable changes when the independent variable is held fixed and the mediator changes by the amount it would have changed had the independent variable increased by one unit (Pearl, 2001). According to the linear system, the total effect is equal to the sum of the direct and indirect effects ('C' + 'AB'). Whereby in a non-linear system, the total effect is not equal to the sum of the direct and indirect effects, but to a modified combination of the two (Pearl, 2001).

In this present study, mediation analysis is conducted to understand a known relationship by exploring the underlying mechanism by which the independent variable (leisure participation [*X*]) influences dependent variable (acculturative stress [*Y*]) through mediators (place attachment [*M1*]) and (community embeddedness [*M2*]). Thus, if levels of acculturative stress are presumed to be affected by leisure participation, one assumes that other factors like place attachment and community embeddedness mechanisms might affect this relationship.

Steps in performing mediation regression are as follows (Baron & Kenny, 1986). For this present study, the researcher used SPSS to perform this analysis:

1. The dependent variable (acculturative stress) was regressed on the independent variable (leisure participation). This process was to confirm that the independent variable is a significant predictor of the dependent variable:

Independent variable ⟶ dependent variable

$Y = \beta_{10} + \beta_{11} + \varepsilon_1$

*β_{11} is significant

2. Then, the mediator was regressed on the independent variable. Since this present study has two mediators (i.e., place attachment and community embeddedness), this step was run separately for each mediator. Based on the EFA results, the place attachment variable was divided into two factors (i.e., place dependence and place identity), thus the EFA agreed with previous literatures (i.e. Moore & Graefe, 1994; Gross & Brown, 2006). However, items from the community embeddedness scale loaded onto only one factor instead of two, therefore the EFA disagreed with previous literature (i.e. Mitchell et al., 2001). This second step of the process was conducted to confirm that the independent variable is a significant predictor of the mediator. If the mediator is not associated with the independent variable, then it could not possibly mediate anything. Details of the results will be further explained in Section 5.3.7:

   Independent variable ⟶ mediator

   $Me = \beta_{20} + \beta_{21}X + \varepsilon_2$

   *β_{21} is significant

3. Finally, the dependent variable was regressed on both the mediator and the independent variable. This process was to confirm that the mediator is a significant predictor of the dependent variable, while controlling for the independent variable. This step was also to demonstrate that when the mediator and the independent variable are used simultaneously to predict the dependent variable, the previously significant path between the independent and dependent variable (i.e. step one) is now greatly reduced, otherwise non-significant:

   $Y = \beta_{30} + \beta_{31}X + \beta_{32}Me + \varepsilon_3$

   *β_{32} is significant

   *β_{31} should be smaller in absolute value than the original mediation effect (β_{11} above)

The result of mediation regression can be categorised as full mediation, partial mediation and no mediation. Full mediation occurs when inclusion of the mediation variable provides the relationship between the independent variable and dependent variable (pathway 'C' in Figure 4.1) drops to 0. However, full mediation rarely happens and the most likely result is that 'C' becomes weaker but is still considered as a significant path with the inclusion of the mediation effect. This is called partial mediation (Baron & Kenny, 1986).

Partial mediation implies that the mediating variable accounts for only some (not all) of the relationship between the independent and dependent variables. Partial mediation means that there is not only a significant relationship between the mediator and dependent variable, but also some direct relationship between the independent and dependent variable (Baron & Kenny, 1986).

No mediation simply means one of the relationships in the mediation model (i.e., direct path 'C' or indirect path 'AB') is non-significant. Therefore, if one of these relationships is not statistically significant, then the mediation test ends. The conclusions of this result is that the hypothesis could not be tested due to insufficient correlation among the variables (Baron & Kenny, 1986).

The reduction in variance explained by the independent variable in either full or partial mediation needs to be statistically confirmed. To test the significance, one of several tests could be performed, such as the Sobel test (Sobel, 1982, 1986). The relationship between the independent and dependent variables could be non-significant when the mediator is introduced because a small amount of variance is explained (i.e., untrue mediation). Therefore, it is vital to prove a significant reduction in variance explained by the independent variable before declaring either full or partial mediation. There is a possibility to have statistically significant indirect effects in the absence of a direct effect. This situation is due to the presence of several mediating paths that cancel each other out, and become noticeable when one of the cancelling mediators is controlled for. Full or partial mediation must always be interpreted relative to the set of variables that are present in the model.

4.2.6 Sobel test

The Sobel test is a further method of testing the significance of a mediation effect. This test was introduced by Sobel (1982, 1986) to provide evidence of a mediation result. The Sobel test is normally run after the mediated regression has been conducted using any statistical software. The Sobel test is a specialised t test that provides a method to determine whether the reduction in the effect of the independent variable, after including the mediator in the model, is a significant reduction and therefore whether the mediation effect is statistically significant (Preacher & Hayes, 2004, 2008).

The Sobel test is claimed to be more accurate than Baron and Kenny's (1986) method. However, the Sobel test has low statistical power therefore requires a large sample (MacKinnon et al., 2002). This present study had a sufficient sample (395), therefore this test was applied to confirm the significance of the mediation effects. The key assumption of the Sobel test is normality. The Sobel test evaluates a given sample on the normal distribution. Small sample sizes and skewness of the sampling distribution can be challenging. Therefore, a general rule of thumb is that a sample size of 1000 is required to detect a small effect, a sample size of 100 to detect a medium effect, and a sample size of 50 to detect a large effect (MacKinnon et al., 2002).

The calculation for the Sobel test was performed using the online interactive calculative tool for mediation tests developed by Preacher (Vanderbilt University) and Leonardelli (University of Toronto) (Preacher & Hayes, 2008). The steps performed for the Sobel test are explained below, based on Figure 4.2:

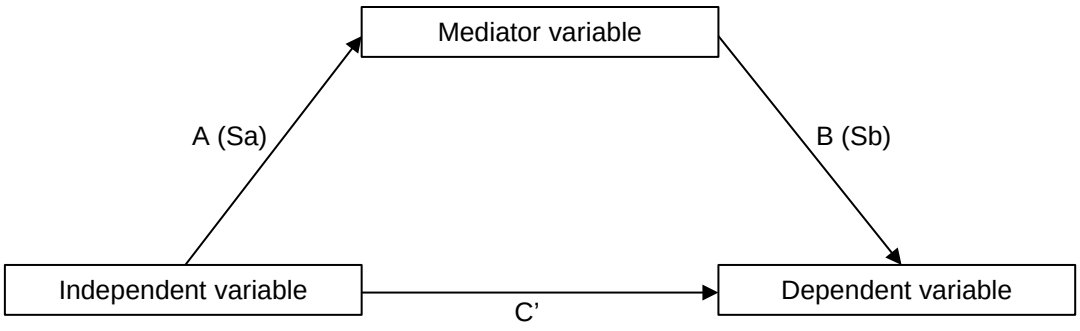


Figure 4.2 Statistical mediation model for Sobel test

A, B and C' are path coefficients, where the value in parenthesis is the standard error of the path coefficient. The descriptions of numbers needed for the Sobel test are as follows:

1. A is a raw (unstandardised) regression coefficient value for the relationship between independent variable and mediator;

2. S_a is a standard error for A;

3. B is raw (unstandardised) regression coefficient value for the relationship between the mediator and the dependent variable (when the independent variable is also a predictor of the dependent variable).

4. S_b is a standard error for B.

The numbers above were obtained from the regression analysis using a statistical package. In this present study, SPSS were used to run the mediation regression. Step two (the regression method mentioned earlier) produced A and S_a, and step three produced B and S_b. These numbers were inserted in a table provided in Preacher and Leonardelli's interactive calculation tool for the Sobel test (see Table 4.9). The focus is solely on the Sobel test, therefore Aroian and Goodman tests can be ignored. The *p*-value should be <.05 to confirm that the mediation effect is significant (Preacher & Hayes, 2004, 2008), thus the null hypothesis can be rejected.

Table 4.9: Sobel test

Input:			Test statistic:	Std. Error:	*p*-value:
A		Sobel test:			
B		Aroian test:			
S_a		Goodman test:			
S_b		Reset all	Calculate		

4.3 Results of quantitative data analysis

This section presents the findings of the quantitative data analysis. The analysis was performed using SPSS with 395 usable cases. Through the SPSS software, the basic descriptive statistics were computed for most of the variables so that each variable could be identified. This section consists of respondents' demographic profiles, leisure participation data, descriptive statistics of variables, EFA findings, mediated regression

findings and open-ended question findings. The results are presented in a quantitative form.

4.3.1 Demographic profile

Table 4.10 represents the background profile of the survey respondents. The background profiles are the contextual variables in the proposed model. The background profiles consist of the respondents' gender, age, marital status, levels of education, years of settlement, residential status, region of origin and employment background. Almost 60% of the respondents were female. The majority of the respondents were aged 26 to 45 years representing 79% of the sample. Approximately 71% of the respondents were married or at least partnered. The majority of them had completed a postgraduate degree. In terms of years of settlement (1–10 years), 10% of respondents represent each of the years. Approximately 67% were permanent residents and the rest had already been granted Australian citizenship. The majority of the respondents were Asian and almost 64% of them working full-time. This demographic report confirms that the survey had been well distributed to all major migrant populations in South Australia, who were skilled and employed permanent residents.

Table 4.10: Respondents' demographic background (n = 395)

Background	N	Percentage (%)	Cumulative Percentage (%)
Gender			
Male	165	41.8	41.8
Female	230	58.2	100.0
Age			
18-25 years	39	9.9	9.9
26-35 years	223	56.5	66.3
36-45 years	87	22.0	88.4
46-55 years	38	9.6	98.0
56-65 years	8	2.0	100.0
Marital status			
Married	237	60.0	60.0
De facto/partnered	41	10.4	70.4
Divorced	15	3.8	74.2
Single	102	25.8	100.0

Background	N	Percentage (%)	Cumulative Percentage (%)
Education background			
High school	18	4.6	4.6
Technical qualification	23	5.8	10.4
Undergraduate	111	28.1	38.5
Postgraduate	241	61.0	99.5
Other	2	0.5	100.0
Years of settlement			
Within 1 year	66	16.7	16.7
Within 2 years	57	14.4	31.1
Within 3 years	43	10.9	42.0
Within 4 years	39	9.9	51.9
Within 5 years	44	11.1	63.0
Within 6 years	28	7.1	70.1
Within 7 years	31	7.8	78.0
Within 8 years	30	7.6	85.6
Within 9 years	10	2.5	88.1
Within 10 years	47	11.9	100.0
Residential status			
Citizen	130	32.9	32.9
Permanent resident	265	67.1	100.0
Region of origin			
Africa	16	4.1	4.1
America	20	5.1	9.1
Asia	297	75.2	84.3
Europe	37	9.4	93.7
Middle East	22	5.6	99.2
Oceania	3	0.8	100.0
Employment status			
Full-time	252	63.8	63.8
Part-time	143	36.2	100.0
Employment field			
Education & training	104	26.3	26.3
Health care & social assistance	57	14.4	40.7
Other services	50	12.7	53.4
Professional, scientific & technical services	41	10.4	63.8
Information media & telecommunications	26	6.6	70.4
Accommodation & food services	22	5.6	76.0
Administrative & support services	22	5.6	81.6
Financial & insurance services	15	3.8	85.4
Manufacturing	15	3.8	89.2
Retail trade	13	3.3	92.5
Background	**N**	**Percentage**	**Cumulative**

		(%)	Percentage (%)
Electricity, gas, water & waste services	12	3.0	95.5
Public administration & safety	9	2.3	97.8
Arts & recreation services	3	0.8	98.6
Construction	3	0.8	99.4
Transport, postal & warehousing	3	0.8	100.0

4.3.2 Leisure participation

This section presents respondents' choice of leisure activities and their frequency of participation, as summarised in Figure 4.3 and 4.4 respectively. The majority of migrants (68%) were involved in social leisure activities. Cultural activities and physical activity come second and third. This result shows how social integration plays an important role during migrants' leisure participation. They need to interact with people and gain social support to help them to overcome their settlement difficulties. The frequency result shows that approximately 65% of the respondents participated in their leisure activities regularly (see Figure 4.4). Most of the respondents pursued their leisure during non-working days (see Figure 4.5) with friends (55%), spouse (48%), and family (39%) (see Figure 4.6).

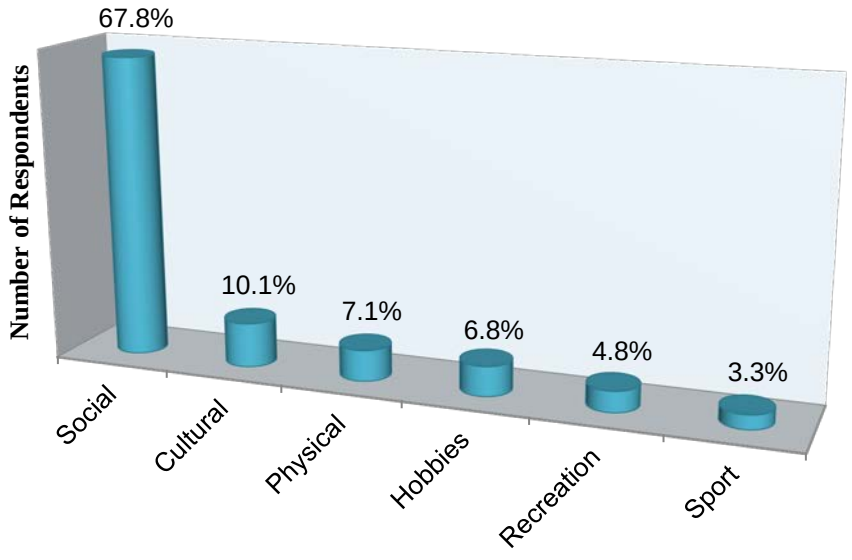


Figure 4.3: Respondents' preferred leisure activities

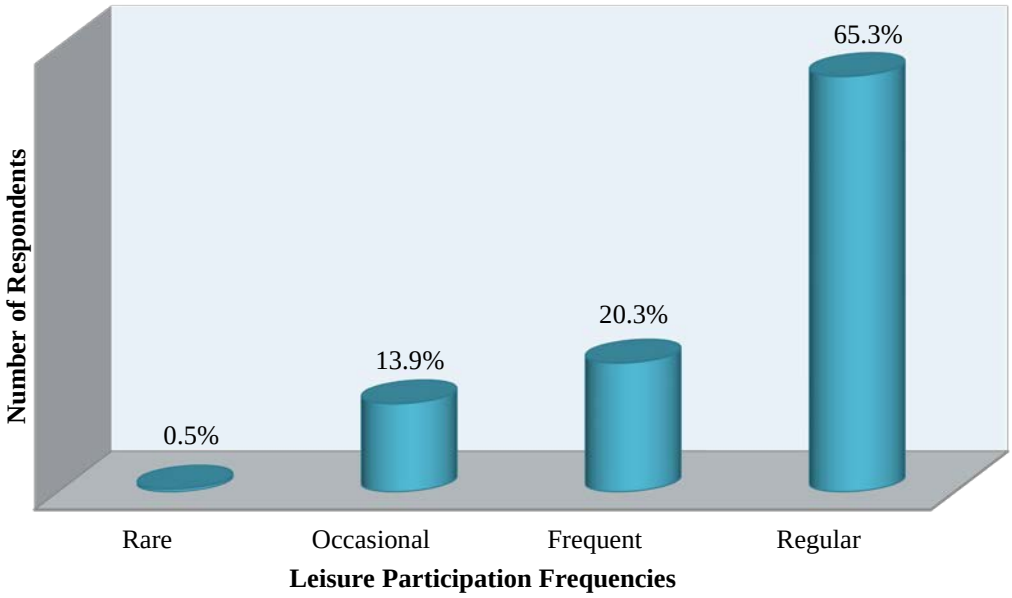


Figure 4.4: Respondents' frequencies of leisure participation

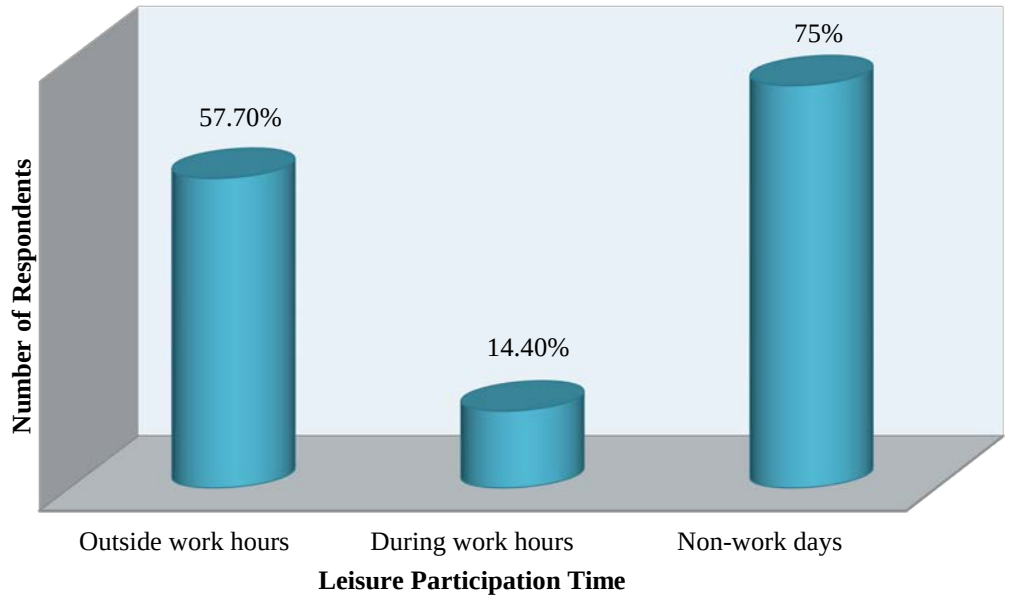


Figure 4.5: Time of leisure participation

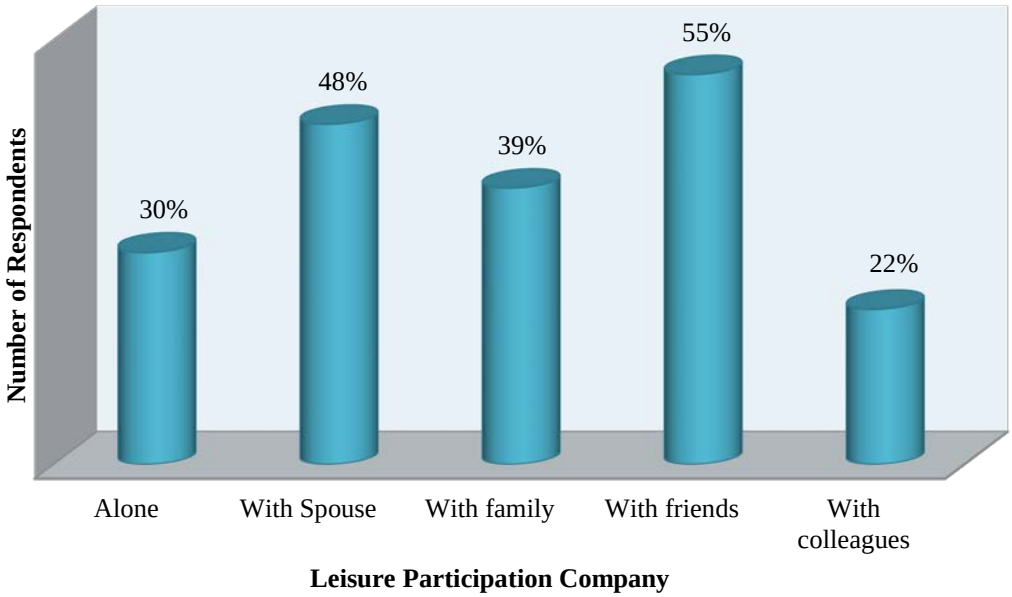


Figure 4.6: Leisure company

This section also presents the results of Cross-tabulation analysis between demographic variable and respondents' leisure participation. Cross-tabulation analysis is a tool used to compare the relationship between two variables. Cross-tabulation analysis, also known as contingency table analysis, is frequently used to analyse categorical (nominal measurement scale) data. A cross-tabulation is a two (or more) dimensional table that records the number (frequency) of respondents that have the specific characteristics described in the cells of the table. Cross-tabulation tables provide a wealth of information about the relationship between the variables. (Pallant, 2013). The Cross-tabulation analysis was done between migrants' leisure participation and demographic variables including gender, age, education, marital status, region of origin, income, employment status and years of settlement. Only significant results are presented below (i.e. age, education, income, employment status and marital status).

This study's Cross-tabulation analysis revealed that age plays a significant role in migrants' social leisure, cultural leisure and hobby participation. The association between age and social leisure participation is significant, $\chi^2 = 22.19$, df = 12, $p < 0.05$. Migrants aged between 26-35 years were the largest and most active group in social leisure participation (see Table 4.11). The association between age and cultural leisure participation is also significant, $\chi^2 = 18.83$, df = 6, $p < 0.05$ where migrants aged

between 26-35 years were the largest group to participate in cultural leisure. However, migrants aged between 46-55 years were among the most regular participants in this study (see Table 4.12). The association between age and hobby participation shows a significant result, $\chi^2 = 18.10$, df = 9, $p < 0.05$ where migrants aged between 26-35 years were among the highest participants on a regular basis (see Table 4.13). These results show that migrants at their productive age were actively involved in social, cultural and hobby activities.

Table 4.11: Cross-tabulation analysis of age and social leisure participation

Social leisure participation		Age					Total
		18-25 years	26-35 years	36-45 years	46-55 years	56-65 years	
Rare	Count	0	1	0	0	0	1
	% within participation	0.0%	100%	0.0%	0.0%	0.0%	100%
	% within age	0.0%	.6%	0.0%	0.0%	0.0%	.4%
Occasional	Count	0	20	10	4	0	34
	% within participation	0.0%	58.8%	29.4%	11.8%	0.0%	100%
	% within age	0.0%	12.8%	17.2%	17.4%	0.0%	12.7%
Frequent	Count	14	30	18	10	0	72
	% within participation	19.4%	41.7%	25.0%	13.9%	0.0%	100%
	% within age	48.3%	19.2%	31.0%	43.5%	0.0%	26.9%
Regular	Count	15	105	30	9	2	161
	% within participation	9.3%	65.2%	18.6%	5.6%	1.2%	100%
	% within age	51.7%	67.3%	51.7%	39.1%	100%	60.1%
Total	Count	29	156	58	23	2	268
	% within participation	10.8%	58.2%	21.6%	8.6%	.7%	100%
	% within age	100%	100%	100%	100%	100%	100%

Table 4.12: Cross-tabulation analysis of age and cultural leisure participation

Cultural leisure participation		Age					Total
		18-25 years	26-35 years	36-45 years	46-55 years	56-65 years	
Rare	Count	0	0	0	0	0	0
	% within participation	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	% within age	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occasional	Count	3	9	3	0	0	15
	% within participation	20.0%	60.0%	20.0%	0.0%	0.0%	100%
	% within age	100%	47.4%	33.3%	0.0%	0.0%	37.5%
Frequent	Count	0	4	0	0	0	4
	% within participation	0.0%	100%	0.0%	0.0%	0.0%	100%
	% within age	0.0%	21.1%	0.0%	0.0%	0.0%	10.0%
Regular	Count	0	6	6	9	0	21
	% within participation	0.0%	28.6%	28.6%	42.9%	0.0%	100%
	% within age	0.0%	31.6%	66.7%	100%	0.0%	52.5%
Total	Count	3	19	9	9	0	40
	% within participation	7.5%	47.5%	22.5%	22.5%	0.0%	100%
	% within age	100%	100%	100%	100%	0.0%	100%

Table 4.13: Cross-tabulation analysis of age and hobby participation

Hobby participation		Age					Total
		18-25 years	26-35 years	36-45 years	46-55 years	56-65 years	
Rare	Count	0	0	1	0	0	1
	% within participation	0.0%	0.0%	100%	0.0%	0.0%	100%
	% within age	0.0%	0.0%	33.3%	0.0%	0.0%	3.7%
Occasional	Count	0	3	0	0	0	3
	% within participation	0.0%	100%	0.0%	0.0%	0.0%	100%
	% within age	0.0%	15.0%	0.0%	0.0%	0.0%	11.1%
Frequent	Count	0	0	1	0	0	1
	% within participation	0.0%	0.0%	100%	0.0%	0.0%	100%
	% within age	0.0%	0.0%	33.3%	0.0%	0.0%	3.7%
Regular	Count	1	17	1	3	0	22
	% within participation	4.5%	77.3%	4.5%	13.6%	0.0%	100%
	% within age	100%	85.0%	33.3%	100%	0.0%	81.5%
Total	Count	1	20	3	3	0	27
	% within participation	3.7%	74.1%	11.1%	11.1%	0.0%	100%
	% within age	100%	100%	100%	100%	0.0%	100%

The association between migrants' levels of education and social leisure participation shows a significant result, $\chi^2 = 35.46$, df = 12, $p < 0.05$. Migrants with a postgraduate qualification are among the highest social leisure participants (see table 4.14).

Table 4.14: Cross-tabulation analysis of education and social leisure participation

Social leisure participation		Education levels					Total
		High school	Technical certificate	Under graduate	Post graduate	Other	
Rare	Count	1	0	0	0	0	1
	% within participation	100%	0.0%	0.0%	0.0%	0.0%	100%
	% within education	7.7%	0.0%	0.0%	0.0%	0.0%	.4%
Occasional	Count	0	0	4	30	0	34
	% within participation	0.0%	0.0%	11.8%	88.2%	0.0%	100%
	% within education	0.0%	0.0%	5.9%	17.0%	0.0%	12.7%
Frequent	Count	4	3	12	52	1	72
	% within participation	5.6%	4.2%	16.7%	72.2%	1.4%	100%
	% within education	30.8%	33.3%	17.6%	29.5%	50.0%	26.9%
Regular	Count	8	6	52	94	1	161
	% within participation	5.0%	3.7%	32.3%	58.4%	.6%	100%
	% within education	61.5%	66.7%	76.5%	53.4%	50.0%	60.1%
Total	Count	13	9	68	176	2	268
	% within participation	4.9%	3.4%	25.4%	65.7%	.7%	100%
	% within education	100%	100%	100%	100%	100%	100%

From the cross-tabulation analysis, migrants' levels of income also shows an important role in their leisure participation. The results show significant associations between income and migrants' a) social leisure participation at $\chi^2 = 12.09$, df = 3, $p < 0.05$; b) cultural leisure participation at $\chi^2 = 9.87$, df = 2, $p < 0.05$; and c) recreation leisure participation at $\chi^2 = 19.00$, df = 2, $p < 0.05$. Respondents with low income were the most active participants in social, cultural and recreation leisure activities (see Table 4.15, 4.16 and 4.17).

Table 4.15: Cross-tabulation analysis of income and social leisure participation

Social leisure participation		Income		Total
		Low income	High income	
Rare	Count	0	1	1
	% within participation	0.0%	100%	100%
	% within income	0.0%	3.0%	.4%
Occasional	Count	31	3	34
	% within participation	91.2%	8.8%	100%
	% within income	13.2%	9.1%	12.7%
Frequent	Count	68	4	72
	% within participation	94.4%	5.6%	100%
	% within income	28.9%	12.1%	26.9%
Regular	Count	136	25	161
	% within participation	84.5%	15.5%	100%
	% within income	57.9%	75.8%	60.1%
Total	Count	235	33	268
	% within participation	87.7%	12.3%	100%
	% within income	100%	100%	100%

Table 4.16: Cross-tabulation analysis of income and cultural leisure participation

Cultural leisure participation		Income		Total
		Low income	High income	
Rare	Count	0	0	0
	% within participation	0.0%	0.0%	0.0%
	% within income	0.0%	0.0%	0.0%
Occasional	Count	9	6	15
	% within participation	60.0%	40.0%	100%
	% within income	27.3%	85.7%	37.5%
Frequent	Count	3	1	4
	% within participation	75.0%	25.0%	100%
	% within income	9.1%	14.3%	10.0%
Regular	Count	21	0	21
	% within participation	100.0%	0.0%	100%
	% within income	63.6%	0.0%	52.5%
Total	Count	33	7	40
	% within participation	82.5%	17.5%	100%
	% within income	100%	100%	100%

Table 4.17: Cross-tabulation analysis of income and recreation leisure participation

Recreation leisure participation		Income		Total
		Low income	High income	
Rare	Count	0	0	0
	% within participation	0.0%	0.0%	0.0%
	% within income	0.0%	0.0%	0.0%
Occasional	Count	3	0	3
	% within participation	100%	0.0%	100%
	% within income	18.8%	0.0%	15.8%
Frequent	Count	0	3	3
	% within participation	0.0%	100%	100%
	% within income	0.0%	100.0%	15.8%
Regular	Count	13	0	13
	% within participation	100%	0.0%	100%
	% within income	81.3%	0.0%	68.4%
Total	Count	16	3	19
	% within participation	84.2%	15.8%	100%
	% within income	100%	100%	100%

The cross-tabulation analysis also found that employment has a significant relationship with migrants' social, cultural and recreation leisure activities. The association between migrants' employment status and social leisure participation shows a significant result, $\chi^2 = 8.82$, df = 3, $p < 0.05$. Full time employees were the most active social leisure participants (see Table 4.18). The association between migrants' employment status and cultural leisure participation is also significant, $\chi^2 = 8.42$, df = 2, $p < 0.05$. Full time migrant employees were among the highest cultural participants but on occasional basis whereby part timers were reported to participate in cultural leisure activities regularly (see Table 4.19). The association between migrants' employment status and recreation leisure participation shows a significant result, $\chi^2 = 7.90$, df = 2, $p < 0.05$ where part time migrant employees were among the highest participants (see Table 4.20). These results demonstrate that full time migrant employees were more actively involved in leisure activities during their free time compared to part time migrant employees.

Marital status variable only shows one significant association with leisure participation. The association between migrants' marital status and cultural leisure participation is significant at $\chi^2 = 7.04$, df = 2, $p < 0.05$. The result shows that married/de facto migrants were among the most active and regular cultural leisure participants (see Table 4.21).

Table 4.18: Cross-tabulation analysis of employment and social leisure participation

Social leisure participation		Employment status		Total
		Part time	Full time	
Rare	Count	1	0	1
	% within participation	100%	0.0%	100%
	% within employment	1.1%	0.0%	.4%
Occasional	Count	7	27	34
	% within participation	20.6%	79.4%	100%
	% within employment	7.8%	15.2%	12.7%
Frequent	Count	32	40	72
	% within participation	44.4%	55.6%	100%
	% within employment	35.6%	22.5%	26.9%
Regular	Count	50	111	161
	% within participation	31.1%	68.9%	100%
	% within employment	55.6%	62.4%	60.1%
Total	Count	90	178	268
	% within participation	33.6%	66.4%	100%
	% within employment	100%	100%	100%

Table 4.19: Cross-tabulation analysis of employment and cultural leisure participation

Cultural leisure participation		Employment status		Total
		Part time	Full time	
Rare	Count	0	0	0
	% within participation	0.0%	0.0%	0.0%
	% within employment	0.0%	0.0%	0.0%
Occasional	Count	3	12	15
	% within participation	20.0%	80.0%	100%
	% within employment	16.7%	54.5%	37.5%
Frequent	Count	1	3	4
	% within participation	25.0%	75.0%	100%
	% within employment	5.6%	13.6%	10.0%
Regular	Count	14	7	21
	% within participation	66.7%	33.3%	100%
	% within employment	77.8%	31.8%	52.5%
Total	Count	18	22	40
	% within participation	45.0%	55.0%	100%
	% within employment	100%	100%	100%

Table 4.20: Cross-tabulation analysis of employment and recreation leisure participation

Recreation leisure participation		Employment status		Total
		Part time	Full time	
Rare	Count	0	0	0
	% within participation	0.0%	0.0%	0.0%
	% within employment	0.0%	0.0%	0.0%
Occasional	Count	3	0	3
	% within participation	100%	0.0%	100%
	% within employment	30.0%	0.0%	15.8%
Frequent	Count	3	0	3
	% within participation	100%	0.0%	100%
	% within employment	30.0%	0.0%	15.8%
Regular	Count	4	9	13
	% within participation	30.8%	69.2%	100%
	% within employment	40.0%	100%	68.4%
Total	Count	10	9	19
	% within participation	52.6%	47.4%	100%
	% within employment	100%	100%	100%

Table 4.21: Cross-tabulation analysis of marital status and cultural leisure participation

Cultural leisure participation		Marital status		Total
		Single	Married/De facto	
Rare	Count	0	0	0
	% within participation	0.0%	0.0%	0.0%
	% within employment	0.0%	0.0%	0.0%
Occasional	Count	6	9	15
	% within participation	40.0%	60.0%	100%
	% within employment	50.0%	32.1%	37.5%
Frequent	Count	3	1	4
	% within participation	75.0%	25.0%	100%
	% within employment	25.0%	3.6%	10.0%
Regular	Count	3	18	21
	% within participation	14.3%	85.7%	100%
	% within employment	25.0%	64.3%	52.5%
Total	Count	12	28	40
	% within participation	30.0%	70.0%	100%
	% within employment	100%	100%	100%

4.3.3 Descriptive analysis of place attachment

This section explores respondents' place attachment during their settlement. Questions were posed to gauge their agreement to statements that presented their attachment to their new home when they engaged in leisure activities. Respondents were asked to indicate their agreement on a five-point Likert scale (Likert, 1932), (1 = strongly disagree to 5 = strongly agree) on the statements associated with place attachment. Table 4.22 summarises the mean distribution on the place attachment scale.

Most of the responses to the statements were positive, especially for statements like PA7 '*The leisure activities that I participate in South Australia mean a lot to me*' (*m* = 3.76), PA11'*I have a strong connection with the people who participate in the same leisure activities as me in South Australia*' (*m* = 3. 64), and PA8 'I *am very attached to South Australia*' (*m* = 3.58). However, there were two statements that received negative responses: PA4 '*I wouldn't change to any other place for the leisure experience I have in South Australia*' (*m* = 2.98), and PA5 '*No other leisure activities can compare to what is offered in South Australi*a' (*m* = 2.82). Furthermore, negative responses were expected for statement PA6 '*I would enjoy the leisure activities I participate in South Australia just as much at another place*' (m = 3.62). Respondents' better leisure experience in other places might result in these unexpected responses.

Table 4.22: Mean distribution of place attachment (n = 395)

No.	Statements	Mean	Standard deviation
PA1	I enjoy doing leisure activities in South Australia more than in any other place	3.44	1.046
PA2	I get more satisfaction out of participating in leisure activities in South Australia than any other place	3.25	1.044
PA3	Participating in my leisure activities in South Australia is more important to me than doing them in any other place	3.19	1.053
PA4	I wouldn't change to any other place for the leisure experience I have in South Australia	2.98	1.094
PA5	No other leisure activities can compare to what is offered in South Australia	2.82	1.097
PA6	I would enjoy the leisure activities I participate in South Australia just as much at another place	3.63	.836
PA7	The leisure activities that I participate in South Australia mean a lot to me	3.76	.887
PA8	I am very attached to South Australia	3.58	1.011
PA9	I identify strongly with South Australia	3.51	1.048
PA10	I feel commitment to South Australia	3.56	1.007
PA11	I have a strong connection with the people who participate in the same leisure activities as me in South Australia	3.64	.941

4.3.4 Descriptive analysis of community embeddedness

This section reports findings of respondents' community embeddedness. Questions were posed to measure their agreement to statements that represented their attachment to the community during their settlement. Respondent were asked to indicate their agreement on a five-point Likert scale (Likert, 1932) (1 = strongly disagree to 5 = strongly agree) on the statements associated with community embeddedness. Table 4.23 summarises the mean distribution on each of the community embeddedness items.

Table 4.23: Mean distribution of community embeddedness (n = 395)

No	Statements	Mean	Standard deviation
CE1	I really love the community where I live	3.80	.867
CE2	The weather where I live is suitable for me	3.81	.833
CE3	The community where I live is a good match for me	3.71	.878
CE4	I think of the community where I live as a home	3.59	.914
CE5	The community where I live offers the leisure activities that I like	3.68	.881
CE6	Leaving the community where I live would be very hard	3.22	1.138
CE7	People respect me a lot in the community where I live	3.63	.873
CE8	The community where I live is safe	4.00	.772

Generally, all mean responses to the statements were positive. The highest level of agreement was for statement CE8 '*The community where I live is safe*' (m = 4.00), followed by CE2 '*The weather where I live is suitable to me*' (m = 3.81) and CE1 '*I really love the community where I live*' (m = 3.80). These statements confirm that respondents were more concerned about safety, weather and personal feeling towards the community. However, the respondents also agreed that feeling comfortable, leisure facilities and respect from the community members were also important.

The community embeddedness variable also consisted of non-continuous items (i.e., link to community dimension). These items were analysed descriptively by looking at

their frequency. The items consisted of marital status, house ownership, friends, and family members. People are determined to have a stronger link to community if they are married, their spouses are working, they own a house, and have friends and family members who live nearby (Mitchell et al., 2001; Yang et al., 2011). The link to community dimension also has one item asking about respondents' family roots; however this present study omitted this item simply because it is unsuitable to migrants' situation. Figure 4.7 to 4.11 summarise the frequency of these link to the community items.

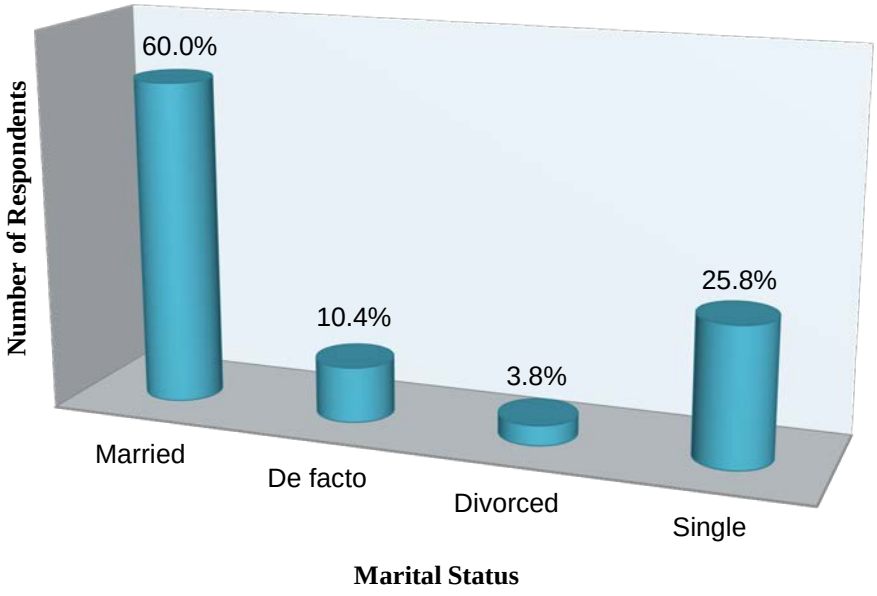


Figure 4.7: Respondents' marital status

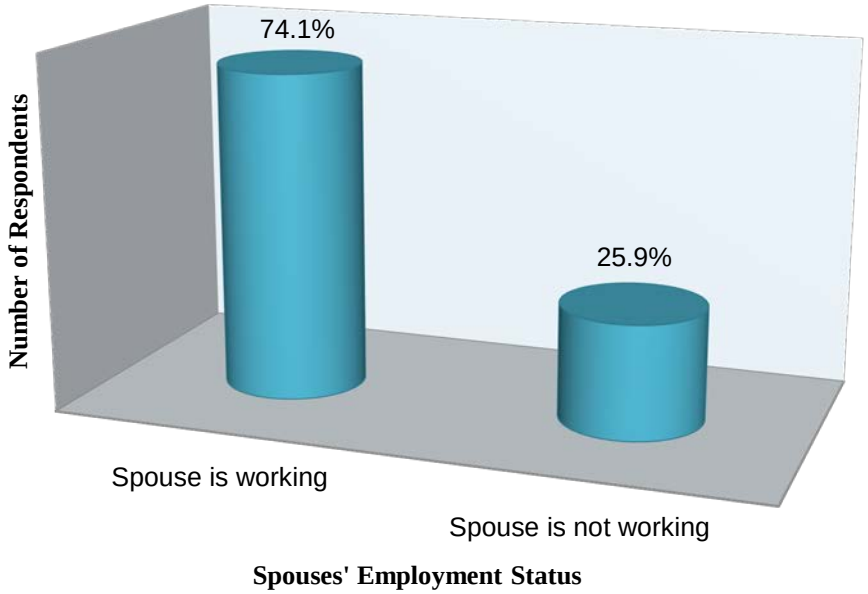


Figure 4.8: Respondents' spouse employment status

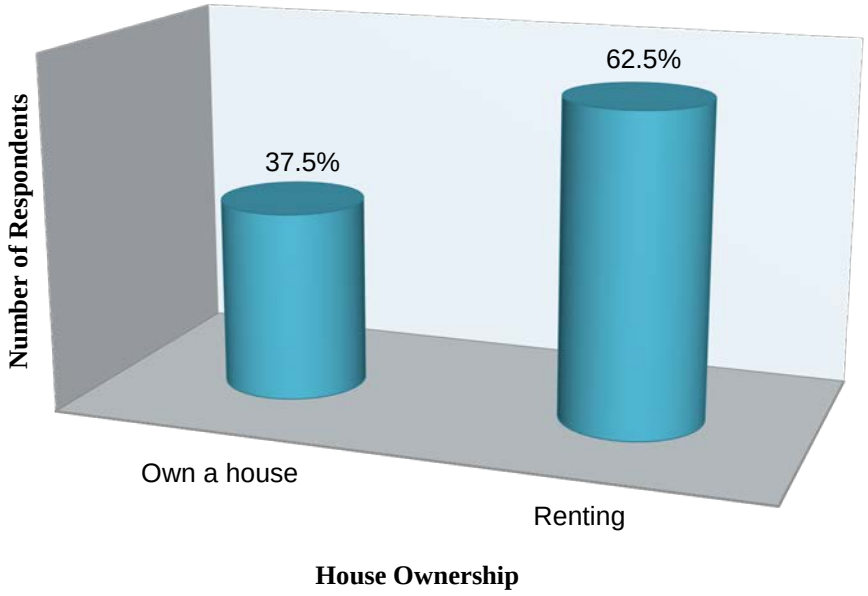


Figure 4.9: Respondents' house ownership

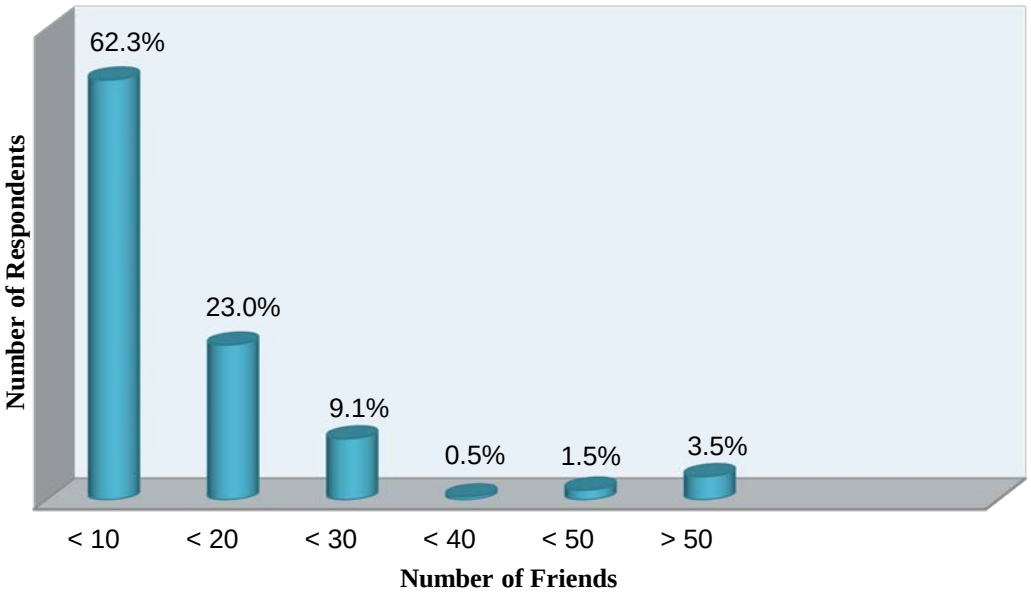


Figure 4.10: Respondents' friends live nearby

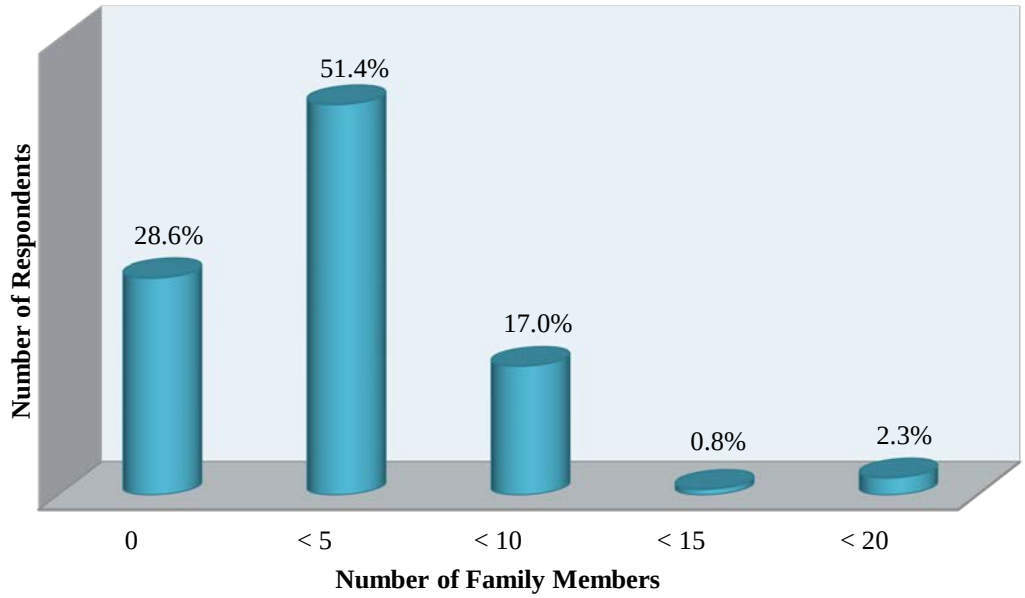


Figure 4.11: Respondents' family members live nearby

4.3.5 Descriptive analysis of acculturative stress

This section informs respondents' level of acculturative stress. Questions were posed to measure their agreement to statements that represented the acculturative stresses that distract them from their settlement. Respondents were asked to indicate their agreement

on a five-point Likert scale (Likert, 1932) (1 = strongly disagree to 5 = strongly agree) on the statements associated with acculturative stress. Table 4.24 summarises mean distribution of the acculturative stress scale.

