

**AUT**

# Annual Report 2019



**NEW ZEALAND  
WORK RESEARCH INSTITUTE**

[www.workresearch.aut.ac.nz](http://www.workresearch.aut.ac.nz)

## Contents

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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 .....	10
Section 6: Events and engagements .....	14
Section 7: In the media .....	19
Section 8: Awards .....	23

## Section 1: Introduction

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The New Zealand Work Research Institute (NZWRI) conducts enquiry-driven research to explore the issues affecting people and work. In 2019, NZWRI was successful in external research funding applications worth over \$5m and received numerous awards including the VC's award for Research Team Excellence.

The broad goals of NZWRI, as well as current key strategic priorities are outlined below<sup>1</sup>:

### 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. 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 NZWRI 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. Development of external research income, accompanied by building research capacity.

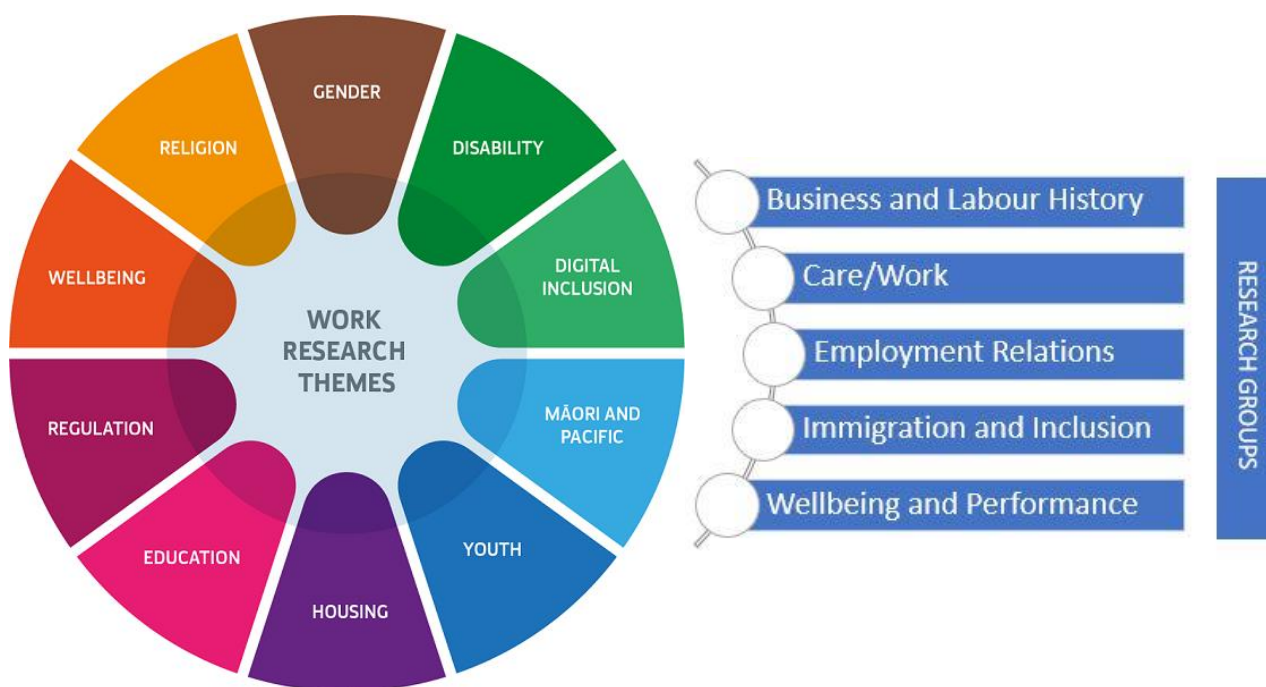
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<sup>1</sup> For more information about NZWRI, either visit the website at [www.workresearch.aut.ac.nz](http://www.workresearch.aut.ac.nz) or email [workresearch@aut.ac.nz](mailto:workresearch@aut.ac.nz)

## Section 2: Research focus

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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 **5 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 two main areas of focus – Big Data and Primary Surveys. In addition, we are increasingly using a mixed method approach, combining big data and qualitative research in a complementary fashion.

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#### 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.

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#### 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.

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## Section 3: Leadership, governance and membership

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### 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
Juliane 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
Alexandra Turcu	Research Assistant
Tamara Tesolin	NZWRI Manager
Livvy Mitchell	NZWRI Administrator, Research Assistant

In addition to those listed above, NZWRI 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*

## Advisory board

The board comprises [key leaders](#) from government, business and the community. Members contribute informed comment on our activities and assist in ensuring NZWRI is undertaking research that is relevant to our stakeholders and well informed. In addition to Gail Pacheco (Director, NZWRI), Jarrod Haar (Associate Director (Human Resource Management), NZWRI) and Lisa Meehan (Associate Director (Economic and Research), NZWRI), the advisory board includes the following:

Jackie Blue	Independent Director
Kerry Davies	National secretary, PSA
Marisa Fong	Director, MASIMAYA
Rob Kilpatrick	Director, Traidmission; Managing Director, SmallAlternative Trust
Rohan MacMahon	Principal, Wollemi Consulting
Eva McLaren	Manager, Economic & Social Research and Evaluation Team, Auckland Council
David Norman	Chief Economist, Auckland Council
Jane Parker	Co-Director, MPOWER, Massey University
Rose Ryan	Manager, Workforce and Workplace, MBIE
Saunoamaali'i Karanina Sumeo	Equal Employment Opportunities Commissioner, Human Rights Commission
Helen White	Barrister, Chancery Chambers

## Section 4: Commissioned research projects and reports

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The following examples are key 2019 research projects and reports that received external funding.

