

AUT

Annual Report 2021



**NEW ZEALAND
WORK RESEARCH INSTITUTE**

www.workresearch.aut.ac.nz

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Section 1: Introduction

The New Zealand Work Research Institute (NZWRI) provides multidisciplinary, inquiry-driven research with social impact. In 2021, NZWRI received approximately \$2m in external funding grants, and many of the funded projects are detailed in Section 4.

The broad goals of NZWRI, 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.

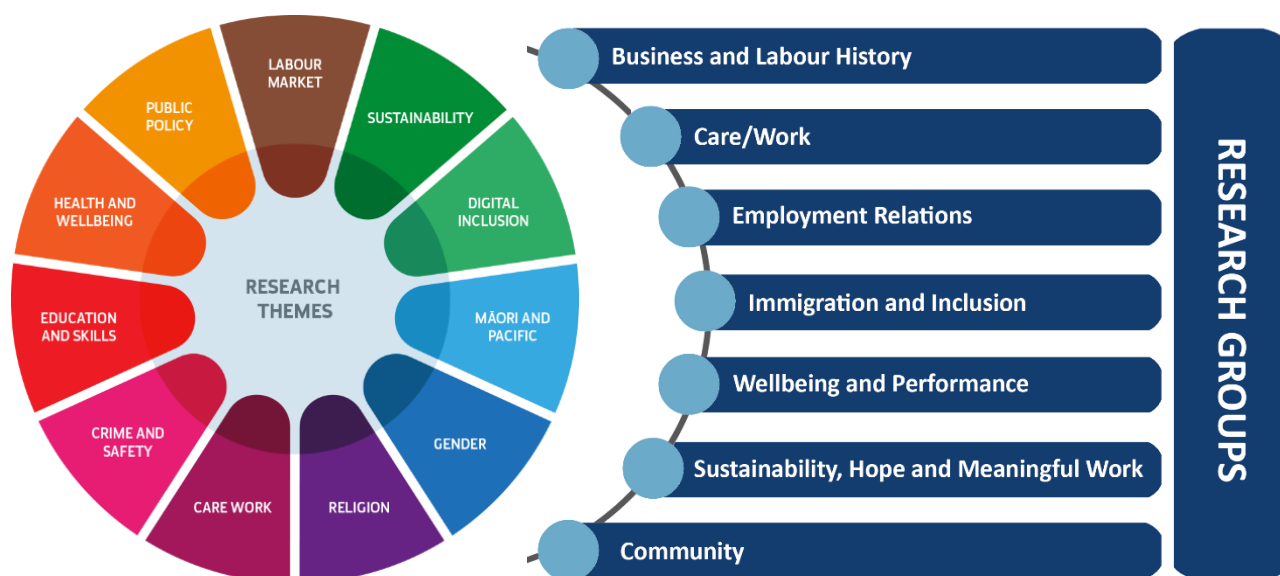
¹ For more information about the Institute, either visit the website at www.workresearch.aut.ac.nz or email work.research@aut.ac.nz

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 **11 research themes** infographic below. Projects undertaken by our **7 research groups** often overlap several of these research themes. We added a new research group in late 2021, the Community Research Group. The primary agenda of this group is based on two broad objectives:

1. Evaluating whether existing public welfare policies support social inclusion of diverse and traditionally marginalised communities in NZ, such as previously convicted, low-paid, and indigenous and ethnic groups; and
2. Analysing well-being characteristics of socio-economically vulnerable population in NZ and identifying scope for welfare promotion policies.

For more information about each group's objectives, ongoing projects, and members, see our [website](#).



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 large administrative datasets which 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 team²

Gail Pacheco	Director
Jarrod 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
Thomas Schober	Senior Postdoctoral Research Fellow
Christopher Erwin	Postdoctoral Research Fellow
Juliane Hennecke	Postdoctoral Research Fellow ³
Alexandra Turcu	Research Officer
Linda Tran	Research Officer, PhD Student
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	Institute Administrator, Research Assistant
Alex Mazzone-Pitt	Research Assistant
Tamara Tesolin	Institute Manager

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

Community Research Group

Lead researchers: Dr Kabir Dasgupta and Dr Alexander Plum

² 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](#).

³ Juliane left NZWRI in October 2021 but remains strongly affiliated with the group as a Research Associate.

Advisory

The advisory process is incorporated in all 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. Two current examples of advisory groups for selected research projects 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.

- Ministry of Health
- Oranga Tamariki – Research and Evaluation
- 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.

- 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 reports and projects

The following examples are key 2021 research projects that received external funding with their outputs (only selected journal articles and reports are listed under the output umbrella, therefore not the various seminars and conference presentations – for brevity’s sake).

InternetNZ



Project: World Internet Project 2021

Team: Antonio Díaz Andrade, Mary Hedges, Gail Pacheco and Alexandra Turcu

Description: This is a longitudinal survey investigating New Zealander’s usage of and attitudes towards the internet. It is part of an international project that compares the uptake and social impacts of ICT in more than 30 partner countries. This year’s iteration included an added focus on the impact of the Covid-19 national lockdown on internet use patterns.

Timeframe: 2020 – 2021

Research output:

- Díaz Andrade A., Hedges, M., Pacheco, G. & Turcu, A. (2021). [The World Internet Project New Zealand 2021](#). Auckland.

NZ Women’s Empowerment Principles



Project: NZ Women’s Empowerment Principles Survey 2021

Team: Gail Pacheco and Summer Staninski

Description: The aim of this survey is 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 year there was also an added focus on the March 2020 lockdown and Māori and Pasifika women.

Timeframe: March 2021 – November 2021

Research output:

- Pacheco, G. & Staninski, S. (2021). [2021 New Zealand Women’s Empowerment Principles Survey Report](#). NZ Work Research Institute. Auckland, NZ.
- Pacheco, G. & Staninski, S. (2021). [2021 New Zealand Women’s Empowerment Principles Survey Report – Summary sheet](#). NZ Work Research Institute. Auckland, NZ.