Almost 60% of responses to the statements are positive. Respondents have greatest acculturative stress with feeling lost/nostalgia (AS6-AS9) and perceived discrimination (AS10-AS12). Contradictorily, the respondents seem to have lower levels of acculturative stress with language barriers (AS1-AS3) and not feeling at home (AS3-AS4). This result confirms that respondents have more issues with the feeling of missing home and social treatment received from locals.

Table 4.24: Mean distribution of acculturative stress (n = 395)

No.	Statements	Mean	Standard deviation
AS1	I feel stress when local Australians have a hard time understanding my accent	2.67	1.172
AS2	I feel stress when I have difficulty doing my daily activities because of a language barriers	2.45	1.151
AS3	Talking in English takes a lot of effort for me and makes me feel stress	2.20	1.123
AS4	Even though I live and work here, it does not feel like my home country	2.86	1.285
AS5	I do not feel that South Australia is my true home	2.93	1.262
AS6	I miss the people that I left behind in my home country	3.67	1.133
AS7	When I think about my past life, I feel emotional	3.26	1.213
AS8	When I think about my past life, I feel sentimental	3.28	1.173
AS9	My spare time activities give me a sense of accomplishment	3.67	.828
AS10	As a migrant, I feel stress if people treat me as a second-class citizen	3.24	1.317
AS11	I feel stress when local Australians do not think that I really belong to the Australian community	3.09	1.236
AS12	I feel stress when local Australians treat me as an outsider	3.12	1.233

4.3.6 Exploratory Factor Analysis (EFA) result

After analysing the variables (i.e. place attachment, community embeddedness and acculturative stress) descriptively, the next step is to perform the EFA. EFA (using principle axis factoring) reveals the underlying factor structure of the constructs and the interrelationships among the variables.

The appropriateness of data for factor analysis was tested using Keiser-Meyer-Olkin (KMO) and Bartlett's test of Sphericity (Bartlett, 1954; Kaiser, 1970). These tests were to establish the factorability value. Two important issues in determining the suitability of the data set for factor analysis are sample size and the strength of the relationship among variables (Pallant, 2013). The correlation coefficient among variables is more reliable when the sample size is large. The rule of thumb is to have at least 300 cases for factor analysis (Tabachnick & Fidell, 2007; VanVoorhis & Morgan, 2007). Since this present study has 395 usable cases, it is therefore appropriate to conduct a factor analysis. The data set is also suitable for the following analysis (i.e., regression) as the sample size exceeds the suggested minimum requirement (VanVoorhis & Morgan, 2007).

4.3.6.1 EFA for place attachment

Analysis of the EFA for place attachment yielded two factors of place dependence and place identity. The examination of the correlation matrix of place attachment scale revealed that all coefficients are above 0.3 except item PA6, therefore this item was eliminated. The item is a negative statement and respondents' answers to this item was not consistent with the other positive items. Although reverse coding to this item has been performed prior to EFA, the result still revealed low loading.

After eliminating item PA6, the test was performed again. According to Table 4.25, the Keiser-Meyer Olkin value was .897, exceeding the suggested value of .6 (Kaiser, 1970) and Bartlett's test of sphericity (Bartlett, 1954), χ^2 (45) = 20684.895, $p<0.001$ also reached statistical significance, supporting the factorability of the correlation matrix.

Table 4.25: KMO and Bartlett's test of place attachment

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.897
Bartlett's Test of Sphericity	Approx. Chi-Square	20684.895
	Df	45
	Sig.	0.000

The principle axis factoring performed on place attachment revealed two factors with eigenvalues of more than 1 and nearly 1 (6.155 and .796). Furthermore, the scree plot (see Figure 4.12) shows two noticeable 'bend of elbows' at factor 3. This result parallels previous literature that determined place attachment has two main dimensions (i.e., place dependence and place identity), therefore the decision was to retain two factors for the place attachment scale. This decision was based on the statistical result shown and assistance from previous literatures. The decision to retain a number of factors needs to be made based on various criteria, including the statistical result and theoretical concepts established in previous literatures (Hayton et al., 2004).

The analysis unveiled a total of approximately 70% of the variance (factor 1 contributing 62%, factor 2 contributing 8%). Table 4.26 presents total variance explained for place attachment. In addition, oblimin rotation was performed to assist in interpreting these two factors. The rotation solution (see Table 4.27) unveiled the two factors showing numbers of strong loadings (>.3) and all items were loaded in their designated dimensions aligned with the findings of previous literature (i.e. Moore & Graefe, 1994; Gross & Brown, 2006). Furthermore, the Cronbach's alpha value for all factors shows high internal consistency that is above the recommended level of .7 to adjudge the scale as reliable (Nunnally & Bernstein, 1994; DeVellis, 2003; Pallant, 2013), therefore the two factors are accepted.

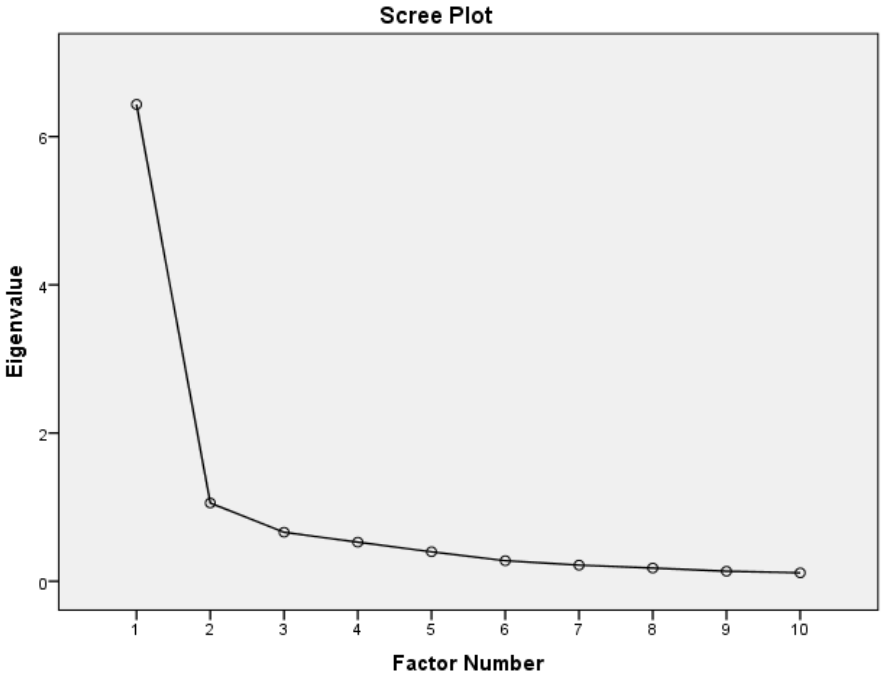


Figure 4.12: Scree plot for place attachment

Table 4.26: Total variance explained for place attachment

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings[a]
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	6.435	64.345	64.345	6.155	61.549	61.549	5.503
2	1.056	10.560	74.905	.796	7.964	69.513	5.395
3	.661	6.610	81.515				
4	.527	5.274	86.790				
5	.398	3.976	90.766				
6	.277	2.773	93.539				
7	.218	2.180	95.718				
8	.179	1.786	97.504				
9	.135	1.354	98.858				
10	.114	1.142	100.000				

Table 4.27: Pattern matrix of place attachment

No	Items	Factor		Communalities	Cronbach's alpha
		Place dependence	Place identity		
PA4	I wouldn't change to any other place for the leisure experience I have in South Australia	.902		.745	.924
PA5	No other leisure activities can compare to what is offered in South Australia	.849		.629	
PA3	Participating in my leisure activities in South Australia is more important to me than doing them in any other place	.835		.769	
PA2	I get more satisfaction out of participating in leisure activities in South Australia than any other place	.772		.813	
PA1	I enjoy doing leisure activities in South Australia more than in any other place	.697		.637	
PA9	I identify strongly with South Australia		-.956	.840	.902
PA10	I feel commitment to South Australia		-.927	.782	
PA8	I am very attached to South Australia		-.917	.850	
PA11	I have a strong connection with the people who participate in the same leisure activities as me in South Australia		-.528	.527	
PA7	The leisure activities that I participate in South Australia mean a lot to me		-.469	.358	

Extraction Method: Principal Axis Factoring.
Rotation Method: Oblimin with Kaiser Normalization.[a]

The place dependence and place identity factors were also tested to detect any differences between these two factors based on demographic variables. A t-test analysis was utilised for this purpose. A t-test is commonly used to determine whether the mean of a population significantly differs from a specific value (i.e. the hypothesised mean) or from the mean of another population. To determine whether the difference is statistically significant, the t-test calculates a *t* value (the p value is obtained directly from this *t* value) (Pallant, 2013). From this t-test, only migrants' employment status shows a significant result on their levels of place dependence. The result suggests that there is a significant difference between part time migrant employees (*mean* = 3.29) and full time migrant employees (*mean* = 3.05) on place dependence, at $p < 0.05$. Part time migrants' levels of place dependence is higher than full time migrants (see Table 4.28). Place dependence or physical characteristics of the environment focuses on the importance of a place in facilitating participants' leisure activities. Part time migrant workers are likely to have more non-working hours/days, which allow them to explore on leisure facilities compared to full time employees who were likely to be more occupied with their jobs.

Table 4.28: T-Test result between migrants' employment status and place dependence

Group Statistics

	Employment	N	Mean	Std. Deviation	Std. Error Mean
Place Dependence	Part-time	143	3.2853	.91451	.07648
	Full-time	252	3.0508	.93816	.05910

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		f	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
PD	Equal variances assumed	.100	.752	2.409	393	.016	.23452	.09733	.04316	.42588
	Equal variances not assumed			2.427	301.426	.016	.23452	.09733	.04433	.42471

A one-way analysis of variance (ANOVA) was used to compare means of the DVs (i.e. place dependence and place identity) on other multiple levels of IVs (i.e. age, education, region of origin and years of settlement). This test is a substitute for matching t-test when more than two groups/levels of IV are involved. One-way ANOVA provides a statistical test of whether or not the means of several groups are equal, and therefore generalizes the t-test to more than two groups' variables. One-way ANOVA is useful for comparing (testing) three or more means for statistical significance (Pallant, 2013). From this analysis, age, levels of education and region of origin show a significant result.

The one-way ANOVA indicated that there was a significant difference in place identity between migrants' age groups, $F(4, 390) = 2.28$, $p < 0.05$ (see Table 4.29). Bonferroni's post-hoc tests indicated that this difference was due to significantly higher place identity among migrants aged between 36-45 years compared to migrants aged between 18-25 years. There were no significant differences between any other age groups. However, as shown in Table 4.30, there were some differences between groups. Migrants' aged between 36-45 years have the highest levels of place identity while levels of place identity for the other age groups do not differ significantly. Migrants' levels of maturity are likely to contribute on how they perceive and experience the environment, which focuses on how they value and appreciate a place and its facilities.

Table 4.29: One-way ANOVA result between migrants' place identity and age group

	Sum of Squares	df	Mean Square	F	Sig
Between groups	8.013	4	2.003	2.959	.020
Within Groups	264.041	390	.677		
Total	272.054	394			

Table 4.30: Mean migrants' place identity by age group

Migrants' age group	*n*	*M*	*SD*
18-25 years	39	3.24	1.13
26-35 years	223	3.61	.83
36-45 years	87	4.05	.75
46-55 years	38	3.67	.67
56-65 years	8	3.71	.69
Total	395	3.61	.83

The one-way ANOVA also found that there was a significant difference in place dependence between migrants' levels of education, $F(5, 389) = 2.27$, $p < 0.05$ (see table 4.31). Bonferroni's post-hoc test indicated that this difference was due to migrants' with high school qualification who have significantly higher place dependence compared to migrants' with undergraduate and postgraduate qualifications. There were no significant differences between any of the other levels of educations. However, as presented in Table 4.32, there were some differences between groups. Migrants with high school qualification have the highest place dependence. Levels of place dependence of the other groups do not differ significantly. Migrants' levels of education do not necessarily determine their place dependence.

Table 4.31: One-way ANOVA result between migrants' place dependence and levels of education

	Sum of Squares	df	Mean Square	F	Sig
Between groups	9.777	5	1.955	2.271	.047
Within Groups	334.915	389	.861		
Total	344.692	394			

Table 4.32: Mean migrants' place dependence by levels of education

Migrants' education	*n*	*M*	*SD*
Less than high school	4	2.70	.60
High school	14	3.91	.74
Technical qualification	23	3.03	1.17
Under graduate	111	3.12	.87
Post graduate	241	3.11	.94
Other	2	3.40	1.13
Total	395	3.14	.94

The one-way ANOVA indicated that there was a significant difference in place dependence between migrants' regions of origin, $F(5, 389) = 3.52$, $p < 0.05$ (see Table 4.33). Bonferroni's post-hoc test indicated that this difference was due to Middle East migrants' place dependence were significantly lower than migrants from Asia, America and Europe. There were no significant differences between any of the other groups. However, as demonstrated in Table 4.34, there were some differences between groups.

Migrants from Middle East have the lowest place dependence compared to migrants from the other regions. Levels of place dependence of the other groups do not differ significantly.

Table 4.33: One-way ANOVA result between migrants' place dependence and region of origin

	Sum of Squares	df	Mean Square	F	Sig
Between groups	14.907	5	2.981	3.517	.004
Within Groups	329.785	389	.848		
Total	344.692	394			

Table 4.34: Mean migrants' place dependence by region of origin

Region of origin	*n*	*M*	*SD*
Africa	16	2.94	.59
America	20	3.23	.68
Asia	297	3.20	.94
Europe	37	3.12	.87
Middle East	22	2.37	1.11
Oceania	3	3.00	0.00
Total	395	3.14	.94

The one-way ANOVA also revealed that there was a significant difference in place identity between migrants' regions of origin, $F(5, 389) = 4.41$, $p < 0.05$ (see Table 4.35). Bonferroni's post-hoc test indicated that this difference was due to Middle East migrants' place identity were significantly lower than migrants from Africa, Asia, America and Europe. There were no significant differences between any of the other groups. However, as shown in Table 4.36, there were some differences between groups. Migrants from Middle East have the lowest place identity compared to migrants from the other regions. Levels of place dependence of the other groups do not differ significantly.

Table 4.35: One-way ANOVA result between migrants' place identity and region of origin

	Sum of Squares	df	Mean Square	F	Sig
Between groups	14.594	5	2.919	4.410	.001
Within Groups	257.460	389	.662		
Total	272.054	394			

Table 4.36: Mean migrants' place identity by region of origin

Region of origin	*n*	*M*	*SD*
Africa	16	3.70	.36
America	20	3.68	.77
Asia	297	3.63	.79
Europe	37	3.77	.98
Middle East	22	2.86	1.05
Oceania	3	4.20	0.00
Total	395	3.61	.83

4.3.6.2 EFA for community embeddedness

Analysis of the EFA for community embeddedness yielded one factor of community fit and sacrifice. The examination of the correlation matrix of community embeddedness scale unveiled that all coefficients are above 0.3 except item CE2 and CE8. Besides revealing low loadings, these items asked respondents' opinion on weather and safety which are not related to their engagement with the community. Therefore, these items were eliminated.

After eliminating items CE2 and CE8, the test was performed again. According to Table 4.37, the Keiser-Meyer Olkin value was .866, exceeding the suggested value of .6 (Kaiser, 1970) and Bartlett's test of sphericity (Bartlett, 1954), χ^2 (15) = 7044.030, $p<0.001$ also reached statistical significance, supporting the factorability of the correlation matrix.

Table 4.37: KMO and Bartlett's test of community embeddedness

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.866
Bartlett's Test of Sphericity	Approx. Chi-Square	7044.030
	Df	15
	Sig.	0.000

The principle axis factoring performed on community embeddedness revealed only one factor with eigenvalues more than 1 (3.246). Furthermore, the scree plot (see Figure 4.13) shows one noticeable 'bend of elbow' at factor 2. This result disagreed with previous literature (i.e. Mitchell et al., 2001) that reported two dimensions (i.e., fit to community and community-related sacrifice). A decision to retain a number of factors can be based on the statistical result (Hayton et al., 2004), therefore this present study decided to retain only one factor. This factor was renamed as community fit and sacrifice. This name was basically taken from the original version of the two dimensions (i.e., fit to community and community-related sacrifice) because both elements were still the essence of this newly revealed factor. Fit to community represents migrants' compatibility and comfort within the community and community-related sacrifice represents migrants' perceived loss of material or psychological benefits that may be forfeited by leaving the community. The established hypotheses for community embeddedness (see Chapter 3) will also change the terms used: 'community fit' and 'community related-sacrifice' to 'community embeddedness (fit and sacrifice)'.

The analysis unveiled a total of approximately 54% of the variance. Table 4.38 presents total variance explained for community embeddedness. In addition, oblimin rotation was performed to assist in interpreting this factor. The rotation solution (see Table 4.39) unveiled the factor showing numbers of strong loadings (>.3). Furthermore, the Cronbach's alpha value for the factor shows high internal consistency that is above the recommended level of .7 to adjudge the scale as reliable (Nunnally & Bernstein, 1994; DeVellis, 2003; Pallant, 2013), therefore factor 1 was accepted.

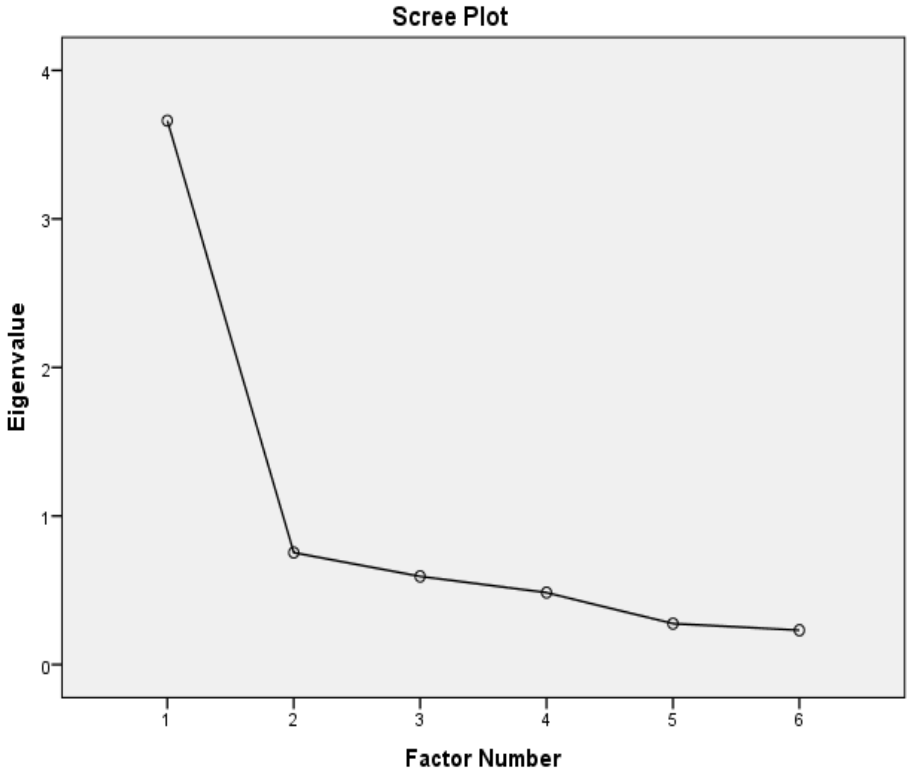


Figure 4.13: Scree plot for community embeddedness

Table 4.38: Total variance explained for community embeddedness

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.661	61.018	61.018	3.246	54.107	54.107
2	.754	12.564	73.582			
3	.594	9.892	83.474			
4	.484	8.073	91.547			
5	.276	4.598	96.146			
6	.231	3.854	100.000			

Extraction Method: Principal Axis Factoring.

Table 4.39: Factor matrix of community embeddedness

No	Items	Factor	Communalities	Cronbach's alpha
		Community fit and sacrifice		
CE4	I think of the community where I live as a home	.863	.745	.864
CE3	The community where I live is a good match for me	.852	.727	
CE1	I really love the community where I live	.784	.615	
CE7	People respect me a lot in the community where I live	.699	.489	
CE6	Leaving the community where I live would be very hard	.607	.369	
CE5	The community where I live offers the leisure activities that I like	.550	.303	

Extraction Method: Principal Axis Factoring.

A one-way analysis of variance (ANOVA) was used to compare means of DVs (i.e. community fit and sacrifice) on other multiple levels of IVs (i.e. age, education, region of origin and years of settlement). This test is a substitute for matching t-test when more than two groups/levels of IVS are involved. One-way ANOVA provides a statistical test of whether or not the means of several groups are equal, and therefore generalizes the t-test to more than two groups' variables. One-way ANOVA is useful for comparing (testing) three or more means for statistical significance (Pallant, 2013). From this analysis, age and region of origin show a significant result.

The one-way ANOVA indicated that there was a significant difference in community fit and sacrifice between migrants' age groups, $F(4, 390) = 4.05$, $p < 0.05$ (see Table 4.40). Bonferroni's post-hoc tests indicated that this difference was due to significantly higher levels of community fit and sacrifice among migrants aged between 56-65 years compared to migrants aged between 18-25, 26-35 and 36-45 years. There were no significant differences between migrants aged between 46-55 years and any other age groups. However, as shown in Table 4.41, there were some differences between groups. Migrants' aged between 56-65 years have the highest levels of community fit and sacrifice while levels of community fit and sacrifice for the other age groups do not

differ significantly. Migrants' levels of maturity are likely to contribute on how they become more attach to the community.

Table 4.40: One-way ANOVA result between migrants' community fit and sacrifice and age group

	Sum of Squares	df	Mean Square	F	Sig
Between groups	8.083	4	2.021	4.047	.003
Within Groups	194.760	390	.499		
Total	202.843	394			

Table 4.41: Mean migrant's community fit and sacrifice by age group

Migrants' age group	*n*	*M*	*SD*
18-25 years	39	3.43	.88
26-35 years	223	3.65	.73
36-45 years	87	3.47	.59
46-55 years	38	3.66	.63
56-65 years	8	4.38	.52
Total	395	3.61	.72

The one-way ANOVA also revealed that there was a significant difference in community fit and sacrifice between migrants' regions of origin, $F(5, 389) = 6.18$, $p < 0.05$ (see Table 4.42). Bonferroni's post-hoc tests indicated that this difference was due to significantly higher levels of community fit and sacrifice among migrants from Oceania compared to migrants from all other regions. As shown in Table 4.43, there were some differences between groups. Migrants from Oceania have the highest levels of community fit and sacrifice while levels of community fit and sacrifice for the other age groups do not differ significantly. Migrants from Oceania are likely to have the highest attachment with the community due to their geographical location that is near to Australia.

Table 4.42: One-way ANOVA result between migrants' community fit and sacrifice and region of origin

	Sum of Squares	df	Mean Square	F	Sig
Between groups	14.929	5	2.986	6.181	.000
Within Groups	187.914	389	.483		
Total	202.843	394			

Table 4.33: Mean migrants' community fit and sacrifice by region of origin

Region of origin	*n*	*M*	*SD*
Africa	16	3.45	.64
America	20	3.35	.56
Asia	297	3.64	.70
Europe	37	3.76	.65
Middle East	22	3.08	.87
Oceania	3	5.00	0.00
Total	395	3.61	.72

4.3.6.3 EFA for acculturative stress

Analysis of the EFA for acculturative stress yielded four factors: language barriers, not feeling at home, feeling loss/nostalgia, and perceived discrimination. The examination of the correlation matrix of acculturative stress scale revealed that all coefficients are above 0.3 except item AS2, AS6 and AS9. These items were low loaded and redundant with other items in their designated factors, therefore deleted from the analysis. AS2 asked about the difficulties in doing daily activities because of language barriers which is similar to item AS1 and AS3 in the same factor. Similar to AS6 that asked about respondents' feelings about missing home, this item was redundant with the other items in the same factor (i.e., loss/nostalgia). AS9 asked about spare time activities which, according to previous literature, was grouped in the loss/nostalgia dimension. Item AS9 was a positive statement and respondents' answers to this item was not consistent with the other negative items. Although reverse coding to this item has been performed prior to EFA, the result still revealed low loading. Furthermore, this item did not seem to belong to the dimension and was therefore eliminated from the analysis.

After eliminating items AS2, AS6 and AS9, the test was performed again. According to Table 4.44, the Keiser-Meyer Olkin value was .783, exceeding the suggested value of .6

(Kaiser, 1970) and Bartlett's test of sphericity (Bartlett, 1954), χ^2 (36) = 18073.623, $p<0.001$ also reached statistical significance, supporting the factorability of the correlation matrix.

Table 4.44: KMO and Bartlett's test of acculturative stress

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.783
Bartlett's Test of Sphericity	Approx. Chi-Square	18073.623
	df	36
	Sig.	0.000

The principle axis factoring performed on acculturative stress unveiled four factors with eigenvalues more than 1and close to 1 (5.116, 1.262, .769 and .740). However, the scree plot (see Figure 4.14) shows unclear evidence, therefore this present study decided to refer to previous literature and statistical results. The decision was to retain four factors for the acculturative stress scale. The decision to retain a number of factors needs to be made based on various criteria, including the statistical result and theoretical concepts established in previous literatures (Hayton et al., 2004). The statistical result supports previous literature that determined acculturative stress has four dimensions (language difficulties, not feeling at home, loss/nostalgia and perceived discrimination).

The analysis revealed a total of approximately 79% of the variance (factor 1 contributing 51%, factor 2 contributing 13%, factor 3 contributing 8%, and factor 4 contributing 8%). Table 4.45 presents total variance explained for acculturative stress. Furthermore, oblimin rotation was performed to assist in interpreting these four factors. The rotation solution (see Table 4.46) revealed the four factors showing a number of strong loadings (>.3) and all items were loaded in their designated dimensions aligned with previous literature findings (i.e. Walker, Halpenny, & Deng, 2011). Furthermore, the Cronbach's alpha value for all factors shows high internal consistency that is above the recommended level of .7 to adjudge the scale as reliable (Nunnally & Bernstein, 1994; DeVellis, 2003; Pallant, 2013), therefore the four factors were accepted.

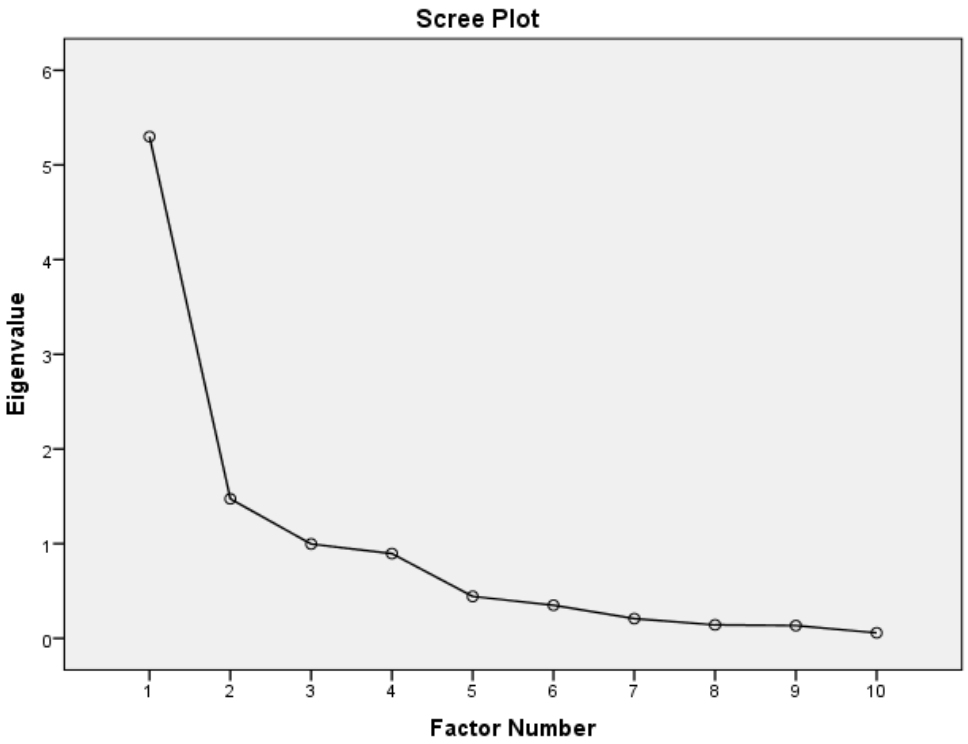


Figure 4.14: Scree plot for acculturative stress

Table 4.45: Total variance explained for acculturative stress

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings[a]
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total
1	5.299	52.987	52.987	5.116	51.165	51.165	4.186
2	1.473	14.733	67.720	1.262	12.619	63.784	3.375
3	.997	9.966	77.686	.769	7.688	71.472	3.262
4	.895	8.953	86.639	.740	7.397	78.869	2.528
5	.443	4.428	91.067				
6	.350	3.496	94.563				
7	.209	2.086	96.650				
8	.142	1.419	98.069				
9	.135	1.350	99.418				
10	.058	.582	100.000				

Extraction Method: Principal Axis Factoring.

Table 4.46: Pattern matrix of acculturative stress

No	Items	Factor				Communalities	Cronbach's alpha
		Perceived discrimination	Loss / nostalgia	Not feeling at home	Language barriers		
AS12	I feel stress when local Australians treat me as an outsider	.977				.943	
AS11	I feel stress when local Australians do not think that I really belong to the Australian community	.977				.924	0.945
AS10	As a migrant, I feel stress if people treat me as a second-class citizen	.805				.735	
AS7	When I think about my past life, I feel emotional		.914			.869	0.924
AS8	When I think about my past life, I feel sentimental		.909			.846	
AS5	I do not feel that South Australia is my true home			-.989		.884	0.919
AS4	Even though I live and work here, it does not feel like my home country			-.706		.849	
AS1	I feel stress when local Australians have a hard time understanding my accent				.889	.856	0.748
AS3	Talking in English takes a lot of effort for me and makes me feel stress				.640	.489	

Extraction Method: Principal Axis Factoring.
Rotation Method: Oblimin with Kaiser Normalization.[a]

The four factors of acculturative stress were also tested to see the differences between these factors and demographic variables. A t-test analysis was utilised for this purpose. A t-test is commonly used to determine whether the mean of a population significantly differs from a specific value (i.e. the hypothesised mean) or from the mean of another population. To determine whether the difference is statistically significant, the t-test calculates a *t* value (the p value is obtained directly from this *t* value) (Pallant, 2013).

From this t-test, only migrants' gender shows a significant relationship to acculturative stress. The result suggests that there is a significant difference between male migrants (*mean* = 2.57) and female migrants (*mean* = 2.34) on language barriers stress, at $p < 0.05$. Male migrants have more language barriers stress than female migrants (see Table 4.47).

Table 4.47: T-Test result between migrants' gender and language stress

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Language	Male	165	2.5727	1.12653	.08770
	Female	230	2.3370	.93719	.06180

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		f	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Language	Equal variances assumed	13.913	.000	2.265	393	.024	.23577	.10411	.03109	.44046
	Equal variances not assumed			2.198	312.171	.029	.23577	.10729	.02468	.44686

The result also suggests that there is a significant difference between female migrants (*mean* = 3.38) and male migrants (*mean* = 3.12) on feeling loss/nostalgia stress, at $p < 0.05$. Female migrants have more feelings of loss stress than male migrants do (see Table 4.48). The t-test result also suggests that there is a significant difference between female migrants (*mean* = 3.28) and male migrants (*mean* = 2.97) on discrimination stress, at $p < 0.05$. Female migrants experience more discrimination stress than male migrants do (see Table 4.49).

Table 4.48: T-Test result between migrants' gender and feeling loss/nostalgia stress

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Loss	Male	165	3.1152	1.14714	.08930
	Female	230	3.3826	1.14234	.07532

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		f	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Loss	Equal variances assumed	.328	.567	-2.291	393	.022	-.26746	.11675	-.49699	-.03793
	Equal variances not assumed			-2.289	352.557	.023	-.26746	.11683	-.49723	-.03769

Table 4.49: T-Test result between migrants' gender and discrimination stress

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Discrimination	Male	165	2.9717	1.12943	.08793
	Female	230	3.2768	1.23282	.08129

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		f	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Disc.	Equal variances assumed	2.655	.104	-2.511	393	.012	-.30509	.12148	-.54393	-.06625
	Equal variances not assumed			-2.548	370.382	.011	-.30509	.11975	-.54056	-.06963

A one-way analysis of variance (ANOVA) was used to compare means of DVs (i.e. acculturative stress) on other multiple levels of IVs (i.e. age, education, region of origin and years of settlement). This test is a substitute for matching t-test when more than two groups/levels of IVs are involved. One-way ANOVA provides a statistical test of whether or not the means of several groups are equal, and therefore generalizes the t-test to more than two groups' variables. One-way ANOVA is useful for comparing (testing) three or more means for statistical significance (Pallant, 2013). From this analysis, age, levels of education, region of origin and years of settlement show a significant result.

The one-way ANOVA indicated that there was a significant difference in not feeling at home stress between migrants' age groups, $F(4, 390) = 3.77$, $p < 0.05$ (see Table 4.50). Bonferroni's post-hoc tests indicated that this difference was due to significantly higher not feeling at home stress among migrants aged between 18-25 years compared to migrants aged between 46-55 and 56-65 years. There were no significant differences between any other age categories. However, as shown in Table 4.51, there were some differences between groups. Migrants' aged 18-25 years have the highest not feeling at home stress while levels of not feeling at home stress do not differ significantly for the other age groups.

Table 4.50: One-way ANOVA result between migrants' not feeling at home stress and age group

	Sum of Squares	df	Mean Square	F	Sig
Between groups	22.027	4	5.507	3.774	.005
Within Groups	569.007	390	1.459		
Total	591.034	394			

Table 4.51: Mean migrants' not feeling at home stress by age group

Migrants' age group	*n*	*M*	*SD*
18-25 years	39	3.22	1.24
26-35 years	223	2.93	1.20
36-45 years	87	2.95	1.27
46-55 years	38	2.41	1.16
56-65 years	8	1.88	.835
Total	395	2.89	1.22

The one-way ANOVA also revealed that there was a significant difference in feeling loss/nostalgia stress between migrants' age groups, $F(4, 390) = 4.28$, $p < 0.05$ (see table 4.52). Bonferroni's post-hoc tests indicated that this difference was due to significantly higher feeling loss/nostalgia stress among migrants aged between 36-55 years compared to migrants aged between 56-65 years. There were no significant differences between any other age categories. However, as shown in Table 4.53, there were some differences between groups. Migrants' aged 36-55 years have the highest feeling loss/nostalgia stress.

Table 4.52: One-way ANOVA result between migrants' feeling loss/nostalgia stress and age group

	Sum of Squares	df	Mean Square	F	Sig
Between groups	21.918	4	5.479	4.277	.002
Within Groups	499.597	390	1.281		
Total	521.515	394			

Table 4.53: Mean migrants' feeling loss/nostalgia stress by age group

Migrants' age group	*n*	*M*	*SD*
18-25 years	39	3.31	.99
26-35 years	223	3.16	1.15
36-45 years	87	3.55	1.11
46-55 years	38	3.50	1.20
56-65 years	8	2.13	1.25
Total	395	3.28	1.15

The one-way ANOVA found that there was a significant difference in feeling loss stress between migrants' levels of education, $F(5, 389) = 2.27$, $p < 0.05$ (4.54). Bonferroni's post-hoc test indicated that this difference was due to migrants' with high school and postgraduate qualification who have significantly higher feeling loss/nostalgia stress compared to migrants' with technical and undergraduate qualification. There were no significant differences between any of the other levels of education. However, as presented in Table 4.55, there were some differences between groups. Migrants with high school qualification have the highest feeling loss/nostalgia stress. Levels of feeling loss/nostalgia stress of the other groups do not differ significantly.

Table 4.54: One-way Anova result between migrants' feeling loss/nostalgia stress and levels of education

	Sum of Squares	df	Mean Square	F	Sig
Between groups	20.532	5	4.106	3.188	.008
Within Groups	500.983	389	1.288		
Total	521.515	394			

Table 4.55: Mean migrants' feeling loss/nostalgia stress by levels of education

Migrants' education	*n*	*M*	*SD*
Less than high school	4	3.32	.89
High school	14	4.38	1.25
Technical qualification	23	2.48	1.17
Under graduate	111	3.36	1.01
Post graduate	241	3.28	1.19
Other	2	3.00	1.41
Total	395	3.27	1.15

The one-way ANOVA also found that there was a significant difference in discrimination stress between migrants' levels of education, $F(5, 389) = 5.16$, $p < 0.05$ (see Table 4.56). Bonferroni's post-hoc test indicated that this difference was due to migrants' with technical qualifications who have significantly lower discrimination stress compared to migrants with high school, undergraduate and postgraduate qualifications. There were no significant differences between any of the other levels of education. However, as presented in Table 4.57, there were some differences between groups. Migrants with technical qualifications have the lowest discrimination stress. Levels of discrimination stress of the other groups do not differ significantly.

Table 4.56: One-way ANOVA result between migrants' discrimination stress and levels of education

	Sum of Squares	df	Mean Square	F	Sig
Between groups	35.190	5	7.038	5.156	.000
Within Groups	530.997	389	1.365		
Total	566.187	394			

Table 4.57: Mean migrant's discrimination stress by levels of education

Migrants' education	*n*	*M*	*SD*
Less than high school	4	3.75	.50
High school	14	3.43	1.39
Technical qualification	23	2.06	.96
Under graduate	111	3.04	1.23
Post graduate	241	3.27	1.15
Other	2	3.50	.71
Total	395	3.15	1.20

The one-way ANOVA revealed that there was a significant difference in feeling loss/nostalgia stress between migrants' regions of origin, $F(5, 389) = 2.94$, $p < 0.05$ (4.58). Bonferroni's post-hoc test indicated that this difference was due to migrants from Oceania's feeling loss/nostalgia stress were significantly lower than migrants from other regions. As demonstrated in Table 4.59, there were some differences between groups. Migrants from Oceania have the lowest feeling loss/nostalgia stress compared to migrants from the other regions. Levels of feeling loss/nostalgia stress of the other groups do not differ significantly.

Table 4.58: One-way ANOVA result between migrants' feeling loss/nostalgia stress and region of origin

	Sum of Squares	df	Mean Square	F	Sig
Between groups	18.992	5	3.798	2.940	.013
Within Groups	502.523	389	1.292		
Total	521.515	394			

Table 4.59: Mean migrants' feeling loss/nostalgia stress by region of origin

Region of origin	*n*	*M*	*SD*
Africa	16	3.28	1.21
America	20	3.10	1.41
Asia	297	3.26	1.12
Europe	37	3.47	1.20
Middle East	22	3.52	0.98
Oceania	3	1.00	0.00
Total	395	3.27	1.15

The one-way ANOVA also found that there was a significant difference in not feeling at home stress between migrants' regions of origin, $F(5, 389) = 6.16$, $p < 0.05$ (See Table 4.60). Bonferroni's post-hoc test indicated that this difference was due to migrants from the Middle East's not feeling at home stress were significantly higher than migrants from other regions except Europe. As shown in Table 4.61, there were some differences between groups. Migrants from the Middle East have the highest not feeling at home stress compared to migrants from the other regions. Levels of not feeling at home stress of the other groups do not differ significantly.

Table 4.60: One-way ANOVA result between migrants' not feeling at home stress and region of origin

	Sum of Squares	df	Mean Square	F	Sig
Between groups	43.336	5	8.667	6.156	.000
Within Groups	547.698	389	1.408		
Total	591.034	394			

Table 4.61: Mean migrants' not feeling at home stress by region of origin

Region of origin	*n*	*M*	*SD*
Africa	16	2.44	1.25
America	20	2.10	1.44
Asia	297	2.93	1.12
Europe	37	2.85	1.48
Middle East	22	3.75	1.30
Oceania	3	1.00	0.00
Total	395	2.89	1.22

The one-way ANOVA indicated that there was a significant difference in discrimination stress between migrants' regions of origin, $F(5, 389) = 4.58$, $p < 0.05$ (see Table 4.62). Bonferroni's post-hoc test indicated that this difference was due to migrants from Oceania's discrimination stress were significantly lower than migrants from Africa, Asia and the Middle East. There were no significant differences between any of the other regions. As shown in Table 4.63, there were some differences between groups. Migrants from Oceania have the lowest discrimination stress compared to migrants from the other regions. Levels of discrimination stress of the other groups do not differ significantly.