### Te Taura Whiri i te Reo Māori

*Project:* Ki te tahatū o te rangi: Normalising te reo Māori across non-traditional Māori language domains



*'Kia ita!'*  
*Te Taura Whiri i te Reo Māori*  
MĀORI LANGUAGE COMMISSION

*Team:* Jarrod Haar, Tania Ka'ai, Katherine Ravenswood and Tania Smith.

*Description:* In 2018, Te Taura Whiri i te Reo Māori commissioned NZWRI and Te Ipukarea to explore the integration of Māori language and culture in organisations. In 2019, [the report](#) was published which identifies why organisations use, support and champion the use of te reo me ngā tikanga Māori in Aotearoa, and the challenges that prevent them from doing so.

*Timeframe:* May 2018 – June 2019.

### New Zealand Human Rights Commission, in collaboration with Ministry of Business, Innovation and Employment and Ministry of Social Development

*Project:* In-work Poverty in New Zealand

*Team:* Gail Pacheco, Alexander Plum, Rod Hick (Cardiff University), William Cochrane (University of Waikato) and Michael Fletcher (Victoria University of Wellington).



Human Rights Commission  
*Te Kāhui Tika Tangata*

*Description:* In 2018, NZWRI was commissioned by the NZ Human Rights Commission to carry out a robust quantitative study that will define, measure and increase the understanding of the working poor in New Zealand and to inform poverty reduction policies. [The report](#) was published in 2019.

*Timeframe:* May 2018 – November 2019.

### Ministry of Business, Innovation and Employment

*Project:* Characterising New Zealand's Underutilised Workforce: Evidence From the Household Labour Force Survey



MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT  
HĪKINA WHAKATUTUKI

*Team:* Gail Pacheco, Kabir Dasgupta and Chris Erwin.

*Description:* This project identifies the composition of New Zealand's underutilised labour force. This knowledge informs measures to 'activate' or increase the utilisation rates of those workers for the purpose of expanding labour supply, and reducing reliance on migration. [The report](#) and related [infographic](#) were published in 2019.

*Timeframe:* May 2019 – July 2019.

## Ministry of Business, Innovation and Employment

*Project:* In-work Poverty in New Zealand: A Focus on Pacific Peoples



*Team:* Gail Pacheco and Alexander Plum.

*Description:* The objective of this research is to examine and analyse the range of available measurable characteristics related to Pacific people's experience of in-work poverty in the New Zealand labour market. The findings of the published [report](#) serve as a platform for informing relevant policy-making efforts aimed at reducing poverty and improving workers' employment-related circumstances.

*Timeframe:* April 2019 – November 2019.

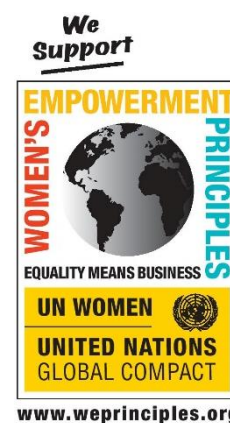
## NZ Women's Empowerment Principles Survey 2019

*Project:* NZ Women's Empowerment Principles Survey

*Team:* Gail Pacheco, Jarrod Haar and Alexandra Turcu.

*Description:* The aim of this survey is to uncover policies and practices within New Zealand's largest organisations on behalf of the New Zealand WEPs committee, with a specific focus on the seven UN Women's Empowerment principles. The related [report](#) was published in 2019.

*Timeframe:* June 2019 – September 2019.



## Ministry of Social Development (MSD)

*Project:* Ethnic Differences in the Uptake of Healthcare Services: What Factors Contribute to Ethnic Gaps in GP Registration, Immunisation and Dental Checks?



*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 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.

*Timeframe:* July 2019 – September 2020.

## Ngā Pae o te Māramatanga, New Zealand's Māori Centre of Research Excellence

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

*Team:* Professor Jarrod Haar and colleagues at the University of Auckland.

*Description:* This project seeks to identify what unique Human Resource Management (HRM) practices are offered in Aotearoa workplaces that directly engage in a positive way with Māori employees. The research will involve 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.

## 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 Programme Endeavour Fund

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



*Team:* NZWRI and researchers from the University of Waikato, Portland State University, and the OECD.

*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.