MBIE Research Program Endeavour Fund

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



Team: NZWRI members, a range of external researchers ([see the project webpage for more details](#))

Description: The overarching goal of this project is to provide policy recommendations to improve life-course trajectories and socio-economic outcomes of adults living with low literacy and/or numeracy (L+N) skills. This research is aimed at shaping the ways in which we deal with literacy and numeracy issues in NZ with a focus on effective intervention.

Timeframe: 2019 – 2024

Research output in 2021:

- Furness, J., Hedges, M., Piercy-Cameron, G. (2021). [Adult literacy and numeracy intervention landscape in Aotearoa New Zealand](#). NZ Work Research Institute. Auckland, NZ.
- Plum, A., Pacheco, G., & Dasgupta, K. (2021). [When There is No Way Up: Reconsidering Low-paid Jobs as Stepping-stones](#). *Economic Record*.

MSD New User Grant

Project: Fathers' Household and Childcare Involvement



Team: Juliane Hennecke, Gail Pacheco, Lisa Meehan and Alexandra Turcu

Description: This project will explore the involvement of New Zealand fathers in their children's upbringing and other domestic duties by looking at: fathers' time investment from quantitative and qualitative perspectives, the external and internal determinants of paternal time investment, the consequences of different levels of parental involvement for children's later cognitive and non-cognitive outcomes.

Timeframe: April 2021 – March 2022

Ministry of Health Funding

Project: Capping gambling in NZ: The effectiveness of local government policy intervention



Team: Gail Pacheco, Christopher Erwin, Alexandra Turcu and Kirdan Lees

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.

Timeframe: July 2019 – September 2020

Research output:

- Erwin, C., Lees, K., Pacheco, G. & Turcu, A. (2020). [*Capping gambling in NZ: The effectiveness of local government policy intervention*](#). NZ Work Research Institute. Auckland, NZ.
- Erwin, C., Pacheco, G., & Turcu, A. (2021). [*The Effectiveness of Sinking Lid Policies in Reducing Gambling Expenditure*](#). *Journal of Gambling Studies*, 1-20.
- NZWRI (2021). [*Policy Responses to Gambling in NZ: Non-Casino Gambling Machines*](#). NZ Work Research Institute. Auckland, NZ.

HRC Health Delivery Research Activation Grant

Project: Workplace violence in home care settings



Team: Katherine Ravenswood, Betty Ofe-Grant, Julie Douglas and Fiona Macdonald

Description: This project investigates the complex context of workplace violence in home care settings in New Zealand. It aims to establish the evidence needs for research that can inform policy decisions to prevent and better deal with workplace violence in home care settings. It focuses on three specific contexts: community support, disability support and family carers. The purpose is to improve the health and wellbeing of care workers in these settings so that they can safely provide quality care and support.

Timeframe: 2020 – 2022

HRC Health Delivery Research Activation Grant

Project: Understanding the Implementation of the 2017 Pay Equity Settlement



Team: Julie Douglas and Katherine Ravenswood

Description: This project began in 2019 working with the Caring Counts Coalition and the Human Rights Commission of New Zealand to understand the impact of the 2017 Pay Equity Settlement on managers and employees in the residential aged care, home and community care, disability support, mental health and addiction support sectors.

Timeframe: 2020 – 2022

HRC Health Delivery Research Activation Grant

Project: Inquiry into the wellbeing of community-based midwives



Team: Tagonei Mharapara, Janine Clemons, Nimbus Staniland and Katherine Ravenswood

Description: This project began in 2019 working with the Caring Counts Coalition and the Human Rights Commission of New Zealand to understand the impact of the 2017 Pay Equity Settlement on managers and employees in the residential aged care, home and community care, disability support, mental health and addiction support sectors.

Timeframe: 2020 – 2021

Research output:

- Clemons, J. H., Gilkison, A., Mharapara, T. L., Dixon, L., & McAra-Couper, J. (2021). [Midwifery Job Autonomy in New Zealand: I do it all the time](#). *Women and Birth*, 34(1), 30-37.

WorkSafe New Zealand

Project: Workplace safety and the future of work in NZ



Team: Juliane Hennecke, Lisa Meehan, Gail Pacheco and Nicholas Watson

Description: This report examines the relationship between future-of-work trends and workplace health and safety outcomes using information on work-related injury claims. We take advantage of Stats NZ's integrated data, which provides rich information on work-related injuries that can be related to the characteristics of workers and their workplaces via an extensive set of linked administrative and survey data.

Timeframe: 2020 – 2021

Research output:

- Hennecke, J., Meehan, L., & Pacheco, G. (2021). [Workplace safety and the future of work in NZ](#). NZ Work Research Institute. Auckland, NZ.
- Meehan, L., Pacheco, G. & Watson, N. (2021). [Workplace safety and the future of work in NZ - literature review](#). NZ Work Research Institute. Auckland, NZ.
- Hennecke, J., Meehan, L., & Pacheco, G. (2021). [Workplace safety and the future of work in NZ - Supplementary report](#). NZ Work Research Institute. Auckland, NZ.

NZ Industrial Relations Foundation Fund

Project: The Future of Work in NZ: An empirical examination

Team: Lisa Meehan and Nicholas Watson



Description: This research examines the adoption of future-of-work (FoW) practices, processes and technology in New Zealand workplaces. It investigates a variety of practices associated with the FoW, covering areas such as employee engagement and inclusion policies, flexible leave and work options, automation and digitalisation, and the use of collective agreements and non-standard work.

Timeframe: 2020 – 2021

Research output:

- Meehan, L. & Watson, N. (2021). [*The future of work in New Zealand: An empirical examination*](#). NZ Work Research Institute. Auckland, NZ.

The Rockwool Foundation

Project: The demography of immigration and crime

Team: Peer Skov and Livvy Mitchell



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 Research Council

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

Team: Gail Pacheco, Nadia Charania, Alexander Plum, Dan Tautolo, Sonia Lewycka and Terryann Clark.



