

AUT

Annual Report 2017



**NEW ZEALAND
WORK RESEARCH INSTITUTE**

www.workresearch.aut.ac.nz

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Section 1: Introduction

The New Zealand Work Research Institute (NZWRI) conducts enquiry-driven research to explore the issues affecting people and work. The broad goals of the Institute, as well as current key strategic priorities are outlined below¹:

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 4) and that we are responsive to their research needs in key work and employment issues.

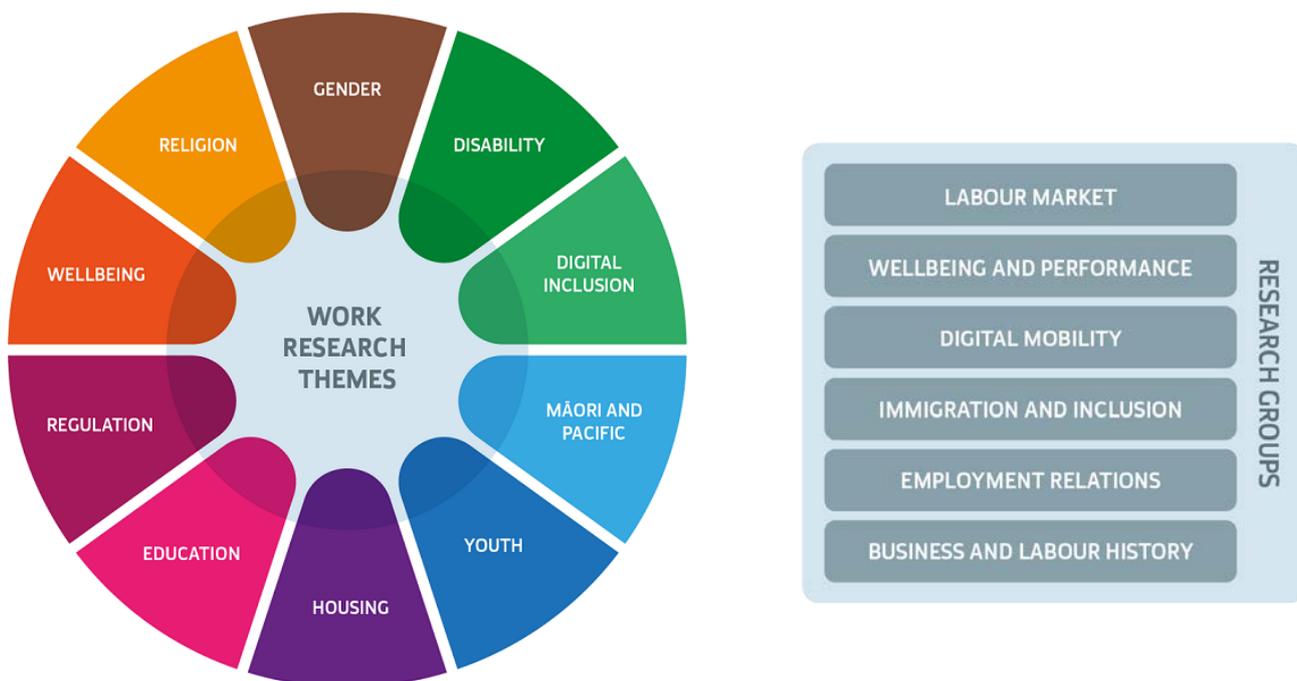
Key Strategic Priorities:

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 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. 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 workresearch@aut.ac.nz

Section 2: Research focus

In 2017, we updated the visual representation of research clusters across the Institute. In particular, we previously focussed solely on the [six research groups](#), and we have now developed the pictorial below to reflect the move towards a broader range of work research topics, as well as the many overlapping themes across the groups. The **10 research themes** provide a more accurate representation of the work streams covered at the Institute.



While our research streams have taken on a broader perspective, our research strengths have been narrowed down to two main areas of focus – big data and primary surveys.

Our research strengths

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.

