



[Reports](#) | [Event highlights](#) | [Media](#) | [Public engagements](#)

Welcome to the first newsletter for 2018



Reports

Residential movement within New Zealand

This study presents the first attempt at quantifying the scale of transience in NZ, and describes the characteristics of transient populations, including their interactions with government services. Understanding who is at risk of being transient will inform the work of a number of social sector agencies who deliver services to vulnerable populations.



Low pay in New Zealand

This research aims to better understand the low pay sector within New Zealand, and the changing nature of this group in recent years. A particular focus of the study was on identifying who is low paid, to build a comprehensive portrait with regard to their individual, household, and job characteristics, over the period 2006 to 2015.



United Nations Women's Empowerment Principles Survey

Findings from the 2017 UNWEPs were presented at the [White Camellia awards](#), honouring organisations who endorse gender equity. Professor Gail Pacheco has led the analysis of the survey results over the last three years and presented the findings at Government House.



Living wages: Transforming lives, transforming work

Professor Jarrod Haar is co-principal investigator on a research programme entitled "Living wages: Transforming lives, transforming work", which was successful in receiving a Marsden grant to the value of \$845,000.

Event highlights

Office Space; Wellbeing and Performance

The seminar looked at the burgeoning interest in open plan office spaces from the perspectives of researchers and from those who manage, design and work in offices.



Wellbeing and Performance: Which one came first?

This symposium explored some of the current issues and tensions that exist when balancing wellbeing and performance at work. Topics included diversity and wellbeing, tensions in managing wellbeing, and the wellbeing performance nexus.



Land Use Regulation

This seminar explored the effect of upzoning (i.e., a relaxation of restrictions on residential density) on property values using a rich dataset of residential sales transactions.



Stakeholder Summit: Ethnicity in the Workspace

Inspiring, thoughtful, multidimensional discourse to dispel myths surrounding ethnicity was the overarching message proclaimed by diverse leaders at the recent event. The summit was hosted by the Institute under the leadership of Professor Edwina Pio, and inaugurated by Vice Chancellor Derek McCormack.

Richard Hall, Director AUT South, recalled his experience in Afghanistan where the local children were building a snowman, whom they called Aristotle, reminiscent of the early Greek influence in Afghanistan. He emphasised how surprises can take place where least expected.

Clare Montgomerie, Senior Talent Acquisition Manager at Westpac showed her multilingual skills by introducing herself in Japanese. She then surprised the audience by stating her first is Malay. Melanie Higgins of the US Consul-General, spoke passionately about the arc of the moral universe which bends towards social justice. Inspector Wati Chaplow emphasised community partnerships.



Media coverage

Labour approach testing employment waters - *The Newsroom*, 7 February 2018

"The pay equity working group did good work but its existence was forced upon the Government by a decision in the Supreme Court.", Pam Nuttall, employment law specialist and senior law lecturer at the Auckland University of technology



NZ living wage needs urgent look, Massey University and AUT researchers say - *The New Zealand Herald*, 17 December 2017

Researchers say that while a national minimum wage is a legal floor intended both to provide protection for workers and encourage fair competition among employers, minimum wages were now widely recognised as failing to provide sufficient cost-of-living income.

The way of the future? - *employmenttoday.co.nz*, 13 December 2017

The gig-work approach has instant accessibility and may be hailed as the way of the future, but Professor Jarrod Haar is less than convinced, pointing out that, although the model offers flexibility, it also has some inherent disadvantages — for both parties.

Praise for tackling the gender pay gap - *The New Zealand Herald*, 24 November 2017

"The gap goes from being zero and insignificant at the bottom of the wage distribution to being about 20 per cent at the top end." says Professor Gail Pacheco.

New Zealand Firms Are Letting Women Down - *Washington Post*, 6 November

New Zealand's gender wage gap is one of the narrowest in the world, based on the OECD's data, however the gender pay gap gets wider as incomes rise.

Biggest labour law changes in generation - *Newsroom.co.nz*, 28 November

Professor Erling Rasmussen - Next year is likely to bring the most significant changes in employment policy in 25 years. In particular, protections for contract and casual workers will be under the spotlight.

Michael Fletcher: Welfare system needs radical shake up - *The New Zealand Herald*, 8 November

After nine years of National's so-called welfare reform, there is a certain irony in the fact that one of the most urgent tasks facing the new Government is welfare reform. The lesson is that welfare is for us all. It is not the "us-and-them" thing National would have had us believe.

Through the Ages - *Engage Magazine*, 3 November

Dr Ravenswood says her own personal experience of working part-time in aged care work in the 1990s, has helped her understand the key issues faced by aged care workers in NZ. Using survey data, she is working on a journal article looking at the connections between safety and physical and verbal abuse, training, and job satisfaction/turnover.

She helped lead the survey in **2014** and **2016**

Increasing minimum wage will cost jobs - *Newstalk ZB*, 25 October

Economist, Dr Eric Crampton cites research by Gail Pacheco and Tim Maloney to support his argument on why Working for Families is a better way of supporting the incomes of the working poor than minimum wages.