Table 4.62: One-way ANOVA result between migrants' discrimination stress and region of origin

	Sum of Squares	df	Mean Square	F	Sig
Between groups	31.468	5	6.294	4.579	.000
Within Groups	534.719	389	1.375		
Total	566.187	394			

Table 4.63: Mean migrants' discrimination stress by region of origin

Region of origin	*n*	*M*	*SD*
Africa	16	3.56	1.35
America	20	3.10	1.58
Asia	297	3.21	1.14
Europe	37	2.56	1.09
Middle East	22	3.33	1.21
Oceania	3	1.00	0.00
Total	395	3.15	1.20

The one-way ANOVA revealed that there was a significant difference in not feeling at home stress between migrants' years of settlement, $F(9, 385) = 4.22$, $p < 0.05$ (see Table 4.64). Bonferroni's post-hoc test indicated that this difference was due to migrants who have settled within 8 years having significantly lower not feeling at home stress compared to migrants who have settled within 1 to 7 years. There were no significant differences between any of the other years of settlement. As shown in Table 4.65, there were some differences between groups. Migrants who have settled within 8 years have the lowest not feeling at home stress compared to other migrants. Levels of not feeling at home stress of the other groups do not differ significantly.

Table 4.64: One-way ANOVA result between migrants' not feeling at home stress and years of settlement

	Sum of Squares	df	Mean Square	F	Sig
Between groups	53.084	9	5.898	4.221	.000
Within Groups	537.951	385	1.397		
Total	591.034	394			

Table 4.65: Mean migrants' not feeling at home stress by years of settlement

Years of settlement	*n*	*M*	*SD*
Within 1 year	66	2.90	1.21
Within 2 years	57	3.07	1.35
Within 3 years	43	3.26	1.34
Within 4 years	39	2.80	1.10
Within 5 years	44	3.06	1.44
Within 6 years	28	2.45	1.06
Within 7 years	31	3.39	.67
Within 8 years	30	1.90	.91
Within 9 years	10	3.15	1.03
Within 10 years	47	2.77	1.07
Total	395	2.90	1.22

The one-way ANOVA also revealed that there was a significant difference in discrimination stress between migrants' years of settlement, $F(9, 385) = 5.14$, $p < 0.05$ (see Table 4.66). Bonferroni's post-hoc test indicated that this difference was due to migrants who have settled within 7 years having significantly higher discrimination stress compared to migrants who have settled within 1 to 6 years and 8 to 10 years. As shown in Table 4.67, there were some differences between groups. Migrants who have settled within 7 years have the highest discrimination stress compared to other migrants. Levels of discrimination stress of the other groups do not differ significantly.

Table 4.66: One-way ANOVA result between migrants' discrimination stress and years of settlement

	Sum of Squares	df	Mean Square	F	Sig
Between groups	60.735	9	6.748	5.140	.000
Within Groups	505.453	385	1.313		
Total	566.187	394			

Table 4.67: Mean migrants' discrimination stress by years of settlement

Years of settlement	*n*	*M*	*SD*
Within 1 year	66	2.81	1.10
Within 2 years	57	3.36	1.11
Within 3 years	43	3.30	1.37
Within 4 years	39	3.11	.98
Within 5 years	44	3.08	1.39
Within 6 years	28	2.57	1.43
Within 7 years	31	4.10	1.01
Within 8 years	30	2.89	1.00
Within 9 years	10	3.10	.32
Within 10 years	47	3.01	.98
Total	395	3.15	1.20

4.3.7 Mediated regression result

After the completion of the EFA, the next step was a mediated regression analysis. This analysis was conducted to determine the relationships between the independent variable (migrants' leisure participation), and the dependent variable (their level of acculturative stress) with mediating effects. The mediators are place attachment and community embeddedness. Mediation seeks to recognise and explain the process that lies underneath an observed relationship between an independent variable and a dependent variable via the inclusion of a third explanatory variable (i.e. mediator) (Baron & Kenny, 1986). This analysis was performed using SPSS version 20.0 software.

Table 4.68 presents the mediation regression results. The partial mediation effects of community embeddedness was found between the migrants' leisure participation and not feeling at home type of acculturative stress (.267***). The direct relationship between leisure participation and not feeling at home stress was at .330***. Therefore, when the community embeddedness mediator was added, the result decreased to .267***. Leisure participation has a direct positive significant relationship with community embeddedness (.109*). The community embeddedness mediator has a negative significant direct relationship with the not feeling at home type of acculturative stress (-.584***). In addition, married and Middle Eastern migrants have the highest not feeling at home stress when participating in leisure.

Another partial mediation effect of community embeddedness was found between migrants' leisure participation and the perceived discrimination type of acculturative stress (.302***) (see Table 4.69). The direct relationship between leisure participation and perceived discrimination stress was at .329***. Therefore, when the community embeddedness mediator was added, the result decreased to .302***. The community embeddedness mediator has a negative significant direct relationship with perceived discrimination type of acculturative stress (-.448**). Furthermore, female and African migrants have the highest perceived discrimination stress when participating in leisure activities.

Table 4.68: Mediation effect of community embeddedness to not feeling at home

IV	ASNFAH	Community embeddedness	Mediated by place dependence	Mediated by place identity	Mediated by community embeddedness
Leisure participation	**.330*** **	**0.109***	.318***	.317***	**.267*** **
Place dependence	-0.278***				
Place identity	-0.498***				
Community embeddedness	**-0.584*** **				
Married			.361*	.405***	.355**
Middle East			2.609***	2.165**	1.553*

*** p < 0.001, ** p < 0.01, * p < 0.05

Table 4.69: Mediation effect of community embeddedness to perceived discrimination

IV	ASDisc	Community embeddedness	Mediated by Place dependence	Mediated by Place identity	Mediated by Community embeddedness
Leisure participation	**.329*** **	**0.109***	.324***	.322***	**.302*** **
Place identity	-0.250***				
Community embeddedness	**-0.448****				
Female			.251*	.236*	
Middle East			2.423***		
African				2.297**	1.987*

*** p < 0.001, ** p < 0.01, * p < 0.05

Contradictorily, leisure participation has no significant direct relationship with language barriers stress and feeling loss/nostalgia stress. Leisure participation also has no significant direct relationship with both place dependence and place identity mediators. Therefore, the analysis ended here. Although the place dependence mediator has a significant direct relationship with language barriers (.124*), not feeling at home (-.278***) and feeling loss/nostalgia stress (-.160*), and the place identity mediator has significant direct relationships with both not feeling at home (-.498***) and perceived discrimination stress (-.250***), the analysis could not be continued due to insignificant relationships between the independent variable (leisure participation) with moderators (place dependence and place identity) and independent variables (language barriers and feeling loss/nostalgia). To run a mediation analysis, it is important to make sure that both relationships between independent variable with dependent variable and independent variable with mediator are significant (Baron & Kenny, 1986; Pearl, 2001).

Figures 4.15 and 4.16 show a clearer picture of the significant mediation relationship between leisure participation, community embeddedness, not feeling at home stress and perceived discrimination stress. This present study's results show that migrants' leisure

participation has positive significant relationships with not feeling at home stress and perceived discrimination, however this is reduced when the community embeddedness mediator is included in the relationships.

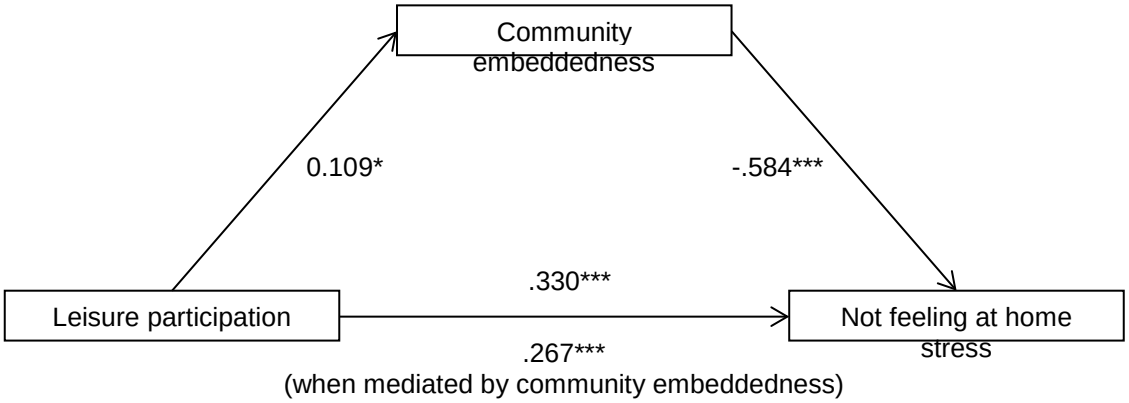


Figure 4.15: Mediation effect between leisure participation and not feeling at home stress

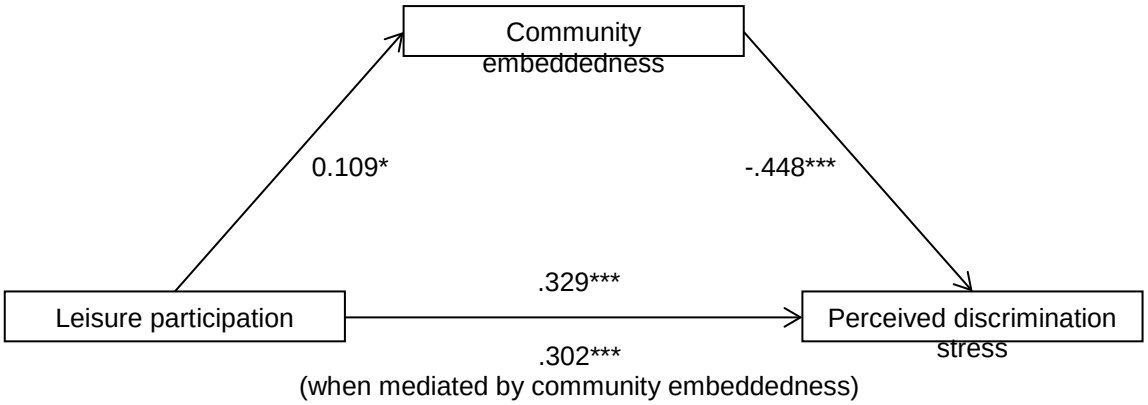


Figure 4.16: Mediation effect between leisure participation and perceived discrimination stress

4.3.8 Sobel test result

To confirm the significance of the mediation regression result, a Sobel test (Sobel, 1982, 1986) was conducted. A Sobel test is a specialised t-test that provides a method to determine whether the reduction in the effect of the independent variable, after including the mediator in the model, is a significant reduction and therefore whether the

mediation effect is statistically significant (Preacher & Hayes, 2004, 2008). The calculation for the Sobel test was performed using the online interactive calculative tool for mediation tests developed by Preacher (Vanderbilt University) and Leonardelli (University of Toronto).

For the mediation effect of community embeddedness in the relationship between migrants' leisure participation and not feeling at home stress, the *p* value was at 0.03 ($p < 0.05$). Therefore, this mediation relationship is considered significant. On the other hand, the mediation effect of community embeddedness in the relationship between migrants' leisure participation and perceived discrimination stress had a *p* value of 0.03 ($p < 0.05$) and is therefore considered as a significant mediation effect. Both mediation effects were proved significant, therefore the null hypothesis is rejected (Preacher & Hayes, 2004, 2008).

4.3.9 Leisure participation and settlement challenges

The respondents were also given four open-ended questions about their leisure participation and settlement challenges. These questions were important to further explore their views on how leisure plays a role in helping them to manage their acculturative stress. A question about their involvement in their own ethnic community leisure activities was also asked. This question was to investigate whether respondents were more likely to mix with their own society or venture into the wider community. Table 4.70 to 4.73 present the responses to these questions. The specific questions are as follows:

- Are you involved in events/activities in your own ethnic community?
- Are there any difficulties/challenges that make it hard for you to participate in your leisure activities?
- Are there any other challenges that you have experienced during settlement?
- How has participating in leisure affected how you have settled here?

Table 4.70: Respondents' involvement in ethnic community event/activity

Responses	n	Percentage (%)
Not participating in any ethnic community event / activity	205	51.9
Involved in ethnic community event/activity	190	48.1
Religious activities (Islam, Christian, Buddha, Hindu)	68	35.8
Cultural events/concerts/dancing events	59	31.1
Community association	54	28.4
Social events	37	19.5
Ethnic new year/celebrations/festivals	26	13.7
Community school events	12	6.3
Community sport events	11	5.8
Voluntary work	2	1.1

Note: Respondents could choose multiple activities/events

Almost 50% of the respondents claimed that they were involved in their ethnic community events/activities. Activities with the highest percentages are religious activities, cultural, association activities and social events. This finding will help to determine that whether they are involved in their ethnic community events or not, it does not affect the relationships among variables in the proposed framework. This claim is simply because both participating in an ethnic community event/activity and getting involving with the local event/activity have almost a similar percentage (i.e., approximately 50%).

Table 4.71 shows that almost half of the respondents experienced difficulties in participating in leisure activities during their settlement, with time constraints being the highest percentage at 59%. To be specific, they might have no time due to work commitment, family commitment, and study. Financial constraints also have a high percentage of 31%. Surprisingly, perceived discrimination accounted for only 2% of the respondents.

Table 4.71: Respondents' leisure constraints

Responses	n	Percentage (%)
No constraint	206	52.2
Have constraints	189	47.8
Time constraints	111	58.7
Work constraints	61	32.3
Financial constraints	59	31.2
Family commitments	34	18.0
Accessibility/distance/transportation	15	7.9
Weather	12	6.3
Study	8	4.2
No social confidence/lack of interpersonal skill	7	3.7
Discrimination/racism	4	2.1
Limited/lack of facilities	3	1.6

Although this finding agrees with the interview results that work, family commitments and limited finances are constraints on participating in leisure, discrimination did not seem to be a factor inhibiting leisure participation. In contrast, the respondents agreed that they encountered discrimination when answering the acculturative stress scale questions. Therefore, it can be concluded that they might experience discrimination during settlement but this does not stop them from participating in leisure.

Table 4.72 shows that approximately 48% of the respondents experienced difficulties in their settlement. Finding a job had the highest percentage of 47%. Other substantial constraints include social and cultural adjustment, and familiarisation issues. Interestingly, besides employment issues, discrimination and finances did appear to be settlement constraints. Therefore, the result supports the interview findings that claimed employment, discrimination and finances are among the challenges respondents experience during settlement.

Table 4.72: Respondents' settlement challenges

Response	n	Percentage (%)
No settlement challenges	206	52.2
Have settlement challenges	189	47.8
Difficulties finding a job	89	47.1
Different culture	53	28.0
Social adjustment	53	28.0
Familiarisation issues (system, health and medical issues, insurance, buying/renting house, government policy, traffic, weather and job application)	34	18.0
Discrimination/racism	25	13.2
Financial (high cost of living, education expenses, child care expenses)	24	12.7
Qualifications not recognised	23	12.2
No local working experience	14	7.4
Education problem	4	2.1

Besides the constraints and challenges that respondents experience during their leisure participation and settlement, they were also asked about the important role of leisure (see Table 4.73). Approximately 66% of the respondents agree that leisure benefits their settlement. Social support has the highest percentage of 48%, followed by feeling accomplished (21%) and feeling settled (20%). The respondents also agree that leisure helps them to improve their well-being, alleviate stress and develop place attachment. This result supports the interview findings that claimed social support is the most important element in migrants' leisure participation to help them cope with stress.

Table 4.73: Respondents' view about leisure benefits

Response	n	Percentage (%)
Leisure is beneficial	261	66.1
No benefit	134	33.9
Social integration (making friends, share experience, support, inclusion in the community, problem-solving)	125	47.9
Accomplishment (feeling occupied, feeling accepted, meet people from different cultures, learn new things, involve in sport competition, social club involvement, build up confidence levels, enjoy social gatherings, makes life more meaningful, develop social skill)	54	20.7
Help settlement process/feeling settled/feeling adapted/learned about Australia	53	20.3
Improve well-being	35	13.4
Alleviate stress	31	11.9
Place attachment/sense of belonging	28	10.7
Relaxation	27	10.3
Develop networking	26	10.0
Learn about new cultures	22	8.4
Feel at home	18	6.9
Active lifestyle/work life balance	14	5.4
Improve language efficiency	8	3.1
Encourage family bonding	3	1.1
Facilities	2	0.8

4.4 Chapter review

This chapter presented the whole process of the quantitative phase of this present study. The study acquired 395 usable samples of South Australian migrants through an online survey. The survey was conducted from May 2013 to January 2014. The data was analysed using SPSS software version 21. Approximately 58% of the respondents were female, 57% were aged 26 to 35 years and 70% of them were married/partnered. Almost 75% of the respondents were Asian and 68% of them participated actively in social leisure activities.

The results revealed that migrants participate in social leisure activities the most. Almost 65% of them participate in social leisure regularly. Approximately 75% of the migrants participate in leisure during non-working days or weekends. Most of them undertake leisure activities in the company of their spouse, family and friends. These results show that most migrants enjoy leisure activities that involve other people where they can develop their social skills, enhance well-being, alleviate stress, venture network and develop attachment with the local community. Therefore, social leisure plays an important role in migrants' acculturation process.

The results also revealed that migrants at their productive age (26-35) were active in social, cultural and hobby participation. Migrants with postgraduate qualifications, low income and full time employees were the most active social and cultural leisure participants. However, married migrants were more attracted to cultural leisure participation and part time employees (mostly young migrants) were active in recreation leisure activities.

Older migrants (56-65) were reported to have the highest community fit and sacrifice levels compared to other age groups. Younger migrants (18-45) were found to have the highest not feeling at home stress and feeling loss/nostalgia stress. Male migrants were found to have the highest language barriers stress compared to females, but females' feeling loss/nostalgia stress and discrimination stress were higher than males.

Migrants from the Middle East had lower place dependence and place identity compared to migrants from other regions. The Middle Eastern migrants were also reported to have the highest not feeling at home stress. On the other hand, migrants from Oceania (except Australia) were found to have higher community fit and sacrifice

levels compared to migrants from other regions. The Oceanian migrants also had lower feeling loss/nostalgia stress and discrimination stress. Migrants who have settled within 8 years were found to have lower not feeling at home stress, but migrants who have settled within 7 years were reported to have the highest discrimination stress. These results show that age plays an important role in determining migrants' leisure participation and their attachment to the community. Different cultural backgrounds and geographical origin attributes offer significant differences on migrants' attachment to the community and their stress levels.

From the mediated regression analysis result, community embeddedness significantly mediates the relationship between migrants' leisure participation and not feeling at home stress. Community embeddedness is also found to significantly mediate the relationship between migrants' leisure participation and perceived discrimination stress. Although the direct relationship between leisure participation and these two types of stress were positive, through community embeddedness the relationships' significance were reduced, proved by an additional test (i.e. Sobel test). These results show that although leisure participation can not altogether eliminate the stress of not feeling at home and perceived discrimination, support and attachment with the local community through leisure can lessen the stress intensity and help them to manage their settlement.

However, there were no significant relationships reported between leisure participation and language barriers stress and between leisure participation and feeling loss/nostalgia stress. There were also no significant relationships between leisure participation and place dependence and place identity. Therefore, no mediation effect was found for both place dependence and place identity. Leisure participation has likely nothing to do with language barriers stress or migrants have no problem with language as they were all well-educated. They have no issue with feeling loss/nostalgia for their origin country as they were determined to migrate to Australia to seek better employment and improve their life status. They all had skilled visas and none of them were forced to leave their origin country.

The second dimension of community embeddedness (i.e., link to community) was analysed descriptively. The results reported that approximately 70% of the migrants were married/partnered and 74% of their spouses/partners were working outside the house. However, 63% of the migrants are still renting, 62% of them have less than ten

close friends who live nearby and 51% have less than five family members who live nearby. These results show that the migrants have medium level links to the community. In terms of relationship, almost two thirds of the migrants were married/partnered and most of the spouses/partners were working outside the house. This relationship status shows that they have strong links to the community as they are well settled. However, more than half of the migrants are still renting and have only a few close friends and family who live nearby. Therefore, their link to the community can be considered as medium which is not too strong but not weak either.

The survey also asked four open-ended questions to support the overall findings. Almost half of the migrants are involved in their own ethnic community events and leisure activities. This result shows that migrants' involvement in their own community and the local community is well-balanced and they practised an 'integration' acculturation approach. Integration means they are maintaining their culture and practise their traditions while at the same time they mix with other cultures including the locals. Approximately 66% of them agreed that leisure involvement is beneficial especially to develop social integration and feel accomplished. However, they also agreed that they experienced various constraints that distracted them from enjoying their leisure activities. The constraints include time due to work and study, financial and commitment to family. They also mentioned that finding a good job, the different culture and system, and social adjustment contribute to their settlement challenges. Therefore, the paradoxical role of leisure is proved for the second time in this quantitative phase. Leisure is beneficial to migrants to manage their acculturative stress and settlement. However, constraints in their settlement can still limit their ability to participate in leisure and heighten their stress.

Table 4.55 summarises the quantitative findings to provide a clearer picture of the overall results. This information is useful to better understand the findings before reading the next chapter (i.e., Discussion and conclusion). This next chapter will provide more insight into the findings, followed by further discussions on how the results answer each of the research objectives. The link between the qualitative and quantitative phases will also be established in this next chapter.

Table 4.74: Summary of quantitative results

No.	Research objectives	Hypothesis		Statistic	Result
QN1	To examine the effect of migrants' leisure participation on reducing acculturative stress	H1a	Leisure participation negatively related to language barriers stress	Regression	The hypothesis was not supported
		H1b	Leisure participation negatively related to not feeling at home stress	Regression	The hypothesis was not supported
		H1c	Leisure participation negatively related to feeling loss/nostalgia stress	Regression	The hypothesis was not supported
		H1d	Leisure participation negatively related to perceived discrimination stress	Regression	The hypothesis was not supported

	Descriptive	Supporting result 1: 68% of the respondents enjoyed social leisure during non-working days accompanied by their spouses, family and friends. Leisure is all about interacting with people and connects to the community.
	Descriptive	Supporting result 2: Leisure benefits migrants especially with regard to social integration, accomplishment, assisting in the settlement process, improving well-being, alleviating stress, developing place attachment, relaxation, networking and learning about the new culture.
	Descriptive	Supporting result 3: 48% of the respondents were involved in their ethnic community events/activities. This result shows that migrants' involvement in their own community and the local community is well-balanced and they practised 'integration' acculturation approach.

				Descriptive	Supporting result 4: 48% of the respondents experienced leisure constraints that include time due to work, family and study commitments. Others are financial, accessibility and discrimination.
				Descriptive	Supporting result 5: 48% of the respondents agreed they experienced settlement challenges. The challenges include finding job, social and cultural adjustment, familiarisation issues, discrimination and financial.
QN2	To examine the effect of migrants' leisure participation on developing place attachment	H2a	Leisure participation positively related to place dependence	Regression	The hypothesis was not supported
		H2b	Leisure participation positively related to place identity	Regression	The hypothesis was not supported
QN3	To examine the effect of migrants' place attachment on reducing acculturative stress	H3a	Place dependence negatively related to language barriers stress	Regression	The hypothesis was not supported

H3b	Place dependence negatively related to not feeling at home stress	Regression	The hypothesis was supported (-.278***)
H3c	Place dependence negatively related to feeling loss/nostalgia stress	Regression	The hypothesis was supported (-.160*)
H3d	Place dependence negatively related to perceived discrimination stress	Regression	The hypothesis was not supported
H3e	Place identity negatively related to language barriers stress	Regression	The hypothesis was not supported
H3f	Place identity negatively related to not feeling at home stress	Regression	The hypothesis was supported (-.498***)
H3g	Place identity negatively related to feeling loss/nostalgia stress	Regression	The hypothesis was not supported

		H3h	Place identity negatively related to perceived discrimination stress	Regression	The hypothesis was supported (-.250***)
QN4	To examine the mediation effect of migrants' place attachment on the relationship between leisure participation and acculturative stress	H4a	Place dependence mediates the relationship between leisure participation and language barriers stress	Regression	The hypothesis was not supported
		H4b	Place dependence mediates the relationship between leisure participation and not feeling at home stress	Regression	The hypothesis was not supported
		H4c	Place dependence mediates the relationship between leisure participation and feeling loss/nostalgia stress	Regression	The hypothesis was not supported
		H4d	Place dependence mediates the relationship between leisure participation and perceived discrimination stress	Regression	The hypothesis was not supported
		H4e	Place identity mediates the relationship between leisure participation and language barriers stress	Regression	The hypothesis was not supported

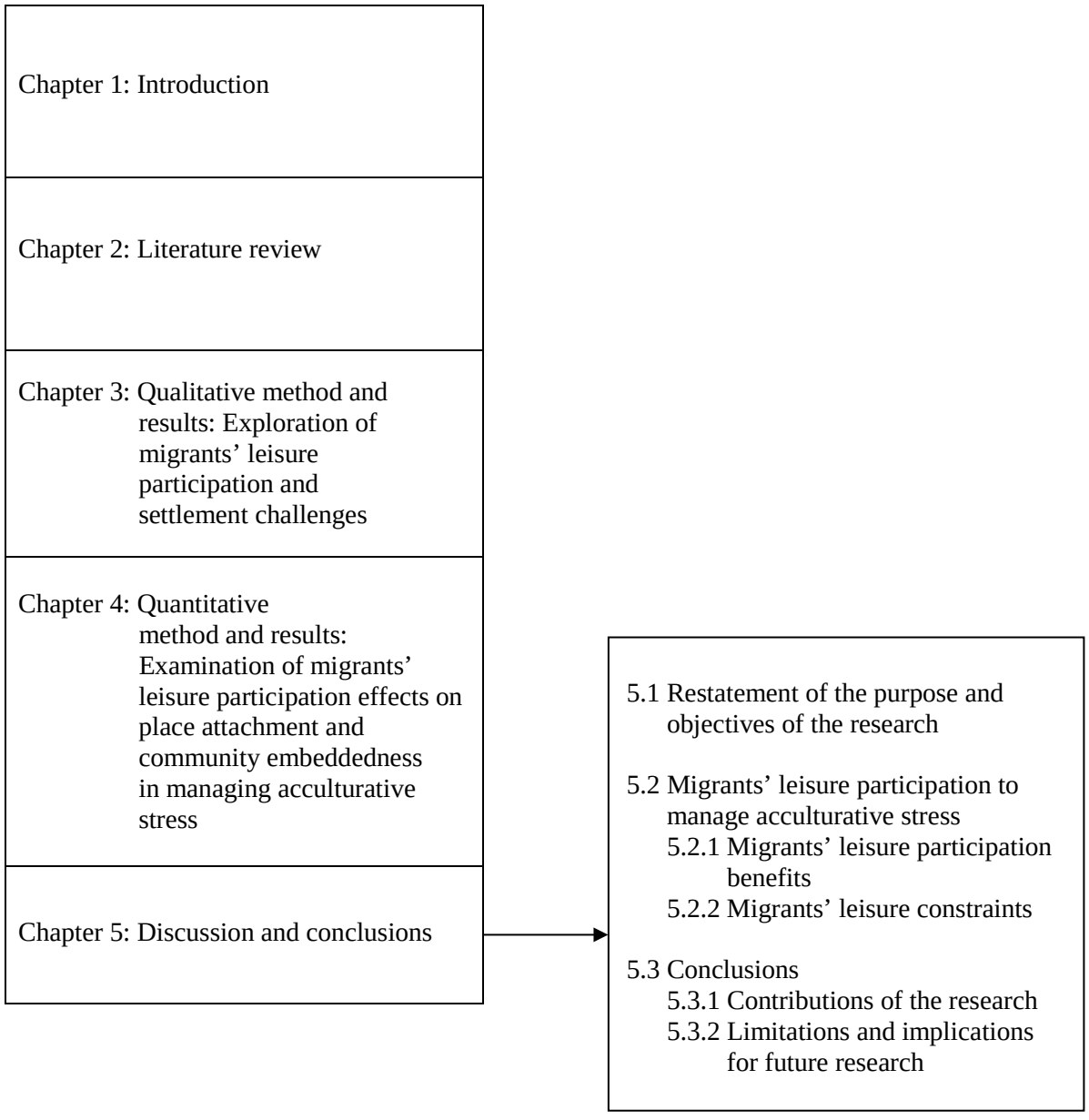
		H4f	Place identity mediates the relationship between leisure participation and not feeling at home stress	Regression	The hypothesis was not supported
		H4g	Place identity mediates the relationship between leisure participation and feeling loss/nostalgia stress	Regression	The hypothesis was not supported
		H4h	Place identity mediates the relationship between leisure participation and perceived discrimination stress	Regression	The hypothesis was not supported
QN5	To examine the effect of migrants' leisure participation on developing community embeddedness	H5a	Leisure participation positively related to community embeddedness (fit and sacrifice)	Regression	The hypothesis was supported (.109*)
QN6	To examine the effect of migrants' community embeddedness on reducing acculturative stress	H6a	Community embeddedness (fit and sacrifice) negatively related to language barriers stress	Regression	The hypothesis was not supported
		H6b	Community embeddedness (fit and sacrifice) negatively related to not feeling at home stress	Regression	The hypothesis was supported (-.584***)

		H6c	Community embeddedness (fit and sacrifice) negatively related to feeling loss/nostalgia stress	Regression	The hypothesis was not supported
		H6d	Community embeddedness (fit and sacrifice) negatively related to perceived discrimination stress	Regression	The hypothesis was supported (-.448***)
QN7	To examine the mediation effect of migrants' community embeddedness on the relationship between leisure participation and acculturative stress	H7a	Community embeddedness (fit and sacrifice) mediates the relationship between leisure participation and language barriers stress	Regression	The hypothesis was not supported
		H7b	Community embeddedness (fit and sacrifice) mediates the relationship between leisure participation and not feeling at home stress	Regression Proved by Sobel Test	The hypothesis was supported (.267***)
		H7c	Community embeddedness (fit and sacrifice) mediates the relationship between leisure participation and feeling loss/nostalgia stress	Regression	The hypothesis was not supported
		H7d	Community embeddedness (fit and sacrifice) mediates the relationship between leisure participation and perceived discrimination stress	Regression Proved by Sobel Test	The hypothesis was supported (..302***)

	Descriptive	Supporting result: 1. 70% of respondents were married/partnered 2. 74% of their spouses were working outside the house 3. 63% were still renting 4. 62% have less than 10 close friends who live nearby 5. 51% have less than 5 family members who live nearby

*** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$

5 Discussion and conclusions



This chapter discusses and offers conclusions for the findings related to the context of migrants' acculturation processes and challenges, their leisure participation, acculturative stress, place attachment and community embeddedness. The migrants' acculturation process in this present study focuses on the relationship between their leisure participation and levels of acculturative stress. This relationship was also tested with the mediation effect of place attachment and community embeddedness.

First, the study's purpose, objectives and associated hypotheses are reiterated. Then, this chapter discusses migrants' leisure participation during their settlement and the benefits and constraints of leisure affecting migrants' acculturation process. The chapter also articulates the possible applications of the findings. Finally, conclusions are offered which consist of the contributions of this present study, limitations and suggestions for further research.

5.1 Restatement of the purpose and objectives of the research

The purpose of this present study was to examine migrants' leisure participation in developing place attachment and community embeddedness to manage their acculturative stress. Given that migration contributes to the increase of South Australia's population, and adds to employment and educational opportunities, it was also important to investigate the migrant settlement process. Leisure activities are believed to assist migrants in managing their settlement, reducing any distress associated with it, and promoting their well-being. It is argued that the development of place attachment and community embeddedness will enhance this process.

Qualitative phase: migrants' leisure participation and settlement challenges

The qualitative phase was an exploratory analysis of migrants' leisure participation and settlement challenges. The objectives were as follows:

QL1: to explore migrants' nature of leisure participation during their early years of acculturation

QL2: to investigate how leisure participation affects migrants' acculturation process

QL3: to explore the new migrants' acculturation challenges which cause them acculturative stress.

The qualitative exploration through networking analysis unveiled five prominent themes. The themes are leisure as a coping strategy, pre-employment challenges, financial issues, perceived discrimination and family obligations. The first theme represents the benefit of leisure and the remaining four themes represent constraints of leisure which affect migrants' leisure participation during their acculturation. These findings are supported with an in-depth investigation through a quantitative phase.

Quantitative phase: migrants' leisure participation effects on place attachment and community embeddedness in managing acculturative stress

The general aim of the quantitative phase was to use qualitative findings to formulate a survey instrument using the leisure participation frequency, acculturative stress, place attachment and community embeddedness constructs. This quantitative phase also developed and tested the measurement models for the constructs generated by mediated regression analysis, testing a main objective: *To examine the relationships between migrants' leisure participation and acculturative stress with the mediating effects of place attachment and community embeddedness*. This objective has seven specific objectives with hypotheses as follows:

QN1: to examine the effect of migrants' leisure participation on reducing acculturative stress:

- H1a Leisure participation negatively related to language barriers stress
- H1b Leisure participation negatively related to not feeling at home stress
- H1c Leisure participation negatively related to feeling loss/nostalgia stress
- H1d Leisure participation negatively related to perceived discrimination stress.

QN2: to examine the effect of migrants' leisure participation on developing place attachment:

- H2a Leisure participation positively related to place dependence
- H2b Leisure participation positively related to place identity.

QN3: to examine the effect of migrants' place attachment on reducing acculturative stress:

H3a Place dependence negatively related to language barriers stress

H3b Place dependence negatively related to not feeling at home stress

H3c Place dependence negatively related to feeling loss/nostalgia stress

H3d Place dependence negatively related to perceived discrimination stress

H3e Place identity negatively related to language barriers stress

H3f Place identity negatively related to not feeling at home stress

H3g Place identity negatively related to feeling loss/nostalgia stress

H3h Place identity negatively related to perceived discrimination stress.

QN4: to examine the mediation effect of migrants' place attachment on the relationship between leisure participation and acculturative stress:

H4a Place dependence mediates the relationship between leisure participation and language barriers stress

H4b Place dependence mediates the relationship between leisure participation and not feeling at home stress

H4c Place dependence mediates the relationship between leisure participation and feeling loss/nostalgia stress

H4d Place dependence mediates the relationship between leisure participation and perceived discrimination stress

H4e Place dependence mediates the relationship between leisure participation and language barriers stress

H4f Place dependence mediates the relationship between leisure participation and not feeling at home stress

H4g Place dependence mediates the relationship between leisure participation and feeling loss/nostalgia stress

H4h Place dependence mediates the relationship between leisure participation and perceived discrimination stress.

QN5: to examine the effect of migrants' leisure participation on developing community embeddedness (the hypotheses under this objective have been altered due to the EFA result of community embeddedness [see Section 4.3.6.2]):

H5c Leisure participation positively related to community embeddedness.

QN6: to examine the effect of migrants' community embeddedness on reducing acculturative stress (the hypotheses under this objective have been changed due to the EFA result of community embeddedness [see Section 4.3.6.2]):

H6i Community embeddedness negatively related to language barriers stress

H6j Community embeddedness negatively related to not feeling at home stress

H6k Community embeddedness negatively related to feeling loss/nostalgia stress

H6l Community embeddedness negatively related to perceived discrimination stress.

QN7: to examine the mediation effect of migrants' community embeddedness on the relationship between leisure participation and acculturative stress (the hypotheses under this objective have been changed due to the EFA result of community embeddedness [see Section 4.4.6.2]):

H7i Community embeddedness mediates the relationship between leisure participation and language barriers stress

H7j Community embeddedness mediates the relationship between leisure participation and not feeling at home stress

H7k Community embeddedness mediates the relationship between leisure participation and feeling loss/nostalgia stress

H7l Community embeddedness mediates the relationship between leisure participation and perceived discrimination stress.

Five hypotheses (H5c, H61, H6j, H7j and H7l) were supported by the mediation regression analysis. The analysis accepted hypothesis H5c: leisure participation positively related to community embeddedness. This finding means that migrants' leisure participation does increase their community embeddedness or emotional attachment to the local society. The examination also accepted hypothesis H6i: community embeddedness reduces not feeling at home stress, and hypothesis H6j: community embeddedness reduces perceived discrimination stress. Attachment to the local society provides comfort to migrants and helps stop them from feeling discriminated against. Migrants need to feel welcomed and accepted in order to avoid missing home during their early years of settlement.

The finding reported that community embeddedness does mediate the relationship between migrants' leisure participation and not feeling at home stress by accepting hypothesis H7j. The finding also reported that community embeddedness does mediate the relationship between migrants' leisure participation and perceived discrimination stress by accepting hypothesis H7l. Migrants need to integrate with the community during their leisure engagement to help reduce their not feeling at home and perceived discrimination stress. It is important for migrants to feel part of society as it assists them with reducing stress and settling down fast and effectively.

The following sections will elaborate this present study's findings that begin with a discussion of the results of the role of leisure in assisting migrants to manage their acculturative stress. The effect of migrants' leisure participation was explored in the qualitative phase and followed by the quantitative phase. The results of the mediating effects of place attachment and community embeddedness will then be discussed comprehensively. Finally, migrants' settlement challenges found in this present study will be elaborated upon.

5.2 Migrants' leisure participation to manage acculturative stress

This present study has made a new significant contribution by demonstrating that migrants' leisure participation impacts significantly on their levels of acculturative

stress. Their involvement in leisure also affects the development of place attachment and community embeddedness. These relationships, drawn from the leisure, migration, place attachment and community embeddedness literature stream, have provided a foundation to achieve the study's objectives.

The qualitative phase found new five prominent themes to represent the role of leisure participation in migrants' settlement. The themes include leisure as a coping strategy, pre-employment challenges, financial issues, perceived discrimination and family obligations. This qualitative phase unveiled that migrants' leisure participation assists them to manage their settlement distress. From the five themes identified, one acknowledged leisure as a coping strategy to lessen migrants' levels of acculturative stress. Social support and leisure facilities appeared to be the dominant contributors in helping migrants manage their settlement distress. This finding addressed qualitative research objectives QL1 and QL2 which sought to explore migrants' leisure participation trends and effects on their settlement.

From the four remaining themes, the findings also revealed that migrants experienced settlement challenges that extend the existing understanding on acculturative stress. This new discovery result addressed qualitative research objective QL3 which was to explore migrants' settlement challenges causing them stress. These difficulties obstructed migrants from experiencing a smooth settlement and also distracted them from enjoying their leisure activities. Although leisure is claimed to be beneficial in helping migrants cope with acculturative stress, it can also add stress when migrants have limited opportunity to participate in leisure activities.

The role of leisure in migrants' settlement was then tested in the quantitative phase which discovered a new finding contributing to the existing body of knowledge. The quantitative findings were that leisure activities alleviated stress associated with not feeling at home and perceived discrimination with the mediating effect of community embeddedness. Social leisure was found to be the most beneficial approach for migrants to lessen their stress, especially when associated with their own ethnic community events. However, migrants' leisure participation does not have a significant relationship with language barriers stress and feeling loss/nostalgia stress. Their leisure participation also does not have a significant relationship with place attachment. Connection with the community rather than with place plays a more important role in managing their

settlement distress. These results addressed quantitative research objectives QN1 to QN7 which were to examine the relationship between migrants' leisure participation and acculturative stress with the mediating role of place attachment and community embeddedness. To further elaborate these findings, the following section will discuss the benefits of leisure to migrants' settlement (see Section 5.2.1) and migrants' leisure constraints (see Section 5.2.2).

5.2.1 Migrants' leisure participation benefits

As discussed in the literature (see Chapter 2), studies on migrants' leisure participation is underdeveloped (Shinew et al., 2006; Floyd et al., 2008). The role of leisure in helping migrants' to survive during their settlement process needed to be further investigated. Therefore this present study explores migrants' leisure participation to assist them in managing settlement distress. The present study discovered the benefits of leisure to migrants during their settlement. Migrants need to engage in leisure activities in assisting them to alleviate the stress associated with acculturation. Aligned with this present study, various benefits of leisure participation have been identified in previous studies (e.g. Hills et al., 2000; Lloyd & Auld, 2002; Gayo-Cal, 2006; Venkatesh, 2006). Leisure not only reduces life stress but also promotes satisfaction, well-being, self-esteem, freedom and quality of life. In addition, leisure encourages social integration among participants that will enhance their attachment to the community (Coleman & Iso-Ahola, 1993; Jibeen, 2011) and their new home (Hung & Lee, 2012; Kaplanidou et al., 2012; Hixson, 2013).

The qualitative phase of this present study found that migrants are actively involved in leisure activities during their settlement. Active leisure participation is beneficial in assisting them to cope with their stressful settlement process. The networking analysis of the qualitative phase (see Chapter 3) unveiled five prominent themes regarding migrants' leisure participation during their settlement. Only one theme, however, is reported to have a positive impact on migrants' leisure participation. Leisure is determined as a factor that assists migrants manage acculturation challenges and distress. It is thus an important coping strategy enabling migrants to adapt more easily to life in their adopted country. In other word, leisure has a positive role (see Figure 5.1) in assisting migrants to manage their acculturative stress. The reversed triangle represents the declining levels of acculturative stress when migrants are active in leisure

participation which is represented by the circle shape. This result confirmed previous studies' findings that reported the benefits of leisure to participants (e.g. Kim et al., 2012).

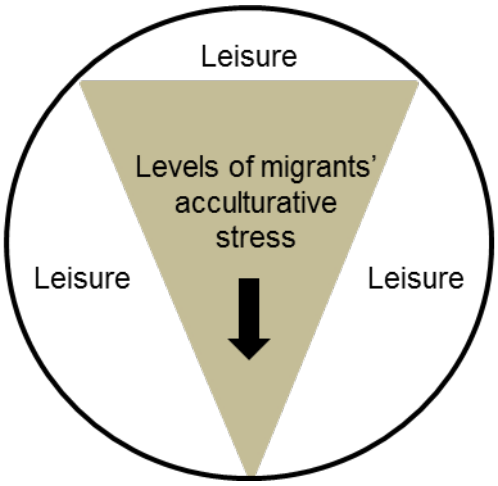


Figure 5.1: The roles of leisure in reducing migrants' levels of acculturative stress

This finding addresses the qualitative research objectives QL1 and QL2 which are: to explore migrants' nature of leisure participation during their early settlement and to investigate how leisure participation affects their acculturation process. Migrants' active engagement with leisure aids their well-being. They were aware of the importance of leisure in assisting them to adapt during their settlement. This finding supports Iso-Ahola's (1997) and Kim and colleagues' (2011a, 2011b) notions that an active leisure lifestyle is a defence mechanism against physical and mental illness when stress increases, whereas passive leisure activities fail to reduce the stress.

This present study argues that by being active in leisure, migrants are able to develop persistence and improve participation skills, enabling them to manage the difficulties of adjustment. Being active and consistent in leisure participation relates significantly to serious leisure. Although casual leisure pursuits (e.g., dining out, watching films and gardening) reduce life stresses, serious and persistent leisure activities are more intrinsically rewarding (Stebbins, 2001, 2008). Serious leisure (e.g., organised sports, outdoor recreations, playing musical instruments, creating art work and social clubs) is the systematic participation in an activity in which participants focus on the special skills, knowledge and experience associated with the activity.

The findings of this present study agree with previous research that recommended leisure as a means of overcoming migrants' acculturative stress (e.g. Iso-Ahola, 1994; Choi et al., 2008; Stack & Iwasaki, 2009; Kim, 2012). Leisure is an important mechanism to help migrants survive in their adopted country. Through leisure migrants may not only take part in fulfilling pastimes (casual or serious leisure) as suggested by some established leisure researchers (Dumazedier, 1974; Neulinger, 1974; Kaplan, 1975; Edginton et al., 1995; Murray, 2000), but it may also allow them to escape from stresses associated with adapting to life in a new country.