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

Leadership team

Gail Pacheco	Director
Jarrood Haar	Deputy Director
Simon Mowatt	Leader of the Business and Labour History Group
Angsana Techatassanasoontorn	Co-Leader of the Digital Mobility Research Group
Antonio Díaz Andrade	Co-Leader of the Digital Mobility Research Group
Erling Rasmussen	Leader of the Employment Relations Research Group
Edwina Pio	Leader of the Immigration and Inclusion Research Group
Katherine Ravenswood	Co-Leader of the Wellbeing and Performance Research Group
Marcus Ho	Co-Leader of the Wellbeing and Performance Research Group

There are also two postdoctoral research fellows² ([Kabir Dasgupta](#) and [Alexander Plum](#)), and a research developer ([Mary Hedges](#)) and numerous part time research officers and assistants.

In addition to those listed above, the Institute includes more than 70 internal AUT members (details available on each groups' webpage) and 90 external [research associates](#).

Support staff

Tamara Tesolin (Office Manager) and Vinuli Withan (Institute administrator)

Advisory board

The board comprises [key leaders](#) from government, business and the community. Members contribute informed comment on our activities, and assist in ensuring the Institute is undertaking research that is relevant to our stakeholders and well informed.

Jackie Blue	Equal Employment Opportunities Commissioner, Human Rights Commission
Marisa Fong	Director, MASIMAYA
Jarrood Haar	Deputy Director, NZ Work Research Institute
Rob Kilpatrick	Director, Traidmission; Managing Director, SmallAlternative Trust
Duane Leo	Union Organiser, Public Service Association
Eva McLaren	Manager, Economic & Social Research and Evaluation Team, Auckland Council
David Norman	Chief Economist, Auckland Council
Gail Pacheco	Director, NZ Work Research Institute
Jane Parker	Co-Director, MPOWER, Massey University
David Paterson	Manager, Labour Market Trends, MBIE
Peter Schweder	Manager, Health and Safety, BECA
Helen White	Barrister, Chancery Chambers

² Until 30 June 2017, NZWRI also included another postdoctoral research fellow – Chao Li.

Section 4: Institute reports

- Pacheco, G., Li, C., and Cochrane, B. (2017) "[Empirical evidence of the gender pay gap in New Zealand](#)", report commissioned by Ministry for Women.
- Ravenswood, K and Douglas, J. (2017) "[New Zealand Aged Care Workforce Survey 2016](#)". This projects works closely with a number of stakeholders in aged care, including the Caring Counts Coalition and the Kaiāwhina Workforce Action Plan.
- Meehan, L., Pacheco, G., and Pushon, Z. (2017) "[Explaining ethnic disparities in bachelor's qualifications](#)", report³ commissioned by NZ Productivity Commission.
- Pacheco, G., Haar, J., and Parker, E. (2017) "[UN Women's Empowerment Principles Survey](#)", commissioned report by UN Women.
- Cochrane, B., Fletcher, M., Pacheco, G., and Plum, A. (2017) "[Low pay in NZ](#)", report commissioned by Ministry of Business, Innovation and Employment⁴.
- Jiang, N., Pacheco, G., and Dasgupta, K. (2017) "[Residential movement within New Zealand: Quantifying and characterising the transient population](#)", report commissioned by Superu⁴.
- Dasgupta, K. and Pacheco, G. (2017) "Developing indicators of student wellbeing: A scoping exercise with the IDI", report commissioned by Ministry of Education⁴.

³ This report has also been converted into a journal article, and has recently been accepted for publication in *Studies in Higher Education* – a journal ranked A on the ABDC list.

⁴ Not publicly available as yet.

Section 5: Commissioned research projects

The following examples are key research projects which received external funding in 2017.

Ministry for Women

Project: Empirical evidence of the gender pay gap in New Zealand

Team: Gail Pacheco, Chao Li and Bill Cochrane

Description: This research uses both decomposition and matching techniques to assess the portion of the gender pay gap that is unexplained by observable information. We also use quantile regression to investigate evidence of a glass ceiling in the NZ labour market.

Timeframe: June 2016 – February 2017

NZ Productivity Commission

Project: Explaining ethnic gaps in bachelor's qualifications: Participation, retention and completion.

Team: Lisa Meehan, Gail Pacheco and Zoe Pushon

Description: There are substantial ethnic gaps in higher education in NZ, despite more than a decade of considerable policy effort aimed at this concern. This study uses newly linked administrative data to examine the underachievement of Māori and Pasifika relative to Europeans. We follow a population cohort born between 1990 and 1994 from school through to young adulthood to assess the relative contributions of prior academic performance, socioeconomic status and parental education to these gaps.