## Section 5: Other research projects

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This section outlines selected key research projects where outputs were published in 2019 across the leadership team, specialist research groups, and postdoctoral research fellows within NZWRI. 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 Value of Care: Understanding the Impact of the 2017 Pay Equity Settlement**

*Description:* The 2017 Pay Equity Settlement was a significant first step for Aotearoa New Zealand in re-valuing low paid female dominated occupations that are and have traditionally been viewed as ‘women’s work’. This research examines the impact of the Settlement on the quality of life of the workers and managers in these sectors. It is the first time there has been research into the effect of moving from minimum wage to a living wage for a female dominated workforce. The findings provide insight into the unintended consequences of the settlement on different role and service delivery, and important lessons for implementation of pay equity settlements in the future.

*Team:* Katherine Ravenswood and Julie Douglas.

*Research output:* Douglas, J., & Ravenswood, K. (2019). [The Value of Care: Understanding the impact of the 2017 Pay Equity Settlement on the residential aged care, home and community care and disability support sectors.](#) Auckland: New Zealand Work Research Institute.

### **Low-performing student responses to state merit scholarships**

*Description:* State merit scholarships may affect academic outcomes for low-performing college students, yet low-performers are generally overlooked in existing literature. Using administrative data, a discontinuity in eligibility rules identifies local average treatment effects on degree completion and course taking behaviour for students with below-average college grades.

*Team:* Christopher Erwin.

*Research output:* Working paper [19/02](#)

### **The Effect of Interest Rate Caps on Bankruptcy: Synthetic Control Evidence from Recent Payday Lending Bans**

*Description:* Using synthetic control analysis, this paper shows that, on the aggregate, bankruptcies are largely unaffected by the banning of payday lending schemes. This is consistent with the notion that payday bans hurt credit-constrained consumers in the short-run, but could help them in the long-run. Evidence also suggests that consumers substitute toward paying their credit card bills late and using pawnshops.

*Team:* Kabir Dasgupta (NZWRI) and Brenden Mason (North Central College, Illinois, U.S.).

*Research output:* Working paper [19/04](#)

### Understanding the transient population: insights from linked administrative data

*Description:* There is growing evidence that frequent residential relocation is often associated with adverse socio-economic outcomes related to education, health and wellbeing. This study makes use of newly linked administrative data to design a framework for quantifying different levels and types of residential movement for an entire population. Within this context, we are able to derive working definitions for the transient and vulnerable transient. This research contributes to understanding the key risk factors (in terms of both experience and intensity) associated with transience for adults, youth and children.

*Team:* Nan Jiang, Gail Pacheco and Kabir Dasgupta.

*Journal article:* [Journal of Population Research, First Online 3 April 2019](#)

### Health Care Homes: Early Evidence from Linked Administrative Data in New Zealand

*Description:* This paper presents a case study on the impacts of Health Care Homes (HCH) in New Zealand. By employing variation in the timing of HCH implementation across health practices (selected by propensity score matching), the authors estimate a difference-in-differences model to investigate the effects of the HCH intervention on multiple patient outcomes. Results suggest a statistically significant reduction in the likelihood of emergency department presentations.

*Team:* Kabir Dasgupta and Gail Pacheco.

*Journal article:* [The B.E. Journal of Economic Analysis and Policy](#)

### Gender Pay Gap: using the IDI

*Description:* Statistics NZ published a range of case studies highlighting the types of research being carried out using the Integrated Data Infrastructure (IDI). The report 'Empirical Evidence of the Gender Pay Gap', published in 2017, was chosen as part of this campaign due to the insights gained from utilising the IDI.

*Team:* Gail Pacheco, Chao Li and Bill Cochrane.

*Research outputs:* [IDI poster](#).

### 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, Martie-Louise Verreyne, Jenny Gibb, Tim Bentley and Stephen Teo.

#### *Research outputs:*

Verreynne, M., Ho, M., & Linnenleuke, M. (2019). Editorial for the special issue on: Organizational resilience and the entrepreneurial firm. [\*International Journal of Entrepreneurial Behaviour and Research\*](#), 24(7), 1122-1128.

Smollan, R. K. & Morrison, R. L. (2019a). Office design and organisational change: The influence of communication and organisational culture. [\*Journal of Organisational Change Management\*](#), 32(4), 426-440.

Smollan, R. K., & Morrison, R. L. (2019b). Supporting others through stressful organizational change. [\*Journal of Applied Behavioral Science\*](#), Online, 1-25. doi:10.1177/0021886319832518

Morrison, R. L., & Smollan, R. K. (2019, 19-20 September). Open plan office space? If you're going to do it, do it right: A fourteen-month longitudinal case study. [\*Paper presented at the meeting of the Human Factors and Ergonomics Society of New Zealand, 21st Conference, Auckland.\*](#)

Morrison, R., & Smollan, R. (2019, October 16). I feel your eyes on me. *Paper presented at the Gender & Diversity Research Showcase, AUT, Auckland.*

Morrison, R. L., & Smollan, R. (2019, December 4-6). Feeling exposed in open plan work environments – More than just the “male gaze”. [\*Paper presented at the meeting of the ANZAM, Cairns.\*](#)

#### **The physical work environment**

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

*Team:* Rachel Morrison and Roy Smollan.