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 2023

Research output:

- Clark, T., Dasgupta, K., Lewycka, S., Pacheco, G. & Plum, A. (2020). [*Ethnic differences in the use and experience of child healthcare services in NZ: An empirical examination*](#). NZ Work Research Institute. Auckland, NZ.

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)

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: October 2020 – October 2025

Section 5: Other research projects

This section outlines selected key research projects where outputs were published in 2021 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.).

The effect of upzoning on house prices and redevelopment premiums in Auckland

Description: We study the short-run effects of a large-scale upzoning on house prices and redevelopment premiums in Auckland. Upzoning significantly increases the redevelopment premium but the overall effect on house prices depends on the economic potential for site redevelopment.

Team: Ryan Greenaway-McGrevy, Gail Pacheco and Kade Sorenson.

Research output:

- Greenaway-McGrevy, R., Pacheco, G., & Sorensen, K. (2021). [The effect of upzoning on house prices and redevelopment premiums in Auckland, New Zealand](#). *Urban Studies*, 58(5), 959-976.

Performance-based aid, enhanced advising, and the income gap in college graduation

Description: Income gaps in college enrolment, persistence, and graduation raise concerns for those interested in equal opportunity in higher education. We evaluate a program focused on scholarship aid.

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

Research output:

- Erwin, C., Binder, M., Miller, C., & Krause, K. (2021). [Performance-Based Aid, Enhanced Advising, and the Income Gap in College Graduation: Evidence from a Randomized Controlled Trial](#). *Educational Evaluation and Policy Analysis*, 43(1), 134-153.

Benchmarking the Productivity Performance of NZ's Frontier Firms

Description: This study compares the relative performance of New Zealand's firms to several small, advanced economies. Results show that New Zealand's firms have comparatively low productivity levels and that its frontier firms are not benefiting from the diffusion of best technologies outside the nation.

Team: Guanyu Zheng, Hoang Minh Duy and Gail Pacheco.

Research output:

- Zheng, G., Duy, H. M., & Pacheco, G. (2021). [Benchmarking the Productivity Performance of New Zealand's Frontier Firms](#). *International Productivity Monitor*, (40), 27-55.

Youth unemployment and stigmatization over the business cycle in Europe

Description: This study looks at the dynamics of the scarring effect of youth unemployment over the business cycle in 12 European countries. On the one hand, we analyse differences associated with the negative effect of past unemployment experiences on future labour market status. And, on the other hand, we consider the potential stigmatization of prospective young workers.

Team: Sara Ayllón, Javier Valbuena and Alexander Plum.

Research output:

- Ayllón, S., Valbuena, J., & Plum, A. (2021). [Youth Unemployment and Stigmatization Over the Business Cycle in Europe](#). *Oxford Bulletin of Economics and Statistics*.

'Working Poor' and labour market regulations and transitions

Description: In light of the living wage campaign in New Zealand, this project overviews international research on overseas trends and experiences amongst 'working poor'. The initial focus has been a comparison between New Zealand and Denmark.

Team: Jens Lind and Erling Rasmussen.

Research output:

- Rasmussen, E., & Høgedahl, L. (2020). [Collectivism and employment relations in Denmark: underpinning economic and social success](#). *Labour & Industry: A journal of the social and economic relations of work*, 1-15.

Family business longevity in New Zealand

Description: The objective of the project is to explore how family businesses are sustained across generations through 'industrial foundations'. How are family businesses given longevity when there are a number of variables to consider including managing shares/stock, wealth or governance?

Team: Paul Woodfield and Erling Rasmussen.

Research output:

- Woodfield, P., & Rasmussen, E. (2021). [Family businesses and employment relations: Review and suggestions for future research](#). *New Zealand Journal of Employment Relations*, 46(1), 68-87.

The role of ethnicity in criminal behaviour

Description: This paper establishes that ethnicity matters for criminal behaviour. Exploiting the gender of the first-born child on fathers' conviction rates, this is the first paper to document behavioural differences in parental criminality between ethnic groups.

Team: Kabir Dasgupta, André Diegmann, Tom Kirchmaier and Alexander Plum.

Research output:

- [Working paper](#)

2019 Care Workforce Survey Report

Description: This survey benchmarks trends in the care workforce in New Zealand. The 2019 report includes residential aged care and home and community support, and the disability support and mental health and addiction sectors. It reports on the experiences of care and support workers, nurses and managers in these sectors.

Team: Katherine Ravenswood, Julie Douglas and Tanya Ewertowska.

Research output:

- Ravenswood, K., Douglas, J. & Ewertowska, T. (2021). [The New Zealand Care Workforce Survey 2019 Report](#). NZ Work Research Institute. Auckland, NZ.

- Ravenswood, K., Douglas, J. & Ewertowska, T. (2021). [The New Zealand Care Workforce Survey 2019 Report: Supplementary materials](#). NZ Work Research Institute. Auckland, NZ.

Impact of state children’s health insurance program on fertility of immigrant women

Description: We estimate the effect of a publicly funded children’s health insurance benefit on immigrant women’s fertility. We find a significant positive effect on the fertility of unmarried immigrant women, both at the extensive and at the intensive margin.

Team: Kabir Dasgupta, Keshar Ghimire and Alexander Plum.

Research output:

- Dasgupta, K., Ghimire, K., & Plum, A. (2021). [Impact of state children’s health insurance program on fertility of immigrant women](#). *Applied Economics Letters*, 1-13.

Effect of Clean Slate Regulation on employment and earnings

Description: This study evaluates the effect of New Zealand’s clean slate legislation on ex-offenders’ labour market outcomes. Our analysis reveals that the clean slate scheme has no statistically relevant impact on employment propensity. However, we find a significant 2-2.5% increase in monthly wages during the post-implementation period.

Team: Kabir Dasgupta, Keshar Ghimire (University of Cincinnati) and Alexander Plum.