The findings also indicate that leisure plays a critical role in assisting migrants to escape from conflicts in their origin country as well as to achieve their migration goals. Smooth acculturation means that migrants can settle in quicker and achieve their goals more easily. When migrants relocate to a new country they are usually seeking to better themselves in employment and education, and to diversify and broaden their social networks. This notion is aligned with Urry's (2002) and Sam and Berry's (2006) arguments on the motivation of migration. Other stimulating factors include escaping from their home countries' economic instability, over-population, political crises, wars and natural disasters (Malsch & Meyer-Stoll, 2003; Kosic, 2004). Migrants' effective acculturation is also beneficial to the receiving country's development. The receiving country benefits from migration through the stimulation of economic growth and involves such factors as employment, education, technology, infrastructure development and demographic effects (Kosic, 2004; Oudenhoven, 2006; Seetaram & Dwyer, 2009). Good migration programs will see that the new migrants and the receiving country fit their respective needs and expectations.

To support the qualitative findings on leisure benefits, through its open-ended questions the quantitative phase found that 66% of the respondents agreed that leisure participation provides plentiful advantages to migrants. Leisure assists them to experience feelings of accomplishment and being settled, promotes relaxation, improves well-being, alleviates stress, and develops a sense of belonging. Leisure is also a platform to learn about new cultures, promotes an active lifestyle, and encourages social integration and networking. Migrants need such positive feelings to enable them to settle in. Conclusively, the respondents indicated that migrants' leisure participation reduces settlement distress which in turn encourages pleasure and enhances physical

health. These findings agree with Abraham and Colleagues' (2012) argument on the relationship between leisure and well-being. According to them, participating in leisure activities provides individuals with enjoyment and releases stress.

Furthermore, the exploration of the qualitative phase discovered that social support and leisure facilities relate to leisure as a coping strategy. Social support improves migrants' English proficiency, encourages social integration and community embeddedness either with migrants' ethnic origin community or local community, develops cultural integration, provides a platform to share settlement problems with other migrants, and promotes networking, especially for employment. The respondents also agreed that migrants can develop their place attachment through South Australia's well-resourced leisure facilities. The facilities encourage migrants to get involved in leisure and develop their sense of belonging or place attachment.

To further understand how leisure assist migrants to manage their acculturative stress, the following sections will discuss the benefits of leisure which includes alleviating stress, social advantages, increasing community embeddedness and developing place attachment. The discussion integrates both findings from qualitative phase and in-depth findings of quantitative phase.

5.2.1.1 Leisure participation to alleviate stress

Involvement in leisure benefits migrants in various ways. The interview respondents agreed that leisure can alleviate stress. The respondents indicated that it is important to engage in leisure activities in order to reduce the stress levels caused by numerous settlement activities and challenges. Most of the respondents commented that leisure can be defined as escapism from mundane routine. They also suggested that leisure time in the form of pleasurable activities are generally meant to provide relief from daily responsibilities and days of toil that demand full commitment and intensity.

Along with this result, Iwasaki and colleagues (2006) proposed that leisure acts as a great contributor to coping with migrants' stress. They claimed that migrants pursued an active leisure lifestyle to assist them to reduce stress. Other related studies (Coleman & Iso-Ahola, 1993; Kim et al., 2005; Kim et al., 2014) suggested that leisure assists migrants reduce acculturative stress through self-expression, relaxation and social bonding. Leisure provides an ease of mind for people while improving skills (e.g.,

horseback riding, abseiling, water rafting) and providing an opportunity to interact with others and extend social networks. Taking part in leisure activities will assist the acculturation process. From this present research, it appears that migrants' leisure participation is significantly associated with social encounter. Therefore, more elaboration on social benefits through leisure will be discussed in Section 5.2.1.2.

The qualitative participants believed that migrants should take part in active leisure to alleviate stress during settlement. Some participants also related leisure to reducing stress levels at work by enabling them to re-energise themselves. Leisure not only lessens their stress but also improves their physical well-being which leads to a healthier lifestyle and enhances their cultural adjustment (Yang et al., 2007; Wilbur et al., 2008; Moon, 2012). Along with this finding, Tsaur and Tang (2012) found that leisure plays a regulatory coping role in managing employees' stress levels as part of an ongoing process. For migrants, work can cause problems of adjustment. By involving themselves in leisure outside work with colleagues can have a twofold effect: improving relationships in the workplace as well as reducing tensions that might arise.

This present study's interviewees also claimed that migrants can rely on leisure activities in their challenging cultural adjustment. Leisure is the best way to achieve a peaceful mind. Leisure keeps their mind away from stressful routine and occupies their time with something enjoyable and pleasurable. To support the interviewees' contention, Blackshaw (2010) argued that leisure provides a potential space for creating a more comfortable lifestyle and improved psychological well-being. Stack and Iwasaki (2009) found that meaningful and enjoyable leisure helps migrants to adapt to stressful life challenges and assists in problem-solving and learning. Therefore, the importance of leisure in migrants' settlement has a strong relationship with their acculturative stress management to improve well-being and positively contributes to their effective adaptation process.

Only a few leisure studies which specifically explore migrants' leisure participation directly relate to this present study's findings. Among the studies Walker, together with Halpenny and Deng (2011), discussed migrants' acculturative stress but with their leisure satisfaction. In a different study, Walker with Halpenny, Spears and Deng (2011) investigated the relationship between migrants' leisure participation and leisure satisfaction. From these two studies, it is asserted that leisure participation does affect

leisure satisfaction. The more migrants participate in leisure, the greater the possibility of determining their leisure satisfaction levels.

Pleasurable leisure

Apart from lessening acculturative stress, migrants have also undertaken leisure as a pleasurable activity. For instance, the respondents indicated that, in Australian culture, most Indian and Pakistani migrants share an interest in cricket, and some other nations' migrants play soccer. They enjoy sports very much and pursue them with pleasure. One of the best ways for new migrants to acculturate with Australian society, if not playing sports, is being able to talk about sports when having drinks with colleagues or friends. Some of the participants claimed that leisure becomes more important in reducing migrants' settlement distress when participating in activities that they enjoy and offer satisfaction. Migrants are more likely to be intrinsically motivated when they are active. Other respondents suggested the importance of associating leisure with pleasure and fun that leads to a positive and peaceful mind. The strong correlation between leisure and pleasure was also found in previous studies (e.g. Lu & Hu, 2005; Wang & Sunny Wong, 2011) suggesting that an increase in leisure leads to happiness. To be happy and positive would assist migrants with effective settlement and lead to fulfilling life.

In contrast, a study (Rheinberg et al., 2007) claimed that their participants (employees) had low satisfaction and happiness levels during leisure time. Although their study is not categorised under migration leisure, the result is still warrants mention here. Their findings might be due to ongoing stress from work and that leisure time is limited due to work commitments. Pleasurable leisure is likely to cause happiness and alleviate stress but not in every aspect of stress. Similarly, Walker and colleagues' (2011) study and Kim and colleagues' (2005) research found negative results from migrants' leisure participation. These studies indicated that although migrants in their studies reported high satisfaction with their leisure engagement, they still experienced high levels of acculturative stress. Therefore, the inconsistent outcomes between this present study and the previous studies were further investigated through a quantitative phase. The quantitative phase specifically investigated the relationship between migrants' leisure participation and each aspect of acculturative stress, thus the result presents a more in-depth interpretation of the roles of leisure in migrants' levels of acculturative stress (see Section 5.2.1.3).

Physical leisure

Leisure is claimed to be beneficial to migrants' physical health. By participating in physical activities (e.g. sports and outdoor recreations), migrants were able to increase their physical health. Apart from lessening stress, most respondents indicated that through physical leisure, they would be able to develop their self-confidence and self-esteem and re-energise themselves. These positive feelings provided migrants with more effective stress management.

Similarly, a study by Lee (2011) found that physical leisure activity has a positive relationship with acculturation through intra-personal, inter-personal and socio-cultural influences. Lee's finding shows that physical activities not only develop their inner-strength and self-motivation but also social integration which leads to social well-being (see Section 5.2.1.2). An earlier study (Yu & Berryman, 1996) reported that active outdoor leisure pursuits are positively related to high self-esteem. Migrants need to have a positive motivation to assist them to cope with settlement challenges and stress. Therefore, active physical leisure is important not only for their physical need but also psychological requirements.

Other studies (Iso-Ahola, 1997; Kim et al., 2011b) have also found that leisure is beneficial for participants' physical health while overall well-being is the final outcome to which individuals aspire. Their studies also agreed that leisure has a significant positive relationship with health. Conversely, individuals' health also affects their leisure experience and participation. Looking at these circumstances, healthy migrants indulge in active leisure, and active leisure leads to good mental health and well-being.

The relationship between leisure and well-being could be improved with the involvement of others. Migrants need more than just leisure activities which allow them to interact with the community in social leisure. Social leisure includes any leisure activities in which individuals participate, along with family, friends, colleagues, neighbours, and community (e.g., movies, musical concerts, sports, and outdoor recreation).

5.2.1.2 Leisure and social advantage

The relationship between leisure and social connection has been the major finding and new discovery of this present study. Most of the respondents indicated that leisure

which involves social integration helps migrants to lessen their stress. The prominent claims of social leisure benefits are many. The claims include encouraging social integration and promotion of cultural awareness leading to community embeddedness, providing potential space to share the settlement experience with their own ethnic community, improving English proficiency, and developing employment networking. Figure 5.2 represents the social advantage for migrants through leisure participation to manage their acculturative stress during settlement.

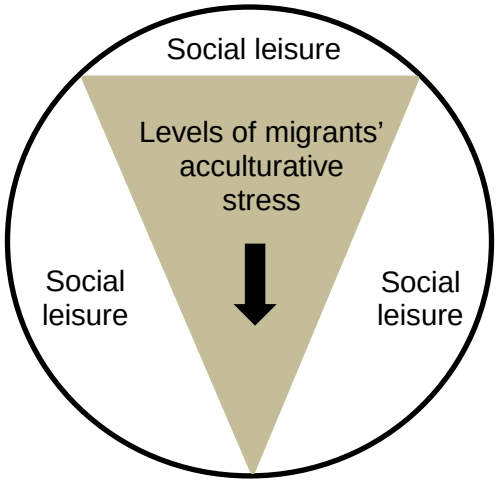


Figure 5.2: The roles of social leisure in alleviating migrants' levels of acculturative stress

Leisure encourages social integration and cultural awareness

Social support is the prominent finding in the qualitative phase. Most respondents regarded social leisure as beneficial to migrants in managing their acculturative stress. To be recognised and accepted in the community is important to migrants in order to develop their attachment to the society and develop community embeddedness. This finding aligns with previous studies that indicated leisure generates social integration and alleviates mental illness (e.g. Coleman & Iso-Ahola, 1993; Choi et al., 2008; Jibeen, 2011; Walker, Halpenny, & Deng, 2011; Suto, 2013). These studies argued that social involvement motivates participants to be more active and consistent with their leisure participation. Another study (Groves, 2012) found that social interaction with the new community increases chances of being accepted in the receiving country. Social integration is associated with community embeddedness that represents migrants' emotional connection to their new community.

This finding led to the quantitative phase of research which investigated the role of community embeddedness in migrants' settlement process. The study found that migrants' leisure participation associates well with social integration to manage their acculturative stress. The existence of community embeddedness in between the relationship of migrants' leisure participation and their acculturative stress levels needs more exploration. Therefore, the quantitative phase investigated the mediation effect of community embeddedness and allowed interpretation of more in-depth findings (see Section 5.2.1.3). Community embeddedness is an important aspect of migrants' social integration both within their ethnic community and with people from other cultures.

A significant impact of migrants' social leisure is cross-cultural interaction. Social leisure encourages integration between migrants and others from different backgrounds and cultures. Cultural awareness is important for migrants to understand in order to live in harmony with others in a multicultural society (e.g., way of life, cuisine, religion, and language). This cultural tolerance may also develop community embeddedness to strengthen migrants' relationship with the new society. To be able to interact with people from different cultures benefits migrants as it expands their knowledge and awareness about other cultures and beliefs. This finding is supported by previous studies which noted that migrants' leisure participation encourages cross-cultural social interaction which enables them to feel more attached and increases their sense of belonging (Stack & Iwasaki, 2009; Kim, 2012; Yakunina et al., 2013). These studies claimed that interactions among participants encouraged them to understand each other's cultures and values as well as develop respect toward each other.

According to the respondents, during their acculturation, they practise assimilation and integration strategies which allow them to assimilate well into the community. It is important for them to blend into the community in order to gain acceptance and belong. Cross-cultural interaction is more likely to be successful when migrants practise assimilation and integration strategies during their acculturation process, as suggested by Berry (2006). These strategies represent migrants who seek interaction with other cultures during their settlement. However, on one hand, assimilation strategy is not an ideal way to adapt to a new country because this strategy also represents migrants who do not wish to maintain their cultural identity. Integration strategy, on the other hand, represents migrants who have an interest in both holding onto their original culture

while having interactions with other groups. Therefore, having connection with their own ethnic community is always an effective way to obtain a good social support system.

The integration strategy was reported in the quantitative phase which found that almost half of the respondents were involved in their own ethnic community leisure events. This finding shows that migrants prefer to mix with both their own ethnic people and the local community. This well balanced-approach not only assists migrants to settle down well with the support from their own community but also allows them to adapt into a new culture leading to effective acculturation. An effective acculturation normally results in a behavioural shift where migrants are able to adapt well in their new community while at the same time maintaining their ethnic culture (Berry, 2006).

To support the social benefits finding, the quantitative phase revealed that almost 70% of the respondents were involved in social leisure and 65% of these respondents participated regularly (i.e., at least once a week). About 75% of these respondents chose to do their leisure activities during non-working hours and about 75% were involved in leisure with friends and colleagues. These statistical results conveyed a clear message of the importance of undertaking leisure activities that involve companions. Social interaction during leisure benefits migrants because they're able to share problems, seek for settlement information, and expand their networks and contacts.

Leisure and ethnic community

Social leisure includes activities that migrants participate in with the company of other likeminded people, including friends, colleagues, community members and family. These groups share the same language, share the same religion, and come from the same country or ethnic background. One of the principal ways participants experienced leisure activities was to join in with what people from their own ethnic community were doing. Sharing leisure activities with these cohorts creates understanding, empathy and team support. These mutual understandings help migrants to adapt well in their new environment and lead to effective settlement. The respondents indicated that new migrants normally feel more comfortable socialising within their own community, or with people who come from the same background (i.e., migrants) rather than venturing into the broader society.

The respondents also offered the view that migrants tend to become involved in leisure activities together and frequently shared their settlement problems. They believed that having a connection with their own people in a new country is important to gain social support and guide them in facing settlement challenges. They also claimed that by socialising and participating in leisure activities with their own people, they can share common aspects of life such as language, cultural values, lifestyles and beliefs. Previous studies (Kim et al., 2001; Iwasaki & Bartlett, 2006; Kim, 2012; Kim et al., 2014) that supported this view found that migrants became involved in their ethnic group leisure activities for various cultural, social and psychological benefits. In other studies (Safdar et al., 2003; Hopkins et al., 2007), migrants often perceived themselves as representatives of their own ethnic group and preserved their culture by interacting within their own ethnic group. These studies have shown the importance of preserving an ethnic culture during settlement to develop social support and well-being.

Similar to this present study's findings, in psychological studies (Rustemli et al., 2000; Brewer & Chen, 2007) individuals were found to engage with their own ethnic community rather than those of outsiders because of ethnic and cultural similarities and preferences. When individuals interact with their own ethnic community, they have more positive attitudes towards the community compared with interaction with outsiders (Toosi et al., 2012). Toosi and colleagues indicated that individuals assess their ethnic community more positively and experience less negative attitudes regarding them. Karlis and Dawson (1999) and Kim with colleagues (2001) and Kim (2012) also found that migrants prefer to maintain their ethnic identity and culture by participating in leisure activities related to their culture. The migrants felt that it was necessary to become involved in cultural-related activities in order to preserve their culture and ensure that succeeding generations will gain the benefits of living in a new homeland.

Some of this present study's respondents who belonged to the Indian community mentioned their comfort and confidence when participating in leisure activities with their community members. They became actively involved in associations that organise cultural and social events. Additionally, Stack and Iwasaki (2009) also claimed that Afghan migrants participated in leisure which fostered social bonding with other migrants, and earlier research by Perez-Foster (2002) found that Asian migrants

experienced discomfort and anxiety interacting with their local community and thus, aspired to develop connections with other Asian groups.

Apart from social support from outside the house, the interview respondents also mentioned the importance of family support in assisting migrants to manage their acculturative stress. The settlement process would be more difficult for migrants without family support. Family members are the closest people who understand and are always there for them as they face settlement challenges. According to one study (Ibañez et al., 2015) family support plays a significant role in helping migrants to overcome their acculturative stress, especially during their early days of settlement where they have less friends to rely on. Ibańez and colleagues also claimed that when migrants are struggling to adapt to their new host culture, family remains a source of support.

Migrants benefitted from leisure participation that led to interaction with their own ethnic community. However, they still need to open their doors and mix with people from other cultures, especially the local society, and practise the integration strategy of acculturation. This strategy is important in both maintaining their heritage and learning about other cultures. Such a strategy will benefit them in many ways, enabling them to adapt and improve their language skills. In an Australian context, integration with the local community is important for migrants to improve their English proficiency. Participating in social leisure activities increases the opportunity for practising speaking the new language.

Leisure improves English proficiency

Communication is important. Many migrants experience language difficulties during their settlement. According to this qualitative phase, the respondents claimed that involvement in leisure activities contributes to an improvement in English proficiency. Being able to communicate well in English is not only for social purposes, but also for employment. The respondents indicated that by participating in leisure they can improve their English communication skills and feel they belong in the new community. This result is important since the language barriers is one of the settlement stressors mentioned by both Aroian and colleagues (1998) and Walker and colleagues (2011). The result also supported previous studies that indicated leisure reduces problems associated with language barriers where people are forced to find a way to communicate

when they are participating in leisure activities together (Jiali Ye, 2005; Wolin et al., 2006). Thus, the more frequently migrants interact socially in leisure activities the greater the chance they have to communicate with people and improve their language skills.

Many studies reported that social integration through leisure is one of the important aspects in migrants' settlement (e.g. Coleman & Iso-Ahola, 1993; Choi et al., 2008; Suto, 2013). Nevertheless, without good English skills (in the Australian context and other English speaking countries), the process would be meaningless. Additionally, poor English proficiency has been argued to be a leisure constraint (Stodolska, 1998). According to Stodolska, language difficulties create barriers between migrants and local community.

However, in this present study, the respondents are mostly skilled visa holders. Their admission to Australia was based on their academic and employment qualifications (Australian Department of Immigration and Citizenship, 2011) so communicating in English was not a critical issue. The quantitative survey findings also indicated that there is no significant relationship between migrants' leisure participation and levels of language barriers stress (see Section 5.2.1.3). Their ability to communicate well in English also permits them to participate in leisure and gain social benefits which eventually improves their communication skills. Besides qualifications and working experience, migrants' English proficiency greatly assists them in finding a good job.

Social leisure leads to employment opportunity

Employment opportunity is another benefit of social leisure for migrants. Through social leisure participation they are likely to get to know people who can introduce them to job opportunities. In other words, social leisure also promotes networking that leads to employment opportunities. For most skilled migrants the most important goal after relocating to a new country is finding a good job. Developing a strong social network increases their chances of getting a job. Some respondents indicated that involvement in leisure activities widened their networks. Attending social and cultural events, professional gatherings (e.g., engineers' association networking event), and conferences increases their opportunities to meet people who can introduce them to employment. This finding supports Van Riper and colleagues' (2013) research that found that social networking through attending business events and conferences leads to employment and

career development. Through these events, individuals might meet experts from their field/background who can help them to find a job or provide career development opportunities. Enlarging their social network assists not only unemployed migrants, but also those in employment who want to advance their career prospects.

This finding also supported the concept of migrants' social capital where their migration process is associated with reliable resources and sources. Resources include information about job opportunities, living arrangements and other related settlement issues. Sources refer to existing migrants who can assist new migrants by sharing their migration information. The stronger the tie between new migrants to the sources, the more reliable and useful the information about settlement especially employment (Lindstrom, 2006). These claims demonstrate that assistance from the existing migrant community is essential, starting before the potential migrants decide to migrate and continuing on after their arrival. This assistance is likely to be necessary along the settlement process until the migrants are completely settled, which might take up to several years. Therefore, social leisure could be the platform to make this process more successful. Through social leisure engagement, the chances to meet people who can share their settlement and employment information are higher.

There is significant relationship between leisure and social capital (Glover et al., 2005). Leisure participation might contribute to the development of the social capital central to democracy and democratic citizenship (Hemingway, 1999). The more individuals participate in leisure activities, the more autonomy the individuals experience, which then assists them to develop their skills and abilities. This accumulation of social capital can transfer to other leisure activities and personal social roles, relationships and in other roles within a social structure.

In the context of migrants, their leisure participation might develop their skills and social networks which in turn benefits their employment opportunities and social support. Social participation through leisure enhances the development of migrants' social capital where they are not just developing their skills, but are also expanding their social network for employment, indirectly improving their roles in social capital development (Lindstrom, 2005).

This present study's interview respondents also claimed that networking can be developed not only through social leisure, but also by doing voluntary work. The respondents suggested that volunteering could aid migrants with obtaining permanent work. Volunteering enables them to understand the local culture and work systems before embarking in a paid job. Mojza and colleagues (2011) indicated that volunteering is a valuable leisure-time activity which leads individuals to other opportunities, such as work experience to support a paid job application, social networking, cultural understanding and employment opportunity. Other study (Kay & Bradbury, 2009), also claimed that volunteering develops social integration that leads to employment opportunities. Furthermore, Parker (2000) examined voluntary work as a form of serious leisure and found that individuals reached ultimate satisfaction and self-esteem through their voluntary work and this led to other benefits such as social encounters, experiences and permanent job opportunities.

All the social benefits mentioned above emerged from the interview phase of this study, leading to a more comprehensive investigation in the quantitative phase to examine the relationship between migrants' leisure participation and acculturative stress with the mediating effect of community embeddedness. This investigation was conducted more specifically through an online survey with a wider group of migrants where the relationship of leisure participation was tested individually with each type of stress (i.e., language barriers, not feeling at home, feeling nostalgia/loss and perceived discrimination). From this empirical analysis, more explicit results were gathered and will be discussed comprehensively in the next section.

Leisure has been identified as one of the effective tools for creating community embeddedness for workers (Mitchell et al., 2001; Mitchell & Lee, 2001), therefore, the importance of community embeddedness applies to working migrants during their settlement process. The relationship was also tested with the mediating effect of place attachment, but the next section will discuss the mediating effect of community embeddedness first since place attachment contributes non-significantly to the relationship between migrants' leisure participation and acculturative stress.

5.2.1.3 Leisure and community embeddedness

In the quantitative phase, the relationship between migrants' leisure participation and their levels of acculturative stress was examined with the mediating effect of

community embeddedness and revealed a new discovery about this relationship. On one hand, the study found that migrants' leisure participation was related to many migrants not feeling at home and perceived discrimination stress. On the other hand, this study found that migrants' leisure participation had a significant positive relationship with the community embeddedness construct. However, partial mediation effects of community embeddedness were found where migrants' leisure participation decreased not feeling at home and perceived discrimination stress. Therefore, community embeddedness (represented in figure 5.3 as CE) has a significant role in migrants' leisure participation to buffer acculturative stress.

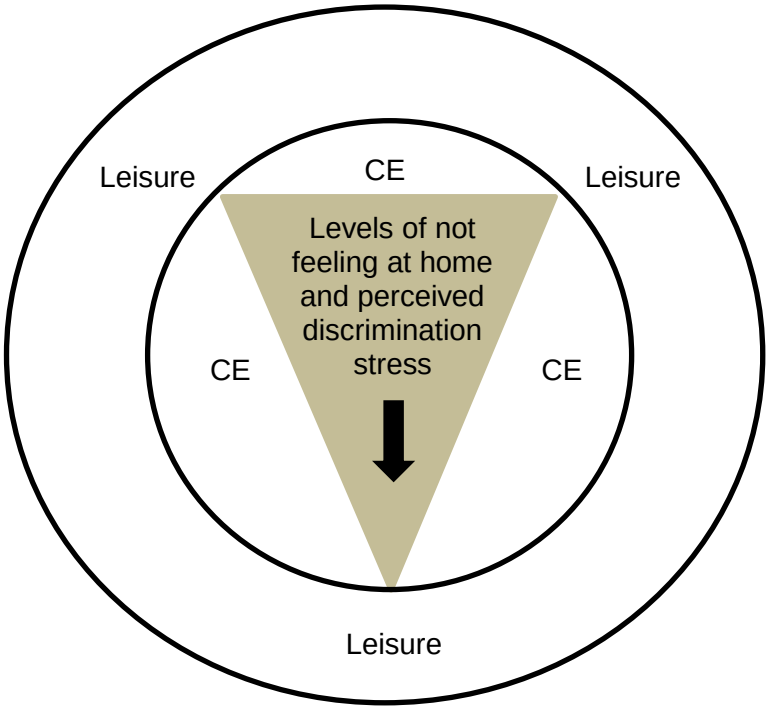


Figure 5.3: Leisure participation reduces acculturative stress when mediated by community embeddedness

This quantitative examination revealed that migrants' leisure participation has no significant relationship with stress related to language barriers and feeling loss/nostalgia. Similarly, community embeddedness does not have a direct connection with either language barriers or feelings associated with loss and nostalgia. Thus, community embeddedness does not mediate the relationship between migrants' leisure participation and these types of acculturative stress. One group of migrants had no

language difficulties and were not missing their home country. This situation strongly related to migrants who were working migrants and skilled visa holders. The finding supports previous research by Walker and colleagues (2011) which suggested that leisure satisfaction has no significant relationship with stress associated with language difficulties. Walker and colleagues indicated that language was not distracting migrants' settlement process.

This present finding relates to quantitative research objective QN1: to examine the effect of migrants' leisure participation on reducing acculturative stress. The findings reject all hypotheses under this objective (hypotheses H1a to H1d) whereby migrants' leisure participation does not negatively relate to each type of acculturative stress (i.e., language barriers, not feeling at home, feeling loss/nostalgia, and perceived discrimination). However, some hypotheses were accepted for research objective QN5 (hypothesis H5c: leisure participation is positively related to community embeddedness), research objective QN6 (hypothesis H6j: community embeddedness is negatively related to not feeling at home stress; hypothesis H6l: community embeddedness is negatively related to perceived discrimination stress), and research objective QN7 (hypothesis H7j: community embeddedness mediates the relationship between leisure participation and not feeling at home stress, and hypothesis H7l: community embeddedness mediates the relationship between leisure participation and perceived discrimination).

These findings support the findings from the qualitative phase that acknowledges social benefits in migrants' leisure participation. Migrants' connection with the community in their leisure participation was significant for managing acculturative stress. Migrants need to interact with people within the community during their leisure involvement in order to gain social support, to be accepted in the community, reduce stress and improve well-being. The integration strategy in acculturation works well for the purpose of acknowledging migrants in their new community.

Migrants' leisure participation decreases their not feeling at home stress when mediated by community embeddedness. The purpose of migration generally is to find better opportunities for employment and improve life status. Thus, migrants should already have a mindset of accepting upcoming circumstances and challenges during settlement, including adapting into the new community and environment. However, the feeling of

not being at home is always hard to overcome. Migrants still suffer from the not feeling at home stress, although the qualitative phase found that leisure promotes social support and social leisure benefits migrants in feeling welcome and being accepted.

This present study made a new discovery in that migrants do not miss their country and are able to settle down well when they are actively involved in social leisure, but still suffer from feelings of alienation in their new environment. This finding contradicts a previous study by Walker and colleagues (2011) that found no significant relationship between migrants' leisure satisfaction and not feeling at home stress. Their study acknowledged both the negative relationship between social leisure satisfaction and feeling loss/nostalgia, and that interaction with the community during leisure involvement reduces their homesickness.

The other reason why migrants were experiencing stress related to not feeling at home was because they perceived discrimination from mainstream society. Although there is no solid evidence of this situation, migrants were still suffering from the feeling of being second-class citizens. The positive outcome of this present study's finding was that social leisure does mitigate migrants' perceived discrimination stress when mediated by community embeddedness. Walker and colleagues' (2011) study found that social and psychological leisure satisfaction mitigated perceived discrimination stress. However, they reported that physiological leisure satisfaction exacerbated perceived discrimination stress. Migrants could possibly experience discrimination stress when they participate in outdoor recreation activities at public parks or fitness centres. Some public parks are monopolised by mainstream groups and result in migrants feeling uncomfortable. Previous studies (e.g. Livengood & Stodolska, 2004; Arab-Moghaddam et al., 2007; Sharaievska et al., 2010; Lovelock et al., 2011) also argued that discrimination might occur at leisure sites during migrants' participation and cause them stress. Multicultural social encounters at public places may cause discomfort to members of the host society and elicit subtle discrimination towards outsiders. The qualitative phase of the present study also reported perceived discrimination (see Section 5.2.2.3). Thus, although this result only reported 'perceived' discrimination, it is worth exploring further as it hinders migrants enjoying their leisure participation and distracts their settlement process.

The community embeddedness scale contained demographic characteristics that were analysed using normal statistical procedures (i.e., frequency). The results revealed that about 60% of the respondents were married and 75% of the spouses were working. The numbers represent strong embeddedness to the community where migrants have settled with spouses who are committed to their work. Based on previous studies (Mitchell & Lee, 2001; Yang et al., 2011), married individuals are more likely to be attached to a place and remain loyal to a job.

However, almost 63% of the survey respondents reported that they have less than ten friends who are living in the same state, and about 52% revealed that they have less than five relatives living in the same state. Having more friends and relatives living nearby promotes individuals' attachment to the community (Mitchell & Lee, 2001; Yang et al., 2011). Thus, rather than being completely unattached to their community, the migrant respondents displayed a moderate to high level of embeddedness levels in the community. This embeddedness is likely to assist them in settling effectively.

The connection between migrants and community is important to enhance well-being (Baker & Palmer, 2006; Ho & Hatfield, 2011). The present findings agree with these studies in acknowledging the importance of community embeddedness as a robust predictor of migrants' well-being. Other studies (Sirgy, 2010; Chieco et al., 2012) have also argued that community well-being is determined by social interaction, including through leisure participation. Therefore, this present study's findings on migrants' community embeddedness demonstrate the important role of social interaction in supporting their settlement life. Social support through leisure provides migrants with effective means of settling and assists in the mitigation of acculturative stress.

Although the present quantitative survey findings revealed that community embeddedness only helps migrants to reduce their not feeling at home and perceived discrimination stress through leisure, migrants still exploit their connection with community to settle down well in their new country. Furthermore, language was not a challenge, and nor was homesickness. Migrants relocate with an absolute purpose to find a good job and settle down permanently and develop their place attachment. Place attachment involves migrants' emotional connection to their new place and environment. The connection is important to migrants' well-being.

5.2.1.4 Leisure facilities and place attachment

This present study also examined the role of place attachment in migrants' leisure participation to manage acculturative stress. The qualitative and quantitative phases of the study reported contradictory results. The qualitative respondents claimed that place attachment is important to assist migrants settle down. The findings highlight well-resourced leisure facilities and place attachment affects migrants' well-being, and identifies the importance of cultural events and preserving migrants' own culture when settling down and religious activities in developing place attachment. However, the quantitative phase found that place attachment showed no relationship with migrants' leisure participation in managing acculturative stress. In other words, place attachment did not mediate the relationship between migrants' leisure participation and acculturative stress.

The qualitative findings established the importance of leisure facilities in providing a coping mechanism for dealing with different forms of migrant stress. Leisure facilities are important to assist migrants with developing their sense of place or place attachment to their new home. Leisure facilities provided in South Australia are particularly useful in creating opportunities for leisure participation, including recreational parks, sport venues and wildlife parks. The respondents also mentioned the important role of government systems and public facilities (e.g., banking service and public transport) in making their daily activities easier. The qualitative respondents indicated that the natural resources (e.g., beaches and coastlines) and man-made resources (e.g., parks, aquatic centres and theatre venues) offered great opportunities for migrants to explore and enjoy leisure participation. The leisure resources and facilities offer opportunities to lead a healthy lifestyle and enabled them to interact with people during their leisure encounters.

This qualitative finding supports previous research (Hills et al., 2000; Lloyd & Auld, 2002; Gayo-Cal, 2006; Venkatesh, 2006) which has argued that varieties of leisure resources and activities help migrants to achieve self-esteem, challenge their skills and facilitate the enjoyment of leisure. The pioneering study of place attachment (Moore & Graefe, 1994) and Gross and Brown's (2006) more recent work identified that leisure participation has shown a positive relationship with place attachment. Other explorations (Carr & Cohen, 2011; Lee & Shen, 2013; Mohapatra & Mohamed, 2013;

Völker & Kistemann, 2013) also indicated that recreation activities develop an individual's sense of place and sense of responsibility. More studies (Hung & Lee, 2012; Kaplanidou et al., 2012) have argued that sport and recreation activities provide positive impacts on place attachment and vice-versa. They found that place attachment also affects participants' motivation to become involved in leisure activities. Other studies (Hwang et al., 2005; Stedman, 2006; Eder & Arnberger, 2012; Prayag & Ryan, 2012) which measured place attachment determined that it was a positive psychological element of the leisure experience, leading to rewarding social interactions and increasing sensitivity to social needs.

The qualitative findings also indicated that the most important aspect of place attachment is its positive relationship with well-being. This relationship is essentially important for migrants when they face challenging situations in adapting to a new place. Place attachment can support migrants' ability to undergo settlement effectively. Previous studies support these findings (Kaplanidou et al., 2012; Lee et al., 2012; Ramkissoon et al., 2012; Ramkissoon et al., 2013), demonstrating that place attachment has positive impacts on loyal behaviour, an appreciation of settings, life satisfaction and emotional well-being.

South Australia's multicultural society ensures that there are various ethnic community events to which all community members are invited. Such involvement encourages migrants to take part in a two-way process: to preserve and introduce their culture to other communities, and to learn to appreciate other cultures as well. The qualitative respondents argued that participating in and attending events helped them to develop their emotional connection to the place and environment. Supporting this finding, Hixson (2013) stated that attending events developed individuals' identity and place attachment. Place attachment is also believed to determine individuals' well-being (Rollero & De Piccoli, 2010). However, these studies focused only on local residents' leisure participation and neglected the importance of migrants' place attachment in determining the success of their settlement life. Therefore, this present study extends Rollero and De Piccoli's findings by examining leisure resources and facilities that help migrants to develop their place attachment. With great leisure facilities and resources provided, migrants' leisure participation could be improved and their place attachment could be developed towards effective settlement.

Echoing the social integration benefits (see Section 5.2.1.3), the provision of leisure resources enabled migrants to improve their place attachment through multicultural activities. Migrants bring their own cultures, which include elements of sports, food, festive events and other kinds of leisure activities, to the host country. The respondents indicated that migrants could not only promote and share their culture and tradition, but could also help them to understand and appreciate others' culture and tradition. Similarly, Smith (2002) found that migrants' daily activities were still influenced by their origin cultures which made them feel comfortable, secure and increased their sense of belonging. When their culture is well accepted by the community, they felt more easily welcomed. This culture understanding helps migrants to improve their acculturation and adapt well in the new community. Previous studies (Bunnell, 2008; Hixson et al., 2011; Lee et al., 2012) also found that attending cultural and sports events creates emotional bonds to a place, promotes life satisfaction, and enhances community attachment.

However, Hixson and Lee studied adolescents and tourists while Bunnell's concern was with temporary migrants, termed 'sojourners' (i.e., international students). Their studies ignored permanent migrants' place attachment. Temporary migrants' situations always differ from permanent migrants. Although both types of migrants face the same settlement challenges and acculturative stress (Berry, 2006), unlike permanent migrants, sojourners will eventually leave for their home country and they do not have to worry about getting acquainted with the place and its community. Berry also argued that the sojourners (students) face less settlement distress compared to permanent migrants because their concerns are more about their studies and not on settling down permanently. Therefore, developing an attachment to a place is more challenging for permanent migrants.

The qualitative respondents also indicated that migrants are able to perform their traditional religious activities conveniently with many temples, mosques, and churches provided. The abundance of these facilities reveals a wide religious tolerance in Australia. Migrants can thus have a better sense of place attachment because they can both freely practise their religion while respecting other religious groups in harmony. Supporting this claim, a study by Connor (2012) discovered that migrants used religion to improve their well-being and assist them with facing settlement challenges. Groves

(2012) added that networking developed through religious activities created a sense of belonging and established individuals within their new community. Moreover, Saghafi and colleagues (2012) indicated that religious migrants determined effective acculturation while preserving their ethnic culture. They also found that religious migrants reported higher resistance to acculturative stress. Hence, well-resourced facilities allowed migrants to participate actively in their religious activities, develop their place attachment and manage their acculturative stress.

To further this exploration, the present study investigated the role of migrants' leisure participation affecting their levels of acculturative stress with the mediating effect of place attachment in the quantitative phase of the study. Unpredictably, this present study found that in this sample of migrants, place attachment had no direct relationship with migrants' leisure participation. This result is a new contribution to the body of knowledge on leisure studies. Therefore the study rejected the hypotheses relating to objective QN2 (hypothesis H2a: leisure participation is positively related to place dependence, and hypothesis H2b: leisure participation is positively related to place identity).

The quantitative examination also rejected the hypotheses related to objective QN3 that predicted a direct relationship between place attachment and acculturative stress. Therefore, place attachment does not mediate the relationship between migrants' leisure participation and their levels of acculturative stress. However, place dependence does reduce stress that relates to not feeling at home and feeling loss/nostalgia. Similarly, place identity does alleviate stress that relates to not feeling at home and perceived discrimination. Figure 5.4 shows the direct relationship between place attachment (indicated here as PA) and acculturative stress where the inverted pyramid represents a negative relationship.

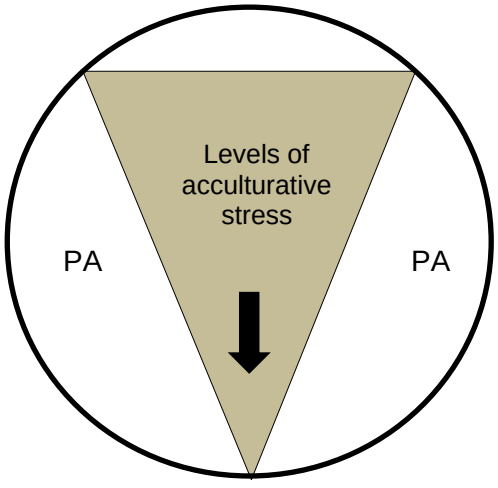


Figure 5.4: The negative relationship between place attachment (PA) and acculturative stress

This quantitative finding sheds a new light on the migrant settlement process. Leisure participation does not develop migrants' place attachment. Although leisure benefits migrants via social integration to help them settle down and cope with acculturative stress, emotional connection with their new home is always a challenge. This finding shows that migrants' leisure participation does not assist them to develop their emotional attachment to place because of their loyalty and strong connection to their home country. Home is always the best place, although migrants might have improved their life status overseas. They rather get connected with their own ethnic people and embrace their culture while settling down. Thus, as reported earlier, this present study found that social support is important to assist migrants with settlement and help them develop community embeddedness.

This finding contradicts previous investigations (Hwang et al., 2005; Prayag & Ryan, 2012; Budruk & Stanis, 2013) which have regarded place attachment as a positive psychological element of the leisure experience influencing motivation to participate in leisure. Earlier, seminal studies of place attachment (Moore & Graefe, 1994; Gross & Brown, 2006) also argued that participants' leisure activities were significantly related to their loyalty to leisure settings and emotional connection. This literature focused on non-migrant groups. In contrast, migrants' situational challenges produced different outcomes. Being new residents, adapting to a totally new culture, and having been brought up in a different environment, migrants found it difficult to accept the new place as their own or to have an emotional connection with it. Similarly, Smith (2002) claimed in his study that preserving one's culture and tradition in a new place does not significantly help them to develop an attachment to the place. Although this present study's found that almost 70% of the respondents were involved in their ethnic community's events, they still have low levels of place attachment. One possible explanation for the present finding is that the migrants might be too attached to their

own people and they felt like they were in their home country instead of appreciating their new country.

However, aligned with these quantitative findings, several previous studies reported negative outcomes of leisure and place attachment. For instance, Gross and Brown (2006) suggested that place attachment for tourists is relatively low compared with their satisfaction as a tourist attraction. This present study's assumption earlier that permanent migrants might experience better place attachment during their leisure participation is apparently skewed. As minority residents in a new country, migrants found it difficult to develop place attachment. Nevertheless, this present study indicates the possibility of migrants increasing their degree of attachment as they reside longer in their settlement setting. Hixson and colleagues (Hixson et al., 2011) suggested that levels of place attachment may depend on the length of time since migrants' arrival in their new country. Another study (Bogaç, 2009) also reported that involuntary older migrants had low levels of place attachment. Bogac discovered that there is no difference between involuntary or voluntary migrants' place attachment. Although they might improve their lives (economically, socially and psychologically) they still struggle to feel at home in their new society.

Nevertheless, place dependence reduces migrants' not feeling at home stress and feeling loss/nostalgia stress while place identity reduces not feeling at home stress and perceived discrimination stress. Place dependence represents the individuals' attachment to physical characteristics of the environment, while place identity represents how individuals perceive and experience the environment. These findings, however, do not associate with migrants' leisure participation.

The development of migrants' place dependence might be able to mitigate their not feeling at home stress and feeling loss/nostalgia stress due to their improved lifestyle. South Australia, in particular, offers great opportunities to assist with migrants' settlement, including employment, housing, school facilities, public transport and leisure resources. South Australian migrants develop their place identity by appreciating their new environment and lessen their not feeling at home stress and perceived discrimination stress. By valuing their settlement life, which is likely an improvement (e.g., financially and socially) on that of their home country, migrants are able to overcome homesickness and any feelings associated with being treated as second-class

citizens in their new environment. These findings present new knowledge regarding migrants' levels of place dependence and place identity affecting their acculturative stress. Although there are several studies on migrants' place attachment (e.g. Bogaç, 2009; Lovelock et al., 2011; Lager et al., 2012; Rogaly & Thieme, 2012; Tiesler & Bergano, 2012), most focus on leisure and tourism, geography, the elderly, culture and employment. This present study provides a new perspective that associates migrants' place attachment with their emotional well-being. Migrants' place attachment reduces certain types of acculturative stress although they still suffer from other kinds of settlement distress.

5.2.2 Migrants' leisure constraints

Although migrants reported leisure as a coping strategy to manage their acculturative stress, they also suffered from constraints influencing their leisure participation and subsequent acculturation. A new discovery of the qualitative phase found four hardships relating to migrants' settlement, namely pre-employment challenges, financial issues, perceived discrimination, and family obligations. These settlement difficulties were acknowledged as leisure constraints that lead to stress. These qualitative findings revealed that migrants are not only suffering from high levels of acculturative stress due to settlement difficulties, but also from leisure constraints. Therefore, leisure plays a paradoxical role in both benefitting and hindering migrants' settlement. Looking at these circumstances, there is a possibility that migrants may feel greater stress when they participate in leisure activities during their settlement. If this occurs, it will be more difficult for them to adjust to their new home and community which in turn might lead to other problems. When migrants feel stress during their leisure participation they are more likely to withdraw from activities that involve people outside their homes. Thus, the possibility that they can utilise leisure as a stress coping mechanism during their adjustment process is reduced.

