



NEW ZEALAND WORK RESEARCH INSTITUTE

NEWSLETTER February 2017 :: Issue 24

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Welcome

We begin the year by reflecting on a year of expansion for the Institute in 2016, with increased external funding, greater research capacity, and a continuing push for engagement with external stakeholders – businesses, government, and the community.

Two new post-doctoral research fellows joined the Institute. [Chao Li](#) (PhD, University of Waikato), specialises in urban and labour economics; and [Kabir Dasgupta](#) (PhD, Temple University, Philadelphia), specialises in applied econometrics and policy analysis/evaluation.



In the first section below we provide brief details on a number of commissioned projects and Institute reports, which illustrates both our strong focus on using large datasets, as well as a multidisciplinary approach to a number of research questions. The former is imperative as many policy questions/debates require empirical evidence to inform the design of interventions or at the very least better understand the issues at hand. For that reason, a number of our core team have now gained experience with using the [Integrated Data Infrastructure](#) (IDI) – This is a large research database containing microdata about people and households in NZ, and is hosted by Statistics NZ. Keep an eye out for more projects in 2017 which make use of this.

Kind regards
Gail Pacheco

Reports

Selected key reports from 2016:

- [Scoping the costs of homelessness in New Zealand](#), commissioned by [Lifewise](#)
- [The Attitude Gap Challenge: Research Evidence and Case Studies](#), commissioned by [Auckland Co-Design Lab](#), [MBIE](#). Further reading on this study can be found [here](#).
- New ways of working: Flexible working, wellbeing and diversity at CCANZ, commissioned by [Coca-Cola Amatil NZ](#)
- The New Zealand Diversity Survey: [April 2016](#) and [October 2016](#), commissioned by [Diversity Works NZ](#)
- [Disability, education and the labour market: A longitudinal portrait for New Zealand](#), commissioned by the [Blind Foundation](#)
- [UN Women's Empowerment Principles Survey](#), commissioned by [United Nations Women](#)
- [Y-NEET: Empirical Evidence for New Zealand](#), commissioned by [Vodafone Foundation NZ](#)

Understanding Insecure Work

This project began by asking what could be learned from the second Survey of Working Life (SoWL) released by Statistics NZ. While some excellent analytic work had resulted from the first SoWL in 2008, there was little official work planned on the second survey, and many issues around insecure work in NZ remained to be addressed.



Religious Diversity in New Zealand Workplaces

This report focuses on the need to acknowledge that we are now also more religiously diverse than ever before and if we are to live up to our reputation as being one of the world's most peaceful countries then we need to respect, understand and educate ourselves about all New Zealanders' faiths and cultures.



Event highlights

2nd Symposium on Meaningful Work

Co-hosted by the Institute, the University of Sussex, the University of Oxford and George Washington University. The conference was uniquely interdisciplinary, with papers from political science, corporate responsibility, labour relations, organisational behaviour, counselling, social entrepreneurship and career perspectives. [Read more](#)



Managing Resilience in the workplace Symposium

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



Will Robots take your job?

Nick Srnicek, lecturer in International Political Economy at City University London presented a seminar on the possible imminent job apocalypse. Presenting research that suggests that up to 47 per cent of US jobs are at high-risk of automation over the next two decades. This talk examined some of the issues and set the conditions and progressive potentials for a world without work.

[Watch the full presentation](#) on You Tube

[Watch the summarised presentation](#) on You Tube



In the news

A long voyage: Refugees arrive home in

Aotearoa – *The New Zealand Herald*, 23 January 2017

Refugees worked hard to achieve, but were at times misunderstood, overlooked or, at worst, exploited – Professor Edwina Pio



Ethnic wards vital for oldies – *The New Zealand Herald*,

20 November 2016

Retired immigrants find happiness in feeling of belonging in rest homes. Professor Edwina Pio was interviewed. She said New Zealand's changing demographics and growing aged population meant there was a need for culturally appropriate care.

Workplaces don't have policies to deal with bullying: survey – *The New Zealand Herald*, 4 November 2016

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

Discovering Diversity – *Employment Today*, September/October 2016

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

People analytics could be way of future for HR – *stuff.co.nz*, 19 September 2016

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

Facebook used to recruit illegal migrant workers – *Radio NZ*, 16 September 2016

There is no way to measure how widespread the problem of undocumented migrant workers is – Danaë Anderson. [Listen to Danaë's interview on the Morning Report \(2:13\)](#)

Get out of my face! We're more antisocial in a shared office space – *The Conversation*, 13 September 2016

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

Japan in Focus – *ABC News Radio*, 12 September 2016

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

Robots and work: are you ready for life in the machine age? – *stuff.co.nz*, 3 Sept 2016

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

Upcoming events

1 March :: *Post-feminist times – a brave new world or the same old story?* - Prof Helene Ahl

10 March :: *The 'Soda Tax' is Unlikely to Make Mexicans Lighter* - Prof John Gibson

17 March :: Launch of Gender Pay Gap study

22 Sept :: Immigration and Inclusion stakeholder summit



To find out more about these events go to our [website](#).
To register for an event email work.research@aut.ac.nz