Research output:

- [Working Paper 21/06](#)

Digital enforcement: Rethinking the pursuit of a digitally-enabled society

Description: This project looks at digital enforcement, as opposed to digital inclusion, as a mechanism for understanding how individuals who do not want to or know how to use the internet are disadvantaged or excluded in society. This is an ethical problem.

Team: Antonio Díaz Andrade and Angsana Techatassanasoontorn.

Research output:

- Díaz Andrade, A., & Techatassanasoontorn, A. A. (2021). [Digital enforcement: Rethinking the pursuit of a digitally-enabled society](#). *Information Systems Journal*, 31(1), 184-197.

The Management of Faith in Organisations

Description: Faith impacts how individuals and organisations envision, manage and respond to their various stakeholders, communities and the world around them. This project seeks to present various facets of how faith, values or (in more secular terminology) ideological outlook informs, influences and adds mystery that inspires and impels individuals and organisations in their evocative quest for a diverse praxis of delivering their respective organisational missions through meaningful occupation while also suggesting areas of further research.

Team: Edwina Pio, Robert Kilpatrick, Timothy Pratt.

Research output:

- Pio, E., Kilpatrick, R., & Pratt, T. (Eds.). (2021). *Reimagining Faith and Management: The Impact of Faith in the Workplace*. Routledge.

Prostrated in prayer and terror: Religious diversity and identity work

Description: This project will explore the notions of identity for peoples who are adherents of minority religions 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, Robert Kilpatrick, Timothy Pratt.

Research output:

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

Cultural double-shift of Māori scientists

Description: Can cultural identity be a disadvantage for indigenous employees? Can it lead to critical issues around workload and pressures? This article explores the role of cultural identity for Māori, the indigenous people of Aotearoa/New Zealand, and the findings are telling - there is a cultural double-shift for Māori scientists.

Team: Jarrod Haar and William John Martin.

Research output:

- Haar, J. & Martin, M. J. (2021). [He aronga takirua: Cultural double-shift of Māori scientists](#), *Human Relations*, pp. 1-27.

Do you really want to share everything? The wellbeing of work-linked couples

Description: Our study examines the satisfaction differences between work-linked and non-work-linked partners. Specifically, the effect of working in the same occupation and/or industry on life satisfaction as well as satisfaction with four areas of life: income, work, family and leisure. Results suggest that being work-linked increases satisfaction with life as well as income and job satisfaction.

Team: Juliane Hennecke and Clemens Hetschko.

Research output:

- Hennecke, J., & Hetschko, C. (2021). [Do You Really Want to Share Everything? The Wellbeing of Work-Linked Couples](#). IZA working papers.

Short- and Long-term Consequences of Fathers' Job Loss on Time Investment in the Household

Description: This study uses German survey data to evaluate the effect of job loss on the intra-household allocation of domestic work. We find that paternal childcare and housework significantly increase in the short run on weekdays, while we do not see any similar shifts on weekends.

Team: Juliane Hennecke and Astrid Pape.

Research output:

- Hennecke, J., & Pape, A. (2021). [Suddenly a Stay-At-Home Dad? Short- and Long-term Consequences of Fathers' Job Loss on Time Investment in the Household](#). IZA working papers.

Section 6: Events and engagements

The following list of events and engagements are not fully exhaustive. Please check the website for details of events and presentations not listed here. Slides are available for many of these presentations.

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

Events at AUT

[Barriers to Inclusivity and Transformative Cultural Responses](#) – 25 February 2021

Dr Dorrie Hancock, Queensland University of Technology, discussed barriers to inclusivity and transformative cultural responses in a Mongolian school context at AUT. This event was chaired by Professor Edwina Pio and hosted in conjunction with the Immigration & Inclusion Research Group and the Gender & Diversity Research Group.

[AUT Diversity and Dialogue Iftar Dinner](#) – 22 April 2021

Professor Edwina Pio, of NZWRI's affiliate the Immigration & Inclusion Research Group, with support from the Pearl of the Islands Foundation and the Al-Hikmah Trust hosted an Iftar dinner to celebrate the end of Ramadan with academics and religious/community leaders from many different religious and cultural backgrounds.

[AUT School of Economics Seminar Series](#) – 23 April 2021

Dr Alexander Plum presented research on the impact of the gender of fathers' first-born children on their subsequent criminality, and how this differs across fathers' ethnicity at the AUT School of Economics Seminar Series. This research was co-authored with Dr Kabir Dasgupta, Dr André Diegmann (Halle Institute of Economic Research), and Professor Tom Kirchmaier (London School of Economics).

[Reimagining Faith and Management: The Impact of Faith in the Workplace](#) – 25 May 2021

Professor Edwina Pio, (Professor of Diversity at AUT, trustee of the national Religious Diversity Centre), Rob Kilpatrick (until recently co-chair of Joint Learning Initiatives – Faith & Local communities, an international organisation) and Tim Pratt, (recently head of NZ hospital chaplains and now head chaplain at Auckland University) have just edited a book which brings together 27 authors from different continents and ethnicities, different cultures and practices, and different religious traditions that focused on the common theme of the golden rule that can be found in every religion.

[NZ World Internet Project Webinar 2021](#) – 5 November 2021

Alexandra Turcu, Lead Researcher, and Gail Pacheco, Director, presented key findings from the 2021 World Internet Project Survey Report at a webinar, co-hosted with InternetNZ, to launch the report. This year's report built up upon questions from previous years but had an added focus on the use of the internet in New Zealand during the March 2020 COVID-19 lockdowns.

[UN WEPs Brown Bag Seminar](#) – 18 November 2021

Summer Staninski, Lead Researcher, and Gail Pacheco, Director, presented key findings of both trends over time in and case studies of the application of the seven UN Women's Empowerment Principles from the 2021 NZ WEPs Survey Report at a virtual seminar.

Engagements external to AUT

[Australian Gender Economics Workshop \(AGEW\)](#) – 9 February 2021

Astrid Pape, co-author of Juliane Hennecke, Research Fellow, presented on the long-term consequences of fathers' job loss on time investment in the household – at the Australian Gender Economic Workshop.