See also: **The big minimum wage hike**

Managing mental illness at work - *The New Zealand Herald*, 4 October

Dr Helena Cooper-Thomas, Professor of Organisational Behaviour at AUT, says: "For people with mental health problems, work can be a useful place to find meaning, through working on tasks that feel important such as helping customers or solving problems, and also to find connection, through social interactions with colleagues.

Survey: Gender and bias fear on the rise - *The New Zealand Herald*, 21 September

The New Zealand Diversity Survey found the percentage of New Zealand organization stating that bias is an important diversity issue was up 18.2 per cent, from 30.1 to 48.3 per cent. Director of Diversity, Professor Edwina Pio says the election is not making things better.

Top HR Figures to discuss mental health - *hrmonline.co.nz*, 20 September

The esteemed trio Professor Jarrod Haar, Gordon Attwood, and Dr David Keane held an industry event to spotlight the value of workplace mental health and discussed best-practice strategies and important obligations in this area.

Public engagements

Gender Pay Gap and Women in Leadership

Otago Southland Employers Association hosted the Ministry for Women's seminar in Dunedin on the gender pay gap. Professor Gail Pacheco presented empirical analysis of the gender pay gap, while the Ministry for Women presented on [seven possible actions employers can take](#).



AAHANZBS Conference 2017

The Business and Labour History Group presented research at the 9th AAHANZBS Conference. Papers on a strong programme covered themes across labour history such as the roles of business elites, tactics for salary negotiations in neoliberal times, how unions such as the International Transport Workers' Federation and Asia-Pacific maritime unions attempted to build global alliances.



YWCA Equal Pay Awards

Founded in 2014, YWCA is a charitable organisation which recognises the best practices among business leaders who are on the journey towards equal pay. Professor Gail Pacheco served as one of the judges for this year's award recipients. Pictures here (from the left) is Gail Pacheco, Minister for Women, Julie Anne Genter, and EY's Susan Doughty.



The Treasury Wealth and Wellbeing Symposium

This economics symposium began with Chief Economic Adviser (Tim Ng) providing observations on the state of play in economic policy development, technical capability and the application of knowledge. Both academics and practitioners were invited and four panel members (which included Professor Gail Pacheco) led a discussion on exploring current knowledge gaps, a cross-disciplinary approach and deeper interaction between research and policy communities.



NZ Women in Leadership Alumni: 2017 Regional Roadshow

The theme was "Leadership Counts – Where are the Women?" This was an opportunity to celebrate and acknowledge NZWiL's 10 years of programs and initiatives. Professor Gail Pacheco was a presenter at this event and contributed to discussion regarding an action plan of initiatives to address issues relating to gender equity and women's roles in NZ Universities.



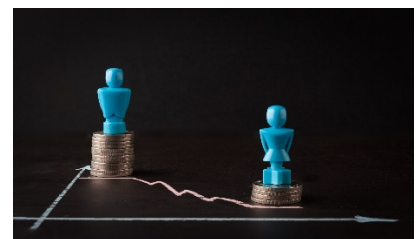
Human Resources Director National HR Summit New Zealand

Deputy Director Dr Jarrod Haar, Professor of HRM, was on a panel discussing mental health and wellbeing in today's New Zealand workplace. Using US based financial data – configured to New Zealand population – Professor Haar highlighted the financial impact that addressing wellbeing can play for New Zealand firms.

#HRSummitNZ

What drives the gender pay gap?

Hosted by the Ministry of Business, Innovation and Employment, Gail Pacheco and Izi Sin presented the latest research on the drivers of the gender pay gap in NZ's labour market. Gail's work was commissioned by the Ministry for Women and released in March 2017. This research used both decomposition and matching analysis to assess the portion of the gender pay gap that is unexplained by observable information.



World Internet Project Forum

Associate Professor Angsana Techatassanasoontorn represented the Institute at the World Internet Project Annual Meeting in Moscow, Russia from 5-7 July. The meeting commenced with a public seminar to an audience from the Russian government, universities and private sector. Topics included eGovernment, Big Data, eCity and more.

Teams from twenty countries presented on Internet usage in their respective nations. Noteworthy examples - Chinese users enjoy using super-apps like WeChat for various purposes ranging from ordering food and online payments, to reading the news. Conversely, surveys in France focused on the relationship between empowerment and Internet use in relation to knowledge gain, political engagement, sociability and purchasing power.

We are currently in the midst of data collection for the 2017 World Internet Project New Zealand and updates will be available early this year.



Call for papers - Symposium on Wellbeing

On Tuesday 26 June, [The Treasury](#) is running a one-day symposium on Wellbeing, co-hosted with the NZ Work Research Institute, AUT. The symposium will bring together a wide group of academics, policy makers, NGOs, and business leaders to discuss a range of wellbeing topics. These include the Treasury's Living Standards Framework, and in particular, research that covers the wide spectrum of issues that fall within the realm of the [Four Capitals](#) – natural, social, human, and financial / physical capital. As well as the Capitals in general, contributions are invited on the following topics in particular: measurement of capital stocks; ownership and property rights beyond financial/physical capital; the application of weak and strong sustainability beyond natural capital.

Short abstracts of no more than 250 words should be submitted to cea@treasury.govt.nz by Monday, 2 April, and general queries about the symposium should be directed to workresearch@aut.ac.nz.

