

AUT

Annual Report

2016



**NEW ZEALAND
WORK RESEARCH INSTITUTE**

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SECTION 1 FOREWORD FROM THE DIRECTOR

In preparing this annual report we reflect on a year of expansion for the Institute in 2016. Increased external funding permitted the hiring of two new post-doctoral research fellows - Chao Li (PhD from the University of Waikato, specialising in urban and labour economics); and Kabir Dasgupta (PhD from Temple University, Philadelphia, specialising in applied econometrics and policy analysis/evaluation). Our team also expanded to include a research developer (Dr Mary Hedges) and a number of part-time research assistants and officers. I was also very excited to welcome our new Deputy Director in early 2016 – Professor Jarrod Haar. Jarrod is a Professor of Human Resource Management and his research falls into four main clusters: (1) how employees manage their work, family and life roles such as work-life balance; (2) the role of cultural factors in the workplace, particular for Maori employees; (3) team functioning and its influence on team member wellbeing and job outcomes; and (4) leadership and its influence on followers. You can find out more about Jarrod’s research projects [here](#).

As shown in the section of this report that details our commissioned projects and Institute reports, and highlights that we now have a strong focus on using large datasets. Many policy questions/debates require empirical evidence to inform the design of interventions or at the very least better understand the issues at hand. For a number of studies, we make use of the Integrated Data Infrastructure (IDI) – which is a large research database containing microdata about people and households in NZ. Statistics NZ collects data from a range of government agencies, surveys (including the Census) and non-government organisations (such as Auckland City Mission). Projects undertaken in 2016 that made use of the IDI include work for Vodafone Foundation NZ, Ministry for Women, Superu and the Productivity Commission.

There are times when data is not available for the research question at hand, and the Institute has also developed high levels of expertise in survey methodology, such that we conduct a number of regular and one-off surveys. These include the United Nations Women’s Empowerment Survey, the future of flexible working patterns (for Auckland Transport), the NZ Aged Care Work Survey, etc.

In addition to conducting research, the Institute also places a high value on engagement with external stakeholders – such as businesses, government and the community. It is imperative that we continue to push to improve the engagement interface with external parties, disseminate research outcomes widely, and translate findings for a non-academic audience.

We acknowledge the continued support and advice from the Advisory Board in 2016. We would also like to take this opportunity to thank our research group leaders, active members in the Institute, external partners, and our office team (Tamara Tesolin, Allison Maplesden and Ann Williamson) for their committed efforts during a busy and successful year. Last, but definitely not least, we must acknowledge the continued and encouraging support from the Faculty of Business, Economics and Law, and in particular our Dean (Geoff Perry) and our Associate Dean Research (Bill Doolin).

Professor Gail Pacheco



SECTION 2 INTRODUCTION

In this section we provide the broad goals for the next two years (2016-2017), as agreed with the faculty in late 2015.

OVERALL GOALS

1. Our research will be recognised nationally and internationally for its excellence in our key research areas that concern people and work: employment relations; wellbeing and performance, labour market outcomes, diversity in the workplace, and the role of technology.
2. Our researchers will produce knowledge that can inform the development of public policy and organisational practice in New Zealand.
3. We will be regarded as a hub for New Zealand research (regarding people and work) and associated engagement activity.
4. External stakeholders (both the private and public sector) will engage with us because they recognise our leadership in our key research areas and that we are responsive to their research needs in key work and employment issues.

KEY STRATEGIC PRIORITIES

1. Connectivity and engagement with government, business and community.
2. Production of research that is of relevance to the government, business and community (at both the local and international level, with an emphasis on local NZ relevance).
3. a) Engagement and active involvement of Faculty of Business and Law staff in the Institute and its associated research groups; b) Engagement and active involvement of AUT staff outside of the Faculty of Business and Law, (in addition to external stakeholders), in pursuit of a multidisciplinary and collaborative approach to our research agenda.
4. Development of external research income

STRUCTURE

NZWRI

Future of Work Programme

Specialist Research Groups

Business and
Labour History
Group

Digital Mobility
Research
Group

Employment
Relations
Research Group
Employment Law
Forum

Immigration
and Inclusion
Research
Group

Labour Market
Research
Group

Wellbeing and
Performance
Research
Group

SECTION 3 LEADERSHIP, GOVERNANCE AND MEMBERSHIP

LEADERSHIP TEAM

Gail Pacheco	Director and Leader of Labour Market Research Group
Jarrod Haar	Deputy Director
Simon Mowatt	Leader of the Business and Labour History Group
Angsana Techatassanasoontorn	Co-Leader of the Digital Mobility Research Group
Antonio Díaz Andrade	Co-Leader of the Digital Mobility Research Group
Erling Rasmussen	Leader of the Employment Relations Research Group
Edwina Pio	Leader of the Immigration and Inclusion Research Group
Katherine Ravenswood	Co-Leader of the Wellbeing and Performance Research Group
Marcus Ho	Co-Leader of the Wellbeing and Performance Research Group

In addition to the leadership team, the Institute includes more than 70 internal AUT members (details can be found within each of the research groups' web pages) and 88 [external research associates](#).

SUPPORT STAFF

Ann Williamson	Office Manager
Tamara Tesolin	Office Manager
Allison Maplesden	Institute administrator ¹

ADVISORY BOARD

The board comprises key leaders from industry, trade unions, the public sector, and the professions. Members contribute informed comment on our activities, and assist in ensuring the Institute is undertaking research that is relevant to our stakeholders and well informed.

Current membership:

Carol Beaumont	NZ Nurses Organisation
Jackie Blue	Equal Employment Opportunities Commissioner, Human Rights Commission
Hamish Campbell	Director of Business Capability, NZ Trade and Enterprise
Bev Cassidy-Mackenzie	Chief Executive, Diversity Works NZ
Marisa Fong	Director, MASIMAYA
Jarrod Haar	Deputy Director, NZ Work Research Institute
David Paterson	Manager, Labour Market Trends, MBIE
Duane Leo	Union Organiser, Public Service Association
Rohan MacMahon	Strategy Director, Crown Fibre Holdings
Gail Pacheco	Director, NZ Work Research Institute
Eva McLaren	Manager, Economic and Social Research and Evaluation Team, Auckland Council
Jane Parker	Co-Director, MPOWER, Massey University
Peter Schweder	Manager, Health and Safety, BECA
Helen White	Barrister, Chancery Chambers

¹ Joined the Institute for 6 months to cover parental leave gaps.