Migrants' settlement challenges can lead to stress and leisure constraints (see Figure 5.5). The upright pyramid indicates that stress and leisure constraints increase during settlement. These findings addressed qualitative research objective QL3, namely to explore the new migrants' acculturation challenges and which cause them acculturative stress.

To further investigate these new findings, the quantitative phase explored migrants' views regarding their challenges in settling down and which affected their leisure participation. The quantitative study found that almost 50% of the respondents agreed that they encountered settlement difficulties. The migrants experienced difficulties in finding jobs, social and cultural adjustment which lead to discrimination and financial problems. Almost 50% of the respondents also agreed that they experienced leisure constraints due to limited time because of either looking for work, employment itself, family commitment, study, discrimination, or financial limitations. These difficulties and constraints lead to stress and distract from their settlement experience. The following sections elaborate and discuss the challenges mentioned.

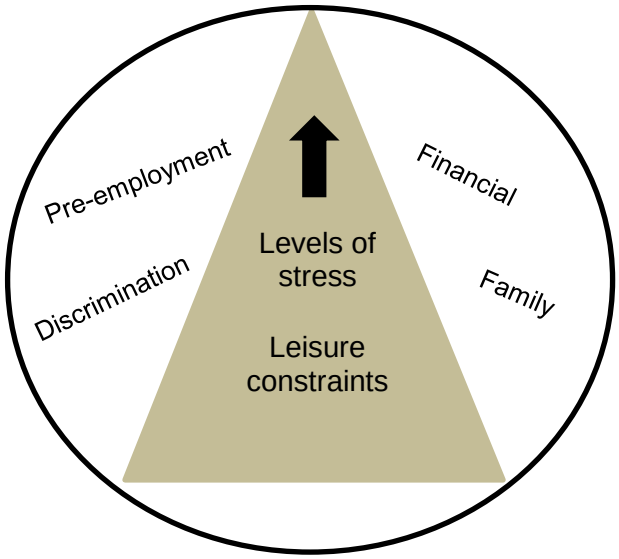


Figure 5.5: Migrants' settlement challenges lead to acculturative stress and leisure constraints

Importantly, this present study makes an original contribution by finding that during the migrants' acculturation process they not only suffer from acculturative stress, but also encounter other challenges leading to stress. These challenges also hinder them from enjoying their leisure activities. These challenges include acculturative stress, pre-employment, financial and family commitments. Pre-employment challenges distract migrants' settlement process. Previous leisure studies (e.g. Dong & Chick, 2012; Lovelock et al., 2012) have explored job commitment as a constraint to participating in leisure activities, but they have ignored pre-employment hardships that are likely to

affect migrants' settlement and leisure participation. Discrimination has been categorised in previous literature (Walker, Halpenny, & Deng, 2011) as a major stressor of acculturative stress while financial problems and family commitments have been explored as leisure constraints (e.g. Dong & Chick, 2012; Lovelock et al., 2012) although their effects on migrants' settlement remains unknown. Therefore, this present study produces the following Figure 5.6 to summarise the stress and leisure constraints experienced by migrants. The four round shapes represent the challenges.

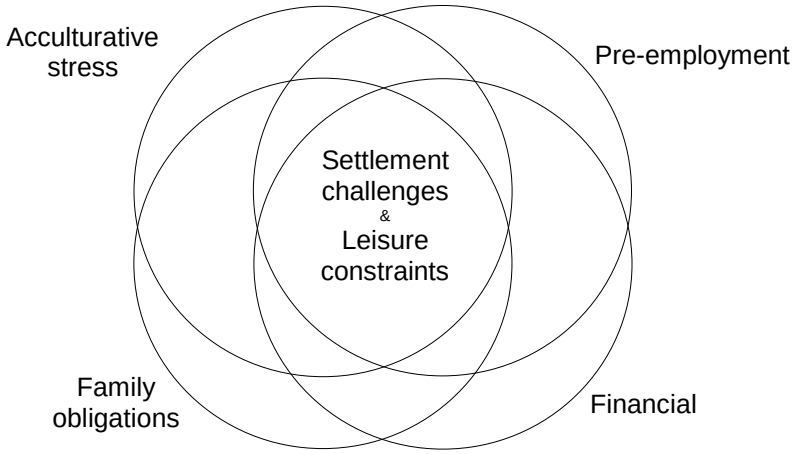


Figure 5.6: Factors of migrants' settlement challenges and leisure constraints

5.2.2.1 Pre-employment challenges

Finding employment was the respondents' biggest challenge to settlement. Employment challenges are caused by two prominent factors: external (job market) factors and internal (individual) factors. These factors significantly affect their well-being as well as distract them from participating in leisure. Time wise, such challenges become more difficult when migrants are fully occupied in finding a job and neglect leisure activities. Previous studies argued that leisure time constraints were mainly caused by work commitment (e.g. Dong & Chick, 2012; Lovelock et al., 2012). This present study also associates pre-employment difficulties with leisure constraints and settlement stress.

External (job market) factors

External factors in the Australian job market may distract migrants from obtaining their desired job. Most respondents were highly educated and migrated under the skilled workers visa. They used their qualifications to embark on a new career in Australia.

However, the process was not as easy as they anticipated for various reasons. Job market factors challenge migrant's skills and qualifications. Some challenges were lack of jobs, employers' reluctance to employ applicants newly arrived from overseas, government policies on employment, and visa restrictions. As a result, these respondents experienced great stress which prevented them from enjoying leisure activities.

The process of seeking a job demands time, paperwork, examinations and money. The Australian government does not recognise overseas qualifications and migrants need to undergo skill and qualification recognition processes (Australian Department of Immigration and Citizenship, 2011). The respondents added that most firms required local experience which they lacked. Furthermore, there were few employment opportunities in South Australia due to the government's requirement to give priority to locals before hiring migrant candidates. Prior to this present study, the government changed their policies. If a firm desires to sponsor and hire migrant candidates, they have to convince the government why they need to choose migrants over locals. Furthermore, many firms had closed business due to an economic downturn. Inconsistent government policies also contributed to migrants' employment struggles.

According to the respondents, although South Australia has a serious skill shortage problem, the government would not lower employment standards. The government only offers visas for certain skills during a particular period of time which is sometimes hard to match with the incoming migrants' qualifications. Migrants claimed that government policies regarding visas and residential status are unclear. Different visas have different employment requirement and this makes it even harder for migrants to deal with.

Extending the argument of acculturative stress reported by previous research (Aroian et al., 1998; Berry, 2006; Walker, Halpenny, & Deng, 2011), migrants' experience of pre-employment difficulties made successful settlement more difficult. Although previous leisure studies reported constraints due to work commitment (Stodolska, 1998; Lovelock et al., 2012), none explored leisure constraints and settlement distress caused by pre-employment challenges.

Internal (individual) factors

The second substantial employment challenge was internal (individual) factors that made it difficult for them to find employment. These factors include relating to a different work culture and systems, language barriers, skills and qualifications which do not meet Australian standards, no Australian work experience, and having high expectations. These factors provide stress to migrants, affect their settlement and indirectly inhibit opportunities for participating in leisure activities. Although the qualitative study found that a low education level is one of the individual factors affecting migrants' challenge of finding a job (see Section 3.6.2.1), this level of education mainly affects non-skilled migrants who are often drawn from refugees and spouses of skilled migrants. This present study, however, focuses on the difficulties of highly educated skilled migrants.

The respondents claimed that skilled migrants with overseas qualifications and work experiences are likely to have problems in adapting to the Australian work standards and culture. This challenge not only distracted migrants during their job searching process, but also when they started a new job. The adaptation becomes more difficult when a migrant begins working in a firm with a strong Australian culture, that is, a company whose majority of workers are Australian and who practise Australian work culture and standards. Interacting with local work colleagues may provide adaptation problems because the work culture of the host society varies considerably from that experienced in the migrants' home country (e.g., work ethics). However, this problem can be overcome by assimilating with Australian workers and adopting their working style. As developing community embeddedness can help manage acculturative stress, migrant workers need to integrate with local workers to adapt to their work culture. These opportunities might be easily gained through leisure participation such as networking via social drinks. Career development can be helped by accessing local networks and developing English proficiency (Aure, 2013).

Besides the difference in work culture, migrants also faced communication problems. Although most migrants were qualified and had passed an English examination (e.g., reading and comprehension) when applying for visas, they still had difficulties with the new language. Some migrants who excelled in the language examination still had problems with informal language due to lack of confidence and practice. This problem

hindered them when applying for good jobs and may have contributed to misunderstandings with work colleagues. According to the respondents, most Asian migrants faced difficulties in communicating in English as the structure of their mother tongue differs considerably from English. Language barriers are a common problem found in the studies of migrant settlement. Aroian (1998) and Walker (2011) with their colleagues argued that language difficulties caused stress to migrants during their settlement. Their studies also found that migrants' lack of confidence in communicating in English restricted them from participating in leisure activities. This present study supports these findings by identifying that language holds back migrants' chances of gaining employment thus adding to their stress.

Migrants also experience employment difficulties because they lack suitable qualifications and local work experience, and have high, possibly unrealistic, expectations. This new discovery found that Australian employment standards require new migrants to have their skills and qualifications assessed and recognised which requires both time and money and adds to stress. Overseas qualifications do not necessarily satisfy Australian standards. Migrants' search for work becomes more challenging when they have no previous Australian work experience. For newly arrived migrants, this is especially difficult and employers are reluctant to lower their standards for hiring international workers. The respondents added, that having high expectations prior to migration results in considerable frustration when those expectations are not met. Highly qualified and skilful migrants always set their goals high without having a clear picture of the local experience. Many such new migrants are forced to accept unskilled work (e.g., as janitors, taxi drivers and waiters) in order to survive. This situation provides additional stress.

Although these findings are new to the body of knowledge on migrants' settlement challenges, a comparison can be made with Aure's (2013) study on highly dependent skilled migrants. Aure suggests that development of local knowledge and experience is necessary to make migrants' skills relevant and useful. Green and Myatt's (2011) narrative study on international academic staff in an Australian university also suggests the difficulties of adapting to the local culture without foreknowledge of local systems. Migrants need to be more proactive in penetrating the local employment market. Suggested ways of doing this include making themselves saleable and marketable to

employers by first acquiring unskilled work, improving English proficiency to achieve acceptance, as well as upgrading their qualifications and preparing a resume (Australian Department of Immigration and Citizenship, 2011). However, all these efforts require patience, time and money. Financial problems can also promote stress.

5.2.2.2 Financial issues

Although financial issues are not listed in the acculturative stress factors in previous research, this present study found that finances significantly affect migrants' settlement. Making a new beginning in a foreign country requires substantial financial resources. Migrants' concerns include repaying loans for meeting the cost of migrating itself, settlement expenses (e.g., housing rent and transport), searching for work and upgrading skills. These expenses would be stressful even if migrants have a stable income. Most respondents stated that satisfactory settlement relates directly to their economic well-being. Part-time work assists with survival but their goal is to improve their life status by gaining more money from a decent job. Economic hardship also affects the ability to participate in leisure activities, a factor which is beneficial in managing acculturative stress.

The respondents also explained that due to financial difficulties, migrants could not enjoy much of their leisure time effectively. Migrants might take up hobbies and other recreational activities with low expenses but few leisure activities are cheap. Many activities such as eating out, attending concerts, visiting parks and playing sports, all cost money which might make it unaffordable for migrants. Thus, migrants frequently found it difficult to participate in the sort of leisure activities which would enable them to develop social networks, enhance community attachment and reduce stress. Increased opportunities for leisure usually lead to a marked decrease in stress.

This present study found that financial difficulties affect migrants' settlement and leisure participation significantly. Finances are a critical issue regarding migrants' settlement and need further attention from leisure and migration researchers. Some studies (e.g. Stodolska, 1998; Deng et al., 2005; Lovelock et al., 2012) also identified that financial difficulties lower participants' motivation to involve themselves in paid leisure. They also argued that socio-demographic leisure constraints negatively related to migrants' acculturation, self-esteem and motivation to participate in leisure.

5.2.2.3 Perceived discrimination

Many studies (e.g. Stodolska & Jackson, 1998; Livengood & Stodolska, 2004; Shinew et al., 2004; Stodolska & Yi-Kook, 2005; Sharaievska et al., 2010) found that discrimination restricts leisure participation and is more critical than concerns about time and money which might be solved when migrants can effectively manage their finances. Discrimination not only constrains migrants' leisure participation but also affects their stress levels. Leisure is believed to be beneficial to migrants but not in helping them to evade the feeling of being discriminated against as a minority citizen. Participating in leisure is supposed to be pleasurable and subsequently performs its vital role in facilitating migrants' settlement; however, this present study found the opposite, where leisure causes perceived discrimination stress.

Perceived discrimination is another challenge that appears to hinder migrants from settling effectively. Discrimination is a known stressor that contributes to the development of migrants' acculturative stress and limits leisure participation. This present study has found that perceived discrimination remains a prominent issue relating to migrants' settlement stress and their leisure participation. According to this present study's respondents, migrants experience discrimination in subtle ways during job interviews, at work, in the neighbourhood, and public places which involve leisure activities. The respondents stated that the discrimination affected migrants in general but especially so in the early phases of settlement. Similarly, Walker and colleagues (2011) found that although some dimensions of leisure satisfaction, including psychological, social and aesthetic, do alleviate some aspects of acculturative stress they do not alleviate perceived discrimination stress.

Perceived discrimination was one of the prominent stressors included in a scale of acculturative stress developed by Aroian and colleagues (1998). Perceived discrimination is reported regularly in migrants' settlement experiences. Being viewed as second-class citizens, migrants have been identified as the group experiencing difficulties during their acculturation process. Later, Walker and colleagues (2011) used the scale to study Chinese-Canadian leisure satisfaction affecting their acculturative stress. Their study argued that migrants' leisure participation and satisfaction had a significant relationship with perceived discrimination stress. The relationship revealed

more negatives than positives in the relationship, and that migrants' discrimination plays an important role in determining their settlement.

A prominent study of migrants' leisure constraints revealed an important finding supporting this present study. Sharaievska and colleagues (2010) argued that discrimination plays an important role in affecting Latino migrants' leisure motivation in Chicago. Most migrants experienced verbal harassment, being stopped and searched, being denied a service and being given substandard service during their park visitation (being ignored at a kiosk selling refreshments or being denied space to play games). These abusive treatments might not happen in Australia but the possibilities still exist and migrants and leisure resources management should be aware.

This present study's respondents argued that leisure constraints might have a religious basis. For instance, some Muslim respondents claimed that they were treated badly by cashiers at shopping centres because they were wearing a headscarf. This situation made them stopped visiting certain shopping centres, thus their freedom as citizens is being denied. Another Muslim interviewee also stated that she was rejected during a job interview just because she was wearing a scarf covering her hair. Similarly, Livengood and Stodolska (2004) reported some religious issues in their study. Their study unveiled how Muslim migrants had low confidence in participating in leisure during post-September 11 events in the United States. This circumstance resulted in discrimination against the migrants not only affecting their leisure participation but also contributing to their levels of stress.

This present study's respondents also claimed that Asian and African migrants experienced the most perceived discrimination compared to other ethnicities. African migrants had the highest perceived discrimination when participating in leisure. However, although Middle Eastern migrants had the highest overall acculturative stress, they had the lowest discrimination levels among others. Distinguishing between differences of ethnicity when studying migrants' leisure participation is important (Stodolska, 1998). Further research is necessary to explore the reasons for some factors contributing to this problem such as culture, language and colour.

South Australian society accepts international residents and discrimination appears to be a minor issue. Nevertheless, the quantitative phase found that leisure participation has a

direct relationship with perceived discrimination stress. This significant relationship is another reason why perceived discrimination has a strong effect on migrants' acculturative stress. Although migrants' leisure participation has a positive relationship with perceived discrimination stress, mediation of community embeddedness lowers the stress. Social connection is found to play a significant role in overcoming a perceived discrimination problem. The more migrants integrate with people, the easier it is to reduce their perceived discrimination stress. Social leisure mitigates perceived discrimination stress (Walker, Halpenny, & Deng, 2011). Walker and colleagues' study showed that leisure provides social satisfaction which benefits migrants so that they expand their networks and social support systems. Social leisure, therefore, helps migrants to alleviate their settlement distress.

Perceived discrimination stress was found to be reduced by place identity, one of the dimensions of place attachment. Emotional connection towards a place helps migrants to appreciate their new home and lowers their perceived discrimination stress. This finding is important in providing a new dimension for looking at migrant settlement. It differs from place dependence in that it focuses on the importance of place in facilitating leisure resources. Identification with place helps migrants develop an emotional connection with a place and helps overcome any negative effects associated with discrimination. Similarly, Rollero and De Piccoli (2010) argued that place attachment determines social well-being. Social well-being includes having a healthy relationship with the host society including strong social support. Scannell and Gifford (2010) also claimed that place attachment benefits people by encouraging freedom of behaviour (i.e., being able to do something without any interference), promoting confidence, enhancing self-esteem and developing a sense of security in the local community. These benefits help overcome perceived discrimination and encourage social integration.

5.2.2.4 Family obligations

Migrants also experience difficulties in dealing with family matters. Family obligations and needs sometimes produce stressful situations for migrants. This difficulty distracted migrants in seeking peaceful settlement and strong participation in leisure activities. In this new finding, migrants were reported to have difficulties in dealing with their family on a day-to-day basis or regarding financial concerns. Although family obligations

appears as only a small area in the idea network diagram (see Section 3.6), the issue is still worth examining as it distracts from migrants' settlement and leisure participation. This problem is especially significant with married migrants (60% of respondents) who need more settlement necessities (e.g., house, vehicle, school, shops, etc.) for family members as well as themselves. Thus, family obligations need to be addressed further by leisure and migration researchers. However, many single migrants also have commitments in fulfilling the expectations of families living back in their home country in terms of providing monetary support. The expectations of such families can cause migrants much stress and hinder them from participating in leisure activities.

Family obligations add to the migrants' settlement challenges besides acculturative stress, pre-employment challenges and financial issues. These obligations are especially stressful for migrants during the settlement process, reducing their ability to participate in leisure activities. Only a few studies have explored leisure constraints due to family commitments. Most of these have examined time constraints due to work and study commitments (e.g. Stodolska, 1998; Feather & Shaw, 2000; Hashim, 2012). For example, Mainstream Chinese in China claimed that they had limited time to think about participating in leisure activities because they had commitments to provide for their family financially (Dong & Chick, 2012). Similarly, women's leisure time is constrained due to motherhood (e.g. Brown et al., 2001; Currie, 2004; Khan, 2011). However, these studies have not examined male participants especially migrants who also have family commitments that hinder them from participating in leisure. Despite this research, migrants' family commitment is still relatively underdeveloped and needs more attention from leisure and migration researchers.

This present study has reinforced that migrants' settlement process is invariably accompanied with difficulties that lead to stress which can be alleviated by participating in leisure activities. Specifically, social leisure enabled migrants to embed themselves in the local community and lower their stress. However, as leisure plays a paradoxical role in migrants' acculturation, prominent challenges distracted migrants' settlement as well as their leisure participation. The challenges consisted of finding employment, financial concerns, perceived discrimination and family obligations. These findings extend that of previous studies of existing acculturative stress, showing that migrants were hindered in achieving smooth settlement and leisure participation. The next section discusses the

overall conclusion of this present study including the significance of the research revisited, contributions of the study, limitations of the study, and proposals for future research.

5.3 Conclusions

This present study examined migrants' leisure participation in developing place attachment and community embeddedness in managing their acculturative stress. The study responds to concerns about adjustment difficulties of migrants that lead to acculturative stress. Studies on the role of leisure in assisting migrants to overcome this problem are still at a nascent stage. Therefore it is necessary to explore the migrants' situational problems and what assists them with reducing stress. While leisure is believed to have a positive role in lessening stress, few studies have discovered the benefits of leisure in helping migrants to manage their acculturative stress. This present study introduced the development of a sense of attachment to both place and community in their adopted country through migrants' leisure participation. The development of these attachments initially was believed to enhance their leisure participation in reducing their acculturative stress. This new approach in studying migrants' leisure participation has contributed to new knowledge about the roles of leisure participation in assisting migrants' settlement and is of practical assistance to migrants in building closer connections with their adopted community and place during the settlement process.

Previous research has studied the implications of leisure participation for migrants' acculturation, but did not consider the effect of place attachment and community embeddedness. A number of studies have argued that leisure benefits individuals psychologically and is therefore likely to assist migrants to alleviate their adjustment distress. However, these studies neglect the possibility of migrants suffering from leisure constraints, which indirectly result in stress. Therefore, this present study investigated the role of leisure to assist migrants to manage their settlement distress, manage their leisure constraints and develop their emotional attachment to their new home and society.

Data for this mixed methods research were generated from interviews with migration and leisure experts (n = 11) and a state-wide online survey of South Australian migrants

who experienced the acculturation process. The interviews highlighted the benefits of leisure and constraints that affect migrants' settlement life. The findings reveal that migrants' leisure participation may be a coping strategy to manage acculturative stress as it mitigates stress, provides pleasure, improves physical health and promotes social integration (see research objectives QL1 and QL2). Migrants' leisure engagement could be enhanced with the benefit of social support and leisure facilities. Social support through leisure encourages social integration, creating a platform through which to involve migrants in their ethnic community activities, improve language skills and promote networking for employment opportunities. Well-resourced leisure facilities encourage migrants to participate in leisure more frequently and conveniently. Migrants also claimed that by being involved in both their own ethnic community events and attending events of other cultures encourages mutual respect and understanding. Leisure is also claimed to benefit migrants in terms of accomplishment, feeling settled, improving their well-being, reducing stress, developing a sense of belonging, networking, learning about other cultures and leading an active lifestyle. While, leisure was used as a coping strategy, migrants still experienced settlement challenges which resulted in stress. These challenges related to pre-employment, finances, perceived discrimination and family obligations, all of which hindered migrants from participating in leisure activities.

When considering the impact of migrants' leisure participation, there is also a need to address the challenges that new migrants experience which caused them stress beyond that already known as acculturative stress (refer to research objective QL3). Apart from acculturative stress, examination of the extra stressors provides a new lens for leisure and migration researchers which requires further investigation. The challenges not only acted as obstructions to migrants' settlement, but prevented them from actively participating in leisure activities. To support this finding, the quantitative phase reported that almost 50% of the respondents claimed that they encountered leisure constraints and settlement challenges. Migrants' leisure participation appears to play a paradoxical role in both benefitting and hindering their settlement process. Although migrants may benefit from taking part in leisure activities (thus assisting stress reduction in their settlement process), they also encounter constraints which obstruct their leisure participation. These constraints are factors which contribute to their settlement distress.

The identification of leisure as a coping strategy in the first phase of the study led to the development of the next phase which was to a) further investigate leisure benefits using place attachment scales, and b) study the relationship between migrants' leisure participation and their levels of acculturative stress, taking into account the mediating factor of community embeddedness. Migrants' place attachment was important to understand their emotional connection to their new place when participating in leisure; community embeddedness extended the understanding of migrants' emotional attachment to the local society during leisure participation (addressing research objectives QN1 to QN7). Evidently, community embeddedness assists migrants' who participate in leisure to reduce acculturative stress, but not place attachment. Social connection is more important than attachment to place in affecting migrants' acculturation process. Interaction with others during migrants' leisure participation creates a sense of belonging to the community as the majority of the quantitative respondents were actively participating in social leisure.

By using a mediated regression analysis, this quantitative phase revealed a new discovery where migrants' leisure participation has a direct positive relationship with the stress associated with not feeling at home and perceived discrimination. However, when mediated by community embeddedness, these stresses were alleviated. The result shows that migrants' leisure participation has no relationship with language barriers and feeling of loss/nostalgia for their home country. They were seen as not likely to experience language stress because of their high educational qualifications and good command of the English language. Their determination to settle down in Australia and improve their quality of life meant that they were less likely to miss their homeland. This situation was likely improved by their more ready interaction with the new community. Migrants' leisure participation is also reported to have a significant positive relationship with community embeddedness. However, place attachment mediation did not work out well. Migrants' leisure participation had no relationship with place attachment therefore the mediation could not be further tested.

The finding also revealed that social leisure helped migrants to manage their settlement distress. Almost 70% of the respondents claimed that they were actively involved in social leisure during their settlement. The social interaction resulted in emotional bonding with the community. This finding supported the qualitative phase which

identified social interaction and social support as enhancing migrants' leisure participation and aiding their ability to cope with stress. Therefore, migrants need to participate in social leisure that involves interaction with people to help them alleviate their settlement distress. The quantitative finding also showed that 50% of the respondents were involved in their ethnic community events as well as events from other cultures. This result demonstrated that migrants practise integration acculturation strategies as they preserve their culture but still integrate with other cultures.

Migrants used leisure to cope with acculturative stress and attachment to community. Social leisure was seen to benefit migrants in their interaction with the mainstream society by sharing problems, expanding networks and thus indirectly lessening their levels of acculturative stress. Social leisure benefits migrants especially by mitigating not feeling at home and perceived discrimination stress. However, leisure also plays a detrimental role in migrants' settlement. Pre-employment challenges, financial issues, perceived discrimination and family obligations were found to obstruct migrants' leisure participation as well as cause them settlement distress. Perceived discrimination, however, has been incorporated with the original version of acculturative stress from previous literature.

5.3.1 Contributions of the research

This present study makes a contribution to the body of leisure knowledge in theory, practice and methodology. The study validates the view that, in a South Australian context, a theoretical basis exists to support the practicability and utility of migrants' leisure participation in assisting them to manage their acculturative stress. The study also recognises the viability of community embeddedness in enhancing the relationship between leisure and acculturative stress. The study has advanced existing knowledge regarding the predictive relationship between migrants' leisure participation and acculturative stress with the mediation of community embeddedness. The study also reveals additional migrant settlement challenges that contribute to stress, including employment, financial and family commitment, in addition to the known acculturative stress. These challenges were acknowledged as leisure constraints that hinder migrants from participating in leisure activities. The results provide further scope for the exploration and understanding of the important relationship between leisure and migration.

From a practical perspective, this present study offers valid and reliable evidence that can be used by migrant resource centres to identify elements of leisure participation that help migrants to manage their settlement distress with social integration. The relationships established in this present study will provide the migrant services with a tool which can be used to better understand how social leisure helps migrants to alleviate acculturative stress (e.g., regular social events and social clubs). It also allows such services to understand other settlement difficulties that hinder migrants when attempting to participate in leisure activities.

The relationships, however, vary from setting to setting: in the prominent themes unveiled in the qualitative phase, the constructs yielded from the exploratory factor analysis, the formulation of the measurement relationships, and the significance of the paths between constructs. In other words, a major contribution of the study is the two-phase sequential exploratory research design that combines an initial exploratory analysis of migrants' leisure participation with subsequent examination of their settlement difficulties. The application of this method in other research settings would be expected to yield results different from this present study, depending on the themes that represented migrants' leisure participation trends and settlement distress in those settings. The relationships developed in this present study have the flexibility and adaptability to accommodate the variations associated with different settings.

5.3.2 Limitations and implications for future research

The modest coverage of the departments of migration and leisure afforded by the size of sample in the qualitative phase was one of the limitations of the study. This phase was an exploratory study of migrants' leisure participation and settlement challenges. While the sample size was sufficient to gain a range of perspectives from different professional representatives, a broader coverage could incorporate the perspectives of organisations that constitute services for migrants' settlement from different categories (e.g., religions, women, refugees and ethnicities). Further research will require a larger scope than the present study to confirm these results, especially as migrants in South Australia represent fractured groups.

The sample size of the quantitative phase is also limited due to the method used. The study employed an online survey using Qualtrics survey application. Although the

method is known as efficient, low cost and can reach potential respondents faster than manual methods (e.g., distributing a paper questionnaire), the willingness of subjects to participate is uncontrollable. This main study sampling of South Australian migrants was conducted from May 2013 through to January 2014 which was three months longer than expected. Due to time and resource problems associated with the study, it was necessary to limit the main data gathering period to eight months. The main study managed to gather 82% or 395 usable samples (i.e., 395/481) which are considered sufficient to represent the migrant population in South Australia. Further longitudinal data gathering in future research will help to understand what, if any, effect different groups of migrants and their settlement problems have on results.

The relationships developed in this present study relied on data gathered from professional representatives in migration in South Australia and South Australian migrants. The two-phase design of the study revealed themes from the initial phase that in turn established the content of the scale that was utilised for the second research phase. The relationships developed draw on the sequential combination of both phases for its validity, reliability and utility. The general nature of the findings was bounded due to the geographic limits imposed by South Australia as the sole study site. Future research applying the study method in other sites will help to establish the generality of the relationships.

The quantitative phase sampled South Australian migrants from many ethnicities and countries. This sampling provided a general view on migrants' leisure participation and their settlement process. Although the study found some significant result, such as, Asian and African migrants experienced the highest perceived discrimination during their leisure participation and settlement process and, Middle Eastern migrants experienced the highest of all stresses except perceived discrimination, more efficient and valid comparison between particular ethnicities would provide better understanding. Future research would confirm the significant differences in leisure participation and settlement challenges between specific ethnicities.

A final limitation of the study is that it targeted only one type of migrant group. As the majority of the research participants were employed, skilled economic migrants, the results cannot be claimed to represent other migrant groups, such as those who are low-skilled, unemployed or non-economic migrants. Further research is needed in other

types of migrants groups such as refugees with low education standards and low skills, and migrants who are unemployed.

5.3.2.1 Recommendations for migration resource centres and government

These study findings are important for migration resource centres, migration departments, migrant associations and other establishments that provide services that assist migrants' early settlement. This present study can provide recommendations for organisations which are responsible for assisting migrants during their acculturation. These organisations need to give more attention to migrant settlement in the early years especially through programs that could encourage the social interaction of migrants. Programs such as sporting events, social gatherings and outdoor recreational activities could help migrants feel welcome, learn about other cultures, become familiar with local systems and open up more opportunities for employment. To support this effort, local leisure establishments should also develop or upgrade leisure facilities to cater to these needs. With regard to settlement challenges that affect migrants' acculturative stress and obstruct their leisure opportunities, the government could take several proactive steps in addressing issues such as visa and residential policies, the skill/qualifications recognition process, employer education and various incentives such as creating employment opportunities for migrants. In addition, migrant-focused educational programs such as workshops and seminars might be beneficial to help migrants plan, manage and cope with difficulties.

5.3.2.2 Recommendations for future researchers

The results of this present study are important for future researchers in the leisure and migration field. The results confirm that leisure participation helps migrants to alleviate their acculturative stress. The use of place attachment and community embeddedness constructs in a mediation regression analysis has occurred only recently in leisure fields. Utilising the mediation regression analysis to examine the relationship between migrants' leisure participation and acculturative stress with the mediation effect of place attachment and community embeddedness, the present study has shown that the combination can also be used reliably and validly in a leisure context. Future implications include the potential for the relationships to be tested in other study settings. Recommendations for future researchers are outlined below:

- Continue to identify other components in addition to social support and leisure facilities which may motivate and benefit migrants participating in leisure during their settlement. Social support and leisure facilities are important components in identifying migrants' leisure participation trends. These components acknowledged the community embeddedness and place attachment constructs.

- Further investigate other possible stressors in different study settings and provide significant comparisons. This present study identified migrants' settlement challenges extending the existing stressors that cause migrants difficulties. These stressors extend the known acculturative stressors found in previous leisure and migration studies. Perceived discrimination has been acknowledged as one of the prominent stressors in acculturative stress.

- Continued dialogue with migrants is necessary to determine the actual settlement experience and leisure involvement trends. This present study focused on migration professionals who only interpreted the leisure participation and migrants' settlement challenges and were not themselves participants. The findings cannot be regarded as applying to the whole migrant population in South Australia, or Australian migrants in general.

- Collect similar data about migrants from another Australian state with a different migrant group to use as a control sample for comparison. South Australia is known as one of the states in Australia that opens their door to migrants to populate the state and fulfil their employment needs. Refinement of the present study's approach in subsequent research will yield added insight into the relative performance of leisure participation, place attachment and community embeddedness in managing acculturative stress in different Australian and international settings.

- Migrant resource centres, migration departments and other migration agencies need to understand how place attachment and community embeddedness feature in migrants' leisure participation in managing acculturative stress. Future research can assist this effort by gaining a richer understanding of the relationship between migrants' leisure participation and acculturative stress with the mediating role of place attachment and community embeddedness. It is also necessary to understand the existence of pre-employment challenges, financial issues and family obligations

as new difficulties found in this present study which distract migrants' settlement and leisure participation.

- Refine the approach used in this present study to yield further insights into the factors influencing migrants' acculturative stress management. A major contribution of this present study is the combination of migrants' leisure participation and acculturative stress with place attachment and community embeddedness constructs. The acculturation and acculturative stress concept introduced by Berry (2006) and acculturative stress scales developed by Aroian and colleagues (1998) have been shown to be applicable in the context of migrants' leisure participation. Furthermore, the constructs of place attachment (Moore & Graefe, 1994) and community embeddedness (Mitchell & Lee, 2001) have also been shown to be applicable in the relationship between migrants' leisure participation and acculturative stress.

- Identify the different ways migrants' use leisure participation to manage their acculturative stress by focusing on other types of migrants (e.g., international students, refugees, spouses, women, adolescents and senior citizens). Future research can also focus on migrants from specific ethnicities or countries that will provide further insights on their leisure participation trends and acculturative stress. The present study has found that social leisure participation is the best remedy for migrants in managing stress, particularly in reducing not feeling at home and perceived discrimination stress. The study also discovered that other than established acculturative stress, pre-employment challenges, financial issues and family obligations potentially can distract migrants from settling in and enjoying their leisure participation. These findings came from highly-skilled migrants from various ethnicities and countries.

- Explore the issues determining the differences between temporary and permanent migrants' leisure participation affecting their acculturative stress. Some hypotheses for future research of leisure and migration may be that levels of leisure participation and acculturative stress could be expected to be significantly different depending on migrants' settlement intentions (i.e., temporary or permanent). It would be expected that different settlement intentions would affect migrants' leisure

participation trends and how they perceive and appreciate the benefits of leisure in managing their settlement distress.

- Examine other types of constructs to mediate or moderate the relationship to provide a different guide to migrants' leisure participation in managing stress. The approach taken by including place attachment and community embeddedness in the relationship between migrants' leisure participation and acculturative stress was one of a number of substitute approaches that could be adopted to examine the relationship. These relationships are complicated and lend themselves to enquiry through a variety of methods. This present study introduced social integration and emotional bonding to a place in determining the advantage of leisure. Community embeddedness, however, was the only mediator found to help migrants' leisure participation in lessening some dimensions of acculturative stress, while place attachment failed to act as an ideal mediator in between leisure and stress. Future studies might find different elements that can improve migrants' leisure participation to alleviate stress.

- Explore a comparison between specific leisure types as well as whether migrants assimilate within their own ethnic community or integrate within a wider community during their leisure encounters. A better understanding of these comparisons would lead to a fuller appreciation of the relationship between migrants' leisure participation and acculturative stress. Migrants often seek a range of leisure activities to participate in during their settlement. Migrants have various options including social, cultural, physical activities, outdoor recreation, sports and hobbies. Some prefer to integrate within their ethnic community and others might venture into a broader multicultural society.

As the field of leisure and migration research develops, the pathways and the methods used to pursue future explorations will arrive at, and achieve high levels of, erudition and complexity. This present study carries the field a step closer to understanding the relationships between migrants' leisure participation and acculturative stress. The possible additional elements of attachment to the place and community enhance the possibility of migrants' leisure participation in managing settlement distress. Further research on migrants and leisure is recommended to obtain a more in-depth understanding of migrants' settlement challenges and how leisure participation and

leisure constraints affect migrants' adjustment. This research has established a framework for the future development of a research agenda of this kind.

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Appendices

Appendix 3.1: Interview participant's invitation letter



School of Management, Division of Business
University of South Australia (UniSA)

Dear Sir/Madam,

RE: Invitation to participate in the 'South Australian migrants' settlement research

I am a PhD student from the School of Management, Division of Business at the University of South Australia (UniSA), conducting a research study on the participation in leisure activities of migrants in South Australia.

I am inviting you to participate in this research study by taking part in an interview where we discuss the theme identified above. The interview should take about an hour to complete and will be audio-recorded with your permission. If you decide to take part, you will be asked to sign a consent form before the interview begins. You are free to withdraw from the research at any time without any given reason. The interview and all the information collected are strictly confidential. Please refer to the Participant's Information Sheet attached with this email for details.

The purpose of this research study is to examine the effect of migrant's participation in leisure activities in helping them adjust during their settlement process. Your valuable opinions and information will be beneficial to address our research questions and will be used to determine the questions and sample of a state-wide survey of South Australian migrants.

If you are interested in participating, kindly reply to this email with an official letter of approval from your organization acknowledging permission for me to conduct the interview. Please also suggest the date and time in August 2012 convenient to your schedule for the interview session.

The interview guide and draft questionnaire will be sent to you prior the interview session for your early reference. Should you have any questions regarding this study, or would like additional information about participation, kindly contact me by phone or email. You may also contact my supervisors Dr. Michael Gross and Dr. Christina Scott-Young.

This research study has been approved by the University of South Australia's Human Research Ethics Committee. If you have any ethical concerns about the research study or questions about your rights as a participant please contact the Executive Officer of

this Committee Vicky Allen via phone: +618 8302 3118 or email: Vicky.Allen@unisa.edu.au.

Thank you for your interest in this study.

Regards,

Hazreel Hasmi

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Appendix 3.2: Interview guide

School of Management, Division of Business
University of South Australia (UniSA)

Section	Question
Introduction	I would like to say thank you for accepting my invitation to do this interview. The purpose of this study is to examine the effect of participation in leisure activities in helping migrants adapt and adjust during their settlement. Migrants frequently suffer from difficulties and stress when working and settling into a new culture and country named acculturative stress. This study will investigate the role of leisure activities in enabling migrants to adjust, reduce the stress and develop an attachment to their new home. Since most migrants in Australia are working, this research has important implications for employees' adjustment and retention during their settlement in Australia. First, I am consulting with you as an industry expert to explore on why the proposed relationship can exist and to confirm the appropriateness of my survey questions. Then I will conduct a state-wide survey of employed migrants in South Australia exploring their participation in leisure activities in South Australia affecting their levels of stress. I plan to survey about 400 migrants who are 18 years and over, employed, permanent residents, and have lived in South Australia for less than ten years when the period of migration stress is typically greatest. Do you have any questions about the background of this study before we proceed?
Consent and background information	First, I would like to know whether you are happy to proceed with this interview session. If yes please read through this **consent form** again and sign in the column provided. Thank you for the consent. I will now start the audio recording for this interview as you agreed when you signed the consent form. Have you had time to read the interview questions and the draft survey questionnaire that I emailed to you? Before we start, can you please briefly explain about your background?

Migration distress	Thank you for that explanation. Let's now talk about the main issue of this interview, migration and stress. 1. Why do you think migrants are having difficulties that lead to stress during their settlement into a new country? 2. Why do you think stress can disrupt a migrant's settlement process, employment and negatively affect their well-being? How? 3. How do these difficulties vary according to the type of migrants? a. Business skill migrants b. Independent skill migrants c. Employer sponsored migrants d. Other types of employed migrants 4. Based on the stress section in the survey questionnaire (section 6, page 9-10), is this list comprehensive enough? Do you have any suggestions to modify it? (*Refer to the questionnaire*). *Note: Personal experience/story (if applicable)*
Participation in leisure activities	5. Now I'd like to ask about migrants' participation in leisure activities. Why do you think that participating in leisure activities can/cannot affect migrants' stress levels? How? 6. Based on the list of leisure activities in the survey questionnaire (section 2, page 1), is this list comprehensive enough? Do you have any suggestions to modify it? (*refer to questionnaire*). *Note: Personal experience/story (if applicable)*
South Australian migrants	Could you please briefly explain your opinion about South Australian migrants in terms of: 7. Settlement and employment challenges; 8. Programs available to assist migrants to settle down in South Australia; 9. Employment opportunities; 10. Challenges in providing assistance to migrants' settlement and employment; 11. Future expectations in migrants' settlement and employment.

South Australian leisure culture	Could you please give your opinion regarding: 12. South Australian leisure trend and culture? 13. South Australian leisure facilities and providers? 14. South Australian migrants' participation in leisure activities? 15. Challenges in providing leisure facilities for migrants to help them settle down happily and enhance their attachment to South Australia? 16. Future expectations in migrants' participation in leisure activities?
Recommendation	17. Do you have any further comments to make about any aspect of this research project? Or any recommendations (e.g. sample population)? 18. Do you want to recommend any organization or individuals that I might talk to for more information on what we had discussed today? Or contacts for me to recruit survey participants?
Partnership	19. To recruit my survey participants, I will produce and distribute a promotion flyer at public places. Would you be interested in having your organization's logo printed together with the UniSA's logo in that flyer. Your logo might influence people to participate in the survey. 20. In return, once this research is completed, I am happy to provide the final research report for your organization's reference and other contributions (e.g. talk; workshop; seminar; etc.). If you think this is possible, can you please provide me with any guidelines to get the approval?
Closing	That's the end of our interview session. Thank you so much for your time and feedback. Have a good day ☺.

Appendix 3.3: Consent form

Appendix 3.4: Participant's information sheet (interview)

Use this consent form when taped materials, photographs or original works are to be retained		
This project has been approved by the University of South Australia's Human Research Ethics Committee. If you have any ethical concerns about the project or questions about your rights as a participant please contact the Executive Officer of this Committee, Tel: +61 8 8302 3118; Email: Vicki.Allen@unisa.edu.au		
SECTION 1: CONTACT AND PROJECT DETAILS		
Researcher's Full Name:	Hazreel Hasmi	
Contact Details:	Phone: +618 8302 0751 / +614 3177 1780; Email: mohmb007@mymail.unisa.edu.au	
Supervisor's Full Name:	Dr. Michael Gross	
Contact Details:	Phone: +618 8302 0350; Email: Michael.Gross@unisa.edu.au	
Protocol Number:	0000028549	
Project Title:	The effect of leisure participation in managing acculturative stress: The case of South Australian migrants	
SECTION 2: CERTIFICATION		
Participant Certification		

In signing this form, I confirm that:

- I have read the Participant Information Sheet and the nature and purpose of the research project has been explained to me. I understand and agree to take part.
- I understand the purpose of the research project and my involvement in it.
- I understand that I may withdraw from the research project at any stage and that this will not affect my status now or in the future.
- I understand that while information gained during the study may be published, I will not be identified and my personal results will remain confidential.
- I understand that I will be audio recorded.
- I understand that the audio recording will be written up and all information collected will be stored in paper form, CD ROM, and password-protected computer hard disk. The hard-copy data will be stored securely in a locked cabinet in the researcher's office at the School of Management, City West Campus, UniSA. Only the researcher will have access to the data and all information collected as part of the study will be retained by the university for five years.

Participants under the age of 18 normally require parental consent to be involved in research. The consent form should allow for those under the age of 18 to agree to their involvement and for a parent to give consent.

Participant Signature	*Printed Name*	*Date*
Researcher Certification		
I have explained the study to subject and consider that he/she understands what is involved.		
HazreelHasmi	**Hazreel Hasmi**	
Researcher Signature	*Printed Name*	*Date*

School of Management, Division of Business
University of South Australia (UniSA)

Research title : The effect of leisure participation in managing acculturative stress: The case of South Australian migrants.

Researcher : Hazreel Hasmi
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: Dr. Christina Scott-Young
Phone: +618 8302 7505
Email: Christina.Scott-Young@unisa.edu.au

Dear Sir/Madam,

RE: Invitation to participate in the 'South Australian migrants' settlement process research study'

I am a PhD student from the School of Management, Division of Business, at the University of South Australia (UniSA), conducting a research study on the participation of leisure activities of migrants in South Australia.