#### *Research outputs:*

Morrison, R. L., & Smollan, R. (2019). Open plan office space? If you're going to do it, do it right: A fourteen-month longitudinal case study. [\*Applied Ergonomics\*](#), 82(2020), 1-18.

#### **Stressful organisational change project**

*Description:* This project looks at stressful organisational change in a District Health Board. This project looks at the experiences, motivations, and processes important before, during and after an organisational change event.

*Team:* Roy Smollan and Rachel Morrison.

*Research outputs:* Smollan, R. K. & Morrison, R. L. (2019). Supporting others through stressful organizational change. [\*Journal of Applied Behavioral Science\*](#), 55(3), 327-351.

## Diversity, religion and inclusion

*Description:* The research outputs of this project largely focus on gender equality and women's empowerment in management, work and organisation.

*Team:* Edwina Pio and the Immigration and Inclusion Research Group.

*Research outputs:*

Pio, E. (2019). Transnational feminist perspectives on women's education, work and leadership. In L. Collins, S. Machizawa, & J. Rice (Eds.), *Towards a Transnational Feminist Psychology of Women*. American Psychological Association (forthcoming).

## Immigration, class and work

*Description:* This is an ongoing project that seeks to interrogate how class impacts work for ethnic minority, visible minority women. The aim is to underscore the importance of disaggregating traditional analytical categories which tend to lump migrant women, in particular non-white women, as one homogeneous group.

*Team:* Edwina Pio and Rob Kilpatrick.

*Research outputs:*

Pio, E., Kristjansdottir, E., & Christansen, T. (2019). Glass hearts?! *Visible ethnic minority women migrants at work in Iceland and New Zealand*. Paper presented at the European Academy of Management, Portugal.

Pio, E. (2019). Transnational feminist perspectives on women's education, work and leadership. In L. Collins, S. Machizawa, & J. Rice (Eds.), *Towards a Transnational Feminist Psychology of Women* (pp. 141-164). American Psychological Association.

## Section 6: Events and engagements<sup>2</sup>

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

### Events at AUT

#### Employment Relations Seminar and Discussion – 19 February 2019

This event was hosted by the NZWRI Employment Relations Research Group. Guest speaker, Professor John Budd, opened the seminar with a presentation on dispute resolution and identifying sources of conflict.

#### Wage Effects of Baccalaureate Time to Degree in the United States – 14 March 2019

Dr Christopher Erwin presented his research exploring whether delayed graduation carries a labour market penalty in the United States. This seminar was co-hosted by NZWRI and the School of Economics at AUT University.

#### The Value of Care: the 2017 Pay Equity Settlement – 28 March 2019

NZWRI hosted the launch of the report 'The Value of Care: Understanding the impact of the 2017 Pay Equity Settlement on the residential aged care, home and community care and disability sectors', by Dr Julie Douglas and Associate Professor Katherine Ravenswood. Saunoamaali'i Karanina Sumeo, EEO Commissioner at the Human Rights Commission, introduced their research and Hon Julie Anne Genter, Minister for Women, provided a video message.

#### Price Effects of Special Housing Areas in Auckland – 2 May 2019

Dr Mario Andres Fernandez presented his paper investigating the causal effects of the Special Housing Areas programme on housing prices and the implications on affordability in Auckland. This seminar was co-hosted by NZWRI and the School of Economics at AUT University.

#### Barriers to participation: what would make a difference and would it work? – 22 May 2019

This symposium considers how to overcome barriers to participation in resolving employment relationship problems. An earlier symposium, held in September 2018, discussed the problem caused by those barriers to participation. This was an invitation-only event co-hosted by Victoria University in Wellington.

#### The Pursuit of Happiness (in the workforce) – 27 June 2019

Hosted by AUT University, this event discussed the importance of a happy, healthy, engaged workforce. Professor Gail Pacheco and Professor Jarrod Haar were on the speaking panel.

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<sup>2</sup> 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.

### [Religion and Business: Reaping the Diversity Dividend](#) – 12 August 2019

This seminar explored the relationships between business and religion in the contemporary global world. Guest speakers discussed the impact of increased diversity with especial interest in the challenges and tensions resulting from difference and the potential synergies and benefits of religious diversity. This event was co-hosted by the Immigration and Inclusion Research Group of NZWRI, the AUT Management Department and the AUT Diversity Office.

### [Digital Divide Workshop](#) – 15 August 2019

This workshop discussed the identification of and possible solutions to New Zealand's digital divide. Participants also considered external factors contributing to the divide, including capability skills, whanau support, motivation and trust. This event was co-hosted by NZWRI and the NZ Productivity Commission.

### [The Evolution of Gender Gaps in Numeracy and literacy Between Childhood and Young Adulthood](#)

– 14 October 2019

Dr Marco Paccagnella, of the OECD, presented his co-authored research on the evolution of gender gaps in numeracy and literacy evolve from age 10 to age 27. This event was co-hosted at AUT by NZWRI and the NZ Productivity Commission.

### [Gail Pacheco's inaugural professorial address: Is Economics useful for public policy?](#) – 15 October 2019

At her inaugural professorial address, Professor Gail Pacheco spoke about the importance of evidence-based research to inform public policy.

