

AUT

Annual Report 2018



**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.

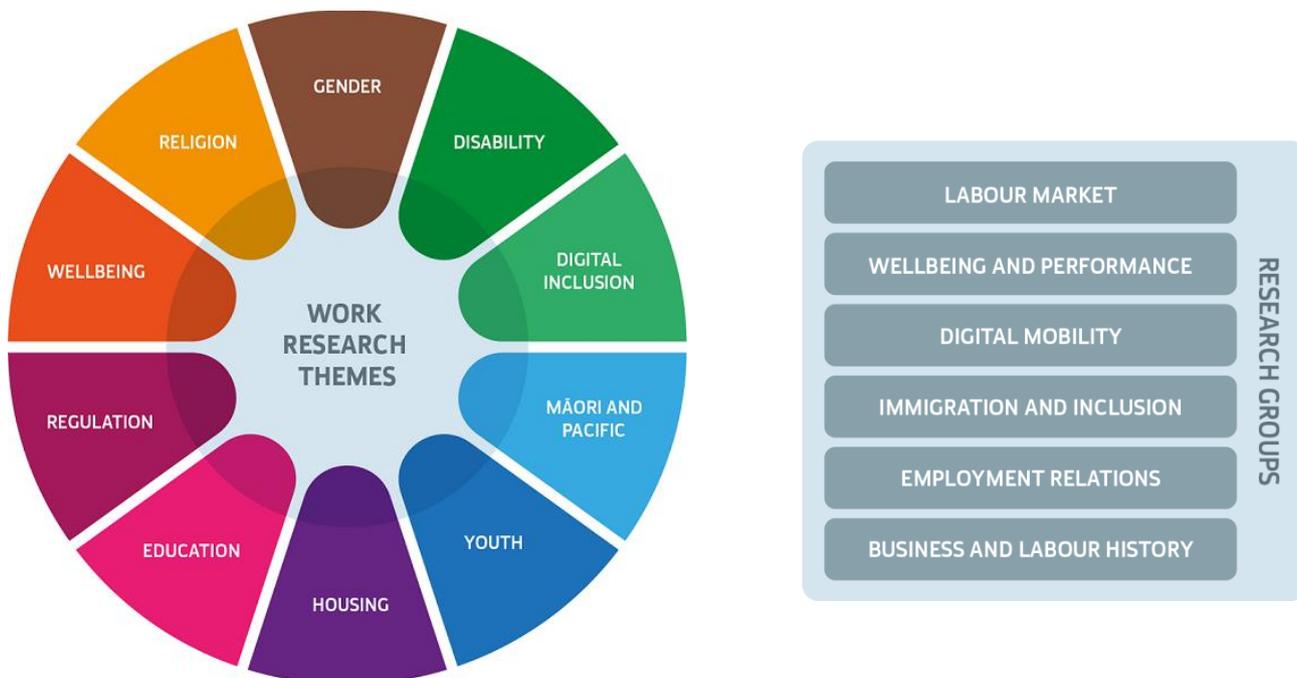
Key Strategic Priorities:

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 government, business and the 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 and Leader of Labour Market Research Group
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
Marcus Ho	Leader of the Wellbeing and Performance Research Group

There are also three postdoctoral research fellows ([Kabir Dasgupta](#), [Alexander Plum](#) and [Christopher Erwin](#)), 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 Livvy Mitchell (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. In addition to Gail Pacheco (Director, NZ Work Research Institute) and Jarrod Haar (Deputy Director, NZ Work Research Institute) the advisory board includes the following:

Jackie Blue	Equal Employment Opportunities Commissioner, Human Rights Commission
Marisa Fong	Director, MASIMAYA
Rob Kilpatrick	Director, Traidmission; Managing Director, SmallAlternative Trust
Duane Leo	Union Organiser, Public Service Association
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
David Paterson	Manager, Labour Market and Business Performance, MBIE
Rose Ryan	Manager, Workforce and Workplace, MBIE
Peter Schweder	Manager, Health and Safety, BECA
Helen White	Barrister, Chancery Chambers

Section 4: Commissioned research projects and reports

The following examples are key research projects and reports which received external funding in 2018.

Ministry of Business, Innovation and Employment

Project: [Low pay in NZ](#)



Team: William Cochrane, Michael Fletcher, Gail Pacheco and Alexander Plum.

Description: The purpose of this report was to better understand the low pay sector within New Zealand, and the changing nature of this group in recent years. A particular focus of this study was identifying who is low paid; building a comprehensive portrait with regard to their individual, household, and job characteristics, over the period 2006 to 2015.

Timeframe: August 2017 - January 2018.

Ministry for Women

Project: [Parenthood and labour market outcomes](#)



Team: Isabelle Sin, Kabir Dasgupta and Gail Pacheco.

Description: This report was commissioned by the Ministry for Women and written in conjunction with Motu. This study combines administrative monthly earnings data, birth records, and survey information on hours worked and earnings, to describe the labour market outcomes of men and women as they have children, as well as how parenthood contributes to the gender pay gap in New Zealand.

Timeframe: March 2017 – May 2018.

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



Project: [World Internet Project \(NZ\)](#)

Team: Angsana Techatassanasoontorn, Antonio Diaz Andrade, Mary Hedges and Hadi Karimikia.

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. This is the sixth edition of the World Internet Project NZ; the first under the responsibility of the NZ Work Research Institute. The project analyses internet usage and attitudes towards the internet through a biennial, nationwide survey. In addition to core funding from Internet NZ, we received additional funding from the Ministry of Business, Innovation and Employment; and Auckland Council.

Timeframe: March 2017 – May 2018

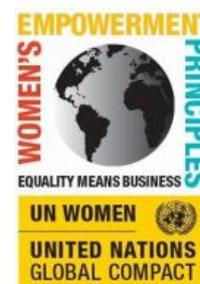
UN Women's Empowerment Principles

Project: [UN Women's Empowerment Principles Survey](#)

Team: Gail Pacheco, Jarrod Haar and Eva Parker.