SECTION 4 INSTITUTE REPORTS

- Bouchard, I., Ravenswood, K. and Pacheco, G. (2016) [“Scoping the costs of homelessness in New Zealand”](#), commissioned by Lifewise.
- Blackwood, K. and Bentley, T. (2016) “Future Auckland: The current and predicted extent of flexible working”, commissioned report for Auckland Transport.
- Drake, N. “Legislature providing for accessibility for disabled persons” (2016) commissioned report for the Blind Foundation.
- Pacheco, G., Bentley, T. and Blackwood, K. (2016) “New ways of working: Flexible working, wellbeing and diversity at CCANZ”, commissioned report for Coca-Cola Amatil NZ
- Pacheco, G. and Bouchard, I. (2016) [“The New Zealand Diversity Survey: April 2016”](#), commissioned report for Diversity Works NZ.
- Pacheco, G. and Bouchard, I. (2016) [“The New Zealand Diversity Survey: October 2016”](#), commissioned report for Diversity Works NZ.
- Pacheco, G., Morrison, P. S., Cochrane, B., Blumenfeld, S., and Rosenberg, B. (2016) [“Understanding insecure work”](#), Centre for Labour, Employment and Work and NZ Work Research Institute, ISBN: 978-1-927184-40-0
- Pacheco, G., Short, S. and Haar, J. (2016) [“UN Women’s Empowerment Principles Survey”](#), commissioned by United Nations WEPS.
- Pacheco, G. and van der Westhuizen, D. (2016) [“Y-NEET: Empirical Evidence for New Zealand”](#), commissioned report for Vodafone Foundation NZ.
- Pio, E. (2016). [“Religious diversity in New Zealand workplaces”](#). Auckland: New Zealand Work Research Institute, ISBN: 978-1-927184-41-7
- van der Westhuizen, D. and Pacheco, G. (2016) [“Disability, education and the labour market: A longitudinal portrait for New Zealand”](#), commissioned report for the Blind Foundation.
- van der Westhuizen, D. and Pacheco, G. (2016) [“The Attitude Gap Challenge: Research Evidence and Case Studies”](#), commissioned report for Auckland Co-Design Lab, MBIE.

SECTION 5

COMISSIONED RESEARCH PROJECTS

The following examples are key research projects which received funding from a range of clients.

Lifewise

Project: Scoping the costs of homelessness in New Zealand

Team: Isabelle Bouchard, Katherine Ravenswood and Gail Pacheco

Description: The cost of homelessness to society and to the individual is difficult to measure, which in turn makes it difficult to formulate and evaluate meaningful policy change to address rising homelessness and housing deprivation. This project reviews the international literature on quantifying the cost of homelessness, with a view to identifying methodologies (and the appropriate data) that may be useful in a New Zealand (NZ) context.

Timeframe: March – August 2016

Auckland Co-Design Lab, MBIE

Project: The Attitude Gap Challenge: Research evidence and case studies

Team: De Wet van der Westhuizen and Gail Pacheco

Description: This project contributed to a multi-agency challenge set up to test the “attitude gap” between youth expectations of employment and employers’ expectations of work readiness in South Auckland. The challenge was hosted by the Auckland Co-Design Lab and the team used a co-design approach to collect insights on the attitudes, views and experiences of young people, employers, and whanau in South Auckland. The project supported the challenge by providing research summaries of key insight areas, summarising findings from the international and New Zealand literature. Several case studies were also presented, which highlighted interventions that successfully resolved challenges highlighted by the young people, employers and whanau in South Auckland.

Timeframe: March – April 2016

Vodafone Foundation NZ

Project: Y-NEET: Empirical evidence for NZ

Team: De Wet van der Westhuizen and Gail Pacheco

Description: This study employs data from the Household Labour Force Survey for the years 2004-2015 to paint a comprehensive portrait of the Y-NEET population in NZ. This is done in terms of age, gender, education, region, and a range of other individual and household characteristics. The literature on predictors of NEET status, as well as outcomes after a period of being NEET are summarised from the relative international and NZ studies. The cost of youth disengagement is also highlighted in terms of the lost productivity, as well as the additional burden on public finances. This cost is constructed for both NZ and Auckland in particular, as well as estimates for different ethnic subgroups across the country.

Timeframe: November 2015 – February 2016

Auckland Transport

Project: Future Auckland: The current and predicted extent of flexible working

Team: Tim Bentley and Kate Blackwood

Description: With continuing advancements in digital technology, many organisations internationally have adopted virtual communication practices. Flexible working, and in particular remote working, is increasingly recognised as essential for employee engagement, productivity retention and wellbeing. This study explored the prevalence of such practices in the Auckland region of New Zealand in an attempt to understand the extent to which flexible working might impact worker travel behaviour and, with it, Auckland’s future infrastructure requirements. The findings of this report are informed by a multitude of semi-structured interviews with

personnel responsible for policy and strategy development related to flexible work in organisations based throughout the Auckland region.

Timeframe: October 2015 – April 2016

UN Women’s Empowerment Principles Survey (UNWEPS)

Project: The UNWEPS aims to uncover policies and practices within New Zealand’s largest organisations on behalf of the United Nations Women, with a specific focus on Women’s Empowerment Policies. This study analysed and summarised results from this survey, based on the seven UN Women’s Empowerment Principles.

Team: Gail Pacheco, Sam Short and Jarrod Haar

Timeframe: September 2016

Diversity works

Project: Analysing data from bi-annual surveys. These surveys look at the state of diversity across NZ organisations and report on factors such as flexible working, health and work, an ageing workforce, etc.

Team: Isabelle Bouchard and Gail Pacheco

Timeframe: April, and October 2016

Ministry for Women

Project: Using recent data and a variety of econometric techniques, this study examined the gender pay gap in NZ. In particular, this study focussed on assessing how much of the gap could be explained by observable factors.