Timeframe: June 2016 – February 2017

Superu

Project: Residential movement within New Zealand: Quantifying and characterising the transient population

Team: Gail Pacheco, Nan Jiang, Kabir Dasgupta, Sonia Lewycka and Mary Hedges

Description: The Social Policy Evaluation and Research Unit manages a Ministerial fund for social sector research. This project was commissioned under that umbrella. This study presents the first attempt at quantifying the scale of transience and vulnerable transience in NZ, and a description of who these people are. These findings will inform the work of a number of agencies who deliver services to vulnerable populations. Knowing who is at risk of being vulnerable transient could also contribute to social investment modelling being undertaken across social sector agencies.

Timeframe: August 2016 – May 2017

Ministry of Education

Project: Developing indicators of international student wellbeing: A scoping exercise with the IDI.

Team: Kabir Dasgupta and Gail Pacheco

Description: Acknowledging the large economic and social importance of New Zealand's international education sector, the Ministry of Education released an International Student wellbeing strategy in June 2017, which includes four broad domains of interest – economic wellbeing; education; health; and inclusion. To monitor international students' outcomes in each of these spaces, this study explores the scope of administrative data in the IDI to construct indicators of students' academic outcomes (qualification completion), economic conditions (employment indicators), physical and mental wellbeing (frequency in usage of health care services), and inclusion (crime victimisation and incidence of accidents leading to injury).

Timeframe: May 2017 – December 2017

United Nations Women's Empowerment Principles

Project: United Nations Women's Empowerment Principles Survey 2017

Team: Gail Pacheco, Jarrod Haar and Eva Parker

Description: The UNWEPS aims 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 study analysed and summarised results from this survey, based on the seven UN Women's Empowerment Principles. Evidence from the survey signals areas for improvement, as well as providing case study examples of organisational practices that are working well.

Timeframe: September 2017

Internet NZ; Ministry of Business, Innovation and Employment; Auckland Council

Project: World Internet Project

Team: Angsana Techatassanasoontorn, Antonio Diaz Andrade, and Mary Hedges

Description: The World Internet Project is a collaboration of over 40 countries to develop an understanding of the cultural, economic, political and social impact of the internet. The New Zealand part of this has run every two years since 2007 and provides a picture of our changing internet usage patterns. Previous versions of this survey have been used to assist in decision making and raising the standard of planning and debate in government policy and business planning in New Zealand. Data collection for the 2017 survey has been completed in December 2017.

Timeframe: Survey design and collection in 2017, analysis in 2018

Section 6: Other research projects

This section outlines selected key research projects across the leadership team, specialist research groups, and post-doctoral research fellows within the Institute. Unlike Section 5, 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).

Does it pay off to work on a low wage?

Description: One in five workers in Britain is employed on a low wage. A common question is whether the low pay work reduces the risk of becoming unemployed in the future, and increases the probability of getting a higher paid job. Or, whether working for low pay is sending out a signal to employers regarding low productivity, and thus potentially resulting in affected workers entering a low pay – no pay cycle.

Team: Gundi Knies and Alexander Plum

Research outputs: Description of research findings published in “[Insights 2017: Findings from the UK Household Longitudinal Study](#)”, published by the Institute for Social & Economic Research, University of Essex.

NZ Aged Care Workforce Survey

Description: Aged care is a critical workforce in NZ and internationally. This survey provides dynamic benchmark information on workforce trends. This survey was conducted in 2014 and 2016 and research is ongoing in this space, with the next iteration expected in 2019.

Team: Katherine Ravenswood and Julie Douglas

Research outputs: Research report

Wellbeing @ Work

Description: In this study, we developed and tested a large survey of New Zealand employees to explore a model of wellbeing at work, that focuses on a number of work factors (e.g., inclusion, fairness, workload), and job attitudes (work-life balance, meaningful work) towards a large number of wellbeing, which provides a holistic way to explore wellbeing. Importantly, this study focused on Maori, Pacific peoples, and New Zealand Europeans (and others). The analysis is currently underway.