Description: The aim of this survey is to uncover policies and practices within New Zealand's largest organisations on behalf of the United Nations Women, with a specific focus on the seven Women's Empowerment Principles.

Timeframe: June 2018 - September 2018.



NZ Productivity Commission

Project: [Health Care Homes: Early Evidence in Wellington](#)

Team: Gail Pacheco and Kabir Dasgupta.

Description: This study analysed the impact of New Zealand's Health Care Homes initiative in the greater Wellington region. Outcomes of interest included a wide array of health events, such as the average cost associated with a hospital event (inpatient/emergency), and both the incidence and frequency of events such as acute admission, excess length of hospital stay, and emergency department presentations.

Timeframe: March 2018 - October 2018.



Māori Language Commission, Te Taura Whiri i te Reo Māori

Project: Subjective Motivations (for the inclusion of te reo Māori and tikanga Māori in business and organisations that are not kaupapa Māori based)



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

Team: Jarrod Haar, Katherine Ravenswood, Tania Ka'ai and Rachel Ka'ai-Mahuta

Description: This project includes a 1000 response survey and nine follow-up interviews to collect data on what motivates or impedes non-Māori organisations to use and promote te reo Māori; the value proposition that te reo Māori has with these organisations; their implementation pathways for the integration of te reo Māori in their business; and approaches to the learning and teaching of linguistic components of language revitalisation that are appropriate to the acquisition of te reo Māori. The project is undertaken in partnership with Te Ipukarea and the International Centre for Language Revitalisation, AUT.

Timeframe: May 2018 - February 2019.

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

Project: In-work Poverty

Team: Alexander Plum, Gail Pacheco and Rod Hick.

Description: Given the current rates of poverty in New Zealand and the lack of evidence on the working poor, this project looks to address the gap by carrying out a robust quantitative study that will define, quantify, and increase understanding of the working poor in New Zealand and to inform poverty reduction policies.

Timeframe: May 2018 - March 2019.



Human Rights Commission
Te Kāhui Tika Tangata

Superu ²

Project: [Individualising entitlements in New Zealand's benefit and social assistance systems](#)

Team: Michael Fletcher.

Description: This report examined the possibility of modernising the welfare and social assistance system to remove or reduce reliance on the couple-based unit of assessment and associated requirement for relationship-status testing.

Timeframe: November 2017 – June 2018.



Project: [Residential movement within New Zealand: Quantifying and characterising the transient population](#)

Team: Nan Jiang, Gail Pacheco and Kabir Dasgupta.

Description: NZWRI was commissioned by Superu to quantify the scale of transience in New Zealand and characterise the transient population, with a focus on those considered to be vulnerable transient. Results showed that 4 percent of the population can be categorised as vulnerable transient, and a further 1.3 percent can be categorised as transient. Risk factors were also identified.

Timeframe: August 2016 – February 2018.

² Superu was disestablished on 30 June 2018. The Social Investment Agency now houses all Superu reports and resources in [The Hub](#).

New Zealand Law Society

Project: Gender Equality Charter and Survey Questions

Team: Jarrod Haar and Gail Pacheco

Description: This project provided expert review for the survey questions to be administered by the New Zealand Law Society with respect to the Gender Equality Charter.

Timeframe: February 2018 – March 2018



Housing New Zealand

Project: Productivity of Housing Construction: A literature discussion and scoping exercise.

Team: Nan Jiang and Gail Pacheco.

Description: This study is a scoping exercise aimed at developing appropriate measures for productivity and efficiency performance in the NZ housing construction sector. It provides a comprehensive summary of recent literature and discusses the various data available for delving into future empirical analysis.

Timeframe: September 2018 - March 2019.



Home and Community Health Association

Project: Workplace Health and Safety in the Home and Community Care Sector

Team: Katherine Ravenswood and Julie Douglas.

Description: A systematic critical review of international research on the causes and drivers of workplace injury in home-based health and disability support services; and their application to the New Zealand context.

Timeframe: September 2018 – December 2018.



Section 5: Other research projects

This section outlines selected key research projects within the Institute where outputs were published in 2018 across the leadership team, specialist research groups and post-doctoral research fellows. 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.).

In many of the selected examples provided below, we have grouped multiple projects under the umbrella of a common theme.

Ethical leadership and meaningful work

Team: Jarrod Haar, Marjolein Lips-Wiersma, Sarah Wright, Maree Roche and David Brougham.

Description: This project produced two published articles relating to ethical leadership and meaningful work in 2018. The first paper suggests that Māori leaders' values add insights into enhancing ethical leadership. The second paper extends the meaningful work and ethics literature by comparing three ethics-related antecedents to demonstrate that fairness, responsible leadership and worthy work are all significant and positively related to the majority of meaningfulness dimensions.

Research outputs:

Haar, J., Roche, M., & Brougham, D. (2018). [Indigenous Insights into ethical leadership: A study of Māori leaders](#). *Journal of Business Ethics*, 18 April 2018, 1-20.

Lips-Wiersma, M., Haar, J., & Wright, S. (2018). [The effect of fairness responsible leadership and worthy work on multiple dimensions of meaningful work](#). *Journal of Business Ethics*, 25 July 2018, 1-18.

Diversity, religion and inclusion

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

Description: The research outputs from this project largely focus on gender equality and women's empowerment in management, work and organisation. Focus is directed to Muslim women who practice Islam, and how such practice can create conflict at work.

Research outputs:

Kazeroony, H., Metcalfe, B., Syed, J., Pio, E., & Ali, F. (2018). [Women in management, work and organisations](#). In B. Metcalfe, H. Kazeroony, F. Ali, E. Pio, T. Kollen, E. Ng, J. Syed, & M. Tariq (Eds.), *Gender, Race and Diversity in Organizations* (SIG 05). Routledge, Taylor & Francis Group.

Pio, E. (2018). [Muslim women at work](#). In S. Fielden, & A. Broadridge (Eds), *Research Handbook of Diversity and Careers* (pp. 357-374). Cheltenham, UK: Edward Elgar.

