

AUT

Annual Report 2020



**NEW ZEALAND
WORK RESEARCH INSTITUTE**

www.workresearch.aut.ac.nz

Contents

Section 1: Introduction	2
Section 2: Research focus	3
Section 3: Leadership, governance and membership.....	4
Section 4: Commissioned research projects and reports	6
Section 5: Other research projects	9
Section 6: Events and engagements	15
Section 7: In the media	19

Section 1: Introduction

The New Zealand Work Research Institute (NZWRI) provides multidisciplinary, inquiry-driven research with social impact. The broad goals of the Institute, as well as current key strategic priorities are outlined below:¹

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 produce real-world outcomes.
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 (see page 3) and that we are responsive to their research needs in key work and employment issues.

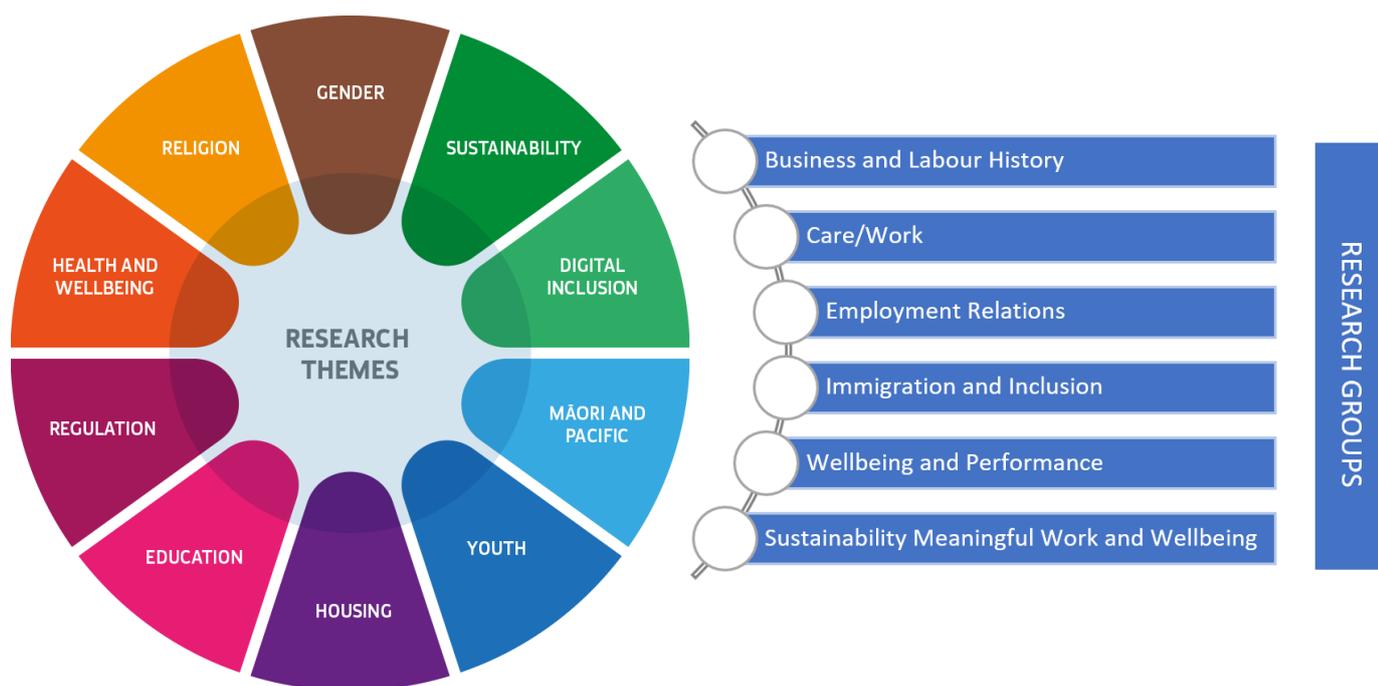
Key Strategic Priorities:

1. Connectivity and engagement with government, business and community. Strong emphasis on research translation, and dissemination of research findings to relevant external stakeholders.
2. The 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, Economics 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, Economics and Law, (in addition to external stakeholders), in pursuit of a multidisciplinary and collaborative approach to our research agenda.
4. The development of external research income accompanied by building research capacity.

¹ For more information about the Institute, either visit the website at www.workresearch.aut.ac.nz or email workresearch@aut.ac.nz

Section 2: Research focus

We place emphasis on a multidisciplinary and collaborative approach and rank engagement with external stakeholders as a high priority. The broad nature of our research is visually represented by the **10 research themes** infographic below. Projects undertaken by our **6 research groups** often overlap several of these research themes. For more information about each group's objectives, ongoing projects and members, see our [webpage](#).



Our research strengths

While our research streams take on a broad perspective, our research strengths have been narrowed down to two main areas of focus – Big Data and Primary Surveys. When used together, our [mixed methods](#) approach offers our research additional precision to help inform policy.