Team: Jarrod Haar, Nimbus Standiland, and Peter McGhee.

Research outputs: Conference presentation accepted at forthcoming conferences: Gender, Work and Organisation 10th Biennial International Interdisciplinary Conference, Sydney, Australia (June 2018); 17th European Conference on Research Methodology for Business and Management Studies, Rome, Italy (July 2018).

Labour in Historical Context

Description: Ongoing collaborative project with other NZWRI groups explores the historical roots and implications of changing labour practices. Labour history concerning employment relations, working class culture, trade unions, non-union employee representation, and political parties of labour and international comparative studies in all of these areas

Team: Fiona Hurd, David Williamson, Erling Rasmussen, Candice Harris, Katherine Ravenswood, Simon Mowatt, and Howard Cox (University of Worcester, UK)

Research outputs: Presentations at the Business and Labour History Group symposium (at AUT) by G. Brooke et al "The Economists and NZ Population: Problems and Policies 1900-1980s", and D. Williams "From Cinderella to Nigella: a short history of employment relations and food in NZ tourist hotels". Presentations at the AAHANZBS conference (Sydney) by F. Hurd "Perfect Storm, serendipity or a brief reprieve" and S. Mowatt "Was the development of relational marketing a post-war phenomenon? Evidence from history". Journal publication: Hurd, Fiona and Dyer, Suzette. (2017) Mutualism beyond the "mutual": The collective development of a New Zealand single industry town hospital," Labour History, 112: 45-60.

Green Business History

Description: This study examines the development of green business in New Zealand within the context of the ongoing wider Harvard Business School study led by Geoffrey Jones, and more specifically the development of the organic industry and the roots of the concept of "clean green" New Zealand. The project initially focused on interviews with founders and entrepreneurs, then archival research.

Team: Simon Mowatt and Geoff Jones (Harvard Business School).

Research outputs: Geoffrey Jones (2017) Profits and Sustainability: A History of Green Entrepreneurship, Oxford University Press and forthcoming book chapter with Simon Mowatt

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

Description: This study examines the impact of warrantless arrest laws (designed to deter domestic violence) on multiple youth outcomes. Utilising variation in the timing of implementation of the laws across states, and employing a difference in differences framework, this study examines both the direct and indirect impacts on youth in the United States.

Team: Kabir Dasgupta and Gail Pacheco

Research outputs: Working paper (in AUT series) and Journal Article. The latter has been accepted and is forthcoming in B.E. Journal of Economic Analysis and Policy, A ranked in the ABDC list.

Evaluating the impact of the 20 hours ECE reform

Description: This study uses a quasi-experimental framework to examine the impact of 20 hours free early childhood education (a policy implemented in NZ in 2007 on labour market outcomes of affected mothers – both employment propensity and monthly earnings variation.

Team: Isabelle Bouchard, Lydia Cheung and Gail Pacheco

Research outputs: A chunk of this research was completed via Isabelle Bouchard's masters thesis, which has been submitted to her examination committee at HEC Montreal (Canada). The authors are now working to finalise results and conduct additional permutations, with the aim of submission to an internationally ranked journal outlet in 2018.

Employer perspectives

Description: This stream of research focusses on a range of attitudes / values from the employers' perspective.

Team: Erling Rasmussen, Barry Foster (Massey), Deirdre Farr (Massey), Stefan Quifors, Warren Goodsir, Paul Sutcliffe.

Research outputs: Conference presentation by Rasmussen et al (in Italy) "Where have all the research on employers gone". Journal article published – Rasmussen et al "The battle over employer-determined flexibility", *Employee Relations*, 38(6): 1-23.

Precarious work and employment protection

Description: This research stream investigates precarious workers in the labour market, compares employment protection available in NZ with Australia, and the different types of precarious work.

Team: Michael Fletcher, David Williamson, Erling Rasmussen, Felicity Lamm, Danae Anderson, Gaye Greenwood.

Research outputs: Conference presentation forthcoming in 2018 at the 6th Conference of Precarious Work and Vulnerable Workers.