Syed, J. & Pio, E. (2018). [Unsophisticated and naive? Fragmenting monolithic understandings of Islam](#). *Journal of Management & Organization*, 24(5), 599–611.

Early childhood outcomes and youth behaviour

Team: Kabir Dasgupta, Gail Pacheco, Keisha Solomon, Tirthatanmoy Das and Kesha Ghimire.

Description: From cyberbullying, domestic violence and child welfare legislation to the effects of family size, mothers' self-esteem and maternal smoking during pregnancy, these research outputs contribute broadly to the evaluation of early childhood outcomes and youth behaviour.

Research outputs:

Das, T., & Dasgupta, K. (2018). [Evaluating the impact of mothers' self-esteem on early childhood home environment: Evidence from the NLSY](#). *Working paper* (18/03).

Dasgupta, K. (2018). [Youth response to state cyberbullying laws](#). *New Zealand Economic Papers*, 10 May 2018.

Dasgupta, K., Ghimire, K., & Pacheco, G. (2018). [The impact of smoking during pregnancy on children's body weight](#). *Working paper* (18/04).

Dasgupta, K., & Pacheco, G. (2018). [The impact of child welfare legislation on domestic violence related homicide rates](#). *Health Economics Letter*, 27, 908-925.

Dasgupta, K., & Pacheco, G. (2018). [Warrantless arrest laws for domestic violence: How are youth affected?](#) *The B.E Journal of Economic analysis and Policy*, 18(1).

Dasgupta, K., & Solomon K. (2018). [Family size effects on childhood obesity: Evidence on the quantity-quality trade-off using the NLSY](#). *Economics and Human Biology*, 29(May), 42-55.

Work-life balance, wellbeing and sustainable livelihood

Team: Jarrod Haar and co-authors.

Description: This research programme aims to identify the causes and solutions for successful work-life balance and sustainable livelihood. Research outputs provide empirical cross-national evidence regarding the paradox of 'working poverty' and the demands and resources required as antecedents of work-life balance. Additional analysis of employee social liabilities indicates that a change in social networking ability exacerbates the stressful impact of distraction while simultaneously buffering the impact of negative relationships at work.

Research outputs:

Carr, S., Maleka, M., Meyer, I., Barry, M., Haar, J., Parker, J., ... Naithani, A. (2018). [How can wages sustain a living? By getting ahead of the curve](#). *Sustainability Science*, 13(4), 901-917.

Haar, J., Caar, S., Arrowsmith, J., Parker, J., Hodgetts, D., & Alefaio-Tugia, S. (2018). [Escape from working poverty: Steps towards sustainable livelihood](#). *Sustainability*, 10(11), 1-14.

Haar, J., Sune, A., Russo, M., & Ollier-Malaterre, A. (2018). [A cross-national study on the antecedents of work-life balance from the fit and balance perspective](#). *Social Indicators Research*, 1-22.

Morrison, R., & Haar, J. (2018). Double edged sword of social networking ability towards workplace wellbeing. In J. Gullifer & T. Hannan (Eds.), *2018 APS Congress Psychology Advancing into a New Age*, 53(S1), (pp.10-11).

Peace building

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

Description: This project looks at peace building from numerous perspectives to explore the relationship between religion, callings and careers. Using experiences from case studies, it is argued that religion gives structure to those on the career journey.

Research outputs:

Pio, E., Kilpatrick, R., & Pratt, T. (2018). [Religion and callings: The divine in careers](#). In S. Fielden, & A. Broadridge (Eds), *Research Handbook of Diversity and Careers* (pp 391-404). Cheltenham, UK: Edward Elgar.

Pio, E., & Pratt, T. (2018). [Religion, work and the Asia-Pacific rim](#). In J. Syed, C. Hartel, A. Klarsfield, & F. Ngunjiri (Eds.), *Religious Diversity in the Workplace: Conflict, Harmony and Performance*. Cambridge, United Kingdom: Cambridge University Press.

Investigating the effectiveness of adopting building information modelling (BIM)

Team: Jarrod Haar, Anthony Okakpu, Ali Ghaffarianhoseini, John Tookey and Amirhosein Ghaffarianhoseini.

Description: BIM is an emerging technology where its application in the refurbishment of building project can significantly improve the construction workflows throughout the project lifecycle. Two papers were published in this regard. The first is a preliminary study that looks at the use of BIM for the refurbishment of complex building projects in Auckland. The second posits a conceptual research framework to help understand the adoption requirements and real benefits of BIM.

Research outputs:

Okakpu, A., Ghaffariahoseini, A., Tookey, J., Haar, J., & Ghaffarianhoseini, A. (2018). [Investigating the effectiveness of adopting building information modelling \(BIM\) for the refurbishment of complex building project: Case of Auckland. A preliminary study](#). *International Conference on Civil Engineering, Construction Management & Structural Design*, NZAAR-CCS-18-49.

Okakpu, A., Ghaffariahoseini, A., Tookey, J., Haar, J., Ghaffarianhoseini, A., & Rehman, A. (2018). [A proposed framework to investigate effective BIM adoption for refurbishment of building projects](#). *Journal of Architectural Science Review*, 61(6), 467-479.

Labour in historical context

Team: Geoffrey Brooke, Anthony Endres and Alan Rogers.

Description: This research resulted from a collaborative project across NZWRI groups that explored the historical roots and implications of changing labour practices. The paper examines contrasting modalities of economic thought by economists on population problems and policies in New Zealand throughout the 1900s to the 1980s.

Research outputs: Brooke, G., Endres, A., & Rogers, A. (2018). [The economists and New Zealand population: Problems and policies 1900-1980s](#). *NZ Economic Papers*, 52(2), 204-226.

Land use regulation, the redevelopment premium and house prices

Team: Ryan Greenaway-McGrevy, Gail Pacheco and Kade Sorensen.

Description: This was a collaborative project with the Centre for Applied Research in Economics, University of Auckland. This paper studies the effect of upzoning (i.e. a relaxation of restrictions on residential density) on property values using a rich dataset of residential sales transactions.