I am inviting you to participate in this research study by taking part in an interview where we discuss the theme identified above. The interview should take about an hour to complete and will be audio-recorded with your permission. If you decide to take part,

you will be asked to sign a consent form. You are free to withdraw from the research project at any stage without affecting your status now or in the future.

The purpose of this research study is to examine the effect of migrants' participation in leisure activities in helping them adjust during their settlement process and employment. Your valuable opinions and information will be beneficial to address the research questions and will be used to determine the questions and sample of a state-wide survey of South Australian migrants. The list of questions and draft questionnaire will be sent to you prior the interview session for your early reference.

The audio recordings will be written up and all information collected will be kept strictly confidential. The researcher will take every care to remove any identifying material from your responses. Likewise, individuals' responses will be kept confidential by the researcher and not to be identified in the reporting of the research. However, the researcher cannot guarantee the confidentiality or anonymity of material transferred by email or the internet.

All records containing personal information will remain confidential and no information which could lead to identification of any individual will be released. The information will be analysed using a password-protected computer and stored in paper form, computer hard disk and CD Rom. The hard-copy data will be stored securely in a locked cabinet in the researcher's office at the School of Management, City West Campus, UniSA. Only the researcher will have access to the data and all information collected as part of the study will be retained by the university for five years. It is anticipated that the anonymous results of the study will be published in journals and also be presented at conferences.

Once the research project is completed, a copy of the final research report or the summary of the research findings will be provided to you via email or post upon request. Please inform me through email if you wish to receive a copy. Should you have any questions regarding this study, or would like additional information about participation, kindly contact me by phone or email. You may also contact my supervisors Dr. Michael Gross and Dr. Christina Scott-Young.

This research study has been approved by the University of South Australia's Human Research Ethics Committee. If you have any ethical concerns about the research study

or questions about your rights as a participant please contact the Executive Officer of this committee Vicky Allen via phone: +618 8302 3118 or email: Vicky.Allen@unisa.edu.au.

Thank you for your interest in this study.

Regards,

Hazreel Hasmi

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Appendix 3.5: Interview key statements

No.	Ref no.	Data extract	Researcher comments	Links
1	1AD16	The actual process of migrating is extremely stressful and creates a lot of anxiety in people because they are going from an environment which they feel comfortable in, into an environment that is totally foreign and new. (17) Especially if they are coming from a country where the culture is completely different to Australia (e.g. Asian, Middle East, Africa).	Different culture and system	4/6/17/49/54/56/96/117 different culture and system lead to stress 7 difficulties of Asian and Muslim migrants to adapt
2	1AD18	Adult migrants-high responsibilities to cater their families' needs (19) Having family is more stressful than single migrant. (20) Expectation from family back home is also stressful (e.g. immediate employment, get settled quickly, depends on from which culture they came from).	Family obligations Family expectations	10/16/24/46/109 family obligations 20/161 family expectations
3	1ER17	Personally – I didn't really experience much stress because again like I came to Australia – for me it was a great, great thing going to Australia because I was working in Europe and I wasn't that happy. (18) I chose to come here and it was also difficult because I didn't migrate as a – I didn't have any humanitarian reasons – I just liked – I was a typical guy that wants to get a visa and go. (19) The process was theoretically long, but then I met the person that now is my wife and that obviously made things much easier because all of a sudden I found myself with the family and a network of support here. (21) Because I was attached to a person from here, for me it was fairly easy.	Family support Australian partner	18/21/25/39/128/170 the importance of family support 39 having local/origin partner

4	1ER24	Because you have to adapt to a whole new culture and new way of doing things. (27) Difficult sometimes to make friends – things happen very differently across cultures, so it is – the cultural difference is definitely an important thing. (25) Finding a job – sometimes it could be harder. (26) Your language – it's always – there's a big component of self-confidence and so for people it may hard on your confidence to have to express yourself in a borrowed language.	Different culture and system Language barriers	6/17/49/54/56/96/117 different culture and system lead to stress 28/35/50/52/98/102/157/158/160/164 language barrier
5	1ER28	So if you experience racism or even if you don't experience actual episode but you perceive it I think that's very important because you may experience something that is not considered to be racist, but you feel like you're being treated as a second class citizen. (29) Feel like I don't belong, that you are discriminated for whatever reason, and that's enough – like it doesn't need to be legally discrimination – I think that that would definitely be an enormous stress because then you start questioning your choices as well.	Perceived discrimination / racism	51/144/168/169 perceived discrimination and racism
6	1EM5	The cultural difference between their home culture and the Australian culture here is the main difficulty. (6) A lot of students experience loneliness when they get here, particularly students where they don't have networks, if they haven't come over here with a group of other students that they know, they do find it quite difficult at the beginning, and sometimes that goes on for years. It's quite clear here in Australia and it seems to be true. (7) Amongst international students there's not a lot of inter-mingling between students of different international cultures either, they do tend to stay within their cultural base, unless they make an effort to break out of that.	Different culture and system Social support (origin community) No network causes difficulties to settle down	17/49/54/56/96/117 different culture and system lead to stress 7/11/14/58/59/78/79/80/95/154/170 social support within origin community

7	1EM8	Asian students find it, perhaps find it the hardest, I think, and our Chinese students, because there are so many of them here, tend to socialise very much and live together with other Chinese students. (9) Students from America and Europe find it less so, I think because they tend to – often they're here alone and seem more willing and, perhaps are culturally attuned to be more outgoing and approaching other students and getting involved in things, so there's less stress there. (10) The other group that I've also found that there's been some difficulty with are Muslim students, particularly Muslim women who they're, culturally they tend to keep amongst themselves and are very reluctant to sort of speak to men or to speak to other women, and they're a group that also find it quite difficult.	Social support (origin community) Social support (same religion) Difficult to socialise (Asians and Muslim)	11/14/58/59/78/79/80/95/154/170 social support within origin community 45 social support within same religion / faith 149 leisure constraints (religious restriction issues) difficult to socialise (Asian and Muslim)
8	1NS5	If you don't have any support, support is very important. If you've no one, no one to ask, it's very stressful. (6) You need some good friends that you can rely on. (7) Besides support, I think maybe money? Yes financial. Yes what I found, I think when you migrated like under employment and you can't find a job, this is what I think. The first 2 years, from what I know, the first 2 years, you've not been given any support from the centre link, so I think that's where financial can be an issue. (8) If you can't find a job within 2 years time, that can be stressful. (9) To find a job is not an easy job here.	Social support (friends) Financial support Financial problem	25/63/79/170 social support from friends 16/49/111 the need of financial support 16/24/43/88/111 financial problem
9	1SG8	Well I think with any settlement there needs to be some form of familiarity for people. One of the most important things for people when they first arrive is to identify with like-minded people so that they can feel like they're not on their own. (9) I have seen people that are able to socialise and network well; their settlement is a lot quicker and easier for them as far as getting to the point of being relaxed and comfortable.	Social support (same background)	25/45/53/58/62/69/89/140/154/170 social support from people who have same background/experience 58/89/170 social support (sharing)

10	1SG10	When you're looking at a family perspective, you might have one partner that's happy and off at work and enjoying themselves, the wife's at home isolated and has no friends or family. (11) Settlement is not just about one family member; it's about the whole group, if it is a family situation.	Family obligations Unemployed spouse dilemma	16/24/46/109 family obligations 35 unemployed spouse dilemma
11	1SG13	When I talk about social, I am talking about socialise with the local people and in their own ethnic community. I think it's important for a bit of both, because the greater understanding they're going to get of learning about the cultural differences is through knowing people that live here. (14) In most cases, people migrate because they want change, they want something new, and in most cases, they will embrace it. For those that are anticipating that they're going to be exactly the same as where they're from then they're generally pretty disappointed.	Social support (local community) Social support (origin community) High expectations	14/58/59/78/79/80/95/154/170 social support within origin community 78/79/80/95 social support within local community 12/17/18/33/84/111 high expectation leads to frustration and stress
12	1VM14	Everything revolves around earning some money, and that is a job , right, and job will give you accommodation, job will give you comfort, job will reduce your stresses. (15) It's the migrants who come here who have a very different picture and don't realise the struggle that they have to go through, initially to settle. (16) And that struggle itself causes stresses and problems. Some of them have taken huge loans back home. And they're expecting that they will be able to pay back the money, and it doesn't happen straight away (Migrants' anticipation is different from the reality). (17) All my experience now tells me that everyone in about 3-5 years times generally settles.	High expectations Mission to get a job and earn money for a better living Settlement period	17/18/33/84/111 high expectation leads to frustration and stress 24/157 mission to get a job an earn money for a better living 53/155 settlement period
13	1VM18	Another major stress is that you come back from – you come from a country with, maybe very high qualifications in your own field, but you never find a job in that particular field, or very seldom find a job, even if you're a doctor in your country for 10 or 20 years, you come here and you have to qualify and meet the standards here, and do the bridging courses and, which are not cheap, which are not easy (Qualification that does not matches Australian standard also contributes stress).	Skill recognition issues / qualification mismatch Skill recognition process	34/40/41/57/97/100/106/108/110/117 skill recognition issues /qualification mismatch 33/34/36/43/48/104/105/107/121/122/124 skill recognition process

14	1VM19	Initial comfort is found within a small group of their own ethnicity. Because they are not settled yet, they are drawing their strength from that little community, you know, their language and, though of course (To depend on people from the same ethnic community will provides comfort).	Social support (origin community)	58/59/78/79/80/95/154/170 social support within origin community
15	1VM22	Cultural integration starts once you start working, you have work colleagues who are local Australians and white Australians, and then you mix with them, and they also realise that you know, you come from a different country but, probably you have something to offer, and that is what the whole theme of multiculturalism today in Australia, which is encouraged, and I think, probably one of the finest examples in the world today is Australia and multiculturalism.	Cultural integration Social support (workplace)	59/69/75/79/80/94/123/129/136/142/ 146/150/151/152/153 cultural integration issues 19/76/80/82/93/131/154/155/158/165/166 social support in workplace
16	1MM34	It's primarily your ability to adjust in the new environment, learn about the new systems and at the same time you have to support yourself. (35) The government policy is such that in the beginning is when you need all sorts of support from the government and that's the time you are made to wait for any kind of financial support by the government, there's a 2 year waiting period for the migrants, to confirm their permanent residency. And that's the time they need more support while they are trying to get the jobs and they have family around with them and they have to look for housing and pay the rental and everything. (36) Let's say first 2 years, it will be hard, new people, new environment, new systems, new ways of doing things, and on top of that, if you're struggling to find employment, and one of the main reasons which I hear very often is that the employer said 'you don't have any Australian experience'.	Financial support Financial problem Family obligations Difficulties to find employment Visa and residential status issues	49/111 the need of financial support 24/46/109 family obligations 24/43/88/111 financial problem 23/41/42/50/52/98/107/112/117/160 difficulties to find employment 27/35/42/48/99/106/162 visa and residential status issues

17	1YY29	The stress? Because systems, everything, economic systems, culture, everything is different across countries. So sometimes we don't know the difference and when we see such difference, unexpected differences, we are a bit upset and feel stressed. (30) The gap between expectation and the reality. (31) Similarity between settling down here in Australia and settling in Canada? Both are western countries, but from US to Canada, 2 countries are on the same continent and the difference in systems between US and Canada is probably smaller than the difference between Canada and Australia. So in that sense it was probably easier for me to adjust myself in Canada, when I moved to Canada, compared with my move from Canada to Australia, probably.	Different culture and system High expectations	49/54/56/96/117 different culture and system lead to stress 18/33/84/111 high expectation leads to frustration and stress
18	2AD21	Stress creates problems for the whole family and feeling the pressure of having to be successful quickly is stressful in itself. (22) Rare for someone who arrives in Australia and everything just falls into place. It does happen for some people but it's not the norm. (23) There could be a level of homesickness that involves as well, the loss of family, the lost of those supporting networks. (24) Stress of thinking whether they have made the right decision or not. This thinking will remain until they're significantly settled down after few years of struggling.	Family support High expectations	21/25/39/128/170 the importance of family support 33/84/111 high expectation leads to frustration and stress
19	2CC11	What actually made my settlement a lot better is when I started having a job and I could go out and meet people in formal, not only socialising but formal way and using my skills that I've actually set aside during my the first year of settlement. Having employment as one of those, that will actually make you feel at home.	Social support (workplace)	76/80/82/93/131/154/155/158/165/166 social support in workplace

20	2EM11	I think that the other thing that's also influencing it is there's pressure from their parents too. Their parents have paid a lot of money for them to migrate here, and there's sort of a constant need to perform well and to get good marks because the honour that's involved in studying overseas and getting a degree, because there's a lot of responsibility placed on the student. (12) Not so much with the Chinese but with some other cultures where there are a number of children in a family it's usually the brightest child is the one that's sent overseas for education and there is a responsibility of that child to look after their parents after they are unable to work. (13) The idea is that the child will have such a good education and they'll get such a good job that they'll earn enough money to be able to do that, so that there's that sort of pressure as well on the students.	Family expectations	161 family expectations
21	2NS10	It depends on how you cope with the stress. What type of personality you're. I think some people can cope well and some cannot. Health problem in foreign country, very stressful. No support from family that can help them to face the difficulties. Limited choice of halal food for Muslim people is one of the factors contribute to this difficulty. (11) Some people, even little stress makes them really stress, but some they try their best, they just try to cope with some activities and deal with the stress. (8NS40) Other challenges? Food. Not really a problem. But for Muslims people, the choice is very limited and I can't really enjoy eating out because of this limitation.	Family support Stress and health problems Coping with stress (participate in leisure activities) Leisure constraints (choice of food for special diet)	25/39/128/170 the importance of family support 22 stress and depression/insecure/anxiety 49 stress and depression/health problems 23/54/153 stress and violence/crime 26 stress and happiness 112 stress and bad/negative attitudes 60/65/67/85/86/91/113/156 coping with stress (participate in leisure activities) 134/147 leisure constraints (limited choice of food for special diet group)

22	2SG15	Because it becomes overwhelming. Stress is acutely related to depression and if you're depressed, it's going to make things ten times harder to look someone in the eye and say you know, this is my background, and feel confident in who you are, so I think it's a snowball effect. (16) The confidence levels are a lot lower when you're coming, and you're insecure, from an overseas country, that makes a big difference too.	Stress and depression	23/54/153 stress and violence/crime 26 stress and happiness 49 stress and depression/health problems 112 stress and bad/negative attitudes
23	2VM23	So many cases where the stresses of not finding a job, not finding accommodation has led to domestic violence. There have been suicides, there have been like I know in South Australia, in fact, we have had a case where an unemployed husband killed his employed wife because he couldn't take that.	Stress and violence / crime Difficulties to find employment	26 stress and happiness 49 stress and depression/health problems 54/153 stress and violence/crime 112 stress and bad/negative attitudes 41/42/50/52/98/107/112/117/160 difficulties to find employment

24	2VM24	Once they are settled down, once they start earning money, and then they become alright, and that is a kind of start, a kind of adjusting to the environment, that's the only time I've seen them coming out, you know, for any kind of a leisure activity to reduce their stress (Employment and earning money are important before they can participate in leisure to reduce their stress). (25) It's very difficult to just state an exact timeframe to be settled, but I would say it's directly related to your economic well-being. (26) The major issue is employment and also money. So the moment you think, okay I've got the job now, my wife has probably also got a job and we've got someone to look after our kids because, initially even that you know, childcare, they get it so expensive that what you don't earn outside you're spending on your childcare, so some couples decide that, okay only one would work until a kid comes up, then the schooling problems, in a sense there are lovely schools here, but they need money. Some of them don't even have the Medicare because they have come on different kind of visas (It is even harder for migrants with family to manage their lives where money is the big concern). (27) So there are issues which, initially trouble you, cause a lot of stresses on you, and once you find a job and you realise that, okay a job it may not be the one that I was looking for, but it's giving me enough money it's giving me more money than I would probably earn back home, and then you also start realising that maybe back home in 10 years I won't have been able to get a car that I'm driving here, in 10 years I probably wouldn't have had my own home because of the expenses and the wages.	Mission to get a job and earn money for a better living Leisure constraint (financial) Family obligations Financial problem	157 mission to get a job an earn money for a better living 46/109 family obligations 43/88/11financial problem 88/132/138/141/144 leisure constraints (financial)
25	2MM39	If you don't have a supportive family or a circle of friends, it can be very difficult. (40) Requirement of belongingness to be able to relate with somebody in a new environment, you're able to speak with somebody, some sort of guidance; support is essential without which you'll feel lost and sick.	Family support Social support (friends) Social support (same background) Social support (sharing)	39/128/170 the importance of family support 63/79/170 social support from friends 45/53/58/62/69/81/89/140/154/170 social support from people who have same background/experience 58/63/81/89/170 social support (sharing)

26	2YY33	Because stress makes me unhappy. (34) Also, if I'm stressed, probably I can't focus my attention to many other important issues, which again makes me unhappy.	Stress and happiness	49 stress and depression/health problems 54/153 stress and violence/crime 112 stress and bad/negative attitudes
27	3aAD25	The business migrants also have a lot of pressures placed on them especially if they initially are on a provisional visa and needing to meet certain requirements to be able to get permanent residents. (26) Sometimes they rush into business decisions without understanding fully the implications that can be a great loss of money.	Visa and residential status issues	35/42/48/99/106/162 visa and residential status issues
28	3aCC12	The language again is a barrier for business migrants particularly those coming from China and other countries where English is not the first language.	Language barriers	35/50/52/98/102/157/158/160/164 language barrier
29	3aEM14	None of those people that I was working with, I would say, were suffering from high stress levels, they were all very enterprising people, and the reason that they were migrating under that visa was that they were determined to improve themselves and to develop a business. (15) If you're coming in establishing a business is that you have to get – generate a turnover of $200,000 after 3 years, so they're not interested in how much profit you make its only turnover that's counted.	High determination migrants (experience less stress) Business migrants' obligations (setting up, turnover, financial & regulations) Government policy (visa and employment)	167 high determination migrants (experience less stress) 30/31/32 business migrants' obligations (setting up, turnover, financial & regulations) 30/31/32/48/99/118/119/121/122/124 government policy (visa and employment)

30	3aNS12	I know a family that came here, they purposely came to open a business, but I think it didn't went well because they couldn't find a suitable business so they waster for about 1 to 2 years. I think that was a bit financially stressful for them (Financial stress due to failure opening a business (main reason for migration), (Regulations and restrictions make things harder).	Business migrants' obligations (setting up, turnover, financial & regulations) Government policy (visa and employment)	31/32 Business migrants' obligations (setting up, turnover, financial & regulations) 31/32/48/99/118/119/121/122/124 government policy (visa and employment)
31	3aSG17	From a business skills perspective, extremely stressful scenario because there's a pressure on getting a business started within a time period, getting turnover within a time period, investing your money, which you may lose if you don't invest it properly, learning about cultural differences, settling your family and sometimes running your business still in the overseas country, or your home country. (18) As with any business, it's at your own risk. So it's a big challenge to take on, it's hard enough to establish a business in a place that you know, let alone half a world away and completely different cultural understandings to what people want so that you can be successful.	Business migrants' obligations (setting up, turnover, financial & regulations)Government policy (visa and employment)	32 business migrants' obligations (setting up, turnover, financial & regulations) 32/48/99/118/119/121/122/124 government policy (visa and employment)
32	3aVM28	Business migration is not really opening a grocery store or a takeaway food outlet, that's not really a business. (29) Anyone who's coming on a business migration saying, oh what business can I do; open a take-away, or open a grocery store, and I think we are getting saturated in that field, in that field we are getting saturated. So, maybe people who are coming and should be looking at some different businesses and there are so many other opportunities, so obviously, doing business is not – because it's a very small population here in Australia, and it's not easy to do business, unless you have something really nice to offer, so a lot of them who came on business migration have probably shifted from there to studies, further studies, and gone into unemployment. Business migrants need to have something different to offer instead of selling common stuffs which are already done by other migrants). (30) To show that kind of a turnover, which is necessary on that visa, it's not easy. Yeah a certain amount of turnover, yeah. That's a pretty large amount; I think it's over $100,000. Your annual turnover. Yeah I don't know what the new rules are of; it used to be $250,000 for migration.	Business migrants' obligations (setting up, turnover, financial & regulations) Government policy (visa and employment)	31 business migrants' obligations (setting up, turnover, financial & regulations) 48/99/118/119/121/122/124 government policy (visa and employment)

33	3bAD27	Skill migrants generally have very high expectation of themselves. They have gone through a process of getting their skills recognised, to be able to come to Australia.	High expectations Skill recognition process	84/111 high expectation leads to frustration and stress 34/36/43/48/104/105/107/121/122/124 skill recognition process
34	3bCC13	Skill migrants, when they come here had to overcome very huge barriers and particularly for those coming from Commonwealth countries where they need to have their qualifications accessed and even if their qualifications are accessed they need to demonstrate that their skills are in par with Australia's standards, so that's one difficulty is the recognition of overseas qualifications at the same time your extensive experience overseas.	Skill recognition process Skill recognition issues / qualification mismatch	40/41/57/97/100/106/108/110/117 skill recognition issues / qualification mismatch 36/43/48/104/105/107/121/122/124 skill recognition process
35	3bEM16	They've been able to settle in quite well. The people that often struggle are the wives, particularly if they're not working. (17) Yeah the spouses of the migrants that come in almost all cases, being women, and they have found it – some of them have found it quite difficult (Spouses are also facing difficulties in terms of culture, social and language. They might not have skills since they come under spouse visa). (18) It depends on the culture and how outgoing they are, but if they can't speak English that's a difficulty that they face. (19) The requirements from the government for skilled migrants' application, a visa application might also provide some stress. (21) The problem has been with the spouse, as you say, the children generally, because they go to school, usually tend to adapt reasonably well and it's often the spouse, particularly if they don't have any English or poor English find it difficult.	Unemployed spouse dilemma Language barriers Visa and residential status issues	42/48/99/106/162 visa and residential status issues 50/52/98/102/157/158/160/164 language barrier 39 migrants with partner unemployed spouse dilemma
36	3bNS13	Here is very difficult because you have to convert your qualification and there are some other issues on different qualifications. It takes time to translate and everything, the recognition problems, that's right, they have to sit for more exams so that's financially kind of stress (Qualification recognition in finding jobs, the process is time consuming and again financial problem arises).	Skill recognition process	43/48/104/105/107/121/122/124 skill recognition process

37	3bSG19	Very difficult. If they're coming here and they don't have a job. (20) People that are coming over here as an independent migrant they say oh we can't get a job, South Australia, Adelaide is very cliquey (only accept people from their own group). (21) People to be able to get a foot in the door in most instances; it's difficult to receive a job, in my view, on paper without them knowing something about you.	Job availability	40/47/97/99/100/106/108/110/118/121/122/124/163 job availability
38	3bSG22	Word of mouth is very important, that's why it's, I believe, important for new migrants to maybe volunteer and meet networks by volunteering. Then it's a lot easier for them to get imbedded in that area that they're interested in. And they've got also then references that are locally based. (23) With the employer's attitudes towards international people. That's right. (24) For independent migrants in most instances, they come here and they're much deflated and they don't see it like that, it takes confidence and generally you can achieve that by volunteering and getting to know people.(7ER76) Voluntary work I really think you may want to think about that in terms of leisure – like does that belong to leisure or if it does – do you always necessarily do voluntary work for leisure. I am thinking about some of the volunteers of mine that are in Football United and they would say some would in fact do it for leisure because they look for something to do with themselves – like to do something extra. (77) The reason why you volunteer sort of influences I think the leisure outcomes or perhaps you want to ask do you do any voluntary work? And if so, do you do it for fun or do you do it for something else.	Networking to find employment Volunteering job Employers' attitude towards international workers Leisure trends (volunteer job)	76/101/107/152/163 networking to find employment 107/152 volunteering job 106/120 employers' attitude towards international workers 47/114 employment proceduresLeisure trends (volunteer job)
39	3bSG25	Spouse migrants can be quite difficult as well. Some of them are working as well here. (26) When you've got that disconnection to social elements, if you're working too much, or if your husband or partner's away and you know, but generally they're sort of up there with an employer sponsored because they've got a support network in a partner. (27) I am suggesting that people with partners are easy to adapt and settle. If the partner is from here, yeah, it's different, because they've got, generally, an extended family and support network already there for that person.	Australian partner Migrants with partner Family support	128/170 the importance of family support migrants with partner / Australian partner

40	3bVM31	It's easy to get a skilled visa and come here, but the job is not available. (32) But the moment they get a job and, sometimes your qualification, maybe it's not recognised here. Yes because there are different standards, you know, especially the professional qualifications.	Job availability Skill recognition issues / qualification mismatch	47/97/99/100/106/108/118/110/121/122/124/163 job availability 41/57/97/100/106/108/110/117 skill recognition issues / qualification mismatch
41	3bMM43	Independent skill migrants would be the ones who will struggle to find the job. (44) Even though they have skills, there are many migrants who are so highly qualified but their skills are not being utilised to the level that you can so I've seen PhD taxi driver driving taxi for the last 5 years, engineers driving taxis. (45) That would be the hardest one in terms of how do you support yourself and find a suitable job which really matches your skill.	Skill recognition issues / qualification mismatch Difficulties to find employment	57/97/100/106/108/110/117 skill recognition issues / qualification mismatch 42/50/52/98/107/112/117/160 difficulties to find employment
42	3bYY36	Getting a job is also one of the main reasons being under stress. (37) But yeah at the same time, if you have a job and if you cannot get permanent resident status, then you have to worry about the job. Right, so immigrants may feel different types of stress.	Difficulties to find employment Visa and residential status issues	50/52/98/107/112/117/160 difficulties to find employment 48/99/106/162 visa and residential status issues
43	3cAD28	Government nominated migrants because of their skills, who has been through a pre-migration skill assessment process for their trade that costs them perhaps $3000 to $4000, ok, only expecting once they arrived here to be able to quickly be able to go and work in their field, only to find that they have got to do a further training, that's going to take a period of time that they can perhaps initially only work as a trade assistant, they can't work as a fully qualified trades person, that they have to spend more money on training that they need to actually get a license. Those things are quite shocking and create a lot of anxiety and stress.	Skill recognition process Financial problem	48/104/105/107/121/122/124 skill recognition process 88/111 financial problem

44	3cNS14	I was under the employer sponsored, I didn't find any difficulty because employer organises everything, I didn't felt any stress in that sense, it was so easy (Easy for employer sponsored migrants because the employer organises everything and the job is guaranteed). (15) It depends on where you settle because we were in Broken Hill at that time. The population was about 20,000 people like in the region. Actually in the city maybe about 10,000.	Easy settlement (employer sponsored migrants)	46 easy settlement (employer sponsored migrants)
45	3cNS16	We were lucky, at that time there were other Muslims like 5 families, so we settled quite well. But I think, if there were no Muslims, I would be quite stressful, it would be very lonely because you don't know people from your own culture (Need support from people in the same religion). (17) When you settle in a new place, if you don't know anyone to show you around, you tend to stay at home all the time, you don't know where to go.	Social support (same background) Social support (same religion)	53/58/62/69/89/140/154/170 social support from people who have same background/experience social support within same religion / faith
46	3cSG28	The employer sponsored migrants I think, they generally do okay because they have an employer that it's in their best interest to make sure that employee settles. It's in their best interest to make sure that they're happy, not just then, their family as well. So they generally are probably I would consider at the higher tier of ease of settlement.	Easy settlement (employer sponsored migrants) Family obligations	109 family obligations easy settlement (employer sponsored migrants)
47	3cVM37	Before the new rules have come on 1st July 2012, things weren't so difficult. If you sponsored somebody and showed the need that I need this particular person, I think you were fine. (38) But now, you have to satisfy, firstly the immigration essay, and then directly you actually cannot find an Australian citizen or a permanent resident to fill that position. That means you have to advertise, and then go through interview process and keep saying, and why is this particular person so important to you. (39) The sponsored migration scheme is getting more and more difficult. (40) Every country has a right to say first employ their own people, and then start looking at potential migrants.	Employment procedure (to hire local people before migrants) Job availability	114 employment procedures 97/99/100/106/108/118/110/121/122/124/163 job availability

48	3cVM41	Because of evolving process, the goal posts are shifting quite frequently as for the rules and regulations are concerned. (42) The floodgates were opened and so many international students came into vocational sector. (43) In 2006 onwards, you know, then you suddenly realise that you didn't want this kind of a huge influx, people who were not really fit to be here, and then you, from 400 of what is called the skill occupation list, you've got it down to almost half of that, and then you change the visa rules and things like this, so that, and then some people couldn't settle, and some people couldn't shift from one course to another course. (45) Some of those people are just shifting from one vocation to another vocation, and they're not finding employment. And so, there is that kind of a struggle as well of those kinds of gypsies. So, those are the gypsies who are going around from one college to another college to another college just trying to stay here. (46) Back in 2008-2010, we have to cut this nexus between shonky providers here. Yeah shonky providers in a sense that, who didn't have any scruples, they just wanted dollars, they just wanted students to come and, probably saw them, had their brother sitting in Malaysia, India, Vietnam, China, so, between the two brothers one opens a vocational college here, other one runs a migration agency back in home country, and they were sending people here and they were getting here and they were finding shortcuts to get permanent residency and all that. So, all of that system has now been streamlined and that has actually caused a bit of turmoil within society, in the migrants community. (47) Over a period of time all this would have settled, because I think every country has this right to decide, you know, that how much migration they want, what kind of migration do they want, what kind of skill or unskilled people that they want.	Visa and residential status issues Skill recognition process Government policy (visa and employment) Job agencies issues	99/106/162 visa and residential status issues 104/105/107/121/122/124 skill recognition process 99/118/119/121/122/124 government policy (visa and employment) 114 job agencies issues

49	3dAD29	Refugees are different from other migrants because they came in as humanitarian migrants without so much preference. (30) Having to leave their home, people that they love, possibly thinking that they may not ever be able to go back depending on the situation that in itself would be extremely stressful. (31) Often they have experienced torture and trauma which can affect them throughout this settlement process it could be mental health issues, there could be a great sense of lost. (32) They are in different environment, mentality, language and legal system. (33) The Australian government has not done a good job in helping refugees' settlement process. (34) There is support in terms of monetary from the central link but not in terms of settlement support, employment support.	Refugees' traumatic background (more stressful) Stress and health problems Stress and depression Different culture and system Refugees' settlement support Financial support	54/153 stress and violence/crime 112 stress and bad/negative attitudes 54/56/96/117 different culture and system lead to stress 111 the need of financial support 50/52/53/54/56 refugees' traumatic background 54/56/103/116 refugees' settlement support
50	3dCC14	The barrier of refugees is particularly for those coming from rural areas and people who have never had any formal schooling would actually have great difficulty grasping the language. (15) Culture changes also make them feel stress? It depends, there are some refugees that have gone through who can adopt readily to the western culture but in terms of getting employment they actually have to start very low or really nil you know very less chance of getting employment. (16) The pressure now with them having children over seven years old that they have to go out and look for work. So that's the pressure that I see a lot of women who've never had any formal schooling even after attending three months of English language course. (17) They don't have formal English education back in their home country. They don't even literate in their own language. (18) Those who've gone through war for years never had any formal schooling and all they have is all language and so they come and attend English classes, they just stay there because they are required to do it but some of them never learned. And that creates a lot of stress in the family setting where children learn very quickly and will actually overpower or influence family decision because they're the one who speak English.	Difficulties to find employment Education status Language barriers Refugees' traumatic background (more stressful)	52/98/107/112/117/160 difficulties to find employment 52/53/54/56 refugees' traumatic background 52/98/102/157/158/160/164 language barrier 98/102 education status

51	3dCC19	There is discrimination, in Australia when you actually look dark, people already look at you. (20) People from Africa they would actually get very angry when people ask 'do you like it here?' something like that, 'oh how long have you been here?', well one of the reasons why they're here, they don't have a choice.	Perceived discrimination / racism	144/168/169 perceived discrimination and racism
52	3dER34	The very difference is from someone that escapes a situation that is horrible for whatever reason – like a refugee for instance. (35) You just simply dislike completely your situation at home and when you come you might find that you were a professional back home, but because of your English you are to work as a cleaner. So you do get a job but probably – at the beginning would probably be fine, but then you will probably only get to know people that work like a labouring job for instance and they don't help your professional side of you and so you may experience frustration and then grow increasing self-doubt and I think that can be very, very stressful (Lack of English proficiency can make it hard to find employment and it will lead to stressful condition). (36) They come and maybe they were technicians or a lot of – particularly jobs for like language is a big barrier – that could be very difficult because you go from a country to another where for example at home you were a teacher and here you have to adapt doing anything that comes by because you're English for instance is not good.	Refugees' traumatic background (more stressful) Language barriers Difficulties to find employment	98/107/112/117/160 difficulties to find employment 53/54/56 refugees' traumatic background 98/102/157/158/160/164 language barrier
53	3dEM22	And they're the ones that I think find it the most difficult because they've got no money and, also culturally they find the place quite challenging. (23) The most recent groups of refugees that sort of come in from Afghanistan, from Sierra Leon, from Sudan are those sorts of places, while there are now quite large numbers of those people here in Adelaide its' much easier for them to sort of be integrated into those communities before they get integrated into the Australian community. (24) They've suffered a fair degree of stress before they've come here because of war in their countries, and so, a lot of the stress they have they actually bring with them when they come here, and it does take them quite a long time to settle down and sort of feel comfortable in a society that's very peaceful.	Refugees' traumatic background (more stressful) Social support (same background) Settlement period	54/56 refugees' traumatic background 58/62/69/89/140/154/170 social support from people who have same background/experience 155 settlement period

54	3dSG29	The humanitarian migrants would find it particularly difficult to settle because there's already a level of distress because they've been in a situation which is horrific. (30) When they come to a new country, it's extremely difficult for them to trust, it's extremely difficult for them to understand the cultural differences. (31) Refugee may fall into crime because they feel that that, you know, there's a connectedness to someone and it might be the wrong thing to do but they need to connect to something if they're head space is not very good, it might not be a good thing that they actually get themselves involved in. (33) The refugee support is generally provided through the federal government and then through the Migrant Resource Centre, which is, and you'll probably be aware, a Multicultural SA initiative.	Refugees' traumatic background (more stressful) Different culture and system Stress and violence / crime Refugees' settlement support	56 refugees' traumatic background 56/96/117 different culture and system lead to stress 153 Stress and violence/crime 112 stress and bad/negative attitudes 56/103/116 refugees' settlement support
55	3dSG32	A refugee, he was imbedded in the school; he was receiving awards for his cricket, so sport was extremely important to him. And without him speaking, without him having to socialise, he was feeling good about himself through the sport and I think that was a really important message just in a young person that has been through a horrible scenario in their life, to be able to come to Australia, South Australia and make a go of it. It's empowering and I think you know, for other people to.	Sport participation can reduce stress	61/64/65/67 sport participation can reduce stress
56	3dMM48	The government supports refugees more than the other types of visa holder. Because they're in the group of humanitarian migrants which they have a lot of supports and services and associations that help them. (49) They would need a lot of support because they would be psychologically damaged also already. Coming from their backgrounds as refugees, they probably the life is under threat all the time. (50) They do require that support so difficulty still would be of adjusting in the new environment because obviously from where they've come there's entirely a different environment to settle in and probably maybe like you've pointed out, people may also not like them because they're over supported by the government as compared to other people, there can be element of envy there.	Refugees' traumatic background (more stressful) Refugees' settlement support Different culture and system	103/116 refugees' settlement support 96/117 different culture and system lead to stress Refugees' traumatic background

57	3eAD35	The level of stress that they go through for the fact that they are unable to find employment in their area or skill, that's extremely stressful. (36) The longer that they are out of their profession, the more they going to be losing a lot of their skills or not being up to date, so they have that pressure. (37) Sense of losing value for oneself (from having a successful career in their own country to having to come to Australia and work as a taxi driver or cleaner).	Skill recognition issues / qualification mismatch Sense of accomplishment	97/100/106/108/110/117 skill recognition issues / qualification mismatch 155/157 sense of accomplishment
58	5aAD46	Participating in leisure activities is important for everyone but for migrants it would be their first avenue to perhaps have a sense of belonging. (47) One of their principle ways of having their leisure activities would be with joining with people from their own ethnic community groups, other new migrants such as themselves from the same background and being able to therefore share experiences.	Leisure participation to enhance community embeddedness Social support (origin community) Social support (same background) Social support (sharing)	62/69/89/140/154/170 social support from people who have same the same background/experience 59/78/79/80/95/154/170 social support within origin community 63/81/89/170 social support (sharing) 62/64/68/69/71/75/76/77/78/83/86/91/140/146/153 leisure participation enhances community embeddedness
59	5aCC35	If you come to a country like Australia and you don't have any connections with your own community become really hard. But if got those connections with your community, when you need it in particularly, then it actually makes your stress level lower. (38) Yes socialising with people might overcome their stress level. (36) We actually make it as a requirement that we ask every client to find out from them if they would want to be linked with their own community. And so what happen then is, if they say 'yes', then we will let the leaders of the community know that we've got this family that has arrived, or maybe group of families have arrived, 'do you want to do a welcome for them?', and the community would actually do that, and we support them with some money to actually come out with the welcome event. (37) We always need to have links with our own culture even when you actually have to integrate yourself with an Australian culture or a broader communities' culture.	Social support (origin community) Social support (overcome stress) Cultural integration	78/79/80/95/154/170 social support within origin community 69/75/79/80/94/123/129/136/142/146/150/151/152/153 cultural integration issues 63/64/88/89/93 social support (overcome stress)

60	5aER46	Yes and with limitations, as in it depends a lot on what the distress is and what the participation is. (47) If someone comes for a horrific situation, and is really stressed out maybe because of work, and you only do half an hour a week in the local gym it is not going to help that a great deal (Frequency, intensity might determine the effectiveness of participation to reduce stress). (48) Going for half an hour walk once a week it may help not that much, but finding the right balance between the stress and the leisure activity and your level of engagement with leisure activity I think yes if we say that I think that's a possibility for sure.	Work causes stress Active leisure participation is important Coping with stress (participate in leisure activities)	67/70 work causes stress 71/127/130/131 active leisure participation is important 65/67/85/86/91/113/156 coping with stress (participate in leisure activities)
61	5aEM63	I think it varies from group to group, from migrant group to migrant group, sport particularly soccer or football is one of the things that, particularly with men that seems to work really well. (64) They can get involved with that again it doesn't involve their spouses – their wives – and that, and then I think they find it difficult, and I think that's one of the stress levels. (65) Consistently, leisure activity that happens in Australia is this outdoor eating through BBQs and those sorts of things.	Sport participation can reduce stress level Leisure trend (BBQ)	64/65/67 sport participation can reduce stress 127 leisure trend (BBQ)
62	5aEM66	You need to get involved with a network to be able to be invited to those sorts of things (Networking in participating in leisure activities). (67) A lot of migrant groups, particularly when there are large numbers of migrants, tend to stay together because that's the way they can socialise because they haven't been able to break into the Australian network.	Leisure participation to enhance community embeddedness Social support (same background)	69/89/140/154/170 social support from people who have same the same background/experience 64/68/69/71/75/76/77/78/83/86/91/140/146/153 leisure participation enhances community embeddedness
63	5aNS28	I think it affects positively. Usually when you go out meeting friends, even like get together with your friends, because when you meet people, you don't think about your problem that much. (29) The circle of friends can share experience, problem and talk about it. When you talk about your problem, you'll feel relieve, like sharing stories. (30) When you meet people that have been here longer, so they might be able to provide you some solutions on your settlement problems.	Social support (overcome stress) Social support (friends) Social support (sharing)	64/88/89/93 social support (overcome stress) 79/170 social support (friends) 81/89/170 social support (sharing)

64	5aSG42	I think it's extremely important to reduce stress levels by seeing migrants participating in leisure activities, whether it be through sport, you know, it might be a church environment. (43) If it's a sport for example, everyone knows that that's good for everyone, because if they're undertaking sport, they're going to have lower stress levels, regardless of whether they're a new migrant or no, that's a fact. (44) The same within a church environment, I think there's a very large community of migrants that will, they probably have a stronger faith in a foreign country than what they do at home, because of the community element of that religious acceptance.	Social support (overcome stress) Leisure participation to enhance community embeddedness Sport participation can reduce stress Religious activities can enhance community embeddedness	88/89/93 social support (overcome stress) 68/69/71/75/76/77/78/83/86/91/140/146/153 leisure participation enhances community embeddedness 65/67 sport participation can reduce stress 92 religious activities can enhance community embeddedness
65	5aVM60	Firstly, you have to have the mind-set to enjoy your leisure and a vacation, or a hobby, or something that you enjoy doing that immediately takes your mind away from your stresses, from your problems (To do what you like and enjoy. Preference. Freedom of choice). (61) On the golf course, I never think of money, I never think of work, never think of any commitment; my work, my family, everything just go – I'm looking at the golf ball and my club to swing it and hit the ball, so my total concentration, and I'm enjoying that. (62) Definitely can reduce stress. (63) I mean my stress level, also the big stress buster, I can sit in Rundle Mall on a bench and let the world go past, the biggest stress buster for me, I just see the world going by, looking at different kind of people just going by. I do that so often, I just sit there and enjoy. (64) Of course, gym is because when you're working out, you know, you feel nice about yourself, about your body, about your physical thing, so these are the things if you indulge in something.	Coping with stress (participate in leisure activities) Pleasurable leisure activities Sport participation can reduce stress Physical activities can reduce stress	67/85/86/91/113/156 coping with stress (participate in leisure activities) 67 sport participation can reduce stress 68/85/91 pleasurable leisure activities 67/113 physical activities can reduce stress
66	5aVM65	I personally would recommend to all people who are going through stress of migration to pick up some (leisure activities) – because tell me, how many countries offer this kind of facility; every suburb has an oval where you can do. (66) How much this country offers you to indulge in leisure, indulge in some kind of a hobby it's amazing. I've travelled around the world; I don't think any other country will offer you this kind of a facility (Good leisure facilities offered in SA).	Leisure facilities	88/132/133/134/135/136/137/145/148/149 the efficiency of leisure facilities in South Australia

67	5aYY58	So leisure makes me more energised. (59) Sometimes I play soccer with my son. Also sometimes we watch some sports on TV or internet and psychologically energised I think. It stimulates stress. Moderately high. So 5 point – stress comes from where? Job. Here. That is the biggest contributor of my stress. I think so, yeah. (61) I do relate my leisure activity to my stress level. When I feel stress at work or any other settlement issue, I go out and do something else (leisure) and you try to energise myself, I play soccer with my son and I reenergise and it helps me to come back on Monday. Sometimes yes. So if I go for example jog, sometime. I think sometimes I'm intentionally doing something other than work. Just to forget about work.	Coping with stress (participate in leisure activities) Sport participation can reduce stress Physical activities can reduce stress Work causes stress	85/86/91/113/156 coping with stress (participate in leisure activities) 113 physical activities can reduce stress 70 work causes stress Sport participation can reduce stress
68	5aGH50	Well the first thing is people are doing things that interests them, because they want to, they're intrinsically motivated and once that happens people choosing it because of their personal needs, the benefits they get. And yet immediately gives someone reason for taking, or participating doesn't it? (51) If they're then sharing that (leisure activities) with other people with similar needs, there's already empathy and understanding. (52) The strength of team activities means that they then are supporting each other and depending on each other, whereas individual activities it's probably not quite as much like that.	Pleasurable leisure activities Leisure participation to enhance community embeddedness	85/91 pleasurable leisure activities 69/71/75/76/77/78/83/86/91/140/146/153 leisure participation enhances community embeddedness
69	5bAD48	Place attachment does help, young people from similar background tend to stay together and do things together, you know going out for muse or perhaps playing sports, or whatever that might be. (49) That is really important to help you cope with the day to day events that have to be faced and sometimes leisure activities may extend beyond one's ethnic community, so you might be mixing with people from other nationalities but who are also experience similar things. (50) Create a bond because even though you are not from the same country, you've come from a different experience and you experience similar things in your new country and that too creates an interest in other cultures and an understanding of how other people live, other people value sets.	Social support (same background) Leisure participation to enhance community embeddedness Cultural integration	71/75/76/77/78/83/86/91/140/146/153 leisure participation enhances community embeddedness 89/140/154/170 social support from people who have same the same background/experience 75/79/80/94/123/129/136/142/146/150/151/152/153 cultural integration issues