BIG DATA

We employ empirical evidence from large administrative datasets. This provides evidence-based research on a range of social issues to help inform policy direction. Our research is primarily NZ focused and utilises the Integrated Data Infrastructure (IDI) – a large research database containing microdata about people and households in NZ.

PRIMARY SURVEYS

We conduct cross-sectional and longitudinal 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.

Section 3: Leadership, governance and membership

Our team

Gail Pacheco	Director
Jarrood Haar	Associate Director (Human Resource Management)
Lisa Meehan	Associate Director (Economics and Research)
Alexander Plum	Senior Postdoctoral Research Fellow, Leadership Team
Kabir Dasgupta	Senior Postdoctoral Research Fellow
Christopher Erwin	Postdoctoral Research Fellow
Juliana Hennecke	Postdoctoral Research Fellow
Katherine Ravenswood	Leadership Team
Marcus Ho	Leadership Team
Erling Rasmussen	Leadership Team
Antonio Díaz Andrade	Leadership Team
Marjolein Lips-Wiersma	Leadership Team
Mary Hedges	Research Developer
Tony Burton	Visiting Research Fellow
Leon Iusitini	PhD Student
Summer Staninski	Research Assistant
Nic Watson	Institute Administrator, Research Assistant
Alexandra Turcu	Institute Administrator, Research Assistant
Tamara Tesolin	Institute Manager

In addition to those listed above, the Institute includes more than 70 internal AUT members and 90 external research associates. A full list of members and research associates can be found [here](#).

Research groups

Business and Labour History Group

Lead researcher: Associate Professor Simon Mowatt

Care/Work Research Group

Lead researcher: Associate Professor Katherine Ravenswood

Employment Relations Research Group

Lead researcher: Professor Erling Rasmussen

Immigration and Inclusion Research Group

Lead researcher: Professor Edwina Pio

Wellbeing and Performance Research Group

Lead researcher: Dr Marcus Ho

Sustainability, Meaningful Work and Well-being Group

Lead researcher: Professor Marjo Lips-Wiersma

Advisory

The advisory process is incorporated in all of our projects. Advisory project members comprise key leaders from government, business and the community. These members contribute informed comment on our activities and assist in ensuring NZWRI is undertaking research that is relevant to our stakeholders and well informed. A selection of project advisors are listed below.

Disparities in Healthcare Access

Ethnic differences in the uptake of healthcare services: A Microanalysis

This project uses Growing Up in New Zealand data and aims to quantify the contribution of different factors (accessibility, mobility, socio-economic, parental and child characteristics) to ethnic gaps in healthcare service uptake. The key goal is to provide potential policy drivers to assist in closing these gaps. The advisory group for this project includes representatives from:

- Ministry of Health;
- Oranga Tamariki;
- The Immunisation Advisory Centre;
- Waikato DHB;
- Auckland Regional Dental Service;
- Alliance Health Plus PHO; and,
- Manaia Health PHO.

Low Literacy and Numeracy

The expression, experience and transcendence of low skills in Aotearoa New Zealand

Using a range of empirical methods with PIAAC (Programme for the International Assessment of Adult Competencies) data, as well as administrative data in the IDI (Integrated Data Infrastructure), this research programme will build a detailed, population-wide picture of those with low literacy and/or numeracy skills. The advisory group for this research programme include representatives from:

- Ministry of Education;
- Literacy Aotearoa;
- Business NZ;
- NZ Council of Trade Unions;
- Ministry of Social Development;
- AKO Aotearoa;
- Te Puni Kokiri;
- Ministry of Pacific Peoples;
- Tertiary Education Commission; and,
- NZ Council for Educational Research.

Section 4: Commissioned research projects and reports

The following examples are key 2020 research projects and reports that received external funding.

Ministry of Social Development (MSD)

Project: Ethnic differences in the use and experience of child healthcare services in NZ: An empirical examination



**MINISTRY OF SOCIAL
DEVELOPMENT**
TE MANATŪ WHAKAHIATO ORA

Team: Gail Pacheco, Alexander Plum, Dan Tautolo, Sonia Lewycka (Oxford University) and Terryann Clark (University of Auckland).

Description: This project utilises the *Growing Up in New Zealand* data and was funded as part of MSD's Children and Family Research Fund. The purpose of this research and associated report (forthcoming) was to examine the life-course trajectories in the uptake and utilisation of healthcare in early childhood.

Timeframe: May 2019 – August 2020.

Ministry of Health

Project: What are the impacts of sinking lid policies on gambling behaviour? An empirical assessment



Team: Gail Pacheco, Chris Erwin, Alexandra Turcu and Kirdan Lees (Sense Partners).

Description: The Ministry of Health commissioned NZWRI and Sense Partners to undertake a socio-econometric analysis of the effects of the Local Government New Zealand 'sinking lid' policies on the availability of Class 4 gambling machines and associated gambling behaviour in New Zealand communities. The report will be published in early 2021.

Timeframe: July 2019 – September 2020.