Research outputs: [Working paper](#) (18/02).

Evaluating the impact of 20 hours free early childhood education on women's labour market participation

Team: Isabelle Bouchard, Lydia Cheung and Gail Pacheco.

Description: Using a triple difference strategy and population wide administrative data, this study analyses mothers' monthly wages from pre-pregnancy to six years post-childbirth to determine the effect of New Zealand's childcare subsidy on mothers' labour market participation.

Research outputs: [Working paper](#) (18/05).

The British low-wage sector and the employment prospects of the unemployed

Team: Alexander Plum.

Description: This study analyses the labour market dynamics of unemployed, low-paid, and higher-paid employed men from the British Household Panel Survey. Results show that, in general, low wages significantly reduce the risk of future unemployment and increase the chances of ascending the salary ladder, especially in the case of long-term unemployment.

Research outputs: [Working paper](#) (18/08).

Plum, A. (in press, 2018). [The British low-wage sector and the employment prospects of the unemployed](#). *Applied Economics*.

Does broad-based merit aid improve college completion? Evidence from New Mexico's lottery scholarship

Team: Christopher Erwin and Melissa Binder.

Description: The natural experiment of a state lottery scholarship is exploited to measure the effect of generous financial aid on graduation rates at New Mexico's flagship public university. Results indicate a significant positive completion effect for academically well-prepared students. Christopher Erwin's doctoral thesis on this topic was also published in 2018.

Research outputs:

Erwin, C., & Binder, M. (2018). [Does broad-based merit aid improve college completion? Evidence from New Mexico's lottery scholarship](#). *Education Finance and Policy*, 1-77.

Erwin, C. (2018). [Transitions from higher education to the labor market: merit aid, time to degree signals, and major choice](#) (Doctoral thesis). Available from University of New Mexico, Albuquerque, New Mexico (USA).

The physical work environment

Team: Rachel Morrison and Roy Smollan.

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 outcomes such as collaboration, resource and knowledge sharing, and stress.

Research outputs: Morrison, R., & Smollan, R. (2018). [Living with open plan: A 20 month follow up on the Meredith Connell office move](#). Auckland: Auckland University of Technology.

Aged-care employees in the home and community sector

Team: Katherine Ravenswood, Julie Douglas and Jarrod Haar.

Description: This project focuses on physical and verbal abuse of aged-care employees in the home and community sector, and its relationship with work demands, training and employee outcomes. Results indicate that training is highly beneficial, enhancing job satisfaction and decreasing incidents of abuse.

Research outputs: Ravenswood, K., Douglas, J., & Haar, J. (2018). [Physical and verbal abuse, work demands, training and job satisfaction amongst aged-care employees in the home and community sector](#). *Journal of Labour and Industry: A journal of the social and economic relations of work*, 27(4), 302-318.

Explaining ethnic disparities in bachelor's degree participation

Team: Lesa Meehan, Gail Pacheco and Zoe Pushon.

Description: This study uses newly linked administrative data to examine the underachievement of Māori and Pasifika relative to Europeans in higher education in New Zealand. Results suggest that ethnic-based policies aimed at encouraging participation are likely to have a limited effect if used in isolation, and signal the need for policy interventions earlier in the education system.

Research outputs: Meehan, L., Pacheco, G., & Pushon, Z. (2018). [Explaining ethnic disparities in bachelor's degree participation: evidence from NZ](#). *Journal of Studies in Higher Education*, 7 January 2018, 1-23.

Section 6: Events and engagements³

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

Events at AUT

6th International Conference on Precarious Work and Vulnerable Workers – 31 January 2018

Members of NZWRI presented “*Exploring the characteristics of the low paid in New Zealand*”, Dr William Cochrane, Dr Michael Fletcher, Professor Gail Pacheco and Dr Alexander Plum.

NZWRI Seminar Series: Land Use Regulation – 2 February 2018

Based on research by Dr Ryan Greenaway-McGrevy, Dr Gail Pacheco and Kade Sorenson, 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 – “Give nothing to racism: The power of stories” – 12 March 2018

The Immigration and Inclusion Research Group has hosted stakeholder summits since AUT’s Vice Chancellor launched the series in 2015. Each event has an array of speakers across industry, government and the civil sector. This summit focused on the sharing of stories that can steer us toward positive change regarding diversity.

Persistence of Low Pay Employment – 16 March 2018

Professor Gail Pacheco and Dr Alexander Plum presented their research on low pay employment in NZ. Using a large administrative dataset with monthly earnings information, their study showed that workers with a strong attachment to the low pay sector have a significantly higher probability of staying low-paid employed compared to their low paid colleagues with a weak low pay attachment.

Deconstructing the Digital Divide – 28 May 2018

NZWRI launched its latest findings from the World Internet Project NZ alongside InternetNZ. This event was a starting point to encourage action from government, civil society and the internet community to work together to reduce the effects of digital divides in Aotearoa.

Living Standards Framework – 26 June 2018

This symposium explored how The Treasury’s Living Standards Framework can help build a sustainable approach to business. The focus was on human and natural capital, healthy workplaces and environmental policy impacts. This AUT event featured speakers from the business community, public sector and academia.

Pay Equity - Where are we now? – 15 August 2018

This public information evening addressed the differences between equal pay, pay equity and the gender pay gap. The panel discussion was led by Professor Gail Pacheco, and two representatives from the Ministry for Women, Anna MacLean and Natasha Lewis, with Helen White from the Chancery Chambers as MC.

Utilising Census Data and Critical Textual Analysis for Research – 12 September 2018

³ 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.

This event was presented by Dr Todd Nachowitz and Dr Nick Thompson, focusing on utilising census data for research and discussions about critical textual analysis. Professor Edwina Pio was the event convenor.

Barriers to Participation Symposium – 13 September 2018

This symposium discussed the problems with accessing justice and pursuing employment claims in New Zealand. The event was hosted with the support of the Employment Relations Authority and the Employment Court. Presentations were made by a range of professionals, including Employment Court judges, employment mediators, union and business representatives, academics, and lawyers.