Emergency health and wellbeing

Description: This project investigates the effect of stress management training in emergency medicine hospital practice. This project began as a pilot trial with the Helicopter Emergency Medical Service (HEMS) only, and has now been expanded to become a full wait list controlled trial including three district health boards and four regional hospital emergency medicine departments as well as the HEMS team. This project has active support from the research committees of all three Auckland regional hospital boards and from the Australian College of Emergency medicine.

Team: Mark Le Fevre, Chris Denny, Alana Harper, and James Le Fevre (WDHB)

Research outputs: Data collection has commenced on this project with a view towards conference article being written following data analysis. A journal article will follow completion of project.

Individual and Organisational resilience

Description: This project is an ongoing project examining 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 and Martie-Louise Verreyne (University of Queensland), Jenny Gibb (Waikato), Tim Bentley (Massey) and Stephen Teo (Edith Cowan University)

Research outputs: Data collection and analysis on the first stream examining entrepreneurial resilience in SMEs has completed in 2017. Conference and journal submission to follow in 2018. A second survey on entrepreneurial resilience and HRM will commence data collection in 2018. A paper from the second stream of research on organisational resilience is being prepared for journal submission in 2018.

South Asian diasporic working women and their contribution to social enterprises in New Zealand

Description: The aim of this project is to identify and explore the organizational contributions of South Asian diasporic working women in New Zealand. The 2013 NZ census notes that the South Asian diaspora constitutes 11.80% of the total population, making it the third-largest ethnic group in New Zealand. While there is a growing body of literature which strongly emphasises issues and challenges faced by South-Asian diasporic women at work across the world in their quest to acquire improved quality of life for themselves and their families, the bulk of research highlights challenges and issues in the context of ethnic identity negotiation, employment discrimination and immigrant entrepreneurship. However, research highlighting contributions to New Zealand social enterprises by South-Asian diasporic working women in New Zealand is relatively scarce. This project contributes to a more multidimensional understanding of the contributions of these diasporic women.

Team: Mahreen Baloch, Edwina Pio and Smita Singh

Research outputs: Presentation at Immigration & Inclusion research workshop in May 2017 and manuscript in progress for an internationally ranked journal.

Religious Diversity at work

Description: This project examines religious diversity in various organisations from the point of view of both the employer and employee. The research focus has been on consolidating the interviews done in previous years and adding on to this information through recent research in published journals and relevant magazines and newspapers.

Team: Edwina Pio, Tim Pratt

Research outputs: Pio, E. Kilpatrick, R., and Pratt, T. Religion and callings: the divine in careers. In S. Fielden and Broadridge, A. (Eds). Edward Elgar (forthcoming). Pio, E. and Pratt, T. Religion, work and the Asia-Pacific rim. In J. Syed, C. Hartel, Klarsfield, and F. Ngunjiri. (Eds.) Religious Diversity in the Workplace: Conflict, Harmony and Performance. Cambridge University Press (forthcoming).

Human capital leveraging and performance

Description: In this study, we developed and tested a theory for how strategic human capital leveraging affects dynamic capabilities (organisational change capabilities) and managerial ambidexterity in achieving innovation performance. The implications of this study have significance for understanding the HRM-organisational capabilities link, including theoretical developments for strategic human resource management and the resource-based view.

Team: Marcus Ho, Stephen Teo (Edith Cowan University), Christine Soo (University of Western Australia), and Amy Tian (Curtin University of Technology)

Research outputs: Conference presentation at the Academy of Management Conference. Journal article under review at an international top ranked journal.

Section 7: Events and engagements⁵

Events at AUT:

Post-feminist times: A brave new world or the same old story? – 1 March

Professor Helene Ahl (Jönköping University, School of Education and Management, SE) presented a seminar focusing on how the post-feminist discourse aligns with neo-liberalism and entrepreneurialism and recreates inequalities. Our time is characterised as post-feminist: women and men now have equal rights, and equal access to education and jobs. If women only work hard enough – if they lean in – there is nothing stopping them from achieving success. Feminist activism is no longer necessary - the job is done. But the job is not quite yet done – at least not for all women. The post-feminist discourse neglects that there is no level playing field, so old hierarchies of gender, sexuality, ethnic origin, race and class are reinstated.