Ngā Pae o te Māramatanga Kia Ārohi Kia Mārama

Project: A Kaupapa Māori Approach to Human Resource Management Practices in Aotearoa Workplaces



Team: Jarrod Haar, Maree Roche (Waikato University), David Brougham (Massey University) and a range of stakeholders.

NEW ZEALAND'S MĀORI CENTRE
OF RESEARCH EXCELLENCE

Description: This project and related [report](#) identified what unique Human Resource Management (HRM) practices are offered in Aotearoa workplaces that directly engage in a positive way with Māori employees. The research involved a kaupapa Māori approach of interviews/case studies with Māori organisations and employees to understand what these practices look like; how they are perceived (and received) by Māori and non-Māori employees; and the barriers and drivers behind them.

Timeframe: October 2019 – September 2020

The Rockwool Foundation

THE ROCKWOOL FOUNDATION

Project: The demography of immigration and crime

Research

Team: Peek Skov, David Kirk (Oxford University), Paul Nieuwbeerta (Leiden University); Torbjørn Skardhamar/Synøve Andersen (University of Oslo), Anders Nilsson/Olof Bäckman (Stockholm University),

Description: The research uses register data available from Statistics Denmark to analyse the link between immigration and crime in Denmark. The research focuses on both immigrants and their children. This research provided two new research angles on the link between immigration and crime by a) focusing on the victims of immigrants' and descendants' crimes, and b) focusing on the context-dependence of the immigration-crime link across countries.

Timeframe: 2019 - 2021

Health Delivery Research Activation Grant

hrc nz Health Research Council
of New Zealand
Te Kaunihera Rangahau Hauora o Aotearoa

Project: Wellbeing and work conditions of midwives in NZ

Team: Katherine Ravenswood, Tago Mharapara, Janine Clemons, Nimbus Staniland

Description: This project seeks to understand what enables and hinders the wellbeing of community-based midwives. The primary goal of the research project is to use a socio-cultural lens to explore wellbeing amongst New Zealand's community-based midwives. Although the work will include all NZ community-based midwives, we will intentionally emphasise the experiences of indigenous Māori and Pasifika midwives. The work will honour Te Tiriti o Waitangi and to develop an inclusive understanding of wellbeing that accurately reflects the cultural diversity of community-based midwifery in New Zealand.

Timeframe: 2019 – 2020.

Health Research Council

Project: Ethnic differences in the uptake of healthcare services: A microanalysis



Team: Gail Pacheco, Nadia Charania, Alexander Plum, Dan Tautolo, Sonia Lewycka (Oxford University) and Terryann Clark (University of Auckland).

Description: This research will add to the knowledge base regarding barriers and enablers to the uptake of healthcare services for preschool children. In particular, we will empirically analyse ethnic gaps using the Growing Up in New Zealand cohort and qualitatively explore the 'why' behind empirical patterns of life-course trajectories in ethnic differences in healthcare services.

Timeframe: July 2019 – June 2022.

MBIE Research Program Endeavour Fund

Project: The expression, experience and transcendence of low-skill in Aotearoa New Zealand.



Team: NZWRI members and a range of stakeholders.

Description: The overarching goal of [this project](#) is to provide actionable policy recommendations to improve life-course trajectories and socio-economic outcomes of adults living with low literacy and/or numeracy skills. This research will radically shape the ways in which we deal with literacy and numeracy issues and move New Zealand to the forefront of effective intervention.

Timeframe: This \$4.3 million fund is for a five-year programme spanning October 2019-2024.

Enhancing Urban Regeneration

Project: Enhancing the impact of urban regeneration on community wellbeing



Team Leaders: Scott Duncan (AUT), Erica Hickson (AUT) and Gail Pacheco (NZWRI, AUT) (forthcoming project webpage for more details).

Description: The purpose of this project is to enhance the impact of urban regeneration on community wellbeing. This multi-layered research programme will directly impact priority indicators of individual and collective wellbeing, by employing innovative measurement approaches, including data from the Integrated Data Infrastructure (IDI), interactive mapping system, and a custom smartphone app.

Timeframe: This five-year programme spans October 2020-2025.

Section 5: Other research projects

This section outlines selected key research projects where outputs were published in 2020 across the leadership team, specialist research groups, and postdoctoral research fellows within the Institute. Unlike Section 4, these have not received external income, but have in numerous cases benefited from contributions from stakeholders in kind (e.g. via support, input, data, etc.).

New Zealand employment relations reforms and the quest for a high wage, high skill economy

Description: This project applies to a historical, public policy and labour market angle to current and possible future employment relations reforms.

Team: Erling Rasmussen.

Research outputs:

- Fletcher, M. & Rasmussen, E. 2020. 'Commentary: Labour market change and employee protection in light of the 'Future of Work' debate.' *New Zealand Journal of Employment Relations*, 44(3): 32-44.
- Rasmussen, E. & Fletcher, M. 2018. 'Employment Relations reforms and New Zealand's 'productivity paradox'.' *Australian Journal of Labour Economics*, 21(1): 75-92.