Global Mobility: Experiences of Filipino Nurses in Iceland – 8 November 2018

Dr Erla S. Kristjánsdótti, of the University of Iceland, presented her research on the experiences of Filipino immigrants with nursing degrees working in Iceland. This event was co-hosted by NZWRI and the Gender and Diversity Research Group at AUT.

Asia-Pacific Symposium on Emotions in Worklife – 3 December 2018

This annual event has established itself as a useful opportunity for networking with postgraduate students, academics and practitioners. Participants were able to provide and obtain collegial feedback on ongoing research in the study of emotions in work settings.

Engagements external to AUT

Western Economic Association International (WEAI) Conference – Newcastle, Australia, 11-14 January 2018

Professor Gail Pacheco and Dr Kabir Dasgupta presented papers at the 14th International Conference of WEAI. Gail's paper, co-authored with Professor Don Webber, was "*Reconceptualising Firm-Level Productivity Data*". Kabir's paper, co-authored with Dr Tirthatanmoy Das, was "*Evaluating the Impact of Mothers' Self-esteem on Early Childhood Home Environment*".

The Association of Industrial Relations Academics of Australia and New Zealand – Adelaide, Australia, 7 February 2018

Hosted by the University of Adelaide, Dr Katherine Ravenswood, Dr Julie Douglas and Professor Jarrod Haar spoke about wellbeing and the work environment in the aged care sector.

Low pay in NZ – Wellington, 21 February 2018

Hosted by MBIE, "*Low pay in New Zealand*" co-authored by Dr William Cochrane, Dr Michael Fletcher, Dr Alexander Plum and Professor Gail Pacheco.

IBM Best Workplaces Awards – Auckland, 28 February 2018

Professor Jarrod Haar presented five awards at the IBM Best Workplaces Awards this year, representing the AUT Business School. The awards recognise excellence in employee engagement and workplace culture based on perceptions of the organisation's own people.

International Women's Day 2018 – Auckland, 8 March 2018

Auckland Regional Migrant Services Charitable Trust hosted a celebration of International Women's Day 2018. University Director of Diversity, Professor Edwina Pio, was invited as a keynote speaker due to her efforts in championing social change in her working life.

Superu: Evidence to Action – Wellington, 10 April 2018

Professor Gail Pacheco presented a paper at the final Superu conference. Gail's paper, co-authored with Dr Nan Jiang and Dr Kabir Dasgupta, titled "*Residential movement within New Zealand: Quantifying and characterising the transient population*" was commissioned via the Ministerial Social Sector Research Fund.

IDI User Forum – Wellington, 30 April 2018

Professor Gail Pacheco presented her residential movement paper, co-authored with Dr Nan Jiang and Dr Kabir Dasgupta. Frequent residential moves within NZ, especially involuntary ones, can worsen physical and mental wellbeing, education and health outcomes, and future human capital.

LEANZ Auckland - New Zealand Gender Pay Gap Research – Auckland, 8 May 2018

Hosted by Bell Gully, Professor Gail Pacheco presented empirical evidence of New Zealand's gender pay gap. The research involved using both decomposition and matching analysis to assess the portion of the gender pay gap that is unexplained by observable information.

Deconstructing the Digital Divide: World Internet Project – Wellington, 24-28 May 2018

Associate Professor Angsana Techatassanasoontorn and Associate Professor Antonio Díaz Andrade presented the findings of the survey "*World Internet Project New Zealand – Internet in New Zealand in 2017*" at events attended by government officials, business leaders and representatives of non-government organisations.

Residential Movement within New Zealand: Quantifying and Characterising the Transient Population (Treasury) – Wellington, 1 June 2018

Professor Gail Pacheco presented her research exploring transience and residential movement within NZ. This study made use of the IDI to better understand who is at risk of being transient and to inform the work of various social sector agencies who deliver services to vulnerable populations.

Share the Joy of Ramadan with us! – Auckland, 6 June 2018

Massey University hosted an Iftar dinner to celebrate Muslim communities. University Director of Diversity, Professor Edwina Pio, was invited as a keynote speaker.

European Academy of Management Conference 2018 – Reykjavik, Iceland, 11-22 June 2018

Professor Edwina Pio, Dr Roy Smollan and Professor Jawad Syed presented at this conference under the stream 'Gender, race and diversity in organisation'. They discussed their research regarding "*The mesh of courage: Senior executives enabling refugees at work*". Edwina was also the stream convener of the 'Women in Management and Organisation' category.

7th Conference of the American Society of Health Economists: Economics and Public Health –

Georgia, US, 12 June 2018

Dr Kabir Dasgupta presented his paper "*The impact of maternal smoking during pregnancy on risks of obesity among pre-schoolers*", co-authored with Dr Keshar Ghimire and Professor Gail Pacheco.

Gender, Work and Organisation Conference 2018 – Sydney, Australia, 13-16 June 2018

This conference provided an international forum for analysis of contemporary debates affecting gender studies. Professor Edwina Pio presented research on *“Migration, gender and organising – organisational and employer practices of inclusion”*. Dr Julie Douglas, Dr Katherine Ravenswood and Professor Jarrod Haar presented their study *“Wellbeing, collectivism and the work environment in aged care”*. Jarrod also presented his research *“How different are indigenous businesses? A study of Aotearoa organisations”* and *“Career satisfaction among indigenous employees: Exploring whanau and organisational factors”*.

International Council for Small Business (ICSM) World Congress – Taipei, Taiwan, 24-29 June 2019

The ‘Individual and Organisational Resilience’ project, managed by the Wellbeing and Performance Research Group, focuses on entrepreneurial resilience and resilience in small-medium sized enterprises, together with organisational resilience and performance. The paper *“How social and leadership resources and reconfiguration activities lead to relational, stakeholder, and operational outcomes post-disaster”* was presented at this conference.