The ‘Soda Tax’ is Unlikely to Make Mexicans Lighter – 10 March

Professor John Gibson (University of Waikato, Department of Economics, NZ) presented a seminar on the idea of a ‘soda tax’. In response to the growing burden of non-communicable diseases such as obesity, several countries have imposed, or are debating, a ‘soda tax’ on drinks with added sugar. The WHO has called on governments to use such fiscal measures, and argues that taxes that raise sugary drink prices at least 20% will lead to proportional reductions in consumption

Applied economics papers on child and youth outcomes – 20 March

Kabir Dasgupta presented (at the 2nd annual CSDA workshop) on his research that empirically tests the validity of the [Quantity-Quality trade-off hypothesis](#). In the presence of family resource constraints, the theory predicts an inverse relationship between family size and child quality often measured by children’s academic performance and cognitive outcomes. Kabir’s research focus was on the relationship between family size and child health (measured by their likelihood of having extreme bodyweight and incidence of illness) in the U.S. context.

Open Minds – 5 April

We co-hosted a workshop with the Mental Health Foundation to launch new resources aimed at educating employers on creating a safe work environment to talk about mental illness. One in five New Zealanders will experience mental illness this year. Mental health needs to be discussed and taken care of to reduce the risk of illness and negative life outcomes. Open Minds aims for New Zealand employers to develop workplace policies, structures, and cultures that are more inclusive and supportive of people who experience a mental illness. Good mental health leads to positive life outcomes for employees both within and outside of the workplace.

How do employees feel about the 4th industrial revolution? – 4 May

Professor Jarrod Haar (AUT, Department of Management, NZ) presented a session on the implications of robots in the working world. In the era of booming technology and advances in machine-learning, Haar explores how all aspects of technology invades human jobs and identifies trends and responses from working kiwis on the matter.

⁵ 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.

Immigration and Inclusion Research Workshop – 19 May

Professor Edwina Pio (University Director of Diversity, AUT) held a research workshop on behalf of the Immigration and Inclusion research group. The focus of this 2017 workshop was on Immigration and Inclusion with specific reference to ethnicity in the workspace. The research workshop was an opportunity to share what AUT staff and postgraduate students were exploring in the research space, garner feedback, and seek collaborations and inspiring ideas.

Quality of Life Symposium – 26 May

The meaning of quality of life has evolved from a singular domain encompassing economic well-being into the multidisciplinary understanding we have today. The purpose of this symposium was to bring together different disciplines with the aim of meaningful conversation regarding future policy direction.

"Business history as a platform for progress" symposium – 11 August

This symposium was in two parts, the first being the presentation of four projects in progress, and the second being a discussion on history at AUT. Papers charted shifting economic policies on industrial and population policies in New Zealand, sharing in common an examination around the move towards and away from 'think big' agendas.

The Past, Present, and the Future of the World Internet Project – 11 August

Dr Jeffrey Cole spoke about how and why the World Internet Project (WIP) was formed 17 years. He shared highlights of key findings of the project, as well as making some bold predictions about the future, given current trends in the use of the Internet.

Democracy and the Internet – 22 August

An Internet NZ Speaker Series event co-hosted with NZWRI to discuss the opportunities and challenges the Internet brings to democracy.

Wellbeing and Performance: Which one came first? – 6 September

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

Ethnicity in the Workspace – Stakeholder Summit – 22 September

Navigating ethnicity in the world of work presents the opportunity for discussion that can rock the boat. This summit provided pan-disciplinary research, personal and organisational vignettes by a range of experts, thus provoking a thoughtful multidimensional interpretation of ethnicity in the workspace.

Office Space: Wellbeing and Performance – 4 October

This symposium consisted of four seminars concerned with the wellbeing of staff in relationship to their office space. The first part focussed on the burgeoning interest in open plan office spaces, while the second part focussed on the growing use of the standing desk as a means of enhancing the physical and psychological wellbeing of workers.

National Forum for Lifelong Career Development – 28 November

The Institute hosted the Career Development Association of New Zealand's National Forum, a cross-sector initiative highlighting the importance of quality support for well-considered career decisions in an individual's lifetime. Following a welcome from Deputy Director, Professor Jarrod Haar, the forum initiated a day of collaboration and exploration with cross-sector stakeholders.