Wellbeing from minority perspectives

Description: The New Zealand Treasury has developed a Living Standards Framework (LSF) to assess the impact of government policies on intergenerational wellbeing. The Treasury is committed to incorporating New Zealand's diverse cultural perspectives into the LSF framework, of which this project explores. The Asian population is currently experiencing a number of issues related to the determinants of wellbeing, including health (mental health, non-communicable diseases and access to health services) and immigration (employment difficulties). Experiences of perceived discrimination also heavily impact their wellbeing.

Team: Sue Yong, Pola Wang (Hospitality) and Marcus Ho.

Research outputs: In 2020, seeking participants of Asian descent to talk about their experiences of well-being in New Zealand.

Wellbeing and Performance for entrepreneurs and in small-medium enterprises (SMEs)

Description: This project focuses on wellbeing and performance issues for entrepreneurs and small-medium enterprises (SMEs). The project group examines a range of issues to do with wellbeing including mental health of entrepreneurs, stress, and resilience.

SMEs Team: Marcus Ho, Jenny Gibb (Waikato) Stephen Teo (Edith Cowan University), Smita Singh, and George Thien.

Entrepreneurs Team: Marcus Ho and Smita Singh

Research outputs: Ho, M. & Singh, S. (2020). The well-being trajectories of entrepreneurs, Academy of Management Meeting, Vancouver, Canada, August 7-11.

Individual and Organisational Resilience

Description: This project examines the role of resilience in individuals and organisations. There are two major streams of research within this project. The first is focused on entrepreneurial resilience and resilience in small-medium sized enterprises (SMEs); and the second is focused on organisational resilience and performance. Findings from the project will have significant implications for the wellbeing of individuals and organisations including the management of employees and best practice.

Team: Marcus Ho, Anna Jenkins and Martie-Louise Verreynne (University of Queensland), Tim Bentley (Massey) and Stephen Teo (Edith Cowan University)

Research Outputs:

- Ho, M., Jenkins, A., Verreynne, M. L., Teo, S. T. T., Bentley, T. & Singh, S. (2018). How social and leadership resources and reconfiguration activities lead to relational, stakeholder, and operational outcomes post-disaster. ICSB World Congress, Taiwan, June 24-29.

The Physical Work Environment

Description: This project examines how the physical work environment (and the way that change to the physical work environment is managed) affects employees on outcomes such as wellbeing, the quality of their interpersonal relationships and productivity. It focuses on outcome such as collaboration, resource and knowledge sharing and stress.

Team: Rachel Morrison and Roy Smollan

Research Outputs:

- [Goodbye to the crowded office: how coronavirus will change the way we work together](#)
- [Gender differences at work: relishing competence or seeking a challenge?](#)

Prostrated in prayer and terror: Religious diversity and identity work

Description: This project will explore the notions of identity and resistance for peoples who are adherents of minority religions and are visibly different immigrants. The research will provide insights for individual and collective learning in how identities are negotiated through various individual and organisational processes.

Team: Edwina Pio and the members of the Immigration and Inclusion Research Group.

Research outputs: Pio, E., and Syed, J. (2020). [Stelae from ancient India: Pondering anew through historical empathy for diversity](#). *Management Learning*, 51(1), 109-129

Sustainability offer research project

Description: Together with Oxygen Consulting, the Sustainable Business Network and the Sustainable Business Council, we run annual survey to provide “Insights on Sustainability Professionals”. The aim is to provide in depth insights into the rapidly evolving roles of sustainability professionals within New Zealand organisations.

Team: Sustainability, Hope and Meaningful Work Research Group

Research outputs: [2020 Report - Oxygen Consulting](#)

Auckland’s Pre-Covid-19 Labour Market

Description: A 3-part infographic series on Auckland’s pre-covid-19 labour market. This series intends to help with understanding how the labour market has been impacted by covid-19 should help us answer some meaningful policy questions in future, such as: What will Auckland’s post-covid-19 labour market look like and how can policy help it recover?

Team: Lisa Meehan & Juliane Hennecke

Research outputs:

- [Infographic 1: Characteristics](#)
- [Infographic 2: Snapshot](#)
- [Infographic 3: Overview & Flows](#)

Drinking is different! Examining the role of locus of control for alcohol consumption

Description: This research examined the relationship between internal locus of control and moderate and regular alcohol consumption. Alcohol consumption is a highly multifaceted investment decision subject to a high amount of uncertainty, especially depending on the consumption intensity and occasion.

Team: Juliane Hennecke and Marco Caliendo (University of Potsdam)

Research outputs: Caliendo, M. & Hennecke, J. (2020) [Drinking is different! Examining the role of locus of control for alcohol consumption](#). SOEPpapers, Berlin.

Cranet Survey 2020

Description: The Cranet Survey has previously been run four times in New Zealand (1997, 2004, 2011, 2015).

Team: Erling Rasmussen and Andy Ang.