### [Job-to-job Transitions and the Regional Job Ladder](#) – 6 November 2019

NZWRI and the Productivity Commission co-hosted a public seminar by Guanyu Zheng (a.k.a Fish), a Senior Advisor in the Economics and Research Team at the New Zealand Productivity Commission. Fish spoke to regional job transitions in New Zealand using the Linked Employer-Employee Database (LEED).

### [Association of Academic Historians in Australian and New Zealand Business Schools \(AAHANZBS\)](#)

#### [11<sup>th</sup> Annual Conference](#) – 7-8 November 2019

The 11<sup>th</sup> Annual Conference of the AAHANZBS was hosted by the Business and Labour History Group of NZWRI. This year's conference was themed: *Institutions and Change*.

### [The 8th Aotearoa New Zealand Organisational Psychology and Organisational Behaviour \(OPOB\) Conference](#) – 29 November 2019

AUT hosted the 8<sup>th</sup> OPOB New Zealand Conference with the support of our Wellbeing and Performance Research Group. The purpose of this conference was for researchers and practitioners to gather and share their research in OPOB or related fields that focus on people at work. The conference was of great value with high quality, engaging presentations and networking opportunities for practitioners, academics and graduate students.



## Engagements external to AUT

[Productivity of Housing Construction: A literature discussion and scoping exercise](#) – Wellington, 14 February 2019

Dr Nan Jiang was invited by the NZ Productivity Commission to present her research on the drivers of construction sector productivity in NZ. Dr Jiang's study consisted of two parts: (i) a comprehensive summary of recent literature regarding productivity measurement in the construction industry, and (ii) a scope investigation in the data available in NZ and a proposal of new empirical paths for delving into future analysis.

[Building the Connections Between Research and Policy](#) – Missouri, USA, 21-23 March 2019

This was the 44<sup>th</sup> Annual Conference of the Association for Education Finance and Policy, hosted in Kansas City, Missouri. Dr Christopher Erwin presented his paper "Low-performing Student Responses to State Merit Scholarships".

[The Effects of Interest Rate Caps on Bankruptcy: Synthetic Control Evidence from Recent Payday Lending Bans](#) – Auckland, 12 April 2019

Payday loans have the potential to both help and harm consumers. In this paper, Dr Kabir Dasgupta uses interest-rate caps as quasi-experiments to test whether access to payday credit affects delinquencies and bankruptcies. This seminar was hosted by the Department of Economics at Auckland University.

[Heritage Talk: Spice it up with Professor Edwina Pio](#) – Auckland, 24 April 2019

Professor Edwina Pio examines how New Zealanders have historically shunned stereotypes, yet the future demands compassion and exclusiveness. Hosted by Auckland Council, this talk looked at how we must give back for the privilege of living in Aotearoa.

[2019 Global Carework Summit](#) – Toronto, Ontario, 9-11 June 2019

Co-sponsored by NZWRI's Care/Work Research Group, the Global Carework Summit brings together international academics, policy makers, workers and unions to address the critical issues related to carework. Associate Professor Katherine Ravenswood is on the Global Carework Network steering committee and presented her Value of Care research, co-authored by Dr Julie Douglas.

[New Zealand Association of Economists \(NZAE\) 2019 Conference](#) – Wellington, 3-5 July 2019

Dr Alexander Plum, Dr Kabir Dasgupta, Dr Christopher Erwin, Livvy Mitchell and Leon Iusitini represented NZWRI at this year's NZAE conference. Alex and Kabir presented research exploring the persistence of wage shocks and the effect of interest rate caps on bankruptcy. Chris and Livvy presented on crime-related research: the effect of minimum legal drinking ages on crime and the effect of home detention sentencing on recidivism, respectively. Leon presented his PhD research looking at intergenerational income mobility.

[6<sup>th</sup> Regulating for Decent Work Conference](#) – ILO, Geneva, 8-10 July 2019

Associate Professor Katherine Ravenswood and Dr Julie Douglas presented their research "'Regularising' Home and Community Aged Care Work: A Case Study of New Zealand Regulatory Changes". Pam Nuttall also presented her jointly authored paper "Repurposing Equal Pay Legislation: The Landmark New Zealand Case", jointly authored with Emily Griffin and Jane Parker (AUT), and Noelle Donnelly (VIC).

[Australian Conference of Economists 2019](#) – Melbourne, Australia, 14-16 July 2019

Professor Gail Pacheco was invited to present at a session at the ACE 2019 on how economics can best inform social policy. Gail also presented her research on low pay jobs and was a panel member for the Economics of Diversity special session.

[Seminar at Otto von Guericke University Magdeburg](#) – Magdeburg, Germany, 23 August 2019

Dr Alexander Plum presented his research, co-authored with Dr Kabir Dasgupta, at Otto von Guericke University Magdeburg. His presentation was entitled “Using randomly assigned normally distributed draws for estimating Maximum Simulated Likelihood”.