Team: Gail Pacheco and Chao Li

Timeframe: July – December 2016

Ongoing work to be completed in 2017:

- Quantifying transience in NZ (funded by **Superu**)
- Explaining ethnic disparities in bachelor’s qualifications (funded by the **Productivity Commission**)

Total funding = \$131,800 + GST (completed) and \$150,000 + GST (ongoing)

SECTION 6 RESEARCH GROUPS

This section outlines selected key research projects within each of the specialist research groups within the Institute.



1. **The New Zealand Aged Care Workforce Survey 2016**

This project works in close collaboration with key industry partners in aged care in New Zealand to survey the workforce including care workers, nurses and managers. The 2016 survey was the second of this survey and was run online. Key partners include: Careerforce New Zealand, The Kaiāwhina Workforce Action Plan, the Care Association of New Zealand, Ē Tū Union, the Home and Community Health Association New Zealand, the New Zealand Nurses Organisation and the PSA. This provides a unique data set of trends in employment in this sector.

Key staff: Katherine Ravenswood and Julie Douglas

Key outcomes: A public report will be published early 2017; academic conference presentations in February and June 2017; and several journal articles are also planned.

External funding: Careerforce (\$6,765.02 incl GST)

2. **Concepts of organisational resilience in Maori: Understanding how resilience is enacted in a Maori context**

The focus of this project is understanding how communities and stakeholders sustain organisational resilience in a Maori organisation. This case study approach will utilise interviews with members, archival evidence, and secondary data to build a picture of how resilience develops in an organisation. The project is a collaboration with Ngati Whatua Orakei and it is hoped the project will be able to develop a Maori based conceptualisation and development of the resilience concept for indigenous and New Zealand organisations.

Key staff: Marcus Ho and Rowena Dunn (Ngati Whatua Orakei)

Key outcomes: Conference paper and journal article

3. **The effect of stress management training on stress, and heart rate variability in emergency medicine hospital practice**

This investigation is based on simulated medical emergency situations using advanced medical simulation mannequins in the Helicopter Emergency Medical Service (HEMS) and hospital board training facilities. The simulated scenarios have been calibrated for their potential to induce stress by the medically qualified members of the research team. Four scenarios were developed for the project: two base scenarios, one each for the HEMS team and for the ED teams; and similarly, two post-intervention scenarios. The heart rates of all team members are continuously monitored over the simulation period using Polar Heart rate monitors connected via low energy Bluetooth to iPhone 5s all of which were purchased using both the funding from the Health and Wellness group and the lead researcher's departmental research funding. This project has active support from the research committees of all three Auckland regional hospital boards and from the Australian College of Emergency medicine.

This project began as a pilot trial with the HEMS only, and has now been expanded to become a full wait list controlled trial including three district health boards and four regional hospital emergency medicine

departments as well as the HEMS team. At this stage 54 emergency medicine doctors and advanced paramedics have completed all baseline monitored simulations and all test group participants have been trained in the stress management techniques.

Key Staff: Mark Le Fevre, Chris Denny, Alana Harper, James Le Fevre (all from District Health Boards in the Auckland region).

Key outcomes: Pilot trial has been expanded to a full wait list controlled trial across three District Health Boards and four regional hospital emergency medicine departments as well as the Helicopter Emergency Medical Service teams. The project is expected to be completed in 2017 with conference presentations and journal articles expected from this project.



1. Gender pay gap: Empirical evidence for NZ

This is a collaborative project commissioned by the Ministry for Women to provide up to date empirical investigation regarding the gender pay gap in NZ. Using the Household Labour Force Survey and Income Survey from Statistics NZ, we assessed the extent of the pay gap using the latest data (2015). We then decomposed this pay gap into what proportion could be explained by observable factors (such as age, education, job characteristics) and how much was unexplained. We also assessed the pay gap across the wage distribution, and conducted propensity score matching to compare observably similar males and females.

Key staff: Chao Li and Gail Pacheco

Key outcomes: Report will be publicly released February 2017, and a number of journal articles are also planned.

External funding: Ministry of Women (\$55,000)



1. Professionals with visual impairments in the workplace: The enactment of digital artefact attributes in work activity systems

This study analysed how professionals with visual impairments use digital technology in their information-oriented work operations. We used activity theory as a lens to frame work as an activity system and draw on the notion of digital artefacts and their attributes to analyse the process of making information accessible to perform work tasks. The granularity of our analysis, which links activities to actions and operations, explains how these professionals enact digital artefact attributes to make non-accessible information accessible. The study revealed the nuanced differences in the enactment of digital artefact attributes between low vision and blind professionals by tracing the reformatting process that makes information, which is essentially visual, accessible to them. Second, it corroborates the enabling role digital technology plays in the fulfilment of information-oriented work operations for professionals with visual impairments. Third, it revealed the tensions that arise between the assignment of solo responsibility of information-oriented work operations to visually impaired professionals and the moral imperative of implementing inclusive work practices.

Key staff: Antonio Díaz Andrade, Angsana Techatassanasoontorn

Key outcomes: A report submitted to The Blind Foundation and a manuscript submitted to Journal of the Association for Information Systems.

2. **A novel technique for processing of live mobile streaming data with persistent big data**

Researchers in mobile technology face the challenge of processing big data. There are two main flavours of big data with respect to its processing. There is offline processing of persistent big data (e.g., historical mobile-users data) and there is big data in the form of continuous streams (e.g., streaming of live data coming from mobile devices) that need to be processed in real-time. In many situations the two flavours of big data, streams and persistent data, need to be joined – e.g., the joining of stream of live mobile-users data with persistent historical data in the context of mobile technology. This is called semi-stream join. There are various techniques to perform semi-stream joins with exact matches between stream and persistent data, so-called equijoins. However, as soon as the matches are not exact these techniques fail. In this case, non-equijoins are needed. This project develops Semi-Stream Non-Equijoins (SSNEs) for big data in the context of mobile technology.

Key staff: Muhammad Asif Naeem (Engineering, Computer & Mathematical Sciences, AUT)

Key outcomes: A manuscript entitled, efficient resource management for processing of streaming data, to be submitted to the *Decision Support Systems* journal.