[PICA's Research & Insights Forum 2021](#) – 25 February 2021

Professor Gail Pacheco presented at the PICA's Research & Insights Forum 2021 hosted by the Royal Society Te Apārangī, Wellington. Gail presented research on workplace safety and the future of work in NZ.

[Association of Education, Finance and Policy \(AEFP\) Conference 2021](#) – 18 March 2021

Christopher Erwin, Research Fellow, presented research on the growing number of delayed graduations in baccalaureate degrees in the US, and what kind of wage effects this has for these graduates in the future.

[Western Economic Association International \(WEAI\) Annual Meeting](#) – 18 – 19 March 2021

Christopher Erwin, Research Fellow, presented on the overlap between criminals and victims of crime. Findings show that those who commit crimes are more likely to be victims of crimes and vice-versa. Erwin gave a second talk on the effectiveness of sinking lid policies in reducing problem gambling expenditure.

[American Educational Research Association \(AERA\) Conference 2021](#) – 12 April 2021

Christopher Erwin, Research Fellow, presented research, co-authored with Xiaoxue Li and Melissa Binder, about the waged effects of delayed graduations in baccalaureate degrees in the US.

[Ako Aotearoa Adult Literacy Numeracy and Cultural Capability \(ALNACC\) Forum](#) – 14 April 2021

Gail Pacheco, Director, painted "An empirical portrait of New Zealand adults living with low literacy and numeracy skills" at the Ako Aotearoa ALNACC forum. This presentation included descriptive data from the findings of the initial stages of our MBIE low literacy and numeracy skills project.

[2021 Insights on New Zealand Sustainability Professionals](#) – 15 April 2021

Marjo Lips-Wiersma, Leader of the Sustainability, Meaningful Work and Hope Research Group, presented at the Sustainable Business Network's "Insights on NZ Sustainability Professionals – launch of research findings" about the role of the sustainability professional in New Zealand.

[Presentation to the Ministry of Health](#) – 6 May 2021

Christopher Erwin, Research Fellow, presented research on the effectiveness of sinking lid policies in reducing problem gambling expenditure.

[Presentation to Ministry of Business, Innovation and Employment \(MBIE\)](#) – 7 May 2021

Lisa Meehan, Associate Director, presented research co-authored with Nicholas Watson and funded by the NZ Industrial Relations Foundation to MBIE about the future of work in New Zealand.

[Society of Labor Economists \(SOLE\) Annual Conference](#) – 15 May 2021

Kabir Dasgupta, Senior Research Fellow, presented research about the clean slate regulation in NZ and its effect on employment earnings in the future.

[Society of Labor Economists \(SOLE\) Annual Conference 2021](#) – 15 May 2021

Astrid Pape, co-author of Research Fellow Juliane Hennecke, presented their research on the short- and long-term consequences of father's job loss on time investment in the household.

[APEC Conference 2021](#) – 21 May 2021

Gail Pacheco, Director, presented at the APEC Conference 2021 on technological change and the future of work in New Zealand.

[Society of Economics of the Household \(SEHO\) Annual Conference 2021](#) – 24-25 May 2021

Astrid Pape, co-author of Research Fellow Juliane Hennecke, presented their research on the short- and long-term consequences of father's job loss on time investment in the household. Another co-author of Juliane, Clemens Hetschko, also presented at the conference on the wellbeing of work-linked couples.

[European Society for Population Economics \(ESPE\) Annual Conference 2021](#) – 18 June 2021

Juliane Hennecke, Research Fellow, presented a paper co-authored with Clemens Hetschko about the wellbeing of work-linked couples.

[New Zealand Association of Economists \(NZAE\) Annual Conference 2021](#) – 23 June 2021

Alexandra Turcu, Research Officer, Summer Staninski, Institute Administrator, and Sandra McCallum, Research Assistant, presented at the 2021 NZAE Annual Conference. Alexandra presented on "Electronic gambling machines in New Zealand: A local government policy analysis" and Summer presented on "Mothers' labour market responses to the 2018 Families Package". Sandra presented preliminary findings from a research project about the employment and social impacts of mild traumatic brain injuries. Gail Pacheco, Director, and Kabir Dasgupta presented virtually at a later date.

[OECD Webinar - Going for Growth 2021: Shaping a Vibrant Recovery](#) – 1 July 2021

Gail Pacheco, Director, spoke at the OECD webinar: Going For Growth 2021: Shaping a Vibrant Recovery - Structural Reform Priorities in Australia and New Zealand. She discussed economic growth in New Zealand and how we can improve it while also addressing the COVID-19 pandemic.

[NZ Vocation, Education and Training Research Forum \(NZVETRF\) 2021](#) – 8 September 2021

Betty Ofe-Grant, leader of the Pacific strand of NZWRI's low skills project, presented Rethinking methods of data collection for Pacific people in post-Covid times: Insights from Auckland at NZVETRF 2021.

[European Association of Labour Economists \(EALE\) Conference 2021](#) – 16-18 September 2021

Juliane Hennecke, Research Fellow, presented on the short- and long-term consequences of fathers' job loss on time investment in the household, and Kabir Dasgupta, Senior Research Fellow, presented on the effect of clean slate legislation on employment and earnings at the EALE Conference 2021.

[42nd Australian Health Economics Society \(AHES\) Conference 2021](#) – 22 September 2021

Alexander Plum, Senior Research Fellow, presented research on labour market transitions and the role of testosterone at the 2021 AHES Conference.

[Asia-Pacific Economic Cooperation \(APEC\) Conference 2021](#) – 21 October 2021

Gail Pacheco, Director, presented on technological change and the future of work in NZ.

[White Camelia Awards 2021](#) – 4 November 2021

Gail Pacheco, Director, spoke about the UN Women's Empowerment Principles while Jarrod Haar, Associate Director, presented research on zig-zag work.