[34<sup>th</sup> Annual Congress of the European Economic Association](#) – Manchester, UK, 26-30 August 2019

Dr Alexander Plum presented his research, co-authored with Professor Gail Pacheco, at the 2019 EEA conference hosted by the University of Manchester. The presentation was “When there is no way up: Reconsidering low-paid jobs as stepping stones”.

[White Camellia Awards 2019](#) – Wellington, 17 September 2019

Professor Gail Pacheco was invited to speak at the White Camellia Awards, where New Zealand’s top organisations are recognised for their progress in supporting gender equity, with a particular focus on the seven United Nations Women’s Empowerment Principles.

[Economics Department Seminar \(University of Otago\)](#) – Dunedin, 20 September 2019

Dr Kabir Dasgupta presented his co-authored research at a public seminar hosted by the University of Otago. Kabir’s paper was entitled “The Effect of Interest Rate Caps on Bankruptcy: Synthetic Control Evidence from Recent Payday Lending Bans”.

[I walk the line: Building an industry engaged in research programme](#) – Melbourne, Australia, 9 October 2019

Associate Professor Katherine Ravenswood and Dr Julie Douglas were invited to present their 2017 Pay Equity research at RMIT University’s Centre for People, Organisation and Work, and School of Management.

[Early Career Researchers: workshop on engaged research](#) – Sydney, Australia, October 2019

Associate Professor Katherine Ravenswood and Dr Julie Douglas spoke at the University of Technology at Sydney about their 2017 Pay Equity research and the benefits and challenges, and ethical issues of engaged research.

[Workshop in Equity, Diversity and Gender in Employment](#) – Queensland, Australia, 23 October 2019

Associate Professor Katherine Ravenswood and Dr Julie Douglas were invited as keynote speakers to this workshop at Griffith University as part of the Centre for Work, Organisation and Wellbeing. Their presentation was entitled “Does legislation for gender equity change managers’ perspectives on the skills and value of healthcare assistants?”.

[Labour Econometrics Workshop](#) – Wellington, 25 October 2019

Dr Christopher Erwin attended this applied econometrics workshop, hosted by Victoria University of Wellington. Chris presented his co-authored paper entitled “Performance-based aid, enhanced advising, and the income gap in college graduation: Evidence from a randomized controlled trial”.

[Southern Economic Association 89th Annual Meetings](#) – Fort Lauderdale, Florida, 23-35  
November 2019

Dr Kabir Dasgupta presented his co-authored research on the effect of children's health insurance benefit on fertility at the 89th Annual Meetings of the Southern Economic Association in Florida.

[In-Work Poverty Research Launch](#) – Auckland, 25 November 2019

The New Zealand Human Rights Commission hosted the launch of research on In-Work Poverty conducted by the NZ Work Research Institute and commissioned by the Human Rights Commission, MBIE and MSD. Professor Gail Pacheco and Dr Alexander Plum spoke about their research findings and answered questions.

[In-Work Poverty Seminar](#) – Wellington, 26 November 2019

The New Zealand Human Rights Commission hosted an in-depth presentation and discussion of the research methodology and findings of the In-Work Poverty report by Professor Pacheco and Dr Plum, as well as a discussion about the human rights implications of In-Work Poverty by Saunoamaali'i Karanina Sumeo, the Equal Employment Opportunities Commissioner.

## Section 7: In the media

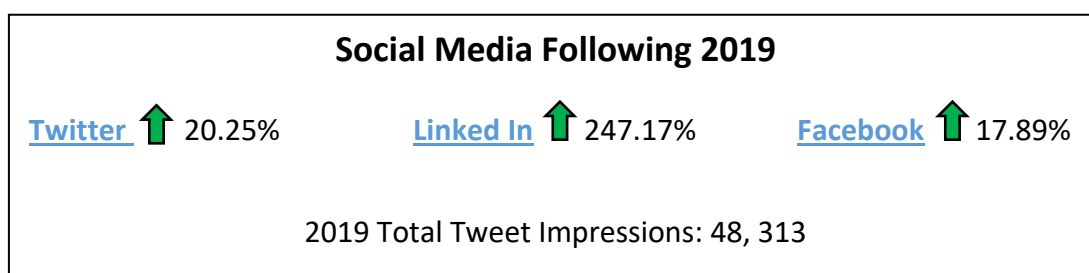
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### Social media

NZWRI has maintained a strong social media presence in the past few years. In 2019, we introduced a social media campaign called “**Q + A with...**”, where various members of NZWRI answered five questions related to their academic career, a recent research project, and their life outside work.