3. **Simulation and critique of student-generated critical care scenarios in paramedicine education**

The project explored the application of mobile Virtual Reality (VR) for simulating and critiquing authentic environments for paramedicine education. We tested and refined a framework for designing and deploying authentic real-life work simulations for training and assessment purposes for paramedicine students using mobile VR that can utilise their own smartphones via a portable head mounted display. We focused upon enabling student-generated scenarios and peer review of 360-degree video of authentic simulated critical care environments. Under this approach, users design and create VR scenarios that identify critical and potential hazards for their peers to formulate a response plan of action. This creates an experiential link between the theory and practice of critical care education and leverage innovative pedagogical strategies enabling self-determined learning using mobile learning technologies.

Key staff: Thomas Cochrane (Centre for Learning and Teaching, AUT) and Claudio Aguayo (PVC Learning and Teaching, AUT)

Key outcomes: Several research papers were presented at international conferences showcasing the virtual reality application. These included the 19th Australian Association for Environmental Education Biennial Conference 2016; the 6th Mobile Creativity and Mobile Innovation Symposium in Swinburne; the mLearning Summit, University of Western Australia; and the 9th annual International Conference of Education, Research and Innovation, Seville, Spain.



**EMPLOYMENT RELATIONS
RESEARCH GROUP**

NEW ZEALAND WORK RESEARCH INSTITUTE

1. **Cranet Survey**

The survey was conducted in 2015 and received 80 useable responses from the target group of large NZ organisations. The response questionnaires were mailed to Cranfield Business School for coding in the Cranet database (more than 40 countries participate). The national report is currently being written.

Key staff: Erling Rasmussen, Andy Ang

Key outcomes: Several journal articles are being developed.

2. New Zealand employers and their attitudes and behaviours

In collaboration with Massey University, there have been two rounds of surveys which has provided a national overview of employers' attitudes to collective bargaining and recent employment relations changes

Key staff: Erling Rasmussen, Barry Foster, Paul Sutcliffe.

Key outcomes: During 2015-2016, the figures from the second round of surveys – which focused on recent employment relations changes - have been analysed. So far, a journal article, a book chapter and a conference paper have been developed.

External funding: Industrial Relations Foundation (NZ), Massey University.



AUT GROUP FOR IMMIGRATION & INCLUSION RESEARCH

1. Refugee and Immigrant Millennials at work in New Zealand

This research study focused on the work experiences of refugee and immigrant millennials (RIM) at work in New Zealand. Through over 150 conversations and in-depth interviews with high-level-managers (HLM), focus groups with millennials and their parents and educators, this study serves as an aperitif to stimulate dialogic engagement across organisations in order to rupture current narratives and replace them with a dignity discourse on migrants and refugees as contributors to the fabric of our businesses, communities and societies. RIM have been defined as those born in 1980 and thereafter, often seen as the technology generation. In this study, RIM hailed from Africa, China, Fiji, Pakistan, Philippines, Germany, India, Israel, Russia, South Africa and USA. Of the total population in New Zealand, the number of millennials in New Zealand was 32.7 % of the population, based on the 2013 census. In this group, Europeans are the largest in number at 63.1%, followed by Maori at 17.5%, Asians at 15%, Pasifika at 9.2% and MELAA at 1.6%. Significant growth was experienced in Asian millennials who in 2001 represented 8% of the overall generational cohort in New Zealand, but by 2013 have expanded to 15%. Millennials comprise 34% of New Zealand's labour force and by 2020 are likely to make up the majority of the nation's workforce. Yet there are differences in terms of employment levels based on millennials ethnicity. Work is one of the single most important needs of RIM, however, many are unemployed, underemployed or engaged in unpaid family care work and seem to be over represented in low paying positions in hospitality, construction and cleaning. This project focuses on powerfully compassionate disruptors or those who enable work for RIM where there is a closer match between education and skill sets and career opportunities.

Key staff: Tim Pratt, Mahreen Baloch, Chris Griffiths, Kakala Vainikolo.

Key outcomes: A preliminary report titled "Powerfully Compassionate Disruptors: Refugee and Immigrant Millennials at work in New Zealand" is underway.

A member of this research group (Chris Griffiths) was the recipient of this year's Institute Postgraduate Award. Chris is completing a Master of Philosophy with the research topic: Understanding Diversity in Successful Work Teams. Chris has a personal and professional interest in diversity and high performing teams and his research will provide, through robust analysis/investigation, a pragmatic and meaningful contribution to New Zealand industry. Specifically, Chris intends to study under what conditions diversity influences successful work teams in New Zealand goods-producing organisations.



Gail Pacheco with postgraduate award recipient, Chris Griffiths



1. **Green Business History**

This study examines the development of green business in New Zealand within the context of the ongoing wider Harvard Business School study, and more specifically the development of the organic industry and the roots of the concept of “clean green” New Zealand. The project initially focused on interviews with founders and entrepreneurs, then archival research.

Key staff: Simon Mowatt, external – Geoff Jones (Harvard Business School).

Key outcomes: A journal article, several conference presentations and media coverage.

External funding: Copenhagen Business School is co-funding travel and accommodation for staff to present this research as part of their visiting seminar series in 2017.

2. **Labour in Historical Context**

This collaborative project with other WRI groups explores the historical roots and implications of changing labour practices.

Key staff: Simon Mowatt, Fiona Hurd, David Williamson, Erling Rasmussen and Howard Cox (University of Worcester, UK)

Key outcomes: A forthcoming journal article and several conference presentations.

3. **Development of postgraduate student capabilities for historical research**

This project seeks to support the development of the field of historical research through supporting postgraduate study. The B&LHG provided funding for scholarships and travel support to postgraduate students to attend the European Business History Association 20th Congress / World Congress on Business History joint conference, August 25-27 2016, Bergen and the 8th AAHANZBS conference, 3-4 September, Macquarie University.

Key staff: Simon Mowatt

Key outcomes: Postgraduate student support.

SECTION 7 EVENTS

Fit for work? Redefining ‘normal’ and ‘extreme’ through human enhancement technologies. 24 March

Professor Brian Bloomfield (Lancaster University Management School, UK) presented a seminar focusing on how the categories of ‘normal’ and ‘extreme’ in the context of work might be renegotiated through the development of human enhancement technologies. Addressing the organisation of work within ‘advanced’ capitalist economies, this seminar considered the arguments for the potential use of cognitive enhancers, so-called ‘smart drugs’, in various domains of work such as surgery and transportation.