[Guest lecture – University of Minnesota](#) – 18 November 2021

Gail Pacheco, Director, spoke about gender and the labour market in New Zealand.

[Webinar – Grattan Institute](#) – 2 December 2021

Gail Pacheco, Director, spoke about migration policy in Australia and New Zealand and where to now from the COVID-19 pandemic at a panel discussion webinar hosted by Grattan Institute, Australia.

[Innovate NZ Forum](#) – 15 December 2021

Gail Pacheco, Director and Commissioner at the New Zealand Productivity Commission spoke on maximising the contribution of Frontier Firms.

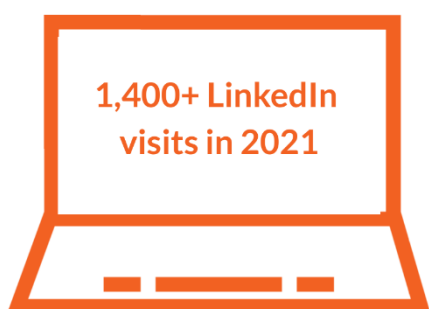
Section 7: In the media

Social media

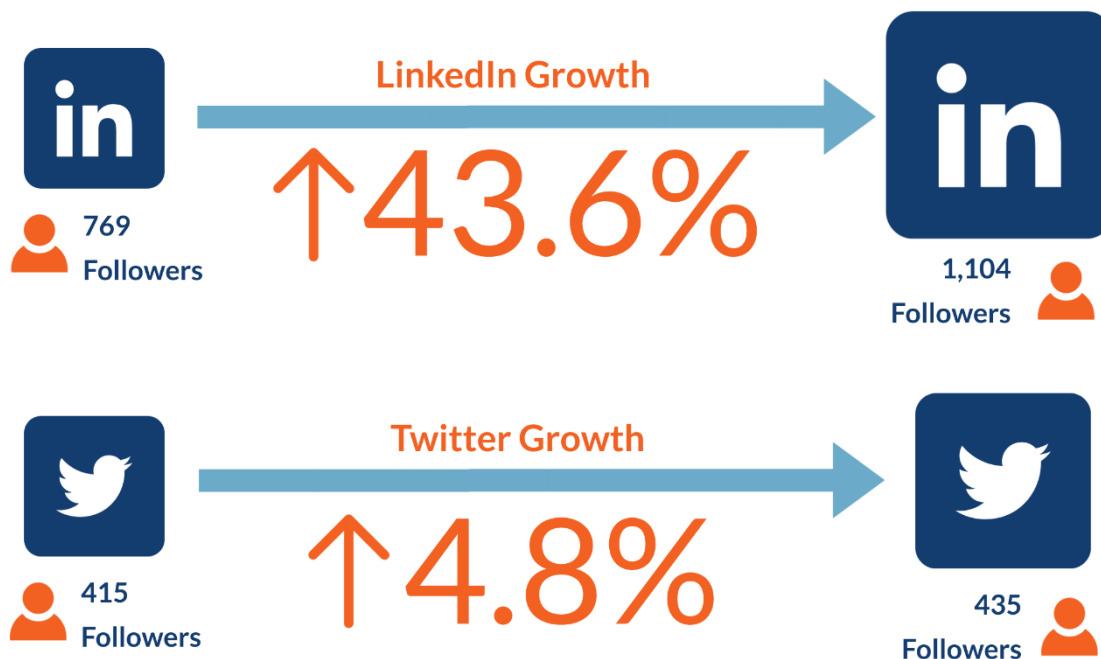
The Institute has maintained a strong social media presence in the past few years. In 2021, we continued a social media campaign called “**Q + A with...**”, where various members of the Institute answered up to five questions related to their academic career, a recent research project, and their life outside work.

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

- [Q + A with Linda Tran](#)
- [Q + A with Betty Ofe-Grant](#)
- [Q + A with Nadia Charania](#)



This year, we adjusted our focus away from Facebook and more towards LinkedIn and Twitter. We saw a 4.8% increase in Twitter followers, from 415 to 435, and a 43.6% increase in LinkedIn followers, from 769 to 1,104. Our main focus is LinkedIn as a platform due to its specialisation in research and academia.



Media articles

In addition to our social channels, the Institute has regularly featured in news articles. For all 2021 media contributions and citations, titles are hyperlinked with the full news item or radio interview:

[Counter Culture Chapter One: Death of a Salesman](#) – *Stuff*, January 2021

[Focused innovation needed to stem recession](#) – *National Business Review*, 4 January 2021

[Covid 19: New model shows Māori, Pasifika at higher risk of hospitalisation](#) – *NZ Herald*, 7 January 2021

[Working from home is more complicated than we thought](#) – *Stuff*, 17 January 2021

[2021 NZ Sustainability survey launches](#) – *AUT*, 18 January 2021

[New study shines spotlight on what stops New Zealand parents vaccinating their children](#) – *TVNZ Breakfast*, 26 January 2021

[Relationships matter in health choices](#) – *AUTi*, 26 January 2021

[New AUT Research Examines Ethnic Differences In Use And Experience Of Child Healthcare Services](#) – *Scoop*, 26 January 2021

[Discrimination by healthcare providers could affect immunisation rates](#) – study – *The Spinoff*, 27 January 2021

[HRC funds Business School study on COVID](#) – *AUT*, 28 January 2021

[Vaccination decline: One in 10 children miss out on disease protection](#) – *NZ Herald*, 1 February 2021

[Covid-19 coronavirus: The state sector bosses who ignored Jacinda Ardern's pay cut plea](#) – *NZ Herald*, 6 February

[Business lessons from the Māori tie](#) – *Stuff*, 10 February 2021

[Salesforce the latest tech giant to ditch the office](#) – *NZ Herald*, 10 February 2021

[The future of work: Insights from across Aotearoa](#) – *The Spin Off*, 17 February 2021

[Research founded on sacred Pacific concept of the vā](#) – *Scoop*, 18 February 2021