Examples of the 2019 “Q + A with...” series include:

- [Q + A with Kabir Dasgupta](#)
- [Q + A with Katherine Ravenswood](#)
- [Q + A with Livvy Mitchell](#)
- [Q + A with Alexander Plum](#)
- [Q + A with Rachel Morrison](#)
- [Q + A with Juliane Hennecke](#)
- [Q + A with Christopher Erwin](#)



### Media articles

In addition to our social channels, NZWRI has regularly featured in news articles. For all 2019 media contributions and citations, titles are hyperlinked with the full news item or radio interview:

[Transport’s dirty little secret: The truckers breaking the law just to survive](#) – *The Spin Off*, 16 January 2019

[Struggle is real with the holiday juggle](#) – *NZ Herald*, 20 January 2019

[Work-life balance – ‘An issue that’s time has come’](#) – *Stuff NZ*, 23 February 2019

[Michelin-star Indian chef and Chinese fine dining, but can Kiwis look beyond butter chicken and fried won tons?](#) – *NZ Herald*, 3 March 2019

[What if your weekend started this morning?](#) – *NewsHub Nation*, 7 March 2019

[Discarded Hindu religious statues at Auckland beaches raise concern](#) – *NZ Herald*, 11 March 2019

[Is corporate social responsibility a new area of competitive advantage?](#) – *AUTi*, 19 March 2019

[How to move beyond simplistic debates that demonise Islam](#) – *The Conversation*, 21 March 2019

[Historic pay equity settlement for NZ care workers delivers mixed results](#) – *The Conversation*, 28 March 2019

[\\$2b pay equity settlement transformed workers' lives – but has not been without problems](#) – *NZ Herald*, 28 March 2019

[Eco-spirituality Transdisciplinary learnings for organisations](#) – *AUTi*, 2 April 2019

[Pay equity legislation jumps hurdle and heads into second reading](#) – *Stuff*, 15 May 2019

[Million Milestones: New levels of tolerance needed as NZ counts down to 5 million](#) – *NZ Herald*, 17 May 2019

[Flexible work: The rise – and pros and cons – of shunning the 'office'](#) – *Stuff*, 31 May 2019

[Productivity Commission appointments bolster](#) – *Scoop*, 17 June 2019

[New Commissioners appointed](#) – *Productivity Commission*, 17 June 2019

[Productivity Commission board members appointed](#) – *The Beehive*, 17 June 2019

[Gail Pacheco joins Productivity Commission](#) – *AUTi*, 19 June 2019

[Moving towards social cohesion: Professor talks religious diversity in NZ](#) – *AUTi*, 25 June 2019

[Good for te reo, good for business!](#) – *Te Taura Whiri I te Reo Maori*, 27 June 2019

[The school holiday conundrum for parents](#) – *Radio NZ*, 8 July 2019

[Normalisation of Te Reo Māori is good for business](#) – *HRNZ*, 16 July 2019

[Normalisation of Te Reo Māori is good for business](#) – *AUTi*, 16 July 2019

[Using te reo Māori at work leads to increased job satisfaction, study finds](#) – *Stuff*, 16 July 2019

[Using emojis at work helps colleagues see you as warmer, friendlier, says study](#) – *Stuff*, 17 July 2019

[Revealed: the regulatory hole that sees fatal truck crashes escape investigation](#) – *The Spinoff*, 31 July 2019

[Watch the Inter-University 3MT Master's Challenge Livestream](#) – *AUTi*, 22 August 2019

[AUT PG Symposium sees strong faculty representation](#) – *AUTi*, 23 August 2019

[AUT's Livvy Mitchell wins 3MT Masters National Finals!](#) – *Thesislink*, 23 August 2019

[Three-Minute Thesis win](#) – *Otago Daily Times*, 24 August 2019

[Are we any closer to achieving pay equity?](#) – *Stuff*, 27 August 2019

[3 Minute Thesis Finals](#) – *AUTi*, 28 August 2019

[2019 Three Minute Thesis New Zealand Inter-University Master's Final](#) – *Otago University News*, August 2019

[Why Lion brewery won't ask candidates about current pay at job interviews](#) – *Stuff*, 1 September 2019

[2019 Women of Influence Awards finalists announced](#) – *Stuff*, 1 September 2019

[BEL staff excellence celebrated](#) – *AUTi*, 7 September 2019

[Government funds research to help transition to low emission economy, grow R&D, tackle social issues](#) – *Beehive*, 17 September 2019

[No senior Māori managers at 28 government bodies, Stuff survey finds](#) – *Stuff*, 17 September 2019

[Cathy Murphy: Westpac's gender pay gap surprise – give me strength](#) – *NZ Herald*, 19 September 2019

[NZWRI secures \\$4.3 million MBIE funding](#) – *AUTi*, 20 September 2019

[Westpac's first Gender Pay Gap report](#) – *AUT News*, 24 September 2019

[Statement launched to support religious diversity](#) – *AUTi*, 24 September 2019

[Paid parental leave: Cultural shift needed to encourage dads to take time off](#) – *Newshub*, 27 September 2019

[District Health Board elections: A chance to help those who care for our most vulnerable](#) – *Stuff*, 6 October 2019

[How women's life-long experiences of being judged by their appearance affect how they feel in open-plan offices](#) – *The Conversation*, 8 October 2019

[Gendered responses to open-plan offices](#) – *AUTi*, 9 October 2019

[2019 Te Rangi Hiroa Medal: Working to break glass, concrete and bamboo ceilings](#) – *Royal Society Te Apārangi*, 17 October 2019

