



NEW ZEALAND WORK RESEARCH INSTITUTE

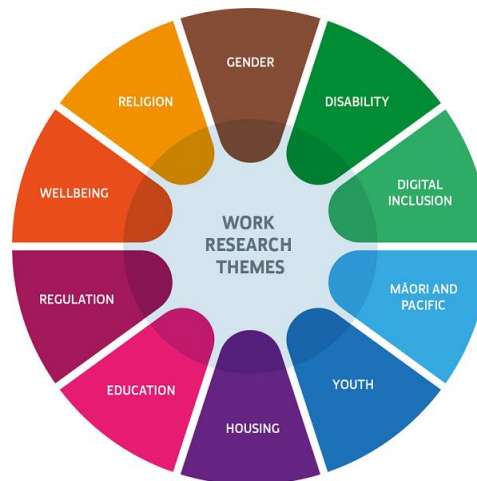
NEWSLETTER

August 2017 : Issue 25

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Welcome

As we are well into August, this update covers NZWRI activities from the past six months. First up are the major reports released since our last newsletter – this includes work with the [Productivity Commission](#) on explaining ethnic disparities in the higher education sector; empirical evidence on the gender pay gap for the [Ministry for Women](#); and a new round of the NZ Age Care Workforce Survey. These projects are an excellent illustration of our increased capacity and focus on two areas of specialisation – using linked [administrative data](#) and conducting robust [large-scale surveys](#).



We have also updated the visual representation of research clusters across the Institute. In particular, we previously focussed on [six research groups](#), and we have recently developed the pictorial above to reflect the move towards a broader range of work research topics, as well as many overlapping themes across the groups. It provides a more accurate representation of the work streams covered at the Institute.

Grab a cup of tea and enjoy the read.

Kind regards
Gail Pacheco

Reports

Empirical Evidence of the Gender Pay Gap in New Zealand

The gender pay gap is 12.7% in NZ and the majority of this is unexplained.



Explaining ethnic disparities in bachelor's qualifications

With a focus on participation, retention and completion, our results signal the need for policy intervention - earlier than later.



New Zealand Aged Care Workforce Survey 2016

Eight-five percent of aged care workers think their wages do not reflect the emotionally taxing work they do.



Event highlights

The Past, Present, and Future of the World Internet Project

Dr Jeffrey Cole spoke about how and why the World Internet Project (WIP) was formed 17 years ago. He shared highlights of key findings of the project as well as new directions the project is taking as Internet gets more sophisticated.



Business History as a Platform for Progress

This was a half-day symposium hosted by the Business and Labour History Group. The event was in two parts, the first being the presentation of four papers in progress, and the second being a discussion on history at AUT. Three papers charted shifting economic policies on industrial and population policies in New Zealand. They all examined the move towards and away from 'think big' agendas, with contemporary relevance as immigration and infrastructure projects continue to remain at the heart of current debates.



Warrantless arrest laws for domestic violence: How are youth affected?

In this study, Dr Kabir Dasgupta and Professor Gail Pacheco examine the impact of important US-based state-level intervention designed to address domestic violence on multiple policy-relevant youth outcomes.



Most of the workforce is not engaged; and other engagement myths

Professor Jarrod Haar explored the history of engagement while explaining the differences between academic and practitioner approaches. It is hoped that employers and employees have a better insight into what engagement is, can be, and might not be.



How do employees feel about the 4th Industrial Revolution?

This presentation explored some of the potential trends and provide New Zealand data on working kiwis and their thoughts on the possibility of robots taking their jobs.



Quality of Life Symposium: A multidisciplinary discussion

Economic growth and development is to increase the quality of life for all. The meaning of "quality of life" has evolved from a singular domain into the multidisciplinary understanding we have today.



Media coverage

The internet: The good the bad and the broadband – *95bFM*, 10 August 2017

The World Internet Project was founded 17 years ago to recognise the increasing influence of digital technology and the internet as a cross-national phenomenon. Founding member Dr Jeffrey Cole is in New Zealand to talk the past present and future of the world wide web. We spoke to him to find out more.

Discussion of Ideological and Legislative Responses to Terrorism – *youtube.com*, 10 July 2017

Professor Edwina Pio recently spoke at a press event organised by the non-profit organisation Interfaith Unity For Tolerance. The event was held in New York and featured a unique group of panellists with academic and legislative backgrounds. Professor Pio speaks about a coherent response to faith based violence and terrorism.

Working parents some of workplace's most productive – *stuff.co.nz*, 4 June 2017

Jarrold Haar, professor of human resource management at AUT, said the reality of working parents "skiving off" was nowhere near what people thought. His research showed that good work-life balance benefited both parents and non-parents equally.

"We're sick of the pay, the stress, the heavy work load" – *msn.com*, 29 May 2017

Eighty-five percent of aged care workers thought their wages did not reflect the emotionally taxing work they did, the 2016 New Zealand Aged Care Workforce Survey by the Auckland University of Technology found.

Students face career battle with robots for jobs – *newshub.co.nz*, 15 May 2017

Researchers say that in just 20 years up to half of New Zealand's jobs could completely disappear, with machines doing the work instead. Students struggling to decide what career path to choose are now facing a battle with robots taking future jobs.

Tomorrow's Cities: Singapore's plans for a smart nation – *BBC News*, 21 April 2017

Enter Singapore's Smart Nation solution, which aims to merge technology into every aspect of life on the small island. This nation has always prided itself on persistence and a strong work ethic to succeed. This article defines the Smart Nation plan for future survival and the shoots of it's innovation.

Public engagements

New gender pay gap research shows main causes are "unexplained"

The Minister for Women, Hon. Paula Bennett, launched new research into the gender pay gap. The research, commissioned by the Ministry for Women, looks into what is causing the gender pay gap – currently 12% – and what we can do about it



Law @ Work Conference 2017

Professor Jarrold Harr engaged audiences over how current employment laws may no longer be fit for the purpose in the working environment of the future. His focus was on increased flexibility, casualisation and technology.



2017 Race Unity Speech Awards

Professor Edwina Pio was invited to be a part of the judging panel for the 2017 Race Unity Speech Awards. The topic given to the students for this year's speech was "Standing up for Racism – That's us!". Congratulations to Tauawhi Bonilla of Te Aute College who won the national final.



Rainbow Auckland: AUT Business Series

In his presentation, Professor Jarrod Haar highlighted the importance of work-life balance in our team mates and whether we need to worry about them.



Life Membership

The New Zealand Association of Economics took great pleasure in honouring **Mary Hedges** with a Life Membership award for her dedicated contribution to The Association. Mary is the Research Developer at NZWRI and has a wealth of experience working collaboratively with academia, industry, government and community agencies.

Postgraduate Student Awards

Every year the Institute supports postgraduate research students undertaking their honours/masters/doctoral research in the Faculty of Business, Economics and Law. Congratulations to the 2017 successful recipients: Paulette Brazzale and De Wet Van Der Westhuizen.

Upcoming events

- 22 August – **Democracy and the Internet** (InternetNZ Speaker Series)
- 6 September – **Wellbeing and Performance: Which one came first?**
- 22 September – **Ethnicity in the Workspace**
- 4 October – **Office space; Wellbeing and Performance**