Research outputs: Ang, A. & Rasmussen, E. (2020) A longitudinal study of flexible working practices in New Zealand organisations. *New Zealand Journal of Human Resource Management*, [R&R, November 2020]

The Independent Woman - Locus of Control and Female Labor Force

Description: This paper explores the effect of the personality trait locus of control, which is a measure of an individual's belief that they affect their life outcomes through their behaviour. The results identify a positive relationship between a woman's belief that her behaviour has a causal effect on her life outcomes and her availability to participate in the workforce.

Team: Juliane Hennecke

Research outputs: [Working Paper 20/03](#)

Performance-based aid, enhanced advising, and the income gap in college graduation: Evidence from a randomized controlled trial

Description: This paper examines the efficacy of randomly-assigned public university scholarships for low-income students. It appears to be effective in providing equal opportunity for higher education and participants rated the programme highly satisfactory.

Team: Christopher Erwin, Melissa Binder, Cynthia Miller, Kate Krause

Research outputs: [Working Paper 20/06](#)

When there is no way up: Reconsidering low-paid jobs as stepping stones

Description: This paper uses administrative data to show that workers with a strong attachment to the low-pay sector face a very high probability of staying in low pay and that the likelihood of their low-paying jobs being stepping stones towards higher pay is negligible.

Team: Gail Pacheco & Alexander Plum

Research outputs: [Working Paper 20/08](#)

Impact of State Children's Health Insurance Program on Fertility of Immigrant Women

Description: The State Children's Health Insurance Programme provides publicly funded health insurance coverage for children in low-income families. This paper finds that there is a significant positive effect between this programme and the fertility of unmarried immigrant women, which is important for policy aimed at declining fertility.

Team: Kabir Dasgupta, Keshar Ghimire & Alexander Plum

Research outputs: [Working Paper 20/09](#)

Child Gender, Ethnicity, and Criminal Behavior After Birth

Description: This paper explores the effect of the gender of the first-born child on convictions rates, which the results demonstrate is a phenomenon that only exists in the white New Zealand population, and this highlights ethnic bias in research.

Team: Kabir Dasgupta, André Diegmann, Tom Kirchmaier & Alexander Plum

Research outputs: [Working Paper 20/10](#)

The Devil is in the Details: Identifying the Unbiased Link between Access to Alcohol and Criminal Behavior

Description: This paper analyses the effect of lowering the minimum legal drinking age in New Zealand from 20 to 18 in 1999. The results show no statistically meaningful increase in alcohol-related crimes at the minimum legal drinking age, and asserts that regulations around moderation and lower exposure to alcohol may be more effective in mitigating alcohol-induced crimes.

Team: Kabir Dasgupta, Christopher Erwin & Alexander Plum

Research outputs: [Working Paper 20/12](#)

In and Out of Unemployment - Labour Market Dynamics and the Role of Testosterone

Description: This paper uses variation in testosterone levels to explain transitional probabilities in and out of unemployment. Individuals with high testosterone levels are more likely to become unemployed but are more likely to exit unemployment.

Team: Peter Eibich, Ricky Kanabar, Alexander Plum & Julian Schmied

Research outputs: [Working Paper 20/13](#)

Human Capital Formation and Changes in Low Pay Persistence

Description: This paper tests heterogeneity in changes of low-pay persistence across age and by qualification. The findings highlight a large variation across age and qualification, indicating that improved employer-employee matches for young and qualified workers.

Team: Kabir Dasgupta & Alexander Plum

Research outputs: [Working paper 20/15](#)

Human capital leveraging and performance

Description: In this project, we analyse the role of strategic human capital and the firm. The implications of this study have significance for understanding the HRM-organisational capabilities link, including theoretical developments for strategic human resource management and the resource-based view.

Team: Marcus Ho, Stephen Teo (Edith Cowan University), Christine Soo (University of Western Australia) and Amy Tian (Curtin University of Technology).

Research outputs: manuscript currently under review at a journal.

Does Unemployment Make Better Fathers? The Effect of Job Loss on Fathers' Time Investment in the Household

Description: This paper evaluates the persistent gender difference in the division of child care and housework responsibilities within households. The paper provides evidence on the effect of an exogenous shock on paternal availability, through a negative employment shock, on the allocation of domestic work within couples. While both child care and housework significantly increase in the short-run on regular weekdays, we do not see any similar shifts on weekends.

Team: Juliane Hennecke & Astrid Pape (Freie Universität Berlin)

Research outputs: Pending

Do you really want to share everything? - The Wellbeing of Work-Linked Couples

Description: Surprisingly little is known about wellbeing of couples where working life and partnership intersect. This research examined the effect of being work-linked (i.e. working in the same occupation and/or industry) on subjective wellbeing of the partners.

Team: Juliane Hennecke & Clemens Hetschko (University of Leeds)

Research outputs: Pending

Dispute resolution and workplace culture

Description: This research involves five projects: (1) working in collaboration with the government Centre for Dispute Resolution on wellbeing; (2) a workplace equity and culture change project with a New Zealand bank; (3) an MBIE project on training development and evaluation of mediators; (4) comparative research on mediation in Ireland and New Zealand; and (5) a comparative study of hospitality workers' experiences across Ireland and New Zealand.