[Prof Pio awarded Te Rangi Hiroa Medal](#) – *AUT News*, 18 October 2019

[Professor Gail Pacheco bestowed AUT's top award](#) – *AUTi*, 24 October 2019

[Economist Wins Top Award at AUT](#) – *Scoop*, 24 October 2019

[AUT University Medal Winner 2019](#) – *AUT Communications*, 24 October 2019

[Escape from Iraq invasion inspired economic focus on the vulnerable](#) – *NZ Herald*, 26 October 2019

[From invasion to studying life on the margins](#) – *Weekend Herald*, 26 October 2019

[AUT Excellence Awards winners – New Zealand Work Research Institute](#) – *AUTi*, 7 November 2019

[More than 50,000 working households live in poverty](#) – *Scoop*, 25 November 2019

[More than 50,000 working households live in poverty, new report reveals](#) – *Stuff*, 25 November 2019

[How bad is poverty in New Zealand?](#) – *The Big Q*, 25 November 2019

[50,000 NZ working households live in poverty](#) – *RNZ*, 25 November 2019

[More than 50,000 working households in New Zealand live in poverty](#) – *HRC*, 25 November 2019

[More than 50,000 working households in NZ live in poverty](#) – *AUTi*, 25 November 2019

[More than 50,000 working households live in poverty, new report reveals](#) – *Stuff*, 25 November 2019

[Call to lift thousands of NZ households out of poverty](#) – *RNZ News*, 25 November 2019

[Thousands of working households live in poverty – study](#) – *TVNZ: Te Karere*, 24 November 2019

[Working not enough to escape poverty](#) – *Waatea News*, 25 November 2019

[Working Households living in Poverty with Dr. Alexander Plum](#) – *95 Bfm*, 25 November 2019

[Working, still poor: Is renting keeping us that way?](#) – *Stuff*, 25 November 2019

[The staggering number of Kiwi workers living in poverty](#) – *Newshub*, 25 November 2019

[New research out this morning has revealed just how many working households in New Zealand are in poverty and the reasons why](#) – *TVNZ: Breakfast*, 25 November 2019

## Section 8: Awards

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### **Appointment to the Productivity Commission Board**

In June 2019, Professor Gail Pacheco was appointed as a Commissioner on the New Zealand Productivity Commission Board. Gail's economic expertise on labour and health research themes, her strong technical background and extensive experience leading complex research projects led to her appointment.

### **Marsden re-appointment**

Professor Jarrod Haar has been re-appointed to the Marsden Fund Council for a further three-year term. Announcing the re-appointment, Research, Science and Innovation Minister, Megan Woods, said the Marsden Fund is one of New Zealand's most prestigious contestable research investment funds, aimed at generating new knowledge with long-term benefit to New Zealand.

### **2019 Jan Whitwell Prize**

Our Administrator / Research Assistant, Livvy Mitchell, received the 2019 Jan Whitwell Prize at the 60<sup>th</sup> NZAE Conference for the best presentation of work for a Master's student. Livvy presented the results of her thesis: "A policy evaluation of home detention sentencing: Evidence from New Zealand".

### **Panellist on ABDC Journal Rankings**

A range of panels have been established to rank academic journals in the ABDC 2019 Journal Quality List Review. Professor Jarrod Haar was announced as a panellist on the 'Other Management' sub-panel of Management, Commercial Services and Transport and Logistics.

### **2019 Three Minute Thesis New Zealand Inter-University Master's Champion**

Livvy Mitchell won the national finals of the 3MT Master's Competition, hosted by the University of Otago on 22 August 2019. Livvy's presentation was entitled "Home Detention: Couch surfing or job preserving?".

### **Certified Belieforama trainer**

Professor Edwina Pio was invited to become a certified trainer for Belieforama, an EU funded programme that seeks to make a positive long-term impact on religious diversity and belief issues.

### **2019 Women of Influence Awards**

Lead Researcher of the Immigration and Inclusion Research Group, Professor Edwina Pio, was announced as a finalist for the 'Diversity' category of the 2019 Women of Influence Awards.

### **2019 Faculty Excellence in Research Awards**

Associate Professor Katherine Ravenswood and Dr Julie Douglas, of our Care/Work Research Group, were the 2019 recipients of the Excellence in Engaged Research (Team) award for the Faculty of Business, Economics and Law. Dr Angsana Techatassanasoontorn and Alexandra Turcu also received individual teaching awards.



### **Te Rangi Hīroa Medal 2019**

Professor Edwina Pio was awarded the Te Rangi Hīroa Medal by Royal Society Te Apārangi for her pioneering research in diversity; specifically, how the intersection of ethnicity, religion and gender impacts and is influenced by the world of work. The Te Rangi Hīroa Medal is a social science award for excellence in social history, cultural diversity, socioeconomics or medical anthropology.

### **AUT Medal 2019**

Professor Gail Pacheco has received AUT's highest award at the 2019 Excellence Awards. Gail received the AUT University Medal in recognition of sustained and outstanding contributions to AUT that reflect and enhance the academic development and reputation of the University.

### **Vice-Chancellor's Award for Research Team Excellence**

NZWRI received the 2019 Research Team Excellence award for interdisciplinary, enquiry-driven research with social impact.