Engagements external to AUT:

Law @ Work employment law conference – Auckland and Christchurch, 26-27 July

Professor Jarrod Haar presented a session on the future of work and how current employment law may no longer be fit for purpose in the working environment of the future – increased flexibility, casualisation and technology.

Rainbow Auckland and AUT Business Series – Auckland, 16 May

Professor Jarrod Harr examined individual work-life balance and the influence of team member's work-life balance on the mental health of individual members. The presentation highlighted the findings and discussed what we can learn about the importance of work-life balance in our team mates and whether we need to worry about them too.

2017 Race Unity Speech Awards – Auckland, 13 May

Professor Edwina Pio was invited to be a part of the judging panel for the 2017 Race Unity Speech Awards. These were contested by over 150 high school students from across NZ. The six national finalists spoke with eloquence, conviction and humour on the kaupapa of standing up to racism and promoting harmony and unity. Tauawhi Bonilla of Te Aute College won the National Final of the 2017 Race Unity Speech Awards.

Ideological and Legislative responses to Terrorism – New York, 24 June

The Interfaith Unity for Tolerance press conference provided a unique combination of academic and legislative efforts, to present a coherent response to faith based violence and terrorism. The event unpacked the complex issues intertwined in the sweeping generalisations about terrorism, by focusing on the book "Faith Based Violence and Deobandi Militancy in Pakistan," a primer for governments seeking an integrated and contextual approach to addressing terrorism. A distinguished panel of academics and legislators, included Rep Tulsi Gabbard and Senator Rand Paul, and Professor Edwina Pio.

Gender pay gap and Actions for employers – Dunedin, 4 September

Otago Southland Employers Association hosted the Ministry for Women's seminar in Dunedin on the gender pay gap and actions for employers. Professor Gail Pacheco was a guest speaker and discussed the factors behind the national gender pay gap.

White Camellia Awards – Wellington, 19 September

Professor Gail Pacheco presented on the findings of the 2017 UN Women's Empowerment Survey (UNWEPs) and detailed the real world implications of its outcomes. She utilised case studies based on NZ organisations to illustrate the seven key principles of the UNWEPs. UN Women initiated this award to acknowledge companies that have made the most progress in implementing the WEPs, which seeks to empower women in the workplace.

National HR Summit – Auckland, 21 October

Professor Jarrod Haar was on a panel discussing mental health and wellbeing in today's NZ workplace. Using U.S. based financial data, configured to the NZ population, Professor Haar highlighted the financial impact that addressing wellbeing can play for NZ firms.

YWCA Equal Pay Awards – Auckland, 9 November

YWCA is a charitable organisation which recognises the best practises among business leaders who are on the journey towards equal pay. Professor Gail Pacheco served as a judge on the panel that determined the recipients of the 2017 YWCA Equal Pay Awards.

AAHANZBS Conference 2017 – Sydney, 9-10 November

The Business and Labour History group presented research at this conference. Papers covered themes across labour history including the roles of business elites, how unions such as the International Transport Workers' Federation and Asia-Pacific maritime unions attempted to build global alliances.

The Treasury Wealth and Wellbeing Symposium – Wellington, 15 November

The Treasury organised an Economic Symposium with 50 economics and public policy academics. The purpose was to ask NZ's best researchers to discuss the priorities for analysis that would inform economic policy over the medium to long term. Professor Gail Pacheco participated as an invited panel member, and discussed aspects of obstacles and opportunities for engagement between researchers and policy makers.

NZ Women in Leadership Alumni: 2017 Regional Roadshow – Auckland, 23 November

The theme for this roadshow was: Leadership Counts – Where are the Women? It was an opportunity to celebrate and acknowledge NZWiL's ten 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.

Section 8: In the media

For all contributions and citations – titles are hyperlinked with the full news item or radio interview.