Wellbeing Symposium (Treasury) – Wellington, 26 June 2018

The Treasury’s symposium ‘A sustainable approach to business’ featured speakers from the business community, public sector and academia, including Professor Gail Pacheco. The symposium addressed how the Living Standards Framework can achieve a sustainable approach to business.

New Zealand Association of Economics (NZAE) Conference – Auckland, 27-29 June 2018

AUT hosted the 59th Annual Conference of the NZAE which enabled researchers to share their work and connect with other economists from across New Zealand. Representatives from NZWRI collectively presented **eight papers at this conference**.

Society for Economic Research in India Annual Conference – India, 14 July 2018

Dr Tirthatanmony Das presented his paper, co-authored with Dr Kabir Dasupta, *“Evaluating the Impact of Mothers’ Self-esteem on Early Childhood Home Environment: Evidence from the NLSY”*.

Academy of Management Conference – Chicago, USA, 10-14 August 2018

The Wellbeing and Performance Research Group conducted the project ‘Human Capital Leveraging and Performance’ to examine the role of strategic human capital and the firm. The paper *“The strategic organisational behaviour and human capital resources relationship: A multi-method study”*, co-authored by Dr Marcus Ho, Dr Stephen Teo, Dr Christine Soo and Associate Professor Amy Tian, was presented at this conference.

Presentation of UN Women’s Empowerment Principles Survey 2018 – Auckland, 4 September 2018

Professor Jarrod Haar presented the 2018 UN Women’s Empowerment Principles Survey report at the WEP’s launch in September. The report was co-authored by Professor Gail Pacheco, Professor Jarrod Haar and Eva Parker on behalf of UNWEPs.

British Academy of Management (BAM) Conference – Bristol, UK, 4-6 September 2018

Two papers from NZWRI members were presented at this conference. First, *“Moving places, open spaces: The intersecting influences of office space, organisational change, communication and*

organisational culture”, co-authored by Dr Rachel Morrison and Dr Roy Smollan. Second, *“A multi-level exploration of organisational climate and well-being: A mediated analysis within New Zealand tertiary education institutions”*, co-authored by Professor Tim Bently, Professor Jarrod Haar, Dr Stephen Teo and Dr Erling Rasmussen.

New Zealand Aged Care Conference (NZACA): Embrace the New Normal – Auckland, 11-13 September 2018

University Director of Diversity, Professor Edwina Pio, spoke at the NZACA Conference as part of the Diversity and Inclusion in the Workplace panel. Edwina addressed the heterogeneity among the migrant population of aged care workers and expressed the importance of appropriate cultural competencies at work.

European Association of Labour Economists – Lyon, France, 13-15 September 2018

The paper *“When there is no way up: Reconsidering low-paid jobs as stepping stones”* co-authored by Dr Alexander Plum and Professor Gail Pacheco, was presented at the 30th EALE conference in France and again in Magdeburg, Germany.

Peace Symposium 2018 – Auckland, 22 September 2018

University Director of Diversity, Professor Edwina Pio, discussed peace and diversity at the Peace Symposium 2018. In her address, Edwina explained that peacebuilding is a multi-layered and delicate process that focuses on restoring dignity and worth.

Reconsidering Low-paid Jobs as Stepping Stones – Wellington, 24 September 2018

The Ministry of Social Development invited Professor Gail Pacheco to present her study on the dynamics of low pay employment at their seminar ‘Evidence Matters’. The empirical evidence points to workers that have a strong attachment to the low pay sector facing a very high probability of staying low-paid employed.

Australian Psychological Society Congress meeting – Sydney, Australia, 27-30 September 2018

Dr Rachel Morrison, of the Wellbeing and Performance Research Group, presented her paper *“Open plan office space? If you’re doing to do it, do it right! A longitudinal case study”*.

Welfare Expert Advisory Group – Auckland, 10 October 2018

The Welfare Expert Advisory Group was established to advise the New Zealand Government on options to ensure our welfare system is accessible and fair to all. Professor Gail Pacheco was invited to the roundtable discussion to offer detailed knowledge of welfare-related issues that could inform the Advisory Group’s work.

Applied Econometrics Workshop 2018 – Wellington, 19 October 2018

NZWRI Research Fellows were invited to present econometric-focused papers at this workshop hosted by the School of Economics and Finance at Victoria University of Wellington. Dr Kabir Dasgupta and Dr Alexander Plum presented their paper *“Earnings volatility: Within year-variation of wages and non-employment spells”*, and Dr Christopher Erwin made known his paper *“The (un)intended responses to state merit-based financial aid eligibility requirements”*.

The measurement of in-work poverty and why it matters – Wellington, 23 October 2018

NZWRI hosted Dr Rod Hick of Cardiff University to work on a collaborative project estimating the in-work poverty prevalence in New Zealand. Dr Hick presented at the Ministry of Social Development

about the importance of measuring in-work poverty and the different international approaches to such estimation.

Association of Academic Historians in Australian and New Zealand Business Schools (AAHANZBS) 10th Annual Conference – Sydney, Australia, 6-7 November 2018

Associate Professor Simon Mowatt, leader of the Business and Labour History Research Group, presented research at the AAHANZBS conference alongside Dr Anca Yallop. Hosted by the University of Sydney, this conference welcomed papers addressing business history, economic history, labour history and other historic studies.

YWCA Equal Pay Awards – Auckland, 7 November 2018

Due to her extensive research in the area of equal pay, Professor Gail Pacheco was selected to judge the Innovation Award at the 2018 YWCA Equal Pay Awards 2018. AUT sponsors the innovation category of the awards as part of its commitment to diversity and inclusion in AUT directions. The purpose of the Innovation Award is to recognise organisations who have taken an experimental approach to closing their gender pay gap.

7th Aotearoa New Zealand organisational Psychology and Organisational Behaviour Conference – Auckland, 3 December 2018

Dr Rachel Morrison was an organising committee member of the 7th Aotearoa New Zealand Organisational Psychology and Organisational Behaviour Conference at the University of Auckland. Rachel also presented her research in physical work environments.