[How to drive New Zealand's productivity performance?](#) – *NBR*, 26 February 2021

[Covid 19 coronavirus: New Zealanders' internet fears, working from home hurdles revealed in survey](#) – *NZ Herald*, 1 March 2021

[Thanks to teleworking, is the four-day work week more viable?](#) – *Men's Health (Spain)*, 14 March 2021

[Divided we fall: The Scary trends in NZ's two-speed economy](#) – *NZ Herald*, 22 March 2021

[Big businesses under growing pressure to cut their environmental impact](#) – *Stuff*, 28 March 2021

[NZ support workers need more support](#) – *AUTi*, 12 April 2021

[Councils conflicted over stamping out pokie machines](#) – *Breakfast Facebook*, 12 April 2021

[NZ Support Workers Need More Support](#) – *Scoop*, 12 April 2021

[NZ support workers need more support](#) – *Voxy*, 12 April 2021

[NZ Support Workers Need More Support](#) – *Business.Scoop*, 12 April 2021

[Support workers feeling overworked and underpaid](#) – *Newstalk ZB*, 13 April 2021

[Local policies can reduce problem gambling](#) – *AUTi*, 13 April 2021

[Local Policies Can Reduce Problem Gambling](#) – *Auckland.Scoop*, 13 April 2021

[Local Policies Can Reduce Problem Gambling](#) – *Business.Scoop*, 13 April 2021

[The Wire with Jemima](#) – *95bFM*, 13 April 2021

[Livestream: Breakfast 2021](#) – *One News Breakfast*, 13 April 2021

[Local Policies Can Reduce Problem Gambling](#) – *Scoop*, 13 April 2021

[Local Policies and Problem Gambling with Dr. Christopher Erwin](#) – *95bFM*, 13 April 2021

[Local councils not going far enough to curb ‘scourge on society’ that is problem gambling](#) – *One News*, 13 April 2021

[Local policies can reduce problem gambling](#) – *Voxy*, 13 April 2021

[Local policies can reduce gambling loss](#) – *AUT News*, 13 April 2021

[Capping Problem Gambling](#) – *RNZ*, 13 April 2021

[“Crisis” in home support demands urgent Government overhaul](#) – *E tū*, 14 April 2021

[Working overtime: the cultural double shift of Māori scientists](#) – *AUTi*, 15 April 2021

[‘Legislation disempowers communities’: Councils hamstrung over pokies problem](#) – *RNZ*, 15 April 2021

[‘Penalised for being too smart for her age’: No pathway to remain in NZ for girl who will be just 15 when she graduates](#) – *NZ Herald*, 15 April 2021

[Māori scientists work ‘cultural double-shifts’ – Expert Reaction](#) – *Science Media Centre*, 15 April 2021

[Māori scientists work ‘cultural double-shifts’](#) – *phys.org*, 15 April 2021

[Māori scientists face double challenge](#) – *AUT News*, 15 April 2021

[Kiwi Businesses Accelerate Sustainability Despite Covid-19](#) – *Scoop*, 15 April 2021

[How Māori scientists work ‘cultural double-shifts’](#) – *NZ Herald*, 16 April 2021

[Māori scientists’ double-shift, gongs for Covid communicators and more](#) – *Fuseworks Media*, 16 April 2021

[Māori scientists work ‘cultural double-shifts’](#) – *Newsbreak*, 16 April 2021

[Māori academics doing unpaid work as cultural guides for colleagues, study finds](#) – *RNZ*, 16 April 2021

[Māori scientists work ‘cultural double-shifts’ – Expert Reaction](#) – *Scoop*, 16 April 2021

[Māori researchers feel ‘burn out’ from raising cultural capacity of organisation](#) – *Stuff*, 16 April 2021

[Happy power couples?](#) – *IZA Newsroom*, 22 April 2021

[Live stream: Breakfast 2021](#) – *One News*, 28 April 2021

[Study reveals level of NZ worker burnout – the symptoms and the cure](#) – *NZ Herald*, 28 April 2021

[Kiwi workers risk becoming burnt out](#) – *AUTi*, 28 April 2021

[Kiwi workers risk becoming burnt out](#) – *AUT News*, 28 April 2021

[Study finds 31 percent of Kiwi workers dangerously close to burnout](#) – *Newshub*, 28 April 2021

[The NZ Workforce: Burnt Out or Just Smouldering?](#) – *Scoop*, 28 April 2021

[Shunned by their Muslim brothers, by Ahmadis still feel it’s ‘a blessing’ to be living in NZ](#) – *NZ Herald*, 28 April 2021

[Young workers in NZ are three times more burn out than others](#) – *Re;*, 28 April 2021

[‘Worrying’ study finds Kiwi workers more burnt out than counterparts overseas](#) – *One News*, 29 April 2021

[Feeling the burnout: More than 1 in 10 New Zealanders are stressed at work](#) – *The Spinoff*, 29 April 2021

[Technology enslaves us to our work. Is it time to enforce the right to switch off?](#) – *Stuff*, 2 May 2021

[AUT Diversity & Dialogue Iftar Dinner](#) – *Pearl of the Islands Foundation News*, 4 May 2021

[Dr Betty Ofe-Grant – “The Expression, Experiences & Transcendence of Low Skill for Aotearoa](#) – *Pacific Media Network*, 12 May 2021

[First national hui on counterterrorism to be held in Christchurch in June](#) – *Stuff*, 13 May 2021

[He Whenua Taurikura: New Zealand’s Hui on Countering Terrorism and Violent Extremism](#) – *Beehive*, 13 May 2021

[Pasifika voices needed for research project on literacy and numeracy skills](#) – *RNZ*, 17 May 2021

[Pasifika voices needed for research project on literacy and numeracy skills](#) – *Loop*, 18 May 2021

[Couples with the same profession are more successful](#) – *WirtschaftsWoche*, 18 May 2021

[Young workers are more burnt out than any other age group, but why?](#) – *Re:*, 19 May 2021