[A long voyage: Refugees arrive home in Aotearoa](#) – NZ Herald, 23 January

[Pay rise for 120,000 Kiwis – but 1500 may lose their jobs](#) – NZ Herald, 24 January

[Refugee and immigrants' millennials in NZ struggling to get high paying jobs](#) – NZ Herald, 14 February

[Ethnicity and minority women face many difference forms of discrimination in New Zealand](#) – NZ Herald, 14 February

[Fewer Maori opt for degree study](#) – Waatea news, 21 February

[School performance key to later study](#) – Radio NZ - Listen to the [Morning Report](#), 21 February

[Empirical evidence of the gender pay gap in NZ](#) – Radio NZ, 7 March

[80 percent of gender pay gap unexplained](#) – stuff.co.nz, 7 March

[NZ gender pay gap unchanged in more than a decade](#) – National Business Review, 7 March

[Alison Mau looks at the gender pay gap in NZ](#) – Radio Live, 7 March

[Women's minister challenges companies to conduct gender pay audits and to declare the results](#) – NZ Herald, 7 March

[Paula Bennett disappointed at the findings of new research on pay equity](#) – Radio NZ, 7 March

[NZ's gender pay gap hasn't improved in 14 years](#) – TVNZ, 7 March

[Mind the gap](#) – Radio NZ, 7 March

[The gender pay gap: 'Unexplainable factors' to blame](#) – newshub.co.nz, 7 March

[Gender pay gap still stuck at 12 percent](#) – Radio NZ, 7 March

[There is a glass ceiling for women in New Zealand](#) – Radio NZ, 8 March

[NZH Focus: Gender Pay Gap still a problem](#) – NZ Herald, 8 March

['Women's work' does not explain much of the pay gap](#) – NZ Herald, 8 March

[Gender pay gap: New Zealand women share stories of bias at work](#) – stuff.co.nz, 8 March

[Gender pay gap not on, says Bennett](#) – NZ Herald, 8 March

[Gender pay gap prompts huge response – and it's not just about the money](#) – stuff.co.nz, 8 March

[The Big Read: Is this the year New Zealand finally addresses the gender pay gap?](#) – NZ Herald, 20 March

[Cultural diversity in Aotearoa](#) – globalwomen.org.nz, 5 April

[Tomorrow's Cities: Singapore's plans for a smart nation](#) – bbc.com, 21 April

[Students face career battle with robots for jobs](#) – newshub.co.nz, 15 May

[We're sick of the pay, the stress, and the heavy workload](#) – msn.com, 29 May

[Working parents some of workplace's most productive](#) – stuff.co.nz, 4 June

[Workers underestimate 'robotisation' of jobs](#) – computerworld.co.nz, 7 June

[Discussion of Ideological & Legislative Responses to Terrorism](#) – youtube.com, 10 July
Professor Edwina Pio speech starts at 15:26.

[The internet: The good the bad and the broadband](#) – 95bfm.com, 10 August

[Editorial: Real equality for working women still a long way off](#) – stuff.co.nz, 4 September

[Top HR Figures to discuss mental health](#) – hrmonline.co.nz, 20 September

[Survey: Gender and bias fear on the rise](#) – NZ Herald, 21 September

[Managing mental illness at work](#) – NZ Herald, 4 October

[Increasing minimum wage will cost jobs](#) – Newstalk ZB, 25 October

[Through the Ages](#) and [Mind the Gap](#) – Engage Magazine, 3 November

[New Zealand Firms Are Letting Women Down](#) – bloomberg.com, 6 November
Republished in the [Washington Post](#)

[Welfare system needs radical shake up](#) – NZ Herald, 8 November

[Biggest labour law changes in generation](#) – Newsroom.co.nz, 28 November

[NZ living wage needs urgent look](#) – NZ Herald, 17 December

Section 9: Awards

NZAE Life Membership Award

The New Zealand Association of Economics took great pleasure in honouring Mary Hedges with a Life Membership award for of 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 Awards

This year the successful recipients of the NZWRI postgraduate awards are De Wet Van der Westhuizen and Paulette Brazzale.

De Wet is in his second year of doctoral study investigating the impact of higher minimum wages for youth in NZ. His research is entitled: Minimum Wages in New Zealand: Employment Effects, Measurement Errors, and Enrolment Decisions.

Paulette is in her first year of doctoral study. She is investigating how people transition through workplace change, and how others interpret these responses. This research will contribute to theory in organisational change management.

Health Research Council success

Professor Gail Pacheco is an Associate Investigator on a research programme entitled “Primary care e-screening for mental health among Te Tai Tokerau youth” which was successful in receiving a Health Research Council grant – through the Global Alliance for Chronic Diseases fund.

Marsden success

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.