The future of Auckland: What is the role of economics for urban policy? 31 March

Chris Parker, Chief Economist at Auckland Council spoke on some of the big challenges for Auckland’s growth. Chris talked about how the field of economics helps the public and policy makers to understand issues of housing affordability, sustainable growth, infrastructure and efficiency in the building sector. Participants joined in a lively discussion on the current state of debate on urban policy issues, contextualised in a complex multidisciplinary environment.

Wellbeing seminar series: Wellbeing at Work. 15 April

Guest speakers from the Waitemata District Health Board and Hubbards Foods, talked about wellbeing initiatives in their organisations, together with AUT Management lecturers, Mark le Fevre and Roy Smollan, who discussed their research into stress and change in a New Zealand District Health Board.

Celebrating 30 years of the Household Labour Force Survey. 20 April

Statistics New Zealand and speakers from the Institute, the University of Waikato acknowledged 30 years of the Household Labour Force Survey (HLFS) data. The symposium showcased how this rich data source has changed New Zealand lives. Statistics New Zealand provided insights into the history of the HLFS and what happens behind the scenes in data collection.

Testing theories of gender discrimination using linked employer-employee data. 27 April

Dr Isabelle Sin, Principal Investigator at Te Pūnaha Matatini Centre of Research Excellence, and Adjunct Senior Lecturer at Victoria University of Wellington gave a presentation which analysed a decade of annual wage and productivity data from New Zealand’s Linked Employer-Employee Database. The research investigates firm production functions and wage bill equations to evaluate whether differences in worker productivity explain why women get paid, on average, less than statistically similar men and, if not, whether the pay gap is indicative that women are discriminated against in the labour market.

In the pursuit of healthy and sustainable work for all. 19-22 April

The 10th International conference on Workplace Bullying and Harassment was held in April at the Hilton Hotel in Auckland. The Institute hosted the event with the Healthy Work Group, Massey University. More than 100 delegates attended representing 20 countries from all corners of the globe. Professor Duncan Lewis presented on the topic ‘Bullying and Discrimination in Labour Markets Under Change’. Associate Professor Michelle Tuckey gave a keynote on ‘Workplace Bullying Research: Looking Back and Looking Forward Towards Prevention’. Dr Nils Magerøy delivered the last keynote ‘Meeting the Hurt: The Value of an Outpatient Clinic for Targets of Workplace Bullying’. Special interest group sessions and a PhD seminar were also offered prior to the conference.



Tago Mharapara, Research officer

Australian and New Zealand research on employment relations. 3 May

Professor Mark Bray and Dr Johanna Macneil from the University of Newcastle gave a joint presentation on *Cooperation in the Employment Relationship and the Role of Individuals in the Transformation to Union-Management Cooperation*. Employment Relations academics from AUT and a wider audience enjoyed the morning seminar which included a review of management literature for concepts of leadership. Bray and Macneil argued that a particular kind of leadership – dual leadership – exercised by senior individuals from management and union can contribute to successful and cooperative change, which helps to explain why successful union-management partnerships are challenging to create, and difficult to sustain.

The impact of generation upon employee performance. 17 May

Associate Professor Kate Shacklock (Griffith University) spoke on contemporary research issues that impact today's multi-generational workforces, and whether this leads to inter-generational tension, management complexities or affects employees' intentions to stay. Kate also gave an overview of other studies published in this generation's area and suggestions for future research were discussed with the audience.

Employment Law Forum - Theory of Discrimination Law. 25 May

Dr Tarunabh Khaitan, Associate Professor, University of Oxford and the Hackney Fellow in Law at Wadham College spoke on his monograph entitled *A Theory of Discrimination Law* (OUP 2015 hbk, South Asia edition and Oxford Scholarship Online, 2016 pbk) which has been reviewed very positively in leading journals, including in *Law and Philosophy*, where Sophia Moreau said "In this magnificent and wide-ranging book ... Khaitan attempts what very few others have tried."

Don't fence me in! The refugee experience. 1 June

The refugee experience was explored at a panel discussion held at AUT which attracted 100 attendees. The event was held as an early celebration of World Refugee Day on 20 June to raise awareness and promote understanding of the 'lived experiences' of refugees and their communities in New Zealand. Professor of Diversity Edwina Pio asked the audience, "What are we doing to reduce the fears of refugees in our midst?" The aim of the event was to start a conversation about being a refugee in New Zealand, by bringing together experts from academia, government, industry and the refugees themselves to share their insights and experiences. Race Relations Commissioner Dame Susan Devoy is well versed on this issue and is a strong supporter of increasing New Zealand's refugee quota. She believes we need to, "start educating our young people about being global citizens" in order to make a positive difference in the future. A 2015 study by the International Organisation for Migration determined that Auckland has the fourth most foreign-born population in the world. The panel had an opportunity to share their experiences as refugees living in New Zealand. Two AUT students were on the panel; Fatumata and Benjamin Mugisho. The event was organised by Professor Pio and Lian-Hong Brebner, with help from Maria Hayward and Jin Hong. The discussion was followed by 'exotic' refreshments and storytelling through visual displays, which showcased a number of non-profit organisations that work with former refugees and asylum seekers in the area of advocacy, settlement, education and employment. The NZ Herald gave extensive coverage to the event.

Wage Changes in the Irish Labour Market: Within and Between-Firm Effects. 13 June

Aedín Doris, an applied labour economist working at Maynooth University in Ireland presented her research on Irish workers affected by earnings cuts after the 2009 Recession. The talk focused on the importance of the firm in driving these earnings changes, using a unique matched employer-employee dataset covering every firm and worker in Ireland from 2005-2013.

How did "Clean and Green" NZ lose the Organics race? 27 June

Leader of the Business and Labour History Group, Associate Professor Simon Mowatt gave a lecture on "How did 'Clean and Green' NZ lose the Organics race?" as part of the History@AUT public lecture series. With established agriculture and dairy export sectors, similar sizes and conditions, industry observers considered New Zealand and Denmark to have similar potential for growth and presumed that they would develop into strong competitors. But whilst Denmark became the world leader in organics, New Zealand's production and consumption remained amongst the lowest in the developed world. Drawing on a joint project with Geoffrey

Jones (Harvard Business School), archival material, interviews with entrepreneurs, business owners and social rebels, this talk examined how this situation arose, tracing how both countries mirrored each other's developments until the 1990s, and how they diverged, leaving "clean green" New Zealand paradoxically as one of the least developed organic markets in the world.