Team: Gaye Greenwood and members of the Employment Relations Research Group.

Research outputs: In progress

Work and employment relations in the hospitality industry

Description: The Employment Relations Research Group have a Memorandum of Understanding with RANZ about using their survey data.

Team: Erling Rasmussen and members of the Employment Relations Research Group.

Research outputs: Data analysis in progress

Worker participation in OHS decisions (OHS committees)

Description: This project is part of the OHS Centre's focus on *key ingredients of effective health and safety*.

Team: Erling Rasmussen and members of the Employment Relations Research Group.

Research outputs: In progress

Section 6: Events and engagements²

To view all presentations from AUT events and external engagements, see our [website](#).

Events at AUT

[Chilean Delegation Visit to New Zealand: Integrated Data Infrastructure](#) – 5 March 2020

Associate Director Lisa Meehan and Dr Kabir Dasgupta presented on NZ's Integrated Data Infrastructure (IDI) to representatives from the Chilean Ministry of Social Development and Family, Ministry of Finance, Pontificia Universidad Católica de Chile, and the Center for Conflict and Social Cohesion Studies (COES).

[NZWRI Seminar Series: Does Unemployment Make Better Fathers?](#) – 18 March 2020

Research Fellow, Dr Juliane Hennecke presented a co-authored paper at AUT on the effect of job loss on fathers' time investment in the household. The research finds that paternal involuntary job loss increases domestic work on a regular weekday in the short run.

[NZWRI Seminar Series: Estimation of state dependence of labour market conditions](#) – 19 March 2020

Senior Research Fellow, Dr Alexander Plum presented a co-authored paper internally to the NZWRI team at AUT. The paper was on the empirical relevance of data granularity accorded by high-frequency data in estimating intertemporal link between labour market conditions.

[NZWRI Seminar Series: The Devil's in the Details: Identifying the Link between Access to Alcohol and Criminal Behaviour](#) – 21 May 2020

Dr Kabir Dasgupta presented a research paper on the effect of access to alcohol on alcohol-related crime. Estimation of the local average treatment effects on all alcohol-related crimes reveals contradictory findings across different periods.

[NZWRI Research Seminar Series: Estimating intergenerational income mobility in New Zealand using data from a birth cohort study](#) – 23 July 2020

Leon Lusitini presented his work on intergenerational income mobility in Christchurch. The preliminary research is set to be incorporated into a larger work on income mobility in New Zealand.

[AUT School of Economics Seminar](#) – 28 August 2020

Dr Alexander Plum presented research co-authored with Dr Kabir Dasgupta, titled "Human capital formation and state dependence in low pay".

[AUT School of Economics Seminar](#) – 4 September 2020

Dr Kabir Dasgupta presented research co-authored with Dr Alexander Plum, titled "It's Time to Let go of the Past! – Effect of Clean Slate Scheme on Employment and Earnings", to an online audience of AUT researchers.

² Note that the list of events and engagements are not fully exhaustive. Please check the website for details of events and presentations not listed in this report. Slides are available for many of these presentations.

[NZWRI Research Seminar Series: The Overlap Between Criminals and Victims of Crime](#) – 17 September 2020

Dr Christopher Erwin discussed the draft results of a recent co-authored paper on the relationship between criminality and victimisation.

[NZWRI: Research Seminar Series](#): – 10 December 2020

Juliane Hennecke presented to an internal NZWRI audience on the hidden costs of crime, specifically looking at victimisation and mental health.

Engagements external to AUT

[Australian Gender Economics Workshop \(AGEW\)](#) – 5 February 2020

Dr Juliane Hennecke presented her paper, "The Independent Woman - Locus of Control and Female Labor Force Participation" at the AGEW 2020. The workshop was held at the QUT (Queensland University of Technology) in Brisbane on 5 February.

[Australian Royal Commission into Aged Care Quality and Safety](#) – 21 February 2020

Associate Professor, Dr Katherine Ravenswood, appeared as an expert witness for the Australian Royal Commission into Aged care Quality and Safety. Katherine appeared [via video link](#) and provided a [written statement](#).

[Wakatū Presentation on In-work Poverty in NZ](#) – 24 February 2020

Professor Gail Pacheco presented on the In-work Poverty in NZ report in Nelson. This presentation was hosted by the Wakatū Corporation, a Nelson-based corporation comprised of shareholders who descend from the original Māori landowners of the Nelson, Tasman and Golden Bay Regions – Te Tau Ihu.

[Economics Department Research Seminar](#) – 6 March 2020

Dr Juliane Hennecke presented a co-authored paper at the Economics Department Research Seminar at the University of Otago in Dunedin. The paper was titled "Drinking is different! Examining the relationship between personality trait locus of control and alcohol consumption".

[University of Victoria Economics Presentation](#) – 13 March 2020

Dr Juliane Hennecke presented a co-authored paper at the University of Victoria in Wellington. The paper was titled "Drinking is different! Examining the relationship between personality trait locus of control and alcohol consumption".

