



Auckland Regional Migrant Services Charitable Trust (A.R.M.S)

"Leading the way in facilitating successful settlement for migrants and refugees across the Auckland Region"

Press Release

ANGLICIZATION OF NAMES ON CVs

Many migrant job seekers, more usually those from Asian backgrounds, still experience a level of discrimination when applying for jobs. This can be at the very early stages of the selection process, when they submit their CVs and applications to employers.

As the leading settlement support community agency, providing employment assistance to newcomers, Auckland Regional Migrant Services (ARMS) supports many migrants and refugees through the job seeking process in their new country. ARMS does not itself promote the use of anglicization of foreign names when applying for jobs, despite what was incorrectly stated on TV 3 Campbell Live on 10-5-2010. However, anglicizing names on CVs is a common practice used by many agencies. It is not an illegal practice and its sole aim is to give simplicity and to make the names easier to pronounce.

ARMS coordinates the delivery of a range of employment assistance programmes, including generic job search seminars, specialist job search seminars such as Migrant Teachers, Human Resources, Accounting etc. These seminars include a range of presenters from various occupational categories across Auckland, who offer their time voluntarily to give clients their perspectives on successful job hunting skills, interview skills, CV preparation and so on. Based on their experience, some presenters do offer suggestions as to how CVs for example can be presented in a more user-friendly way. This may also include suggesting that clients can opt to anglicize their names or translate their names into English.

Anglicizing one's name usually involves transliterating the name into English, so that it is easier for others to pronounce. This is not an illegal practice, and is being used widely across many countries where there are large immigrant populations. This practice is also used with New Zealand born citizens who have overseas names, and the anglicization of their names is conducted for the same purpose. Many Maori christian and surnames are also anglicized to fulfil the same purposes e.g. Karaka translated to English is Clarke. Other common translations include the Samoan language, Iosefa

translated is Joseph. In Chinese, Lim Eu Jin where Eu Jin is the first name and Lim is the surname name, translated is Eugene Lim.

With the value of diversity to the NZ workplace and economy now well proven, employers are to be encouraged to welcome applications from internationally trained skilled migrants. It is imperative that NZ employers assess these on their merits and content of the CVs, without discrimination based on applicants' names. Surely the point must be that clients (whoever they are and wherever they come from), must be assessed and valued on their skills and competencies. The acceptance of diversity across New Zealand is a value that must be encouraged not discouraged, particularly at a time when there are large skill shortages across the country.

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Auckland Regional Migrant Services (11-5-2010)

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