



NEW ZEALAND WORK RESEARCH INSTITUTE

Providing multidisciplinary, inquiry-driven
research with social impact



OUR PEOPLE



Gail Pacheco
Director

Gail is a Professor of Economics. She leads the NZWRI with academic rigour and a passion for applied research. Gail was the 2018 recipient of the NZIER Economics Award and was appointed as a Commissioner on the Productivity Commission Board in 2019. Gail has significant experience leading funded projects involving academic, government and community collaborations. Gail's current body of work focuses on using administrative data to deal with a range of social issues in the realm of labour and health research.



Jarrod Haar
Associate Director (Human Resource Management)

Jarrod is a Professor of Management and research fellow of the Australian and New Zealand Academy of Management. Jarrod won the inaugural Human Resource Institute of New Zealand HR Researcher of the Year Award in 2016. Jarrod's research covers a wide array of management topics, with a strong focus on wellbeing and work-life balance, and the role of cultural factors in the workplace, particularly for Māori.



Lisa Meehan
Associate Director (Economics and Research)

Lisa has extensive economic experience spanning the Organisation of Economic Co-operation Development (OECD), the New Zealand Treasury and Productivity Commission, and economic consulting. Lisa's strong communication skills, leadership and project management experience have allowed her to translate academically rigorous research into policy insights.

WHAT WE DO

The New Zealand Work Research Institute (NZWRI) conducts **inquiry-driven** research to explore issues concerning people and work.

We carry out rigorous analyses of national and international issues to inform policy and provide **real-world solutions**.

We place a strong emphasis on a multidisciplinary and collaborative approach. We prioritise stakeholder **engagement** and the **translation** of research into practical advice.



RECENT RESEARCH

BIG DATA

We are experts in using big data for social science research. The Integrated Data Infrastructure (IDI) – a large research database containing microdata about people, households and businesses in New Zealand – is a cornerstone of our big-data research. Using these data, we have generated policy insights to inform the work of several government agencies and NGOs.

Some examples of recent research include:

The Gender Pay Gap and Parenthood Penalty in New Zealand

Partner: Ministry for Women

Description: We conducted an empirical investigation of the gender pay gap in New Zealand. It revealed that women were paid an average of 12% less than men in 2016. More than 80% of this disparity was unexplained and there was clear evidence of a glass ceiling effect. In a subsequent report, we described the labour market outcomes of men and women as they have children and identified how parenthood contributes to the gender pay gap.



Low Pay in New Zealand

Partner: Ministry of Business, Innovation and Employment

Description: This research aimed to better understand the prevalence and characteristics of New Zealand's low pay workforce and how these have changed in recent years. We built a comprehensive portrait of this population's individual, household and job characteristics over the period 2006 to 2015.



Health Care Homes: Early Evidence in Wellington

Partners: Productivity Commission, Compass Health and Capital & Coast District Health Board

Description: We conducted a case study analysis on a primary care initiative: Health Care Homes. We investigated the impact of its implementation on a wide array of health events and found evidence of positive downstream effects, particularly a drop in emergency department admissions.



PRIMARY SURVEYS

We conduct a variety of primary surveys at national, local and workplace levels. Our surveys encompass both qualitative and quantitative techniques and cover a wide range of social issues related to people and work.

Some recent examples include:

Ki Te Tahatū o te Rangi: Normalising Te Reo Māori across Non-Traditional Māori Language Domains

Partner: Te Taura Whiri i te Reo Māori (the Māori Language Commission)

Description: The Māori Language Commission commissioned NZWRI and Te Ipukarea (the National Māori Language Institute) to explore the integration of Māori language and Māori culture in organisations across NZ. This research conducts and analyses 14 case study interviews and a large scale quantitative–qualitative survey of over 1,100 employees.



The Value of Care: The 2017 Pay Equity Settlement

Partners: Key stakeholders included the Caring Counts Coalition, Careerforce and the New Zealand Human Rights Commission

Description: We conducted focus groups and interviews with managers and care support workers to understand how the 2017 Pay Equity Settlement affected them and their work. This research explored both the direct effects and indirect spillovers in the residential aged care, home and community care, and disability sectors.



World Internet Project (NZ)

Partners: InternetNZ, Auckland Council, and the Ministry of Business, Innovation and Employment

Description: This is a biennial survey investigating New Zealanders' usage of, and attitudes toward, the internet. It is part of an international consortium that compares the uptake and social impacts of ICT in more than 40 partner countries.



Established in
2008

100+
national &
international
research experts

>50
seminars, conferences and
professional engagements
per year

>\$7 million
awarded in numerous
contestable research
funds since 2015



GET INVOLVED

RESEARCH GROUPS

In addition to the core team of NZWRI researchers, our five research groups engage in research spanning several of our 10 research themes. If you would like to join a research group or be one of our Research Associates, get in touch with the Lead Researchers on our website.



NEWS AND EVENTS

The NZWRI also hosts a multitude of events, including conferences, symposia and regular seminars, and provides mentoring and networking opportunities for postgraduate students, emerging academics and researchers. Follow our social media channels and subscribe to our newsletter to stay in the loop.



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