New Zealand Association of Economists annual conference. 29 June – 1 July

The Institute helped in sponsoring and being part of the organising team for this conference. Keynote speakers included David Teece (University of California's Haas School of Business, Berkeley), John Gibson (University of Waikato), James Galbraith (University of Texas) and Janet Currie (Princeton University).

National Forum on Lifelong Career Development. 15 July

Career Development Association of New Zealand co-hosted this forum 'Conversations on the State of Workforce Development and Career Development' with the Institute. A Scoping Paper on Career Development was presented which launched a wider conversation about the ecosystem around lifelong learning and employability in Aotearoa. Professor Jarrod Haar delivered a presentation around the future that robotics and artificial intelligence may play in the future of work and jobs and the associated career implications.

Employment Law Forum – Employment rights after Brexit. 4 August

Speaker: Tonia Novitz (University of Bristol)

A captivated audience was given an insight by a leading UK expert (who began her legal career at Rudd Watts) to hear elucidate potential Brexit effects for us. Guests joined in the discussion of the implications for employment rights in our own jurisdiction.

Will Robots take your job? 31 August

Nick Srnicek, Lecturer in International Political Economy at City University London presented a seminar on the possible imminent job apocalypse. Presenting research that suggests that up to 47 per cent of US jobs are at high-risk of automation over the next two decades. This is not simply a rich country problem either, as low-income economies look set to be hit even harder by automation. It would seem that we are on the verge of a mass job extinction. But is this the case? Others point to the longer history of automation and suggest there is nothing to worry about. This talk examined some of the issues and set the conditions and progressive potentials for a world without work.

Managing Resilience in the workplace Symposium. 12 September

Guest speakers from the University of Auckland and AUT along with Tim Giles, manager of the Future Auckland Leaders' Programme, provided insight on the latest research and tools for managing resilience in the workplace. Roundtable sessions and workshops enabled discussion on resilience preparation, wellbeing at work, community, business growth and mindfulness.

Immigration & Inclusion research workshop. 16 September

Inaugurated by Dr Andy Godfrey (Associate Dean – Postgraduate) and chaired by Professor Edwina Pio, this event enabled seven researchers to present their research on a wide range of diversity, ethnic and gender issues.

2nd Symposium on Meaningful Work. 1 December

Co-hosted by AUT, the University of Sussex, the University of Oxford and George Washington University and organised by Professor Marjolein Lips-Wiersma, the interdisciplinary conference ensured maximum feedback and co-learning across disciplines. International delegates could develop a more integrated perspective on meaningful work, utilising co-learning across disciplines and drawing on the strengths of the various contributions and perspectives. Developing such an approach required participants to embrace other theories to generate richer insights on the practices and processes that can sustain meaningful work organisations.

SECTION 8 REPUTATION AND IMPACT

In the media

[Bosses ignoring elderly - survey](#) – The New Zealand Herald, 2 January 2016

Companies could do better by paying attention to areas such as the ageing workforce and flexibility –Tim Bentley

[Warning of 'education trafficking' scams hitting New Zealand](#) – The Dominion Post, 26 February, 2016

Foreign student exploitation is a bigger problem than any of us are aware of – Danaë Anderson

[Kiwis' attitude to Asians cooling - survey](#) – The New Zealand Herald, 23 March 2016

Professor of Diversity Edwina Pio warns it is important for media in New Zealand to give a "more holistic portrayal" of Asians.

[Reasons for pay gap a puzzle](#) – The New Zealand Herald, 21 April 2016

Only a little of the difference between earnings can be explained as gender-related – Gail Pacheco

[Forming a Tairāwhiti Youth Employment Strategy](#) – Gisborne Herald, 29 April 2016

Identifying gaps and opportunities to get young people into jobs – Gail Pacheco

[The emotional labourer](#) – Canvas, 7 May 2016

In my experience, women do perform a wider range of unpaid tasks than men, and there is a "long history" of that unpaid work being undervalued - Candice Harris

[Bosses the overtime winners](#) – The New Zealand Herald, 10 May 2016

New Zealanders worked longer hours than staff in almost all other developed countries - Erling Rasmussen

[Migrant youth in NZ face daily struggle with identity](#) – The New Zealand Herald, 18 May 2016

Migrant parents generally suffer from a conflict between their fear of losing their children to the new culture and their aspirations for their children to have a better life - Edwina Pio

[Coming soon: The New Zealand Aged Care Workforce Survey 2016](#) – INsite, May 2016

The purpose of the survey is to provide independent data on the aged care sector that can inform policy at national and organisational levels. As such, each iteration involves careful consideration of the survey instrument in relation to the changes in the sector and regulatory environment.

[At home in spite of racism](#) – The New Zealand Herald, 30 May 2016

Imagine if a few families get together across the country and adopt every single refugee family ... to mutually share their experience, skills, joys and sorrows. This then is the preparation needed to transition refugees to cross that nebulous territory of 'no man's land' to jump over the fence - Edwina Pio

[Young unemployed losing out in digital age](#) – Radio New Zealand, 3 June 2016

If people were out of the system when they were young it was very hard for them to catch up – Gail Pacheco
[Listen to Gail's interview on the Morning Report.](#)

[The Future of Work](#) – Radio New Zealand: Insight, 5 June 2016

What NZ needs to do to prepare for a future of jobs that don't even exist yet. Gail Pacheco's interview begins at 20:50.

[Helping NEET to become NEAT](#) – The Gisborne Herald, 9 June 2016

Gail Pacheco presented findings from The Cost of Youth Disengagement study.

[How to prepare your kids for the robot revolution](#) – The New Zealand Herald, 28 July 2016

Soft skills - our most human attributes - that will be hardest to replicate – Jarrod Haar

[Aged care survey calls for participants](#) – Eastern Courier, 16 August 2016

Managers and caregivers across the sector in Auckland are encouraged to take part in the NZ Aged Care Workforce Survey.

[New Zealand's ageing workforce](#) – Employment Today magazine, August 2016, Issue 203 Engaging and retaining New Zealand's ageing workforce is crucial if organisations are going to be able to retain sufficient skill and labour.