70	5bER49	Participating in leisure is a fundamental determinant, if not one of the most important determinants of successful settlement, and more than successful settlement – of redeveloping and developing affection for your new place. (50) Because it's what makes you relate to your new place with a sense of fun. (51) People with very high profile jobs; very demanding jobs migrate to cities where all they do is working, working, working – stay there for three years then they change their city and they get sent somewhere else and they develop no sense of place whatsoever with the place that they've spent three years of their life, and it's probably I think personally in that sense it would be because they just don't have any time or don't spend any time to try to have any fun (Job demands, busy and get transferred to few different places would not help to develop a sense of place and no time to have fun (leisure) as well). (52) Instead the time off they take and that you dedicate to the place – for instance like going to eat at the local restaurants but going out for a walk – even just taking the time to go out of the house half an hour and just walk and have a chat I think is very important.	Leisure participation to enhance place attachment Work causes stress Leisure constraints (time)	71/72/73/77/86/91 leisure participation to enhance place attachment 138/146 leisure constraints (time) work causes stress
71	5bER53	If you can particularly like for sports for instance – any kind of organised activity where you are not much a customer (To participate rather than just visit/watch. There might be difference between participate and being as customer). (54) For example going to zoo for instance is good, but you are a customer, so you are sort of buying a product when you go to the zoo. I think the most valuable are probably the ones that take away this customer relationship with the activity. (55) It will be you participating in your local bowling club or maybe you go to the pub – that's fine so you are still a customer – also with the bowling club you probably pay fees so you are still a customer in a way, but you do it. (56) That the point of the activity is not much going to the pub and spending money, so being a customer, but it's actually spending time with your colleagues outside of working hours which you could do on a park bench. (57) They're even more important when they establish a nexus between the activity and a particular place. Like for instance a sport club and then you develop a relationship with your area, both physically with the area in terms of mental imagery and also in terms of community.	Active leisure participation is important Leisure participation to enhance community embeddedness Leisure participation to enhance place attachment	127/130/131 active leisure participation is important 75/76/77/78/83/86/91/140/146/153 leisure participation enhances community embeddedness 72/73/77/86/91 leisure participation to enhance place attachment

72	5bEM68	Participation in leisure activities reduces their stress levels and it certainly makes them feel as though they are much more attached to Australia.	Leisure participation to enhance place attachment	73/77/86/91 leisure participation to enhance place attachment
73	5bVM67	I am attached to South Australia for one reason. When you migrate, say from a nation where, or a country where it's just population, huge population. And then you suddenly come to a place which is quieter, also it is not something which is, which you know, not like if I landed up in Sydney I would not really – I mean driving will get that very difficult, you know, parking would be such a nightmare, and here you can get your parking and the driving is so comfortable here, everything is so close, by 20 minutes you're in the hills, 20 minutes you're on the beach. Very comfortable, especially for people of my age, 60 and above, who find the place very good. (68) It's a lovely place to go and explore food. (69) It's a beautiful place. (70) Its a festivals in the state, it's you know, state of festivals. (71) South Australia, I wouldn't probably trade it for any other place anywhere else in the world. (72) Look at the weather, the weather, this kind of weather, my God. So, I think I am in love with – I mean, I'm maybe a little partial but I'm in love with South Australia, I wouldn't trade it for anything.	Natural environment enhances place attachment Leisure participation to enhance place attachment	77/86/91 leisure participation to enhance place attachment 90 natural environment enhances place attachment

74	5bYY62	If I increase my attachment to community - I'm not sure if my sense of community is associated with my stress level, but if I feel my sense of attachment to the community is high, probably I am more likely to accept the situation that I'm stressed. (63) Even if I feel connected with the community, I may still feel high level stress. (64) Even if I like Australia, Adelaide very much, I may stress out so much from my work. (65) If you say general stress, I think these 2 ideas (place attachment and stress) are not necessarily connected. (66) This is attachment, sense of attachment, this is acculturative stress. It's not this influences that, or something actually – the third thing influences both, for example my knowledge about Australia, or Adelaide decreases my stress. And also increases my sense of attachment. (67) In that sense I will see the correlation between these 2 variables but it doesn't mean this attachment influences stress. (68) Actually not mediator, actually – not mediator, third variable. Just that makes 2 variables correlated. For example, temperature. (69) I agree when my level of stress has been reduced, it is because of the migrants, it is because of my community attachment, also has enhanced, I guess if I mix around with people, I might feel happier but sometimes no. Sorry, example if I play sports for example. Okay yeah, if I play sports or if I get together with my son's teammates parents, I have some connection. But that time, I feel I cannot communicate very well. They treat me like second citizen because I'm immigrants. So I might stress out.	Coping with stress (community embeddedness) Community embeddedness does not necessary reduce stress	81/84/85/86/88/92/94/95/156 coping with stress (community embeddedness) community embeddedness does not necessary reduce stress
75	5bGH53	I often talk to parents and what I find is, a lot of parents say, how if they've come from interstate or overseas, so they could be from interstate migration. How by often, by being involved with their children, either at school activities or community activities that might be sport or some other clubs, the parents often get to meet other parents. And I often find that their main social networks then become other parents of children that they've met through their own children, without then necessarily joining a club for their own participation. And I think for a lot of people that's a good way isn't it, to meet other families with common interests. (54) People at a younger age, where they might be participating themselves who join clubs and organisations where they have an interest and a hobby or a sport. And that I think is a huge way of integrating and feeling part of a place. And I even know that in my sport there's people from all nationalities, and how there's a tendency for them to embrace people from different nationalities.	Cultural integration Leisure participation to enhance community embeddedness	79/80/94/123/129/136/142/146/150/151/152/153 cultural integration issues 76/77/78/83/86/91/140/146/153 leisure participation enhances community embeddedness

76	5cAD51	Try to become involved with their profession. For example if you're an engineer to participate, don't have to become a member but participate in events that are held by for example Engineers Australia, because that gives you an opportunity to mix with other like people from the same occupation perhaps not from the same country but, and its ability to establish networks, and networking is probably the best way to find employment. (52) A lot of meeting and creating friendships with Australians, creating friendships with new work colleagues, very often a lot of our clients tell us that they try to break those barriers through food, eating out or bringing food to work and sharing and people will become more curious and ask questions and then friendships develop from there. (53) Absolutely participation in leisure activities can create community embeddedness. (54) Through school communities, so if migrants have children going to school, becoming a part of that school community also is very important it means that there are friendships being formed with parents of other children.	Networking to find employment Social support (workplace) Leisure participation to enhance community embeddedness	101/107/152/163 networking to find employment 80/82/93/131/154/155/158/165/166 social support in workplace 77/78/83/86/91/140/146/153 leisure participation enhances community embeddedness
77	5cER58	In terms of community when you go out and you probably tend to meet local people – your neighbours if you go to your local tennis club and play tennis and you tend to meet your local people, and then the tennis club is named maybe after your suburb or has got like a specific attachment to your suburb and you feel like you become a member of this local community which is your tennis club. (59) It might be a first very important link within the wider local community and just because you are a member of your tennis club then for you it's kind of normal being a member of your community.	Leisure participation to enhance community embeddedness Leisure participation to enhance place attachment	78/83/86/91/140/146/153 leisure participation enhances 86/91 leisure participation to enhance place attachment

78	5cNS32	I think when you participate with any kind of activity, for example when you have a celebration within your own community and you participate in the preparation work, then you feel belong to the group, and sense of belonging is very important (Doing activities together with your own community that'll make you feel attach to the community and reduce stress). (33) With local community I also have some attachment, for example last few weeks, I involved in a spring cleaning project at my daughter's kindergarten with all the parents. We did the paintings, gardening, and all sorts of improvement jobs to the kindergarten. It felt good (Attachment with the local community is also important and sometimes it happens because of your commitment with the community and at the same time can generate your embeddedness with the local people). (34)When you go out and mix with the local people (doing leisure), it can improve your English communication skill. (35) When your communication skills in English has improved, you'll feel more belonging (Community embeddedness can improve your English language skill and when your English has improved, it'll enhance your embeddedness with the community even better)	Social support (origin community) Social support (local community) Leisure participation to enhance community embeddedness Social support (improving English language)	79/80/95/154/170 social support within origin community 79/80/95 social support within local community 83/86/91/140/146/153 leisure participation enhances community embeddedness social support to improve English language
79	5cVM73	I am very attached to the community here. Attached to my own Indian community and the local people as well. (74) My community, definitely because I worked very hard for my community, and what do you say in your heart, you always remain an Indian, right, although I'm an Australian citizen today. (76) I have a lot of friends, like my daughter who is a medical student now, and she was 6 months old when she came here, and she has only Australian friends. (77) We have a lot of Australian friends, and we go to their homes and they come to our house, so we do have, and we have our own Indian friends, as well, so it's a beautiful mix. (78) Well I'm very comfortable, I have a lot of – my golfing friends on the golf course are Australians, I play with them. So, I'm quite comfortable, I actually do not have any problem of mixing, integrating or something with multicultural people, and I have some lovely Muslim friends, I have some lovely Chinese friends.	Social support (origin community) Social support (local community) Social support (friends) Cultural integration	80/95/154/170 social support within origin community 80/95 social support within local community 170 social support (friends) 80/94/123/129/136/142/146/150/151/152/153 cultural integration issues

80	5cVM79	Initially people will get attached into the smaller community groups. If somebody's come from south of India, and south of India is that particular state, they will get to the people of that state, and they'll have that association, they'll do their functions, they will attend, they will not come out of that little community, they'll only come out when they start becoming comfortable with their standing here, they're integrated, they have work colleagues who are Australians of multicultural backgrounds, and that is the time they start coming out (New migrants will find the people from their own community during their early stage of migration. The more they interact with others (work colleagues) they will start to integrate with other ethnicities).	Social support (origin community) Social support (local community) Social support (workplace) Cultural integration Step by step interactions	95/154/170 social support within origin community 82/93/131/154/155/158/165/166 social support in workplace 94/123/129/136/142/146/150/151/152/153 cultural integration issues 95 social support within local community step by step interactions
81	5cMM82	Embeddedness? That does help. Because, without that affiliation with your kind of all people, and you meet people you feel 'okay I am not the only one who is having problem', everybody is having problems and they're there to help me and support me, that anxiety goes down a little bit. (83) You can share your feelings, your thoughts, your problems and somebody might be able to help you. So just that connectedness that we are used to as human beings, we are social beings so, we like to be connected with people and it feels good. (84) You meet other people; they've got stories to tell you that would help reduce the stress.	Coping with stress (community embeddedness) Social support (sharing)	84/85/86/88/92/94/95/156 coping with stress (community embeddedness) 89/170 social support (sharing)
82	5cYY70	So when you say place, is it Australia? South Australia, where I am living now yes. It has been increasing since I arrived. (71) I think the more networks I have, for example in my workplace, I feel that I'm part of the community, in UniSA and I feel more connected to Australia, South Australia. Yeah, the community. Because community is located in Australia, yeah.	Social support (workplace) Community embeddedness enhances place attachment	93/131/154/155/158/165/166 social support in workplace 87/90 community embeddedness enhances place attachment

83	5cGH55	I find that a lot yes. And in fact as I start talking to parents from time to time and find that their networks are built around, not just their work setting, in fact often it's not through their work, it's mainly through the community activities.	Leisure participation to enhance community embeddedness	86/91/140/146/153 leisure participation enhances community embeddedness
84	6aAD55	If a person doesn't feel that they're belonged, then the stress level will remain high for a long period of time. (56) Some people just can't enhance their place attachment. (57) The biggest group of migrants that we deal with have packed their bags and just gone home are the people from the United Kingdom. This is very surprising because UK's culture is about similar with Australian culture and they speak same language. Their expectations are too high. (58) You might feel a place attachment for the area that you're living where you get to know where everything is, you know your neighbours, you feel comfortable, and the community embeddedness is obviously is important in terms of either your work community, or your school community, or your sporting community, or your ethnic community.	Coping with stress (place attachment) High expectations Coping with stress (community embeddedness)	86/87/88 coping with stress (place attachment) 85/86/88/92/94/95/156 coping with stress (community embeddedness) 111 high expectation leads to frustration and stress
85	6aER60	Essentially you develop a positive way – that always depends if you associate your leisure activity with pleasure. (61) If you say for example you go to the local gym and everybody treats you very badly because they can't understand your accent well then they may even exacerbate the stress (Participation might also leads to stress due to several circumstances like language barrier). (62) You've just arrived and your English is so and so and you like tennis – and so you think I am going to go to the tennis club and I am going to make friends. So you go to the tennis club and no one talks to you because whatever reason – and you feel even worse than if you didn't go to the tennis club.	Pleasurable leisure activities Leisure constraints (language) Coping with stress (participate in leisure activities) Coping with stress (community embeddedness)	91 pleasurable leisure activities 86/91/113/156 coping with stress (participate in leisure activities) 86/88/92/94/95/156 coping with stress (community embeddedness) leisure constraints (language)

86	6aER63	Essentially when you are engaging an activity that is purely based on leisure, more probably than not you will learn to interact with people that their motivation is to relax, to have fun, to unwind, to have a pleasurable experience and therefore you will be associating your leisure activity with pleasure and so that helps or should help to overcome stressful situations for example. And the sense of place – the place attachment it's a component of that.	Coping with stress (participate in leisure activities) Coping with stress (community embeddedness) Coping with stress (place attachment) Leisure participation to enhance place attachment Leisure participation to enhance community embeddedness	91/113/156 coping with stress (participate in leisure activities) 88/92/94/95/156 coping with stress (community embeddedness) 87/88 coping with stress (place attachment) 91 leisure participation to enhance place attachment 91/140/146/153 leisure participation enhances community embeddedness
87	6aNS36	Okay, I think attachment to a place is hard. I don't think so. I think place is not the same without people. (47) Place attachment can affect the stress level. Absolutely. If you're feeling like you don't fit and that can be in any scenario even if you're a migrant or not.	Coping with stress (place attachment) Community embeddedness enhances place attachment	88 coping with stress (place attachment) 90 community embeddedness enhances place attachment
88	6aVM80	Definitely because you see, there's a stress of missing. There's a stress of missing home, back home. People talk about. That's because it's its own stress, you miss your friends, your parents, your relatives, all that. (81) When you don't find that kind of integration here and, initially when you're struggling, no one wants to know you. You can't socialise because you have no money to socialise. (82) You are isolated; you are missing, so it's causing a stress of its own. (83) Later when you mix with people it reduces stress because then you are feeling comfortable that you belong, you belong to Adelaide, you belong to South Australia. (84) People are so comfortable and you get attached to the place, you start enjoying the facilities that are available, the quality of life.	Coping with stress (community embeddedness) Social support (overcome stress) Financial problem Coping with stress (place attachment) Leisure facilities Leisure constraints (financial)	92/94/95/156 coping with stress (community embeddedness) 89/93 social support (overcome stress) 132/133/134/135/136/137/145/148/149 the efficiency of leisure facilities in South Australia 132/138/141/144 leisure constraints (financial) 111 financial problem coping with stress (place attachment)

89	6bAD59	Yes of course, if you are with the community where you feel comfortable, then the stress levels are lower. (60) You may not understand how the system works, you may not be sure that you are actually behaving in the appropriate way or asking the right questions or, people don't know what they don't know, so you might be going into a service, someone have said 'go there' but you don't really know why are you going there and you don't know what question to ask what does the service is actually offer, which when you are facing the unknown is stressful.	Social support (overcome stress) Social support (sharing) Social support (same background)	93 social support (overcome stress) 170 social support (sharing) 140/154/170 social support from people who have same the same background/experience
90	6bER64	More of a sense of community that helps for being the sense of place and not too much vice versa. So I find it more normal that you develop a good – because the initial relationship you probably tend to develop it with the people not with the place. (People get attached with a place through the community rather than to the place itself). (65) You will get to a new place and you might like the people or have a good experience with the people. And then because you like the people in your tennis club again, then you start liking the actual tennis club. The tennis club is based in a suburb, and all of a sudden you like that suburb. (66) Although it's also possible in theory that you go to a place, you fall in love with the scenery or with the area, and therefore because you sort of – not convince yourself – because you are heavily biased in the fact that you like the place, then you look at the people from the place with a different eye (People like the place because of the scenery (e.g. temporary tourist)). (67) "Oh yeah I went to Vietnam – lovely people". "What are you talking about? – you've been there like one week" – but because you go and you want to like it because you've bought the trip and you might go there and the only things that you see are the most beautiful things and therefore it's normal to think of the people as beautiful things that belong in a beautiful place. (68) If you dislike the place you tend to go there with a prejudice and therefore you probably are not going to like the people straight away.	Community embeddedness enhances place attachment Natural environment enhances place attachment	87/90 Community embeddedness enhances place attachment Natural environment enhances place attachment
91	6bER70	Leisure I think becomes very important to overcome the situation because you come with an idea that is negative and then instead you put yourself through an experience that if positive may turn things around and you can go "Oh no actually it's not too bad because I have fun – so I happen to also like the people in my club and my extension – the people in the area (Leisure might change your initial negative perception to positive towards a particular place).	Coping with stress (participate in leisure activities) Pleasurable leisure activities Leisure participation to enhance community embeddedness Leisure participation to enhance place attachment	113/156 coping with stress (participate in leisure activities) 140/146/153 leisure participation enhances community embeddedness pleasurable leisure activities leisure participation to enhance place attachment

92	6bEM71	What migrants are looking for is this acceptance by the community and getting to meet people, and people meeting them and valuing them as friends on a one-to-one basis. (72) A lot of it's done through the churches where migrants are of a particular faith and they've been able to do that through the churches quite successfully. (73) Apart from football and the church communities, and as I said, to a lesser extent, sort of service organisations like Rotary and places like the Australian Refugees Association and those sorts of bodies.	Coping with stress (community embeddedness) Religious activities can enhance community embeddedness Social associations can enhance community embeddedness	94/95/156 coping with stress (community embeddedness) religious activities can enhance community embeddedness 143/144/145/150 leisure trends (clubs/associations)
93	6bSG48	If you're at a workplace and you feel like no-one likes you, it's not going to make you feel very good and you're going to be stressed. But if you can be in a workplace and have happy people around you and feel content, stress levels are going to be much lower.	Social support (overcome stress) Social support (workplace)	131/154/155/158/165/166 social support in workplace social support (overcome stress)
94	6bVM85	It definitely reduces stress, and I think people should attempt to go to various functions that they have, various, you know. Communities, their own functions – festivals – get into them – it will be so nice. (86) I enjoy festivals, I go to Glendi, the Greek Festival, the Schutzen fest, the German Festival – I go and attend all of these festivals, there's so much more to learn about somebody else's culture. (7EM79) Migrants would certainly go to events, certainly – and I think there's about 120 different ethnic groups represented here in South Australian organisations, and a lot of them organise annual events.	Cultural integration Events/festivals enhance community embeddedness Coping with stress (community embeddedness) Leisure trends (events and festival)	123/129/136/142/146/150/151/152/153 cultural integration issues 95/156 coping with stress (community embeddedness) 126/129/137/139/142/146 leisure trends (events and festivals) events/festivals enhance community embeddedness
95	6bMM86	Migrant communities' embeddedness has enhanced, I think yes, because you'll feel more secure if you have develop and strong network. I would say both, to your own community or to the local community. Both of them are important.	Coping with stress (community embeddedness) Social support (origin community) Social support (local community)	156 coping with stress (community embeddedness) 154/170 social support within origin community Social support within local community

96	8AD66	The biggest challenges obviously for migrants are understanding the system here, finding out where the services are, what is available for them like process of renting a house, banking system, schooling system, and other small things that will lead to stress. (67) Humanitarian migrants and what was discovered that those migrants who were made to settle in small communities like in a country area like Murray Bridge for example, their settlement process was much less stressful than for those who perhaps have settled in Adelaide. This shows that settling in a suburb area is less stressful than in the city (68) Because in a smaller community, they also feel that they're more in control, the community in smaller communities, the Murray Bridge community actually embraced the new migrants, provided them a lot of support, the church has become involved, there were volunteer groups. In a bigger city like Adelaide, people are too busy. (69) There was a refugee woman who said 'we managed to stay as a family in the refugees camp and now we are here, we are losing our children', because the culture for a young person here in Australia is so different perhaps from the culture that they have be accustomed to both in their original countries and then when they were in the refugees camps, so suddenly their children wanting a lot of independence. (70) In the smaller communities, they were better able to keep their value systems in a small country town for example' than living in a big city. (71) Having a gap within not only a generational gap, but a cultural gap within your own home is very difficult and extremely stressful. (72) And then there's the issue of employment, so you know as I mentioned before, people may get a job but it might not be in their area of skills and what that does to them as an individual in terms of their values for themselves that can be extremely stressful as well.	Different culture and system Settlement location	117 different culture and system lead to stress settlement location

97	8CC46	That's very hard you know. South Australia wants to attract skill migrants but in fact there's no jobs available and if there are jobs, there is very discriminate over requirements in people getting jobs in their own specialization and they would always require local experience and local training. (47) I have seen doctors become cleaners in hospitals just to have enrolled in the hospital system. I have seen doctors driving taxis, accountants doing cleaning. (48) The only, one of the chances where you will actually succeed in South Australia is you have to go and do local training. (49) So people change professions or specialization. I have a friend who was an accountant and had to study nursing. In her very mature age studying nursing, now she's a very accomplished nurse and earns heaps of money. (50) Yes, she had to shift and that's what I see with a lot of skill migrants unless they're proposed by employers where employers actually see their specializations and skills and want to employ them. (51) For those general migrants who just come here because they've actually met the migration requirements, some of them have to change jobs even in their mature age just, to actually get settled here and get permanent here.	Job availability Perceived discrimination / racism (work) Skill recognition issues / qualification mismatch	99/100/106/108/118/110/121/122/124/163 job availability 100/106/108/110/117 skill recognition issues / qualification mismatch 100/162 perceived discrimination related to work
98	8CC52	Refugees? They don't have any qualification of course; they are forced to come here. And that's why there are number of specialist agencies that would assist refugees get a job, get some training, but it's not for everyone because refugees just struggled through educational system, language and others (53) If you were a refugee but you already had formal schooling overseas gained some qualifications a lot of them would actually understand why there are so much requirements for you to actually get work here in Australia. But others who haven't got that would actually see it as 'no, I cannot participate in this, it's too much for me and I am too old to learn the language'.	Education status Language barriers Difficulties to find employment	102/157/158/160/164 language barrier 107/112/117/160 difficulties to find employment 102 Education status

99	8SG53	For an independent migrant, the biggest part is getting the foot in the door and getting people to understand your CV when it's different to the next persons. And their level of tolerance and time might be limited. So I think that that is a big part of gaining employment and also then settlement. (54) People go where there's jobs, that's the bottom line. If there's no work, people won't go because they won't be able to live.(55) There are different visas for, you know, and South Australia has a regional status, it's called, which means that we have a low population growth area within even Adelaide CBD compared to Melbourne or Sydney. (56) It's an important thing for South Australia, we have a lower population, you have an aging population, so we've got lots of old people, not enough young people coming in, so you know, the old people are building more nursing homes, the young people are having to look after the old people, it makes it quite difficult because it's a bit of a pressure situation where we need lots of young people to come in and take over from the jobs of the people that are retiring. (57) As far as the settlement in South Australia and business opportunities, I think it is becoming quite difficult at this point in time and that is just because people are losing jobs. (58) The employment rate, it hasn't really been reflective of what you hear and you see in the media as far as companies closing down and large numbers of people being unemployed.	Job availability Preparing migrants for employment Visa and residential status issues Government policy (visa and employment)	100/106/108/110/118/121/122/124/163 job availability 118/119/121/122/124 government policy (visa and employment) 106/162 visa and residential status issues 101/102/104/105 preparing migrants for employment
100	8VM88	The main challenge would probably be, firstly availability of work. And, secondly there is this thing that your local experience. (89) Anywhere you put up your CV they, firstly will ask you, do you have a local experience, do you have local qualifications, do you have local references. It gets more and more difficult. (90) Once you have worked in one place, and then you can show that you've worked in Australia, and then people are more receptive to employing you. (91) I won't call it discrimination but, definitely there is a feeling amongst the community that there's a preference to local, as against a migrant, but I think that would be, probably in every country (Priority to locals still exist in hiring employees).	Job availability Skill recognition issues / qualification mismatch Perceived discrimination / racism (work)	162 perceived discrimination related to work 106/108/110/118/121/122/124/163 job availability 106/108/110/117 skill recognition issues / qualification mismatch

101	9AD73	We provide workshops basically. So we will support, if a person is a skill migrant and have a lot of experience from their own country, very often it's about looking on their resumes, showing them what an employer would be looking for here in Australia. (74) Understanding what it's like to go for an interview here, what kind of questions that you're going to be asked, being prepared for those questions, doing your research, a lot of people make it the interview but then they fall down the interview because they short by some of the things that they're asked, so what we do, we try to prepare people. (75) They might have a qualification but they've never worked in their own country, then we would refer them to the Career Development Centre where they can talk about what skill sets that they have and what kind of jobs could they look for and there'll be then support through that way. (76) If they're business migrants, we would refer them to Business Enterprise Centre where they can get that one on one support in terms of establishing their own business. (77) We don't have any kind of social activities that we run for the clients, but very often through attending the workshops and things like that people would exchange information and doing their own networking and we encourage that because it's really important.	Preparing migrants for employment Government support (job assistance) Networking to find employment	102/104/105 preparing migrants for employment 107/152/163 networking to find employment 104/105/110/115/119/159 government support (job assistance)

102	9CC54	It's free English language training and as soon as they finished that, and would require more there's, and that's the free English language training provided by federal money. As soon as they're finished for three months, and would be assessed as requiring additional English language, state funding comes in, so there's another 150 hours funded by state would actually assist people after doing English classes. (55) Young people would actually have enrolled into new arrivals program where before they actually do their regular high school. Young adults would actually go through a new arrivals program where they teach really intensive English lessons and then as soon as they're prepared to go into regular schooling then they move on. (56) But fewer matured people, matured person going into English classes for the first time. Cannot learn, cannot learn at all. So there are very small programs through the adult community education program. (57) General skill migrants, in the application, it actually says that 'your approval does not guarantee work in Australia'. So as soon as they come here, they get an orientation session by state government and then they're on their own. They have to go and sell themselves and it's really hard.	Preparing migrants for employment Government support (English workshop) Language barriers Education status	104/105 preparing migrants for employment 157/158/160/164 language barrier education status government support (English workshop)
103	9ER89	There is the Australian Refugee Association for example and the Migrant Resource Centre – there are listings out there and there is community groups, and I know that they can be helpful through a program here in UniSA we work with them. So that's definitely for someone that doesn't have any other point of contact that's very good. Like church associations can be very good as well.	Refugees' settlement support	116 refugees' settlement support

104	9SG59	It's run through (DFEEST), Department of Further Education, Employment, Science and Technology. (60) They have a unit called Skills Recognition Service, but within that unit they have industry liaison officers and they have staffs that are trained to sit down and help people with their CV's, to help them find work. So a new migrant would go there and understand what it is that they need to do to get work. (61) We also have an information session that we run once a month, and it's for skilled independent migrants to attend. It's from Immigration SA. And so our general Skilled Migration Team, they run a seminar where it's basically your basic information about migration.	Preparing migrants for employment Government support (job assistance) Skill recognition process	105 preparing migrants for employment 105/110/115/119/159 government support (job assistance) 105/107/121/124 skill recognition process
105	9VM92	There are enough support programs. I haven't seen any country doing so much for migrants. (93) It's just simply fascinating to just see what all the government offers you, even to improve your skills – Skills SA. (94) I mean for $4,000 course, you can do that course for $500.They give you that kind of incentives, they give you incentives to upgrade your skills and up-skill yourself, and then come and do this, and I think, and there's no age barrier. I can today, at almost 65.	Preparing migrants for employment Government support (job assistance) Skill recognition process	107/121/122/124 skill recognition process 110/115/119/159 government support (job assistance) preparing migrants for employment
106	10AD78	Depends on the occupation, I mean at the moment we are going through a little bit of a down time, the employment opportunities perhaps I noticed highest they were maybe a year or two ago. (79) Anyone who wants to work would find the job, but whether they can find the job in their own profession or in their own occupation that's another story. (80) There are a lot of issues for the provisional visa holders, for example who've sponsored by the South Australian government, there are a lot of issues because employers don't understand their visa status, so they see that they're not permanent residents and therefore they may be reluctant to take them on even know that person would get permanent resident but employers don't have an understanding of the visa system and are too busy to try and find out.	Job availability Skill recognition issues / qualification mismatch Visa and residential status issues Employers' attitude towards international workers	108/110/118/121/122/124/163 job availability 108/110/117 skill recognition issues / qualification mismatch 162 visa and residential status issues 120 employers' attitude towards international workers 114 employment procedures

107	10CC58	Some skill migrants, and I said to you unless they got local experience or local training, would not actually succeed so there is some small program by local government called skill recognition but they can only do an assessment for a limited group of trades or semi-professionals. (59) Skills recognition might be useful for you to go there so you understand where the pathways are for these migrants for them to actually gain knowledge. (6) There is job demand list, and there is the list for those in particularly in South Australia because they are trying to attract skill migrants but as soon as a skill migrant, unless they're proposed by employers, as soon as a skill migrant gets a visa, as soon as they come here, they're on their own. They have to find their way through employment, maybe some of them start as volunteers, and that's what has happened for our workers here. (7EM75) Migrants don't get so involved in voluntary work, although we're certainly doing that through Rotary to help them build their networks, which is working quite well.	Skill recognition process Difficulties to find employment Volunteering job Networking to find employment	152 volunteering job 121/122/124 skill recognition process 112/117/160 difficulties to find employment 152/163 - networking to find employment
108	10ER87	In general I think that it could be harder for some because we lack for instance in Sydney or in Melbourne or even in Brisbane there is more diversity in terms of opportunity of employment and so you can probably feel like you have more opportunities to go and work in something that you are interested in or that your qualification and experience match better. (88) The employment is not very limited but more limited than definitely the eastern seaboard that's for sure.	Job availability Skill recognition issues / qualification mismatch	110/121/118/122/124/163 job availability 110/117 skill recognition issues / qualification mismatch
109	10SG67	I think what happens in the mind of a new migrant is it becomes less about the job prospect and more about the family that they want to, the life that they want to produce for that family as opposed to what job they're' doing. So you know, there's a push/pull element in that. (68) If you've got kids, they come first, whatever they need, you give then what they need. And as far as what you're doing to give them becomes less important. For and independent single person that's a different scenario because you don't have that requirement to feed your children and cloth them and send them to school.	Family obligations	Family obligations

110	10MM91	Yes it's a challenge, now South Australia is competitively smaller state, so the employment opportunities are lesser than the eastern states or let say in the Western Australia these days. (92) It's picking up, it's different now, there are probably more jobs available these days. (93) The biggest challenge you face as a migrant is that 'I don't know you, you don't have any other, any Australian work experience, so I won't give you the job'. So where do you get that job and how do you apply for jobs. (94) When I came here, we had a very different way of writing your resumes in India. But here is entirely different style. So some support from that aspect also would be great if the association or people can provide, the government can provide to the people that when you're looking for jobs. (95) I think all western systems are rigid that's why they work (laugh). If there's more flexibility, probably it won't function as well, is my view, and these people are so used to working in a certain way, they don't budge left or right, thinking outside of the square is not Australian quality. I call them prisoners of systems. That's all they do. (96) At least, the systems are clean and level of corruption we face in our country; how to get things done in government departments, here we know it will get done within the time frame that is given, so within the system, things work very nicely. I think they have set up the systems and in a way it's good that they adhere to it because that's how the systems function.	Job availability Skill recognition issues / qualification mismatch Government support (job assistance)	118/121/122/124/163 job availability 117 skill recognition issues / qualification mismatch 115/119/159 government support (job assistance)
111	11AD85	One of the biggest difficulties that we have is, the more time a person is unable to achieve what they've planned to achieve. (86) A skill migrant who comes in and the first three months they're looking for work and nothing is happening, they managed to find some part time works, doing something just to keep some money coming into the family, and of course there's no support, there's no income support from the government, so new migrants don't have the luxury of being able to go to centre link office and getting a benefit, so if they've come in with their saving and they see that those savings are dwindling, then that's extremely stressful.	Financial support Financial problem High expectations	Financial problem Financial support High expectation leads to frustration and stress

112	11AD87	They become very negative and they become pessimistic and they become very unappealing when they applying for jobs because they would go, if someone goes to an interview and talks about the negative experiences, it puts people off. Nobody wants to be with someone who is miserable or who's complaining about their new country, or complaining about the system, or complaining about employers. So if they come in that negative manner, they're making it harder for themselves to find a job. The way they present themselves is extremely important and that they need to be doing positive things to make themselves feel better about themselves. So that when they do go to interview, they come in across smiling, happy, positive, enthusiastic, physical, the way they present themselves.	Stress and bad attitudes Difficulties to find employment	117/160 difficulties to find employment 153 stress and violence/crime stress and bad/negative attitudes
113	11AD89	We often do recommend that people do a lot of, get exercise, if they can afford to go to the gym, go to the gym, or be involved in some activities that will just make them feel bit better about themselves. (90) Involving in physical activities does play an important role, go for a walk, have a coffee with friends, have a few laughs, because you need to do that otherwise you'll become, or you make it more difficult for yourself to achieve your goal and plus it's not good for the family as well.	Coping with stress (participate in leisure activities) Physical activities can reduce stress	156 coping with stress (participate in leisure activities) physical activities can reduce stress
114	11CC61	Employment assistance is a very specialised area. That's not our area. The government actually subcontracts job agencies to actually do this. Job agencies funded by government would require eligibility for central link payment. (62) Private job agencies would actually, if they see that you're qualified for a position, and they've got a position already there, they will engage you, they'll get part of your salary. So there's some, yeah, placement fee. And many, many employers would actually subcontract recruitment.	Job agencies issues Employment procedures	Employment procedures Job agencies issues

115	11EM102	They're running them through this job ready course, and then the second thing we've been doing this year is embedding them in a Rotary club for 3 months, so that they build up their networks. And it's a bit early to say whether or not that's successful.	Government support (job assistance)	119/159 government support (job assistance)
116	11NS44	I think the government does help migrants who come to the state. In comparison to my country, there was less support from the government towards migrants. (45) Refugees are being taken care by the government. They are very lucky. Once they arrived, they've been given a brand new house, brand new furniture, brand new television, including jackets, quilts, and etc. Even pocket money as well. During their first 2 years before they obtained the PR, they actually can ask for anything. (46) The Middle East refugees sometimes are very demanding. The government is too nice to them. The government's policy is like 'give whatever they need (Refugees are being pampered by the government and their stress level might be lesser than other types of migrants).	Refugees' settlement support	Refugees' settlement support

117	11SG69	A friend of mine that works in SAPOL, she has had significant issues with humanitarian migrants and crime, and things like violence where it's learnt behaviour. Culturally, they have a different hierarchy system than what we do here. In their home country, there is no respect for authority and police. (70) The main person that disciplines is the man, the father of the children, has much more respect, so they come here, and they disrespect the law, but then all of a sudden they've been given money as well, whereas before they'd have to go to the dad, the hierarchy for that. Now the money's coming from the government, I don't have to listen to you dad, and he gets displaced as the person, culturally, that should be respected because that's how it is done in their home country. So there is that adjustment, it's a huge adjustment for kids to understand. (71) For a teenager coming to a new country even, you know, quite difficult as far as their employment opportunities and how they progress into that. You know, I think it's easier for students that have studied here because they've had time to learn the cultural differences and when they go into the employment market, they're armed with that. Whereas if you haven't done your study here and then you come here and expect a job, but you have got not awareness of any of what you would have learnt as a student, it makes it much harder.	Different culture and system Difficulties to find employment Skill recognition issues / qualification mismatch	160 difficulties to find employment different culture and system lead to stress skill recognition issues / qualification mismatch

118	11MM97	I think government's biggest challenges, money, how much money they want to spend on the migrants (laugh). They have skill shortages, they get all these skill migrants here, and when they come here, they're not able to find the jobs. (98) Yes they have certain skills that they establish in a certain period of time that they want to hire people from certain, certain skills. But it's very hard to match that that skill with the people who are coming. (99) So I think the government problem is having some clarity with the policies. Which are inconsistent at managing, they keep changing, yes and there's not enough thought that goes into changing policies here. So the government changes, things drastically will change, and especially the immigrants I think it has become a big problem. (100) They're spending billions of dollar you know and getting these people process outside of the country, offshore places, well, if they want to spend that kind of money and helping them settle down here would be much positive outcome rather than you know, treating them like they shouldn't treat any other human being. These people living in the tents, what kind of hospitality is this? Setting up the tents there. Where they think is not right for the children or for pregnant women. (101) Detention centres, these are some terrible inhuman policies that the government needs to look at according to me because nobody, it's very easy to understand, nobody would risk their lives, the lives of their family, their children if they're really not desperate. So, take that into account rather than you know moving the stake and saying 'okay you come in the queue, it can take ages'. My parents have waited 9 years to get an offer of permanent residency.	Government policy (visa and employment) Job availability	121/122/124/163 job availability 119/121/122/124 government policy (visa and employment)
119	12AD91	The issues that migrants face today are the same issues migrants face 30 years ago, and 50 years ago, 20 years ago and that they'll face in 10 years time or 20 years time. What is different is that years ago, government had more money to invest, to support. But today government's doing less and less. (92) South Australian government is quite unique in terms of the support that it provides on new migrants through this service (i.e. skill recognition services) because there is no similar service in other states. (93) The level of support in South Australia is considerably higher. But governments change, so a new government comes along, they want to change whatever the old government did. (94) In the early 80s, and early 90s, we built something up which was really fabulous in South Australia for migrants.	Government policy (visa and employment) Government support (job assistance)	159 government support (job assistance) 121/122/124 government policy (visa and employment)

120	12AD95	I don’t perceive that things will change a lot for migrants other than perhaps with time the attitude of employers improving. So as we get more people migrating to South Australia, as employers begin to understand how important it is to have new migrants. Employers are too busy doing what they’re doing to really understand the importance of the migration program. A lot of them are not aware that, if we don’t bring in migrants we would not have young people to do the work, we would have an ageing population and there’ll be no one to do the jobs. (96) They need to give migrants an opportunity to show their skills because they are highly skilled and they do have a wealth of experience and they can introduce something new that might be better. (97) What really needs to change is the attitude of these employers and I think government needs to take some responsibilities; they need some sort of awareness campaign of the benefits of employing migrants.	Employers' attitude towards international workers	106 employers' attitude towards international workers
121	12CC63	South Australia to actually get, to gather attracting skill migrants, and there is need to be a lot of support for skill migrants if we want skill migrants to come to South Australia. (64) And I think the immigration programs are extensive only in South Australia that open to regional migration meaning we actually want workers in South Australia. But as soon as the skill migrants arrived, there is no work for them. (65) We actually get fairly skill workers, ask them to study again, and then we can employ them. But studying will cost. So there’s needed to be program where skill migrants can actually access affordable training for them to be able to get work. And that’s a big, big task because skills recognition is one really convoluted system in South Australia because there are very specific assessing organizations and they don’t want to lower their standards. (66) They keep adding requirements from time to time? Yeah. And you’ve ran out of nurses so recruit nurses from overseas anyway. Why don’t you actually register the nurses? They have their education here in Australia in spite of them coming from overseas, you know. Secondary education from overseas.	Job availability Government policy (visa and employment) Skill recognition process	122/124/163 job availability 122/124 government policy (visa and employment) 122/124 skill recognition process

122	12EM103	This is a difficulty that students face is that incentives are given, in particular vocations by the government, and a student might start a course here, and then in 3 or 4 years time graduate and find that the category of the vocation that the incentives were being offered in was no longer available and that, obviously the quota, the shortage have been alleviated and so, the government was not offering quotas for that area any longer. That's been the biggest problem.	Job availability Government policy (visa and employment) Skill recognition process	124/163 job availability 124 government policy (visa and employment) skill recognition process
123	12SG72	I feel really upset about with new migrants is that before they come they are not given cultural awareness. (73) What happens, typically, is they get here, a problem arises, and everyone goes oh, we better fix that and they throw money at the scenario, where it could have been stopped by having that information given to them before they come. (74) Rather than being reactive I think there needs to be a bit more proactively in assisting the settlement as a process, not as oh, now you're having trouble, then we'll react to that. To ensure smooth settlement, it has to start from the beginning of the thought process as to we're moving and you know, teaching. (75) There's no reason why they can't and that couldn't happen, because it wouldn't take much to set up some sort of training program that would be suitable for all refugees on the difference. And it can be quite funny, I've seen a few information, people doing information seminars, people doing presentations where they talk about where they're from and here, and it is funny, some of the differences, and you think actually we are stupid for doing that, but it's what we've always done, I've never really thought about it being silly, until you hear it from a migrants perspective.	Government support (cultural awareness) Cultural integration	159 government support (cultural awareness) 129/136/142/146/150/151/152/153 cultural integration issues

124	12VM97	Because of the ageing population, whatever – it may not be politically very correct to say that, but Australia will need people. More young people, definitely. More skilled people, because there is a huge skill shortage. (98) No they are not really working on it to get more people, and the restriction makes it more complicated, but that is a very transitory period. I think what you are doing is that you are – it's an evolving process. You have definitely made some mistakes. The government has made some mistakes in the past. (99) Choose the pattern of migration, and the number of migration or the quantity of migration, and that is where, gradually it will evolve and there will be processes put in place where it will all work out well, it will definitely work out well and you will have skilled and unskilled migration in this country.	Job availability Government policy (visa and employment) Skill recognition process	163 Job availability skill recognition process government policy (visa and employment)
125	13CC67	Go to the pub. And for young families when young children are actually engage in sports, all families actually would go and watch their children play sports. (68) If they have already grown up children, people would actually go and watch the footy which is a really, really an icon you know, an icon in Australia. (69) There are more footy attendances than people going to church. That's why some churches were actually closed down because people don't practise religion anymore. (70) That Saint Pauls restaurant? In Poultney Street, used to be a church. The church sold it because there are no more church goers. And it's being converted into a night club, and a bar dining, show room or something. You know? Some churches have actually been sold and people are living in churches now. (7EM80) Active sports would be something that they're interested in but more as spectators, rather than participants. (83) Watching sports, certainly soccer would be, would be number one.	Leisure trends (social activities) Leisure trends (watching sports)	126/127/137 - leisure trends (social activities) 127/146 - Leisure trends (watching sports)