[New Book Tackles the Business of Faith](#) – *Scoop*, 25 May 2021

[New book tackles business of faith](#) – *AUTi News*, 27 May 2021

[Kiwis are working longer but producing less, new figures show](#) – *One News*, 31 May 2021

[AUT study: 18% of employees are ‘burnt out’](#) – *Newstalk ZB*, 1 June 2021

[Flames in the NZ workplace](#) – *AUTi News*, 1 June 2021

[Maori employees 163pct more likely to burn out](#) – *RNZ*, 1 June 2021

[Employees burnt out and smouldering](#) – *Sunlive*, 8 June 2021

[Media matters: the value of productivity](#) – *AUTi News*, 10 June 2021

[Arihia Bennett to chair Royal Commission Ministerial Advisory Group](#) – *Beehive*, 12 June 2021

[Housing redevelopment impact](#) – *AUT News*, 14 June 2021

[How Urban Housing Development Affects Wellbeing](#) – *Scoop*, 14 June 2021

[Mental health ‘tsunami’ to hit workplaces](#) – *Newsroom*, 14 June 2021

[The Amazon that customers don’t see](#) – *NZ Herald*, 16 June 2021

[“We’re surviving, I wouldn’t say we’re thriving”: What parenting looks like in Aotearoa today](#) – *Stuff*, 20 June 2021

[Are low-paid jobs really a stepping stone to better pay? A new study suggests it’s not that simple](#) – *The Conversation*, 21 June 2021

[Is any job better than no job – really?](#) – *AUT News*, 22 June 2021

[Are low-paid jobs really a stepping stone to better pay?](#) – *QRIUS*, 28 June 2021

[Four-day week business pioneer frustrated NZ law ‘penalising companies’](#) – *RNZ*, 9 July 2021

[Teacher makes 200 job applications, but still can’t get permanent work: ‘Is it because I’m Muslim?’](#) – *NZ Herald*, 22 July 2021

[‘Inked’ and Service: my journey of connectedness and identity](#) – *AUTi*, 26 July 2021

[Celebrating staff appointments – July](#) – *AUTi*, 26 July 2021

[NZ labour market the worst since the 1970s – economist](#) – *One News*, 29 July 2021

[Professor warns: Job seekers in a strong position, should not be overconfident](#) – *Newstalk ZB*, 12 August 2021

[Why do we work five days \(and 40 hours\) a week?](#) – *Stuff*, 16 August 2021

[University professor's 'heart broke' over discrimination, then she studied it](#) – *Stuff*, 30 August 2021

[You can keep your working from home in lockdown](#) – *Stuff*, 5 September 2021

[Auckland professor says 'specific nation-building' course to get citizenship could counter terrorism](#) – *NZ Herald*, 8 September 2021

[How Covid-19 has made Dads re-evaluate work-life balance](#) – *Newstalk ZB*, 9 September 2021

[Migrant Action condemns NZ nation – building course idea as 'discriminating'](#) – *Asia Pacific Report*, 9 September 2021

[Overlooked and undervalued, New Zealand's community caregivers have become the 'invisible' essential workers](#) – *The Conversation*, 16 September 2021

[Lonely battle for support workers](#) – *Otago Daily Times*, 20 September 2021

[Worker anxiety, depression rising during pandemic and lockdowns: AUT Survey. How to beat it](#) – *NZ Herald*, 30 September 2021

[Anxiety rising in the Kiwi workforce](#) – *AUT News*, 30 September 2021

[In a lockdown, where does work end and parenting begin? Welcome to the brave new world of 'zigzag working'](#) – *The Conversation*, 5 October 2021

[Universities must be proactive in tackling radicalisation](#) – *Stuff*, 12 October 2021

[NZ Employers take note: The "Great Resignation" is Happening Here](#) – *Scoop*, 14 October 2021

[Study reveals more Kiwis are thinking of changing careers](#) – *Newstalk ZB*, 14 October 2021

[Why lockdown will accelerate NZ's 'big quit'](#) – *Newsroom*, 19 October 2021

['Great resignation' coming to NZ: More people ponder quitting their job](#) – *Stuff*, 20 October 2021

[Pandemic puts spotlight on sick leave for workers in New Zealand](#) – *Seven Sharp*, 27 October 2021

Afternoon radio show [part 1](#) and [part 2](#) – *Newstalk ZB*, 5 November 2021

[How Kiwis changed their internet use during lockdown](#) – *Voxy*, 5 November 2021

[Lockdown shows "digital user divide"](#) – *AUT News*, 5 November 2021

[Bridge between views on NZ's pay equity](#) – *Newstalk ZB*, 16 November 2021

[Using our summer break to combat burnout](#) – *Breakfast*, 2 December 2021

[Can summer tame the flames of burnout?](#) – *AUT News*, 2 December 2021

[How to harness the great recruitment](#) – *AUT News*, 6 December 2021

Section 8: Awards

NZAE Graduate Study Award 2021

Alexandra Turcu, Research Officer, won a 2021 Graduate Study Award in affiliation with the NZAE Annual Conference. Winning this award is a sign of academic and research excellence.

NZAE Conference Study Award 2021

Summer Staninski, Institute Administrator, was awarded one of four Conference Assistant Awards at the 2021 NZAE Annual Conference.

Statistics New Zealand Prize

Kabir Dasgupta and Alexander Plum, Senior Research Fellows, and co- author Keshar Ghimire (University of Cincinnati), won the Statistics New Zealand Prize for best use of official statistics with the paper “Is it time to let go of the past? Effect of Clean Slate Regulation on employment and earnings”.

New Zealand Economic Policy Prize

Kabir Dasgupta and Alexander Plum, Senior Research Fellows, and co-authors Andre Diegmann (Halle Institute for Economic Research) and Tom Kirchmaier (London School of Economics), won the New Zealand Economic Policy Prize for the best economic contribution to economic policy with the paper “The role of ethnicity in criminal behaviour”.