[1st Virtual Workshop on Applied Microeconomics](#) - 16 April 2020

Director, Gail Pacheco, was the keynote speaker for this digital conference. She presented the preliminary findings of a piece of problem gambling research, funded by the Ministry of Health.

Research Fellow, Dr Juliane Hennecke also presented a co-authored paper on the effect of job loss on fathers' time investment in the household. The research finds that paternal involuntary job loss increases domestic work on a regular weekday in the short run.

[What makes a successful HRC application?](#) - 16 April 2020

Dr Mary Hedges shared her expertise on how to successfully apply for research funding to the Human Right's Commission. Her virtual presentation outlined the key requirements and principles which sustain a successful research grant application.

[SOEP Brown-Bag Seminar](#) – 12 June 2020

Research fellow, Dr Juliane Hennecke presented a co-authored paper on the effect of job loss on fathers' time investment in the household. The research seminar was hosted by the Socio-Economic Panel (SOEP) at DIW Berlin.

[Humankind's future of work panel discussion: flexible working](#) – 23 June 2020

Associate Director, Professor Jarrod Haar, joined a group of panellists in a discussion of alternative ways of working and how they have enhanced employee experience and organisational performance.

[EALE/SOLE/AASLE World Conference 2020](#) – 26 June 2020

Research fellow, Dr Juliane Hennecke presented a [co-authored paper](#) titled "Do you really want to share everything? The Wellbeing of work-linked couples."

Senior Research Fellow, Dr Kabir Dasgupta presented a [paper co-authored](#) with Dr Alexander Plum, on the relationship between persistence of low-pay employment and age.

Research Fellow, Dr Chris Erwin, presented a [co-authored paper](#) on the income gap in college graduation and how it is affected by performance-based aid and enhanced advising.

[APPAM 2020 International Conference - Toronto](#) – 24 July 2020

Research Fellow, Dr Chris Erwin, presented a co-authored paper on the effect of access to alcohol on alcohol-related crime. Specifically, the research focused on the minimum legal drinking age in NZ.

[IAREP Early Career Workshop](#) – 24 September 2020

Presented by Astrid Pape, on the topic: Suddenly a stay-at-home dad: The effect of job loss on fathers' time investment in the household.

[GLO/EHERO special sessions of ISQOLS 2020](#) – 24/25 September 2020

The virtual conference paper was presented by Clemens Hetschko the paper, co-authored with Juliane Hennecke titled: Do you really want to share everything? – The Well-Being of Work-Linked Couples.

[Verein fuer Socialpolitik \(VfS\) Annual Conference 2020](#) – 27-30 September 2020

Presented by Astrid Pape, topic: Suddenly a stay-at-home dad: The effect of job loss on fathers' time investment in the household.

[Wellbeing Seminar Series, Centre of Economic Performance, London School of Economics, UK](#) – 15 October 2020

Presented by Clemens Hetschko, topic: Do you really want to share everything? – The Well-Being of Work-Linked Couples.

[Future Workforce](#) – 21 October 2021

Property Council NZ hosted the Wellington presentation where NZWRI Director, Professor Gail Pacheco, discussed what the future workforce looks like, and how to find one's space in turbulence.

[The University of Wollongong Presentation](#) - 6 November 2020

Research Fellow, Dr Chris Erwin, presented a co-authored paper on non-casino electronic gaming machine policies in New Zealand.

[APPAM 42nd Annual Fall Research Conference](#) - 11 November 2020

Research Fellow, Dr Chris Erwin, presented a co-authored paper on the effect of access to alcohol on alcohol-related crime. Specifically, the research focused on the minimum legal drinking age in NZ.

[NZ Vocational education and Training Research Forum](#) – 12 November 2020

Professor Gail Pacheco presented on the expression, experience and transcendence of low skills in NZ.

Associate Director, Lisa Meehan, presented on the profile of adults living with low literacy and/or numeracy skills in NZ.

Dr Christopher Erwin presented on the labour market outcomes related to literacy, numeracy and problem solving in NZ.

[World Academy of Science, Engineering and technology – Auckland New Zealand](#) – 1/2 December 2020

Professor Gail Pacheco presented the findings of a new report titled “An Empirical Examination of Ethnic Differences in the Use and Experience of Child Healthcare Services in New Zealand”.

Section 7: In the media

Social media

The Institute has maintained a strong social media presence in the past few years. In 2020, we continued a social media campaign called “**Q + A with...**”, where various members of the Institute answered five questions related to their academic career, a recent research project, and their life outside work.

This year’s “**Q + A with...**” series included:

- [Q + A with Mary Hedges](#)
- [Q + A with Leon Lusitini](#)
- [Q + A with Lisa Meehan](#)

CHANGE IN MEDIA FOLLOWING 2020



7.5%

Twitter followers



13.8%

Facebook followers



109%

LinkedIn followers

Over the course of 2020, all three NZWRI social platforms saw an increase in followers. LinkedIn saw the greatest increase from a following of 368 in December of 2019, to a following of 769 by December 2020.