126	13ER90	Sport is definitely like a big thing, but there's a lot – particularly with summer with outdoor active or more or less active recreation just even walking, going to the beach, eating, having picnics, barbecues, gathering with people. (91) A very common thing is just gathering at friends, spend the afternoon and have a few beers and some food together. (92) Then all the more commercial activities such as going shopping - obviously you need me to say it's popular – all you need to do is take a walk in a shopping centre on any given Saturday of the year. (93) Going to the movies; going to your cultural events. The cultural events I really think they only engage a very selected minority. (94) If you go to the theatre probably the audience is much more homogenous than not if you go to Salisbury Park on a Saturday afternoon where this also a lot of kids and people that kick the ball. (7MM88) Australians, they are outdoor people, just going to the beach is great.	Leisure trends (sport participation) Leisure trends (outdoor recreation) Leisure trends (social activities) Leisure trends (shopping) Leisure trends (movies) Leisure trends (events and festivals)	127/137 leisure trends (social activities) 129/137/139/142/146 leisure trends (events and festivals) 127/129/137 leisure trends (sport participation) 135/137 leisure trends (shopping) 137 leisure trends (outdoor recreation) leisure trends (movies)
127	13EM104	The bulk of Australians are passive leisure players, rather than active participants it's only quite a small percentage – it's around about 10% or 15% of the population that would be actively engaged in leisure. (105) Either playing in a team sport or going to a fitness regime or something like that in terms of sport. (106) The others are sport watchers, and the major leisure activity would be sort of BBQ's, sort of meetings with friends and family, and those sorts of activities. (7MM87) Maybe you want to add 'barbeque', that's the typical of Australians.	Active leisure participation is important Passive leisure participation Leisure trends (sport participation) Leisure trends (physical fitness) Leisure trends (social activities) Leisure trends (watching sports) Leisure trends (BBQ)	130/131 active leisure participation is important 130/131 passive leisure participation 129/137 leisure trends (sport participation) 137 leisure trends (social activities) 130/137 leisure trends (physical fitness) 146 leisure trends (watching sports) leisure trend (BBQ)
128	13SG76	Obviously there's the typical BBQ, because of our weather, I think we're particularly lucky, we've got the beaches and the coast line in South Australia is beautiful. (77) Family is very important I think in South Australia, a lot of people live here because of that reason.	Leisure trends (family activities) Family support	170 the importance of family support leisure trends (family activities)

129	13VM100	I can make a statement which is supported by the multicultural, firstly that as for the multiculturalism goes in Australia, South Australia heads all of the states, and secondly the acceptance of the South Australian community to cultural diversity is something like 87%. (101) The leisure that they do here are also coming from various places out from South Australia, out from Australia and they bring it here, oh, beautiful, I mean just take your mind back to Aussie-Asia festival we just finished. (102) So you are looking at the cultural transportation, and then showcasing it to the larger South Australian community that's one way; French festival, the Womadelaide, the Clipsal – I mean it is all bringing in so much of leisure activities to the fore, and festivals, imagine every community celebrates a festival here, so there's so much of leisure activity, and then the sporting you know, and the hobbies that you can pursue here. (7AD65) South Australian people, especially the elders like to go to theatre and live stage performance. (7EM84) Gardening – I haven't noticed that there's a lot of interest in gardening amongst migrants, apart from the Italians. (85) Italian is one of the biggest populations here, yeah it is, and a lot of them have got – they have stand-alone houses, so they've got reasonably large blocks of land and do a lot of gardening, particularly growing vegetables. And a lot of their social activities revolve around that because they grow a lot of tomatoes, so they make tomato sauce and that's done as a community event. Also, a lot of their small goods and things like that; they do that as a group, and their wine.	Cultural integration Leisure trends (events and festivals) Leisure trends (sport participation) Leisure trends (hobby) Leisure trends (gardening)	136/142/146/150/151/152/153 cultural integration issues 137 leisure trends (sport participation) 137/139/142/146 leisure trends (events and festivals) leisure trends (hobby) leisure trends (gardening)

130	13GH56	I have a suspicion looking at the latest obesity figures that were mentioned this morning on the radio that more people wide is sitting on their backsides, passive leisure, which often means electronic leisure or being entertained through TV, that's a worry I think it's a trend that's a concern. (57) Trying to encourage people into physical activity, particularly for health and wellbeing benefits, is critical I think to our society. (58) Obviously clearly there's a move to more passive leisure, for a lot of people, and a lot of that's through just increased opportunities that the mass media offers and through electronic. (59) Now if you're talking about hedonic, you're talking about simple pleasures, people watching TV, being entertained, getting a quick fix which takes little effort, but it's chosen. (60) The eudemonic are more about putting effort into something that's more about developing skills and longer term enduring types of benefits. And I believe there's too much focus on hedonic rather than eudemonic. (61) The leisure that we should be pursuing is eudemonic rather than hedonic.	Leisure trends (physical fitness) Active leisure participation is important Passive leisure participation	131 active leisure participation is important passive leisure participation 137 leisure trends (physical fitness)
131	13GH62	So it might be worth just, there's a bit of background there, if you're using leisure as a focus then it's good to have some background and you might even have to put some of that in your LIT review. So that you show a good understanding of what is a leisure activity? Or are you just taking the simple free time activity where you're not, because you're saying it could happen in work. So if it could happen to work, what are the characteristics of leisure that means it can be both a free time activity which is a simple definition of leisure, if leisure is also able to take part in work, then what are the characteristics of leisure that make it both a free time activity as well as possibly a work activity. (Q1&2GH21) So you're trying to work out whether people do it as part of their work which is good, because I believe leisure can occur in work. And whether its other things, okay then, righto, that's probably all my questions on those categories.	Leisure (free time) Leisure (working time) Active leisure participation is important Passive leisure participation Social support (workplace)	154/155/158/165/166 social support in workplace active leisure participation is important passive leisure participation leisure (free time) leisure (working time)

132	14ER95	In terms of facilities no, because there's definitely areas where it's harder to access services and they tend to be areas where people are a little bit poorer and so it's a bit harder to travel or to have the time to go to have fun (Cost is the main issue of leisure facilities in SA (e.g. entrance fee). (96) Many are very expensive to going to the zoo that we are talking about before – I'm not sure how much it costs but I am sure it would cost a lot of money so if you are an early migrant and for instance the only one that works in the family and a couple of kids, it's going to be a very expensive day. (97) Eating at your local pub is very expensive too. (98) These are important things as well to consider. That's what I'm saying – no one prevents you from walking into a restaurant but really there are not as many cheap alternatives to where to go with your family. (7CC45) Some of those are not relevant in terms of our refugee clients, like opera, who would want to go to an opera. Yes because of the cost, the rest are actually fine. The club and pub are not quite popular with the Muslims, the devoted Muslims, but the rest are okay. (7EM76) A lot of migrants wouldn't go to a pub, either because of alcohol and their religious connotations and they're feeling uncomfortable in those sorts of environments. (77) Certainly eating out is a big thing.	Leisure facilities Leisure constraints (financial) Leisure constraints (religious restrictions)	138/141/144 leisure constraints (financial) 133/134/135/136/137/145/148/149 the efficiency of leisure facilities in South Australia 149 leisure constraints (religious restrictions)
133	14EM107	There's a good range, I mean the city is big enough to have a very wide range of leisure facilities, and I don't think there's anything that Sydney or Melbourne would offer that we don't have. (108) There are lots of other stresses living in Sydney and Melbourne because the cities are so large it takes so long to get to places. People would never come into the city of an evening for an activity because it takes them so long to get home and to come back into the city again, they just wouldn't do it.	Leisure facilities	134/135/136/137/145/148/149 the efficiency of leisure facilities in South Australia
134	14NS49	The facilities are good. But the shopping complexes, we have better in our country. (50) The restaurants are quite good but the only thing is as Muslims, we have a very limited choice. (51) The beaches are clean, the toilets are clean, and the parks are very well maintained.	Leisure facilities Leisure constraints (choice of food for special diet)	135/136/137/145/148/149 the efficiency of leisure facilities in South Australia 147 leisure constraints (limited choice of food for special diet group)

135	14SG78	I think it is for the population, yeah. I think a lot of people complain we don't have big enough stadiums or, I think for the population that we have its sufficient. (79) The shopping complexes, the parks. I think we're lucky. (80) I had a Chinese girl working with me, she used to say to me that when she felt homesick she would go and sit at Marion because there was lots of people, she felt at home, it made her, that was her connection, that was her connectedness to the shopping centre.	Leisure facilities Leisure trends (shopping)	137 leisure trends (shopping) 136/137/145/148/149 the efficiency of leisure facilities in South Australia
136	14MM104	I think South Australia is good. (105) We have got 3 temples now, the Sikh temples, there are Hindu temples, all sort of things that you require, culturally also, yeah too many Indian restaurants, groceries shops and everything, just crowded like anything now. So, I think it's the same for the Chinese and the Malays and everybody.	Leisure facilities (religious activities) Cultural integration	137/145/148/149 the efficiency of leisure facilities in South Australia 142/146/150/151/152/153 cultural integration issues
137	14GH63	Yes there's tremendous facilities, just today I was at the – Friday I was at the State Aquatic Centre, 100 million dollar facility. This morning I was at the old Aquatic Centre, a lane to myself swimming, there's fitness gyms all over the place, there's ovals and outdoor space. There's an absolute wonderful opportunity for active recreation and leisure, so physical activity there's no excuse for it. (64) Then you look at the cultural and the artistic opportunities in the city with the number of organisations and the festivals and the events. I would say that South Australia would have to be as good as anywhere in the world for opportunities.	Leisure facilities Leisure trends (sport participation) Leisure trends (outdoor recreation) Leisure trends (social activities) Leisure trends (shopping) Leisure trends (physical fitness) Leisure trends (events and festivals)	139/142/146 leisure trends (events and festivals) 145/148/149 the efficiency of leisure facilities in South Australia leisure trends (shopping)l leisure trends (sport participation) leisure trends (social activities) leisure trends (outdoor recreation) leisure trends (physical fitness)

138	15ER99	In theory yes migrants are free to do any leisure activities they like. (100) In reality no because I don't think anyone prevents anybody from participating into anything but there are a lot of barriers in terms of financial barriers, for example you join a sports club; location barriers often where people live there are no services – you have to catch a bus to get to a sports club – you can't do it in your own time – your parents work or you don't have a car or whatever. (101) Cultural awareness of clubs and sport and leisure organisations may be limited.	Leisure constraints (financial) Leisure constraints (location) Leisure constraints (time) Leisure constraints (cultural awareness)	141/144 leisure constraints (financial) 146 leisure constraints (time) leisure constraints (location) leisure constraints (cultural awareness)
139	15NS52	Migrants are free to go anywhere they like doing their leisure activities. (53) No discrimination happens when migrants involve in leisure activities at any venues. For example, last year the Muslims community had a big function at one of the parks in Adelaide, and they've got a full support from the Council and that shows how the government actually being very supportive to us as migrants.	Perceived discrimination / racism Leisure trends (events and festivals)	141/143 perceived discrimination related to leisure participation and facilities 142/146 leisure trends (events and festivals)
140	15SG81	I think it depends on the person as to whether or not they're interested. Some people come and they will stay completely with people that speak their language and they won't move out of that. (82) Generally people will attract themselves towards likeminded people. But people that really settle well are the ones that imbed themselves in the community and leisure activities.	Social support (same background) Leisure participation to enhance community embeddedness	154/170 social support from people who have same the same background/experience 146/153 leisure participation enhances community embeddedness
141	15VM104	I think there is no discrimination. No, and the only thing is some of the activities like golf.You pay $25 on a public course to play a round of golf, you can work, and say, oh my God that was the annual fee I was paying in Indian, 5 days of play in India, I am playing in one day – but you aren't in that currency, so those few things for a new migrant that is a lot of money (High cost of certain leisure activities limits their participation).	Perceived discrimination / racism Leisure constraints (financial)	143 perceived discrimination related to leisure participation and facilities 144 leisure constraints (financial)

142	15MM106	I think they're pretty well blended now. Yeah, and the Australians attend our events, festivals in large scale too.	Leisure trends (events and festivals) Cultural integration	146/150/151/152/153 cultural integration issues 146 leisure trends (events and festivals)
143	15GH65	I would hope that there'd be organisations that restricted membership; I would think there wouldn't be. I'd think that most organisations would welcome migrants, just as I found, it's easily probably easier. (66) Restriction? Not that I'm aware of, neither should there be. And I think a lot of it would be, people having the confidence to make the first approach and that's probably the biggest thing, being introduced by other people to an organisation, getting a foot in the door. I believe that's often the biggest barrier is getting the foot in the door, finding that it isn't such an imposing place, getting support from other people that are part of that organisation and then I think it would just take off for a lot of people.	Leisure constraints (club membership restrictions) Leisure trends (social clubs/associations) Perceived discrimination / racism	144/149 leisure constraints (club membership restrictions) 144/145/150 leisure trends (social club/associations) perceived discrimination related to leisure participation and facilities

144	16ER102	I don't think there is an adequate supply of availability if you want of facilities. (103) It's also very important I think that they need to be not culturally exclusive in the other things, so to be just only for migrants. I personally think that there are important aspects that could be counterproductive in having specially labelled activities, places, things to do just for some people - so just for migrants, just for Africans; just for Italians (Clubs that are culturally exclusive are not good in terms of cultural diversification). (104) It becomes possible when you have like a very specific – and again they never like that because they would not accept someone else because legally you can't do that but the way that then a group of a place markets itself yes it's totally like that. (105) It's always much better from a leisure point of view to really just be there and be accessible, so being accessible is important. (106) Some places make themselves exclusive because they're expensive so legally it's fine but the reality is that poor people don't go because they can't afford it. (107) Other clubs make themselves exclusive because of very strong cultural associations which could be seen as a great thing but could also been seen for something that alienates others and then these others start growing a feeling of antagonism that was unnecessary.	Leisure constraints (club membership restrictions) Leisure trends (social clubs/associations) Leisure constraints (financial) Perceived discrimination / racism	149 leisure constraints (club membership restrictions) 145/150 leisure trends (social club/associations) 168/169 perceived discrimination and racism leisure constraints (financial)
145	16EM109	Most of the ethnic groups here have got quite extensive facilities, and I suppose, of course, it reflects the size of each of the migrant groups, but most of them have formed themselves into clubs or associations, and most of them would have purpose built buildings or that where they meet, or allow their communities to use. (110) Once the group reaches a certain size, they certainly seem to do that, and even with the refugees, they do that and there are certainly facilities that the Sudanese use.	Leisure facilities Leisure trends (social clubs/associations)	148/149 the efficiency of leisure facilities in South Australia 150 leisure trends (social club/associations)

146	16SG83	I think it about understands what they like to do as well, in that there are certain activities, like we have ours here, there's certain activities overseas that they will bring with them, and generally that will be their cultural thing. (84) Few events that originated from places out from here, for example, The Lantern Festival, it originated from the Japanese community. (85) And the Aussie Asia Festival. And there's a lot more, we have the Schutzen fest which is the German, multicultural events, yeah you would classify them as leisure. I think that's all about understanding others cultures as well, I think it's really important. (7SG49) I think that new migrants actually want to embed themselves more in our culture, because it's what you want to do or need to do. (50) I think with a lot of what you've put here as far as leisure activities are concerned, and tourism, and what it is that makes Adelaide such a beautiful place, you know, we have vast wineries and beautiful scenery and so many people that live here, they miss it be they're too busy living, you know, going to work and doing what they have to do with the kids, that you know, I suppose, and that is the only thing, and you're covering it in here. (51) Another element to leisure activity is cultural, Australian cultural activities because I think when I've travelled overseas, the reason, well what I want to do whenever I'm there is embed myself in that culture and that goes back to the connectedness as well, being able to say yeah, I've been to the grand final (AFL), haven't you? You know, it's important. (52) I have a son, he's a bit older now but he plays football and every Sunday there's football, as a parent, and that's again, really important for new migrants, because even if your kids are playing sport, in a social environment, you have to talk to other parents and you cheer and you barrack for your kids and you know, it's very good.	Cultural integration Leisure trends (events and festivals) Leisure trends (watching sports) Leisure participation to enhance community embeddedness Leisure constraints (time)	150/151/152/153 cultural integration issues 153 leisure participation enhances community embeddedness leisure constraints (time) leisure trends (watching sports) leisure trends (events and festivals)
147	16MM107	I think the only limitation I find is that is hard to find the variety in vegetarian food, the restaurant. (108) I eat seafood though. So that's the problem I face in my leisure activities when I go to eat outside, there is very little where there are vegetarian food. So where no way to get what so I just go and order that. An opportunity just relaxes and let people do things for you rather than you cook yourself at the kitchen and then clean up.	Leisure constraints (choice of food for special diet)	leisure constraints (limited choice of food for special diet group)

148	17CC76	We used the festival centre at least 2 or 3 times a year for new communities' events which is good. Now we've made enrol into university, University of South Australia where we used the gallery there. (77) Affordability of the venues and will there be transport, regular transport that will actually allow them to go there easily. (78) It will be really good to have the bicycle lanes, which would eliminates some, what do you call this, some bad air pollution. Eliminate, help eliminate pollution, the tram is a really good way actually people going openly, being able travel openly, opening up I think some other agencies need to open up to new communities. (79) Football we used to get free tickets but football is not actually what they want. It's soccer for our groups. And that's why, one of the things is happening at the parks community centres they are going to open 4 soccer fields there, which will be accessible to people you know. (80) There's actually free use of the beaches which, yeah you can just go, you don't have to pay at all which is really good but one of the, one of the concerns there is people don't know how to swim and may get carried by the currents and get drunk so there were few cases of, I think 2 or 3 cases where people drunk. Yeah, in the sea, yeah. So that's why they work on some programs for people to know how to, the surf lifesaving clubs have actually trained our new communities, young people to actually know how to swim and maybe save some people from drowning.	Leisure facilities	149 the efficiency of leisure facilities in South Australia

149	17ER110	I would like to see is more attention placed on the most vulnerable migrants and so for instance for refugee communities or for particular religious groups – I am thinking Muslim girls for example where there aren't many – there may be some but there aren't many obvious opportunities to have a lot of fun outside (To look for differences among refugees and different religious groups). (111) Muslim ladies' issues, because there is many challenges because in order to provide activities that are culturally appropriate you have to have female only personnel; limited interaction with any male to a minimum and I'm not saying it's easy but I'm saying that it would be good to see work done in that direction rather than just accepting the barriers and that's it. (112) I think that facilities should really try not to have sides, and that if there are reasons because for instance in this case a cultural appropriateness where you don't want to put everybody together that's fine, but they have to try to work with the communities and in a way with the providers that makes things more accessible not less accessible. (113) I would like to see no more groups for migrants; I would like to see the existing groups be more-Yeah more welcoming to migrants in the way that they are structured and organised.	Leisure facilities Leisure constraints (religious restriction issues) Leisure constraints (club membership restrictions)	144 leisure constraints (club membership restrictions) leisure constraints (religious restriction issues) 148 the efficiency of leisure facilities in South Australia
150	17EM111	In many cases they bring their own leisure activities with them if they've got particular cultural things from their own countries (Migrants bring their own leisure activities to Australia and establish them here). (112) Certainly soccer has become a much stronger sport here in Australia as a result of migrants. (113) We originally here had a club competition it was based on ethnic lines, so that each club was supported by a particular ethnic community, and that often led to clashes, and so, those ethnic clubs were abolished, and now they're sort of more territory based around neighbourhoods and things like that.	Cultural integration Leisure trends (social clubs/associations)	151/152/153 cultural integration issues leisure trends (social club/associations)

151	17SG86	When I go overseas, I get bored, you want to go and see things, and you want to experience and learn, I would expect that migrants would want to be involved in leisure activities for that reason. (84) Take as much as possible the opportunity to explore Australia and the culture. Absolutely. And also help other people understand their culture too, because it goes both ways.	Cultural integration	152/153 cultural integration issues
152	17VM107	Personally if there's a message that I want to give to migrants to get more involved in community activity. (108) Get more involved with volunteer work initiatives. Some of the voluntary work may lead to your job. (109) Sometimes you just take one ticket to the city and just explore. (110) I mean people are so internet savvy you can find all voluntary work, and some of the volunteer work is supported, they'll pay for your transportation, they'll pay for a few basic essentials. (111) Do that voluntary work. Possibly it will give you satisfaction and it will make you understand the local culture, and it'll make you understand South Australia.	Volunteer job Cultural integration Networking to find employment	153 cultural integration issues 163 networking to find employment volunteering job

153	17GH67	I'm looking forward to great integration, because that means everyone's benefit, I've mentioned sport where I'd just love to see people from all nationalities out there playing as a team, there's a common bond. (68) When you're involved in the team thing, you've got a common endeavour and then that must flow off into other aspects of life, for those families and people involved. (69) That's a way that we can get better community harmony and ensure that we don't get isolation of people. (70) Integration is to me, very important at the same time people can still protect cultural morals and so on, but the more we can get people working together, both at a community level and we'll combine, the better we're all going to be. And I think leisure is the ideal vehicle for it. (71) Well leisure and people enjoying their lives, we're talking about people having satisfying, happy and safe lives. And I think we're in the positive side of things, not just about people recovering from illness and crime, we're about preventing illness. Minimising crime, keeping places safe and harmonious and recreation, sport, leisure can lead the way I think.	Cultural integration Leisure participation to enhance community embeddedness Stress and violence / crime	151/152 cultural integration issues 149 leisure participation enhances community embeddedness stress and violence / crime
154	Q5MM30	I did different kinds of works where the Indians who were in a position to help. Few of them did help me find jobs just to support myself in the beginning. Once you get into where you want to get into, it takes a little while but yeah you do get there, be persistent. (31) And if you're good at your work, I think it's respected greatly. (32) No I haven't had problems I was, since I joined the uni, I've enjoyed working here and it's been more than 10 years since I started work here so, I went off to leave and then came back again, still here so it's a beautiful country to be in.	Social support (same background) Social support (origin community) Social support (workplace)	170 social support from people who have same the same background/experience 170 social support within origin community 155/158/165/166 social support in workplace

155	4CC31	When I started work and I was the worker of the community. And I had the advantage to know people; the people in the community come to me for assistance and as soon as you've done that, it actually makes you feel really good that you've helped other people. (32) Yes helping people from your country, I've got a cousin who's actually in Queensland and she was saying to me, she's a very accomplished scientist doing marine botanic, and she said to me 'oh you're so lucky, you can actually help our people', I said 'you are very lucky as well because you actually contributing your skills to Australian and you represent the Filipino people', she actually envied me that I have direct contacts with the community and can help people directly. (27) 'I do not feel that this is my true home', I disagree. It took me 4 years to decide that this is home for me, even if I've got my family back in the Philippines, my mother, brothers and sister and their families. So that, to compensate that distance, I always makes an effort to go and visit them at least once a year.	Sense of accomplishment Social support (workplace) Settlement period	158/165/166 social support in workplace 157 sense of accomplishment settlement period
156	4CC34	It's how you actually see things and maybe when it's too much just take it back and have a look at it from an, as an outsider and you'll see it more openly and more objectively, you know. So, is that all? My work mates here would actually say 'oh Cynthia you seem always happy', and I said 'what can I do? You have problems; you and I have problems'. And even at this time that I am quite settled, I've got heaps of friends, I do a lot of out of work social events. My weekends are just like full time work. I go out. I don't just go out with my husband, I go out with my friends and I enjoy myself. When I come back, I am happy at work. You know, they would think that it's all good, I said 'you don't know', it's how actually you carry yourself and make yourself somebody that's positive because if you actually portrait yourself as a negative person, people won't like you. In the job that we do, we need to be as friendly as we can, you know. So, that's how it is.	Coping with stress (community embeddedness) Coping with stress (participate in leisure activities)	coping with stress (participate in leisure activities) coping with stress (community embeddedness)

157	4ER38	The fact that you are in a new country prevents you from being professionally satisfied and emotionally. (39) I am unhappy because I can't express myself in terms of work and for example finding a partner because of the fact that – of my English, of the fact that I feel like an outsider but these are very important things as well (Unhappy because of no employment, partner that might be caused by language barrier). (40) And also another thing I would count here is how affordable South Australia is for you (Cost of living). (41) Yeah because you come and you earn a lot of money, so you may still not like it. You might still feel that people treat you as a second class citizen; you feel that when you think about your home country you feel sentimental and emotional, you think that you don't belong here but you buy yourself a five bedroom house in Burnside or you may not even afford to rent a two bedroom house in Davoren Park.	Language barriers Sense of accomplishment Mission to get a job and earn money for better living	158/160/164 language barrier mission to get a job an earn money for a better living sense of accomplishment
158	4ER43	Here I would add but not much in the questionnaire probably – but or if you want – either a question or for you to think about organisational culture. So it may be easier or harder to work in a place that is strongly Aussie or strongly international for example. (44) Obviously because I was working it was a very international company obviously and we were all from somewhere else. And at the beginning was very good but then I really – like after one year I decided that wasn't good enough anymore and I went and got a job in a hotel doing front office because I wanted to spend time with Australians as such because otherwise I felt like I was always all the time with other Italians, Spanish, Brazilian, Canadian – whatever and I didn't even know one Australian (To work as a front office staff and communicate as much as possible with Australians to improve interpersonal skills and English proficiency). (45) Even if you are a migrant like with a skill migrant stream and you go and work in a place like an Australian office is very, very important, and you may feel intimated or put off by that. I think the organisational culture is very important as well and there are companies that are very Australian and others that are very international.	Australian working culture Social support (workplace) Language barriers Learning English language	164/165/166 Australian working culture (to improve English) 165/166 social support in workplace 160/164 language barrier 164 learning English language

159	4EM31	Particularly in this area in business management, accounting, finance and that sort of area it's often easier to get jobs in country areas than it is in the city, and you only need to work there for a year before you do that, but that's a difficulty (Employment in Adelaide. It's easier to get job (business mgmt., accounting and finance) in country areas). (32) Where we take students away into the country, I don't think that's been an issue. For the trips that we do through Rotary. I don't think they find that, even though the country is quite different and the whole culture is quite different, they don't feel unhappy there, the actual home hosting is the part they enjoy the most (Program organised to get the students familiar with Australian industry and the country sides before they get into the real working life. This is also one of the support programs that South Australia offers to potential migrants (employment)).	Government support (job assistance) Government support (cultural awareness)	government support (job assistance) government support (cultural awareness)
160	4EM25	The second question; mainstream Australians have a hard time understanding my accent – that's a real difficulty that we find that people have, particularly with Chinese students who wanting to work here and get permanent resident. (26) They do find it really difficult with their spoken English, their reading and comprehension is fine, but their spoken English is difficult. (27) They find it very difficult to get jobs if they don't have good spoken English, they won't get work here like doing ordinary things because of the language barrier. (28) Talking in English takes a lot of effort, it varies from country to country, the countries where the English language grammatical structure is similar to the language structure of the other country is not difficult. (29) Japan, for example, the way the Japanese language is structured it's quite different to the way English is structured, and they certainly find it quite difficult.	Language barriers Difficulties to find employment	164 language barrier difficulties to find employment
161	4EM39	The pressure on them from their parents or whoever provided the money for them to migrate here is so intense that they would study or work 100% of their time if they were able to, so that they don't have a lot of outside activities and that's, and again, another reason why they're not meeting Australians because they don't have those sorts of activities.	Family expectations	family expectations

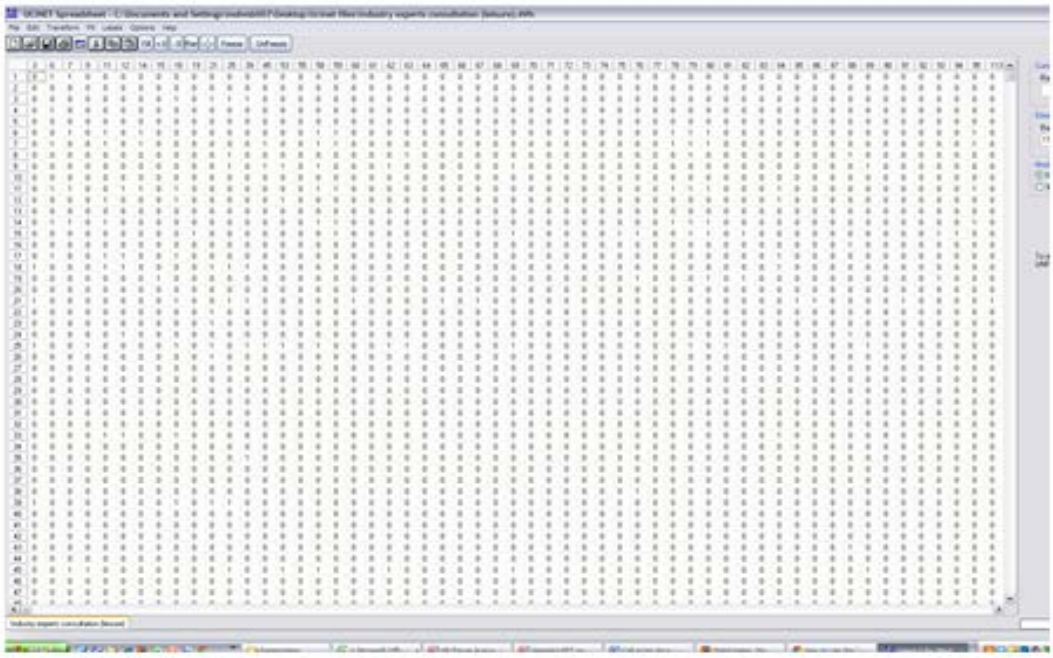
162	4EM39	As a migrant people treat me as a second class citizen. There have been occasions of that. for example, and now, a larger number of firms are now insisting on the students having permanent residency or citizenship before they'll consider them for jobs, and they feel that that is a form of discrimination, and I tend to agree with them.	Perceived discrimination / racism (work) Visa and residential status issues	perceived discrimination related to work visa and residential status issues
163	4EM40	One of the myths here in Australia is that students think that all the jobs are advertised on the net or in newspapers, and they just have to apply for jobs that way, but there's only a very tiny percentage of jobs advertised there, I would say, probably less than 10% of the jobs get advertised there. The vast bulk of them, particularly graduate entry jobs, you get through networking, and that's why they don't have, and that's what we're trying to provide them (Employment competitiveness in SA). (43) We're trying to direct them to is into the small to medium enterprise market, which is in the services sector it's about 85% of the jobs that are advertised are in the small to medium enterprise – well not advertised but the jobs are available. (Employment dilemma. Without networking, it is hard to get job in SA. Only 10% of employments are advertised in the newspapers).	Networking to find employment Job availability	Networking to find employment Job availability
164	4EM47	Mainstream Australians treat us as an outsider. Again, I don't think that's true. There may be certain segments of the community that, particularly ones where they think their jobs are being threatened by migrants coming in and they tend to be in the blue collar job areas would suggest that (The difference of business culture makes employees stress. The stress difference between overseas graduated migrants and local graduated migrants). (48) Stress at workplace, yeah. The big problem that I find with sort of career start people going into the workplace is that they find the business culture here quite confronting. (49) A lot of international graduates find it really difficult to sort of fit into that culture (Australian working culture that is relax and lots of talking) because they are expecting to have a job in front of them for them to do and they just want to quietly go ahead and do that job. (50) Customer service skills are really important in the Australian workplace. (51) You need to be out dealing with customers or in a job where you're interfacing with people all the time, and English – Australian English speaking people all the time. So you get to understand them, you get to understand the slang that they use and the way they interact with each other.	Australian working culture Language barriers Learning English language	165/166 Australian working culture (to improve English) language barrier learning English language

165	4EM52	Another Australian business culture-the social aspects of work, the going out together for lunch. Australian business is done in teams where you have to work as part of a team. (53) The success of the team depends on melding that group together. So that this opportunity of actually working alone based on the skills that you've picked up at university is usually not sufficient. (54) A lot of meetings in the Australian workplace as well, and all members of the workforce are expected to contribute to those meetings. (55) Student graduates going into the workforce often find it difficult to express themselves on those terms, they're not used to being required to speak out and have some independent thought.	Australian working culture Social support (workplace)	166 social support in workplace Australian working culture (to improve English)
166	4EM56	The other thing that I think also causes stress, and we find that a lot in part time work is their lack of knowledge of the Australian business culture means that they get taken advantage of by unscrupulous employers. The number of students that I've met who have been working in Chinese restaurants for $10 an hour, when the minimum wage here, legal minimum wage is close to $16 an hour (underpaid issue). (57) There's compulsory superannuation, the 9% that's taken out of people's wages of all employees; some people are employed and they are expecting to get a particular salary and expecting the 9% to be on top of that but it's deducted from whatever they're being given, they're being misled over that sort of thing (Supposed to be on top of the total salary but employer deducts from their salary). (58) They're also not told when they leave the job or if they leave the country that they can take their contributions to that superannuation scheme with them and they can take it out of the country (Lack of information about employees' rights).	Australian working culture Employees' right and awareness Social support (workplace)	social support in workplace Australian working culture (to improve English) employees' right and awareness
167	4EM59	A lot of those questions about thinking about their past lives and their past working lives if they've worked in other countries, I don't' think that applies because, as I said before, they've made this decision to migrate and they're sort of economic enterprising people, and so, they've made that deliberate effort to change countries, so I think those sorts of things are less important to them.	High determination migrants (experience less stress)	high determination migrants (experience less stress)

168	4NS19	But I've experienced some discrimination, people discriminate me, when you go for a job interview, the moment they saw you wearing scarf, someone asked me 'what's this?' by putting his hand on his head. That time I am still new and naive. (20) People treating me in an inappropriate way because I am Muslim that wears scarf (Discrimination happens in some places in SA especially areas that are populated by migrants/refugees. Religion is one of the reasons of discrimination). (22) Most of the times (during leisure participation) are fine except for one or two people making faces. Sometimes, for example at Arndale shopping centre, some of the Australians there treat me badly (e.g. at the bank, Woolworths). Different from the services you get from the sales person in other places. There are many refugees (e.g. Sudanese that cover their hair) in this particular area, so I believe this is one of the reasons migrants are being treated badly there . The discrimination is so obvious there and I faced it myself. (23) They have bad perception towards Asians and other migrants as well. (24) Your appearance actually can also make people look down on you (Muslims wearing scarf). I faced a same when I was working at Broken Hill, they are not used to see women wearing scarf so their perception were quite bad towards me. But when I worked in the city (Gawler Place), people were quite open and accepted me as what I am. There were some other places where I used to work and I received different treatments (some were good and some were not).	Perceived discrimination / racism	169 perceived discrimination and racism
169	4MM52	There is a subtle element of racism here of treating the outsiders as outsiders, as a migrant. (53) And also the fact that in the organizational hierarchy, there's only a certain level that you'll be allowed to reach after that. (54) It is not as open as in US, in UK we hear the stories of racism, an outrageous thing we hear about it, it's not like that. (55) It's very subtle would be inclined to say, but it does exist, especially, see, the White people, the Westerners, the Greeks, the Italians, they all have at least the advantage of not being different as in the looks. So they are still white people. (56) People like us who've got brown or Asian skin, they stand out and there is a natural reaction that 'okay, you're not one of us'. That's just the way human's brain functions I guess. (57) Credit to the Australians, the great majority of them are not like that. They are very nice people and they have been very welcoming to me. I've got no problems what so ever.	Perceived discrimination / racism	Perceived discrimination and racism

170	4MM58	I am well settled now; I've got my family support that is the biggest thing I have. (59) It helps a great deal when you have your family around. Because in the beginning yes it was hard but I had some friends from India who were there for me so that helped me, so you can go and talk with them openly and they'll understand 'okay what is happening' and they would like to, or try to help me as much as they can. But that people support is really essential, because if you don't know, in a new country you don't know anyone, you don't know how the system works, what to do, what to think even. (60) Probably from your own community. So if you get people from the local community even better because they'll be able to give your more insight, they know the systems they're familiar with already.	Family support Social support (friends) Social support (origin community) Social support (same background) Social support (sharing)	social support from people who have same the same background/experience social support within origin community social support (sharing) social support (friends) the importance of family support

Appendix 3.6: Ucinet6 matrix table



Appendix 4.1: Survey recruitment flyer



University of South Australia

Are you a MIGRANT in South Australia?

I am Hazreel Hasmi, a doctoral scholar from the School of Management, University of South Australia (UniSA). I am conducting a research project on migrant settlement in South Australia.

The purpose of this research is to explore whether participating in leisure activities helps migrants adjust to their new home. Your valuable opinions will contribute to the current knowledge on how to help new migrants settle successfully in South Australia.

I am inviting you to participate in my **online survey**. The survey should take only **15 minutes** to complete. The survey is completely anonymous. All information collected is strictly confidential and only averages will be reported.

To participate in this research, you must:

1. be 18 years old or over
2. be a permanent migrant in South Australia
3. have lived in South Australia for not more than 10 years
4. be currently employed (fulltime, part time, casual)

If you would like to participate in this survey, kindly log on to this address
http://tinyurl.com/SAmigrants

You may also email to me (**mohmb007@mymail.unisa.edu.au)** and I will send the survey link to you via email. I would also be most grateful if you could forward this invitation to any friends or colleagues who are eligible and who might be interested in participating in this research as well.

Should you have any questions regarding this research, or would like additional information about participation, kindly contact me by phone: **0431 771 780** or email. You may also contact my supervisors:

Dr. Michael J. Gross
Phone: (08) 8302 0350
Email: Michael.Gross@unisa.edu.au

Dr. Christina M. Scott-Young
Phone: (08) 8302 7505
Email: Christina.Scott-Young@unisa.edu.au

This research project has been approved by the University of South Australia's Human Research Ethics Committee. If you have any ethical concerns about the study or questions about your rights as a participant please contact the Executive Officer of this committee Vicki Allen via phone: (08) 8302 3118 or email: Vicki.Allen@unisa.edu.au

Thank you

Appendix 4.2: Survey questionnaire

University of South Australia

(UniSA)

Questionnaire

Study of migrants' participation in leisure

We are interested in learning more about your participation in leisure activities and how this helps you settle into South Australia

Human Research Ethics Committee Consent Form

This project has been approved by the University of South Australia (UniSA) Human Research Ethics Committee. If you have any ethical concerns about the projects or questions about your rights as a participant please contact the Executive Officer of this Committee, Tel: +61 8 8302 3118; Email: Vicki.Allen@unisa.edu.au.

Participant Certification

In agreeing to participate in this survey, I confirm that:

I understand the nature and purpose of the research project and my involvement in it. I agree to take part.

I understand that I may withdraw from the research project at any stage and that this will not affect my status now or in the future.

I understand that while information gained during the study may be published, I will not be identified and my personal results will remain confidential.

I understand that the information collected will be stored in paper form, CD ROM, and password-protected computer hard disk. The hard copy data will be stored securely in a locked cabinet in the researcher's office at the School of Management, UniSA.

Only the researcher and supervisors will have access to the data and all information collected as part of the study will be retained by the university for five years.

I voluntarily consent to participate in this survey □ Yes □ No

Section 1: Participation in leisure activities

Please scroll down on the arrow on the right hand side of each box and choose the leisure activities that you participate in most in South Australia. Then answer the following questions based on your chosen activities. Thank you.

Choose your leisure activity in South Australia here	How often do you engage in your leisure activity in South Australia?				How long have you been actively pursuing this leisure activity?	How much time do you usually spend each time you engage in this leisure activity?	With whom do you usually do your leisure activity?						When do you usually engage in your leisure activity?				
	Once a year or less	Several times a year	Once a month	At least once a week	(Years – can use fractions of years)	(Hours)	Alone	Spouse	Family	Friends	Work colleagues	Other (specify)	Workdays outside of work hours	Workdays during work hours	Non-work days	Public holidays	Other (specify)
(To scroll down)																	

Are you involved in events/activities in your own ethnic community? If yes, what are they?

Are there any difficulties / challenges that make it hard for you to participate in your leisure activities? If yes, what are they?

Section 2: Place attachment and community embeddedness

How attached do you feel to South Australia when you participate in your leisure activities? Please click the appropriate answer that best shows your level of agreement with each statement.

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1.	I enjoy doing leisure activities in South Australia more than any other place	1	2	3	4	5
2.	I get more satisfaction out of participating in the leisure activities in South Australia than any other place	1	2	3	4	5
3.	Participating in my leisure activities in South Australia is more important to me than doing them in any other place	1	2	3	4	5
4.	I wouldn't change to any other place for the leisure experience I have in South Australia	1	2	3	4	5
5.	No other leisure activities can compare to what is offered in South Australia	1	2	3	4	5
6.	I would enjoy the leisure activities I participate in South Australia just as much at another place	1	2	3	4	5
7.	The leisure activities I participate in South Australia mean a lot to me	1	2	3	4	5
8.	I am very attached to South Australia	1	2	3	4	5
9.	I identify strongly with South Australia	1	2	3	4	5
10.	I feel commitment to South Australia	1	2	3	4	5
11.	I have strong connection with the people who participate in the same leisure activities as me in South Australia	1	2	3	4	5

How attached do you feel to the South Australian community?

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1.	I really love the community where I live	1	2	3	4	5
2.	The weather where I live is suitable for me	1	2	3	4	5
3.	The community where I live is a good match for me	1	2	3	4	5
4.	I think of the community where I live as a home	1	2	3	4	5
5.	The community where I live offers the leisure activities that I like	1	2	3	4	5
6.	Leaving the community where I live would be very hard	1	2	3	4	5
7.	People respect me a lot in the community where I live	1	2	3	4	5
8.	The community where I live is safe	1	2	3	4	5
9.	How many of your family members live in South Australia?	_____				
10.	How many of your close friends live in South Australia?	_____				
11.	Marital status	☐ Married	☐ De facto	☐ Divorced / single		
12.	If you are married/partnered, does your spouse work outside the house?	☐ Yes	☐ No			
13.	Tell us about your home where you currently live	☐ Own	☐ Renting	☐ Other		

Section 3: Settlement experience

Describe your settlement experiences in South Australia.
Please click the appropriate answer that best shows your level of agreement with each statement.

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1.	I feel stress when local Australians have a hard time understanding my accent	1	2	3	4	5
2.	I feel stress when I have difficulty doing my daily activities because of a language barrier	1	2	3	4	5
3.	Talking in English takes a lot of effort for me and makes me feel stress	1	2	3	4	5
4.	Even though I live here, it does not feel like my home country	1	2	3	4	5
5.	I do not feel that South Australia is my true home	1	2	3	4	5
6.	I missed the people I left behind in my home country	1	2	3	4	5
7.	When I think about my past life, I feel emotional	1	2	3	4	5
8.	When I think about my past life, I feel sentimental	1	2	3	4	5
9.	My spare time activities give me a sense of accomplishment	1	2	3	4	5
10.	As a migrant, I feel stress if people treat me as a second-class citizen	1	2	3	4	5
11.	I feel stress when local Australians do not think I really belong to the Australian community	1	2	3	4	5
12.	I feel stress when local Australians treat me as an outsider	1	2	3	4	5

Are there any other difficulties/challenges that you have experienced during your settlement process? If yes, what are they?

How has participating in leisure activities affected how you have settled in Australia?

Section 4: About you

We would like to know some details about you and your migration background. Please provide the information or check the appropriate box below.

1.	Are you?	☐ Male	☐ Female				
2.	What is your age?	☐ 18-25	☐ 26-35	☐ 36-45	☐ 46-55	☐ 56-65	☐ 66 >
3.	What is your highest level of education?	☐ Less than high school	☐ High school	☐ Technical qualification	☐ Under graduate	☐ Post graduate	☐ Other _____
4.	How long have you been a resident in South Australia?	☐< 1 year	☐1-3 years	☐4-5 years	☐6-7 years	☐7-10 years	
5.	Are you a permanent resident of Australia?	☐ Yes	☐ No				
6.	What country you were born in?	_____					
7.	Employment status:	☐Full time	☐Part time	☐Casual			
8.	Employment field:	_____					

End of survey. Thank you for participating in this survey.