[Robots and work: are you ready for life in the machine age?](#) – stuff.co.nz, 3 September 2016

What is work, really? Are you doing it right now? You may know what you think it is – work is how you earn money. But all the things that work encompasses, such as how we manage our time, provide for ourselves and others, use our individual skills and feel fulfilled, are set to change dramatically.

[Japan in Focus](#) – ABC NewsRadio, 12 September 2016

Interview with Harminder Singh, Senior Lecturer – BIS, about the Japanese telecom company Softbank's acquisition of British smartphone chip-designing company ARM. Interview commences at 11:47.

[Get out of my face! We're more antisocial in a shared office space](#) – The Conversation, 13 September 2016

If we all work side by side in an open-plan office or "hot desk", moving from place to place, it's sure to increase collaboration! – Rachel Morrison.

[Facebook used to recruit illegal migrant workers](#) – Radio NZ, 16 September 2016

There is no way to measure how widespread the problem of undocumented migrant workers is – Danaë Anderson

[Listen to Danaë's interview on the Morning Report \(2:13\)](#)

[People analytics could be way of future for HR](#) – stuff.co.nz, 19 September 2016

If we can understand what drives people out, we may be able to remedy that and reduce turnover, therefore saving money – Jarrod Haar

[Discovering Diversity](#) – *Employment Today*, September/October 2016

Professor Edwina Pio challenges organisations to change the balance in the diversity arabesque and create magic.

[Workplaces don't have policies to deal with bullying: survey](#) – The New Zealand Herald, 4 November 2016

According to a survey produced by the NZ Work Research Institute, almost half of New Zealand workplaces don't have policies in place to deal with staff bullying and harassment.

[Ethnic wards vital for oldies](#) – The New Zealand Herald, 20 November 2016 Retired immigrants find happiness in feeling of belonging in rest homes. Professor Edwina Pio was interviewed. She said New Zealand's changing demographics and growing aged population meant there was a need for culturally appropriate care.

Professional engagements

Diversity and Auckland. St Cuthbert's School, Auckland, 9 February 2016

The Year 8 students at St Cuthbert's College explored the diverse nature of New Zealand's population. The aim was to develop an understanding of the diversity of Auckland's population, where it's headed in the future, what it will look like, its benefits and challenges.

Professor Edwina Pio, NZ's first Professor of Diversity presented to 135 students, her presentation was entitled 'Diverse Aotearoa: 100% Pure' and her aim was to inspire along with action points while providing the girls opportunities for reflection on diversity. She spoke about various women such as our very own former Prime Minister Helen Clark, suffragette Kate Sheppard, Mother Theresa who went as a young girl – a foreigner - to work in India and who said 'peace begins with a smile', and the young Pakistani Nobel Prize winner Malala Yousafzai who said "One child, one teacher, one book and one pen can change the world".



Edwina Pio (centre) with two students from St Cuthbert's School.

National Interfaith forum. Auckland, 27 February 2016

Professor Edwina Pio spoke on her book 'Work and Worship'.

AIRAANZ

The Association of Industrial Relations Academics Australia and New Zealand annual conference was held in Sydney in February. This is a key Australasian conference for many of our researchers in the Institute who work in the broad area of employment relations, HRM and people at work. AUT is always the strongest contingent from New Zealand and it is a tribute to the strength and support of NZWRI that we continue to be so. This year we were also joined by colleagues from Massey University and Victoria University. The AIRAANZ annual conference brings together not only academics from around the world (including Europe and North America) but also Union officials and practitioners. It has a reputation for providing critical perspectives on employment and work. This year in Sydney the conference also organised professional development workshops on 'communicating research to practitioners' and 'dealing with media'. The papers presented from NZWRI members this year were:

- 'Doing gender, paying low: low wages and work-life balance in aged care' by Katherine Ravenswood and Candice Harris.
- 'Are New Zealand Unions ready for a just transition' by Julie Douglas and Peter McGhee.
- 'Back to the future: The birth of human resource management in the New Zealand hotel sector' by David Williamson, Candice Harris, Erling Rasmussen and Katherine Ravenswood.
- 'Current and future labour market regulation: challenges for workplace conflict management' by Gaye Greenwood and Erling Rasmussen.

Future of Work conference

The Future of Work Conference was held on 23-24 March 2016 in Auckland. Gail Pacheco participated in a panel discussion on *New Models of Organising Work High Performance Engagement, the role of unions, what workers want and what makes a successful work place?* Gail's presentation was *Understanding Insecure Work in NZ*. Recent years has seen a push for greater labour market flexibility and an accompanying upsurge of interest in temporary employment and the potential negative outcomes often associated with such employment arrangements.

This study examined the pay differential between temporary and permanent workers in New Zealand, utilising the Survey of Working Life data. This is a collaborative project between AUT and the University of Waikato, which has received project funding from the Ministry of Business, Innovation and Employment.

Forum: Embracing and advancing Diversity

On 16 March, Professor Edwina Pio chaired the Fulbright Forum. Edwina is a recognised ethnic minority educator and writer, her research interests encompass the intersections of work, ethnicity, religion and pedagogy. The people of New Zealand encompass many ethnicities, cultures, sexualities and religions but is that vast diversity reflected at leadership levels? This Fulbright Forum explored the benefits to New Zealand of genuinely embracing and advancing diversity for all people to feel supported and celebrated in their chosen fields.

The Future of Auckland: What is the role of economics for urban policy?

Chris Parker, Chief Economist at Auckland Council, presented some of the big challenges for Auckland's growth. Chris talked about how the field of economics is helping (or not helping) the public and policy makers to understand issues of housing affordability, sustainable growth, infrastructure, community facilities and efficiency in the building sector. The seminar was well attended and guests enjoyed post-event networking opportunities.

RHUBNZ

The AUT Business School hosted the Recruiters' HUB Conference on 27 April. Jarrod Haar welcomed delegates on behalf of the Business School. The event looked at the business landscape from the perspective of talent service providers.

IBM Kenexa Best Workplaces

AUT Business School was a proud sponsor of the IBM Kenexa Best Workplaces Launch Breakfast on Wednesday 20th April. Dr Marcus Ho (Wellbeing and Performance Research Group) welcomed guests who had embarked on their engagement journey. The audience was inspired by a 2015 Best Workplaces Finalist who led their organisation on a journey of cultural transformation.