There was one NZWRI award worth highlighting for 2020. Associate Professor Rachel Morrison won the Business Research Translation award in the 2019 Business Research Translation competition. Associate Professor Morrison translated her scholarly research (written in collaboration with Dr Roy Smollan) into gendered responses to open-plan offices, which was published in the Journal of Applied Ergonomics in 2019.

Media articles

In addition to our social channels, the Institute has regularly featured in news articles. For all 2020 media contributions and citations, titles are hyperlinked with the full news item or radio interview:

[The rise of the 'side hustle': Millennials are running businesses in their spare time](#) – *Stuff*, 5 January 2020

[Continuing Panel Discussion with Private Investigator Julia Hartl](#) – *RNZ*, 17 January 2020

[2020 - The first: Professor of Diversity](#) – *AUT*, 20 January 2020

[Vodafone's early Friday finishes could have gone further – expert](#) – *NewsHub*, 21 January 2020

[Award for Business Research Translation](#) – *AUTi*, 21 January 2020

[Four-day work weeks to be trialled by more Kiwi businesses](#) – *NewsHub*, 21 January 2020

[Ivory towers and glass ceilings: The gender pay gap in NZ research – Expert Reaction](#) – *Science Media Centre*, 23 January 2020

[The future of work: Half of Kiwi 15-year-olds expect to work in one of just 10 occupations](#) – *Stuff*, 25 January 2020

[3MM: Dr Katherine Ravenswood on International Women's Day](#) – *RNZ*, 9 March 2020

[AUT expert shares research on aged care](#) – *AUTi*, 16 March 2020

[Imam thanks Southland brothers and sisters since Christchurch terror attack](#) – *Stuff*, 14 March 2020

[Coronavirus: Young people optimistic about their finances just as Covid-19 poised to strike](#) – *Stuff*, 8 April 2020

[Coronavirus: Redundancy hammers mental and physical health](#) – *Stuff*, 19 April 2020

[Having a good female leader beneficial to employee mental health, study suggests](#) – *1 News*, 18 May 2020

[Do Women Make Better Bosses Than Men](#) – *RNZ*, 18 May 2020

[How could a four-day week work for Kiwis?](#) – *Stuff*, 21 May 2020

[Low staff levels must be part of any reviews into the coronavirus outbreaks in NZ rest homes](#) – *The Conversation*, 22 May 2020

[Professor shares why four-day work week could benefit Māori](#) – *Te ao*, 27 May 2020

[A four-day working week could be the shot in the arm post-coronavirus tourism needs](#) – *The Conversation*, 28 May 2020

[The Project: Fresh Start](#) – *The Project*, 9 June 2020

[Kiwis looking to change careers urged to give beekeeping a try](#) – *Newshub*, 10 June 2020

[Racism A Reality in Kiwi Workplaces](#) – *Scoop*, 11 June 2020

[Return to the office after lockdown? Vocus survey shocks boss](#) – NZ Herald, 13 June 2020

[How can HR walk the anti-discrimination talk?](#) – Human Resource Director, 27 June 2020

[A three-day week? NZ telcos experiment with post-lockdown office life](#) – NZ Herald, 2 July 2020

[Mind your manners - why etiquette is one of your biggest assets in the digital age](#) - BusinessDesk, 11 September 2020

[Enhancing the impact of urban regeneration](#) – AUT, 15 September 2020

[Good leadership can boost te reo Māori](#) – AUTi, 17 September 2020

[Surprising link between crisis leadership and employee mental health](#) – AUTi, 17 September 2020

[A beautiful accountability](#) – AUTi, 28 September 2020

[Is your boss spying on you at work?](#) – TVNZ, 6 October 2020

[Evidence crucial in uncertain times](#) – AUT, 8 October 2020

[Seven Sharp – Pandemic puts spotlight on sick leave for workers in New Zealand](#) – TVNZ, 27 October 2020

[How to stay focused at work during the US election](#) – NewstalkZB, 4 November 2020

[Silence and sound: Diversity and the media](#) – AUTi, 5 November 2020

[The US's workplace safety regulator just released guidance on how to ventilate offices to decrease the airborne spread of COVID-19](#) – Business Insider, 5 November 2020

[Business School wins health funding](#) – AUT, 6 November 2020

[Professor Pio appointed Te Kupenga academic advisory board chair](#) – AUTi, 24 November 2020

[Raising the minimum wage will create a 'bigger mess'](#) – Stuff, 30 November 2020

[Four-day work week benefits everyone – academic](#) – RNZ, 1 December 2020

[Seven Sharp – Tuesday 1 Dec](#) – TVNZ, 1 December 2020

[Māori & Pacific academics paid & promoted less – Expert Reaction](#) – Science Media Centre, 2 December 2020

[Māori and Pasifika female academics paid \\$8k less per year](#) – RNZ, 2 December 2020

[Diversity, inclusion and ethnic communities](#) – AUTi, 9 December 2020

[Spirituality, social change, and forging a better planet together](#) – Stuff, 24 December 2020