Australia and New Zealand Academy of Management (ANZAM) – Auckland, 5-7 December 2018

As part of the ongoing research into the wellbeing and performance in small-medium enterprises (SMEs), NZWRI representatives presented the paper *“How SME owners and managers leverage their personal social resources for wellbeing and performance”*, co-authored by Dr Marcus Ho, Dr Jenny Gibb, Dr Stephen Tio, Dr Smita Singh and Dr George Thien.

Section 7: In the media

In the Media

This year the Institute had a strong media presence. In particular, there were three stories that resonated on a large scale:

Parenthood and labour market outcomes

Released: 29 May 2018.

National coverage: [NZ Herald \(1\)](#); [NZ Herald \(2\)](#); [NZ Herald \(3\)](#); [Southland Express](#); [1News](#); [Radio NZ](#); [Ministry for Women](#); [The Spinoff](#); [National Council of Women of New Zealand](#); [AUT News](#); [Stuff NZ \(1\)](#); [Stuff NZ \(2\)](#); [Newsie](#); [Voxy.co.nz](#); [Victorious](#); and [Employment Today Magazine](#).

International coverage: [The Age](#); [Brisbane Times](#), [WA Today](#); and [The Sydney Morning Herald](#).

[The Conversation](#) Statistics: 15,200 reads and 80 comments.

NZWRI Tweet impressions: 18,619.

The four-day working week

Released: 19 July 2018.

National coverage: [Newstalk ZB](#); [Radio NZ](#); [AUT News](#); [NZ Herald \(1\)](#); [NZ Herald \(2\)](#); and [Stuff NZ](#).

International coverage: [MSN Money](#); [The Guardian](#); [Fast Company](#); [MSN](#); [Fox59 News](#); [CBS 4 News](#); [ABC7 Eyewitness News](#); [The New York Times](#); and [The Conversation Yearbook](#).

[The Conversation](#) Statistics: 83,338 reads and 142 comments.

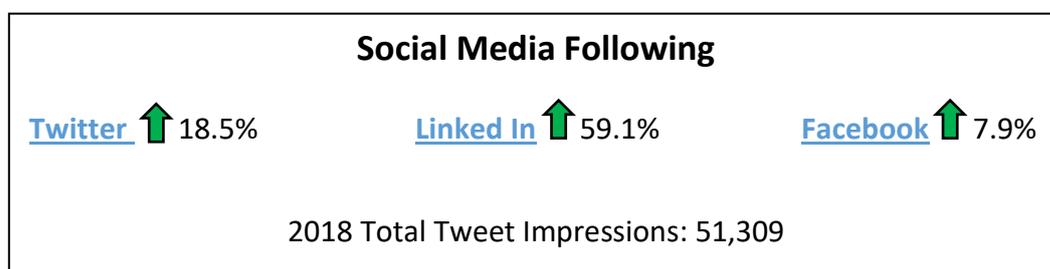
NZWRI Tweet impressions: 9,214.

2018 NZIER Economics Award

Released: 29 August 2018.

National coverage: [AUT News](#).

Social media responses: 7,000 impressions on Twitter accompanied by congratulatory remarks from organisations including Stats NZ, the Productivity Commission, the Ministry for Women and AUT University. NZWRI's [Facebook](#) and [LinkedIn](#) profiles were also swamped with acclamation.



For all 2018 media contributions and citations, titles are hyperlinked with the full news item or radio interview:

[Labour approach testing employment waters](#) – *The Newsroom*, 7 February 2018

[AUT study classes 150,000 Kiwis as 'vulnerable transient'](#) – *NZ Herald*, 8 February 2018

[Perpetual Guardian to test four-day week](#) – *Stuff NZ*, 8 February 2018

[Retirees to the Rescue](#) – *Press Reader*, 11 February 2018

[Go to Health podcast: Is your job hurting your mental health?](#) – *NZ Herald*, 13 February 2018

[Why Silicon Valley billionaires are prepping for the apocalypse in New Zealand](#) – *The Guardian*, 15 February 2018

[Large gender pay gap causes concern](#) – *Southland Express*, 22 February 2018

[Baby boomers are rethinking retirement for a later-life reboot](#) – *Noted*, 24 February 2018

[Millennials set to take over the workforce by 2020](#) – *Stuff NZ*, 25 February 2018

[Vulnerable transient population size equal to the city of Tauranga](#) – *AUT News*, 6 March 2018

[International Women's Day](#) – *Community Scoop*, 8 March 2018

[Why young Kiwi women are the unhappiest employees in the workforce](#) – *NZ Herald*, 13 March 2018

[Middle-aged women have best work-life balance, NZ research suggests](#) – *Newshub*, 13 March 2018

[Older Women Have More Fun](#) – *AUT News*, 13 March 2018

[Who's happier, men or women?](#) – *TVNZ, Breakfast*, 14 March 2018

[Vulnerable transient population the size of Hamilton](#) – *Radio NZ, Nine to Noon*, 14 March 2018

[Powerful stories at Give Nothing to Racism](#) – *AUT News*, 16 March 2018

[Work's broader risk factors](#) – *Safeguard*, April 2018

[How do you make time for the kids on school holidays and still keep working](#) – *TVNZ, Breakfast*, 17 April 2018

[Mothers bear financial brunt of break-ups](#) – *Radio NZ*, 19 April 2018

[Post-split parents on financial back foot](#) – *Scoop*, 19 April 2018

[Divorced women end up worse off than men](#) – *Newstalk ZB*, 19 April 2018

[Financial fallout of relationship failure hits mums the hardest - AUT study finds](#) – *NZ Herald*, 19 April 2018

[How not to retire](#)– *MSN News*, 30 April 2018

[Introducing... The New Zealand Work Research Institute at AUT](#) - *Asymmetric Information*, Issue No.61/April 2018

[Employers nervous to “take a chance”](#) – *HRD*, 9 May 2018

[Human trafficking victims ‘travelled willingly’ to New Zealand](#) – *NZ Herald*, 9 May 2018

[Blending business skills and tertiary nous](#) – *Education Central*, 24 May 2018

[5 questions: Prof Helena Cooper-Thomas](#) – *AUT News*, 25 May 2018

[Worsening gender wage gap a penalty of motherhood – study](#) – *Voxy*, 29 May 2018

[Out-dated gender roles: Gender pay gap larger among parents than non-parents](#) – *National Council of Women of New Zealand*, 29 May 2018

[Gender pay gap widest after pregnancy - report](#) – *Newsie*, 29 May 2018

[The parent pay chasm: how the gender pay gap widens among those with kids](#) – *The Spinoff*, 29 May 2018

[New research released on parenthood and labour market outcomes](#) – *Ministry for Women*, 29 May 2018

[How parenthood continues to cost women more than men](#) – *The Conversation*, 29 May 2018. See also *Stuff NZ*, *The Sydney Morning Herald*, *The Age*, *Brisbane Times*, *WA Today* and *Victorious*.