Tairāwhiti Youth Employment Strategy Workshop/Hui

On 4 May Professor Gail Pacheco delivered her presentation "The Cost of Youth Disengagement" - setting the scene. The workshop/hui involved key stakeholders working with youth, including employers, industry representatives, tertiary/training providers, educators, Iwi organisations, Government and Non-Government organisations, and youth representatives. This workshop/hui was the outcome of discussions from interested stakeholders and was developed from a desire to progress the development of a cohesive youth employment strategy for the rangatahi/youth and for the economic benefit of the Tairāwhiti region.

Auckland CDANZ branch AGM

On 1 June Professor Gail Pacheco presented to the annual general meeting of CDANZ "Understanding the insecure work landscape in NZ". This presentation covered the empirical portrait of insecure work in NZ with regards to different forms of temporary work, and investigated the existence of a temporary wage penalty.

Changing World of Work/ vanishing jobs and rise of the machine?

Futurists predict that a third of jobs that exist today could be taken by Smart Technology, Artificial Intelligence, Robotics and Algorithms (STARA) by 2025. In this presentation at the St Peter's College Career Expo, Dr Jarrod Haar discussed the background to these changes and presented some research on New Zealand employees and where they see STARA in the New Zealand workplace. In addition, Jarrod provided some insights into what this might mean for careers and career planning.

Why Accessibility Matters

On Thursday, 9 June, a research forum - Why accessibility matters 2016, was hosted by the Blind Foundation in partnership with the Institute, Be.accessible, and CCS Disability Action. Professor Gail Pacheco and Sarah Trotman, Director Business Relations, International and Engagement, attended the event. Gail was the keynote speaker at the forum and presented research on 'Disability, education and the labour market: A longitudinal portrait for New Zealand'. This presentation was the result of a study commissioned by the Blind Foundation in 2015, which analysed unit record data from the Disability Survey (Statistics NZ) over the last three census waves. The project provided insight into the size and nature of the disabled population in NZ, and how their economic outcomes have changed over the last 15 years – information that is imperative for policy makers and support providers alike. Amongst a myriad of accessibility measures implemented at the forum, the presentation was also produced in braille.



Gail Pacheco.

NZ Leaders - Industry Experts Roundtable

June 15 at AUT, Professor Jarrod Haar was one of two AUT experts talking about changing workplaces and industry trends. Professor Haar spoke around the role of technology and robotics to a panel of New Zealand Leaders, hosted by AUT.

Future of Work - Venture Taranaki

On the 22/23rd June 2016, Gail Pacheco presented on future of work trends to a Venture Taranaki audience. Fellow speakers included Labour MP Grant Roberson, Professor Richard Shaw (Massey) and the Deputy Chief Executive of Labour, Science and Enterprise at MBIE (Paul Stocks).

Entrepreneurial ecosystems and ethnic minority women

Professor Edwina Pio was invited to present her research to Radboud University, Nijmegen, the Netherlands on 5 July 2016.

AUT Diversity Week

27 July, Professor Jarrod Haar gave a presentation entitled "Diversity Management is Dead! Long Live Diversity..." as part of the AUT diversity week.

EduCafe

22 September, Professor Jarrod Haar was the special guest presenter at EduCafe (an open forum for educators). His presentation was entitled *Will A Robot Take My Job? – Future Career Challenges*. After an hour presentation, round table discussions continued for another hour trying to determine what influences these changes might have on education and training.

Future of work: People, places, technology

30 September, Associate Professor Angsana Techatassanasoontorn was the panel moderator for a future of work event held at Fonterra head office in Auckland. The panel comprised representatives from Fonterra, Cisco and SmartSpace.

4th Annual HR Analytics Conference

14 November, Professor Jarrod Haar gave the opening keynote on *Driving your Company Strategy with HR Analytics*, at the 4th Annual HR Analytics Conference held in Auckland.

Awards

AUT Excellence Awards 2016 winner: Candice Harris

Professor Candice Harris is the recipient of the Vice Chancellor's Award for Research Supervision Excellence. Candice shares her thoughts on the awards and her insights into research supervision.

"I was delighted to win the AUT Excellence in Postgraduate Research Supervision Award. It is recognition of a major contribution over a number of years to the development of research skills, scholarship and other forms of success amongst students completing research degrees. I enjoy supervising students and working with them to build their confidence in research and publishing.

Candice Harris photographed with her daughter.



AUT Excellence Awards 2016 winner: Gail Pacheco

Professor Gail Pacheco was the recipient of the Vice Chancellor's Award for Research Excellence.

Gail answered a few questions about winning the award.

"It was an honour to win the AUT award for Individual Research Excellence. My award states that this is recognition of 'outstanding work as a leading researcher at our university over an extended period.'

My chosen path in Economics has been applied econometrics, and as such I have been really lucky to contribute to a number of research agendas where I can see the impact on policy debates and directions.

Working on 'research that matters' is what drives both myself and my enthusiastic team at the Institute where I am particularly keen on improving the interface between academia and policy makers in business, government, and the community in general. I strongly believe that as researchers, we need to make sure we go beyond the 'doing' with respect to research and ensure we disseminate and translate it for a non-academic audience." Article author: Sandra Noronha



Gail Pacheco photographed with her two children.

Awards in the Faculty of Business, Economics and Law

Excellence in Teaching – Dr Katherine Ravenswood

Excellence in Research – Professor Gail Pacheco

Excellence in Postgraduate Supervision – Professor Candice Harris

Simon Mowatt elected as Fellow of Royal Historical Society

Associate Professor Simon Mowatt, was elected as a Fellow of the Royal Historical Society. He will be joining Professor Paul Moon as one of the few Fellows in New Zealand. Together they will further strengthen the History@AUT project – a public lecture series aimed at showcasing historical research from AUT's various faculties. Says Simon, "To be recognised and nominated by other historians for having made a significant, original contribution to historical scholarship is a great honour. As a business historian my research not only examines the past, but enables us to better understand the present – exploring the roots of contemporary business and society."

In addition, Simon Mowatt has also been made an Associate Member of [The Centre for Printing History and Culture](#). The Centre is an initiative of the Birmingham City University and the University of Birmingham, UK. Simon's expertise in the media and print industries is widely acknowledged.