[Mothers take 4.4% wage cut to have a baby, research reveals](#) – *NZ Herald*, 29 May 2018

[Gender pay gap widens after pregnancy – report](#) – *Radio NZ*, 29 May 2018

[Pay penalty for Kiwi women having children ‘gets larger the longer they stay out of the labour market’, says researcher](#) – *1News*, 29 May 2018.

[Income hit for mums](#) – *AUT News*, 30 May 2018

[The generation gap](#) – *Otago Daily Times*, 4 June 2018

[The Big Read: Reality of New Zealand’s generation gap](#) – *NZ Herald*, 4 June 2018

[The difference between being tired and burn out](#) – *TVNZ, Breakfast*, 12 June 2018

[How office design can isolate women](#) – *CNN Money*, 20 June 2018

[Name changing a game changer for migrants' job prospects, study finds](#) – *NZ Herald*, 26 June 2018

[Daddy's home! Why aren't more men taking paternity leave?](#) – *Noted*, 27 June 2018

[Women feel 'more observed' in open plan offices, Auckland researcher says](#) – *Stuff NZ*, 9 July 2018

[Open plan work](#) – *Radio Live*, 9 July 2018

[Research: Women feel uncomfortable in open plan workspaces](#) – *Newstalk ZB*, 9 July 2018

[Women don't like open-plan](#) – *Radio NZ*, 9 July 2018

[Four-day week. Yes we can!](#) – *Radio NZ*, 18 July 2018

[Four-day working week may become permanent for Kiwi company](#) – *Newstalk ZB*, 18 July 2018

[Work less, get more: New Zealand firm's four-day week an 'unmitigated success'](#) – *The Guardian*, 19 July 2018

[Four-day work week gets the tick](#) – *AUT News*, 19 July 2018

[Four-day work week trial 'very interesting'](#) – *Lees-Galloway* – *MSN Money*, 19 July 2018

[4-day workweek is a success, New Zealand experiment finds](#) – *MSN*, 20 July 2018

[The four-day work week is good for business](#) – *Fast Company*, 20 July 2018

[Four-day working week trial at Perpetual Guardian a success, boss wants to make it permanent](#) – *NZ Herald*, 22 July 2018

[A New Zealand company tried a four-day work week. It was a 'resounding success'](#) – *CBS 4 News*, 22 July 2018

[Company that tried four-day work week says it was a 'resounding success'](#) – *Fox59 News*, 22 July 2018

[Four-day work week called 'resounding success' after New Zealand company's experiment](#) – *ABC7 Eyewitness News*, 23 July 2018

[Working four-day weeks for five days' pay? Research shows it pays off](#) – *The Conversation*, 25 July 2018

[What makes graduates employable?](#) – *YUDU*, n.d.

[Develop a career with a purpose](#) – *YUDU*, n.d.

[The Week in Good News: A Lake on Mars, an Alzheimers Drug, 76 Ducklings](#) – *The New York Times*, 26 July 2018

[Kiwi mums talk about joys and challenges of returning to work post baby](#) – *Stuff NZ*, 3 August 2018

[The four-day working week: Build it and they will hum](#) – *Stuff NZ*, 8 August 2018

[Gender differences at work: relishing competence or seeking a challenge?](#) – *The Conversation*, 10 August 2018

[Rachel Morrison: the gender divide on job satisfaction](#) – *Radio NZ*, 19 August 2018

[‘Give a little, take a little, let our hearts break a little’ – diversity in the aged care workplace](#) – *Insite Magazine*, 21 August 2018.

[Counting what counts for women at work](#) – *Employment Today Magazine*, August/September 2018 Issue.

[Professor takes out economics prize](#) – *AUT News*, 29 August 2018

[AUT’s inaugural diversity awards celebrate staff’s commitment to diversity](#) – *Multicultural Times*, 29 August 2018

[NZIER Economics Award 2018](#) – *Asymmetric Information*, Issue No.62/August 2018

[Spike in number of South Asian domestic violence victims seeking culturally appropriate help](#) – *NZ Herald*, 4 September 2018

[Mind the gap: Money hurdles for women remain](#) – *NZ Herald*, 10 September 2018

[Immigration marriage and dowry scams on the arise, says charity](#) – *NZ Herald*, 12 September 2018

[Get out of my face! We’re more antisocial in a shared office space](#) – *The Conversation*, 13 September 2018

[Workplace ageism: AUT professor Jarrod Haar](#) – *Radio NZ*, 23 September 2018

[Life keeps getting better](#) – *Plus, A New Zealand Herald Commercial Publication*, 25 September 2018

[Women and diversity explored at the Peace Symposium](#) – *AUTi*, 1 October 2018

[It’s official: Four-day week becomes permanent at Kiwi company Perpetual Guardian](#) – *NZ Herald*, 2 October 2018

[Work needed to progress gender equity](#) – *AUT News*, 3 October 2018

[Health care homes early evidence in Wellington](#) – *NZ Productivity Commission*, 4 October 2018

[Health innovation cuts ED admissions](#) – *AUT News*, 5 October 2018

[Maori, Pacific straight-to-interview policy likely to be copied: expert](#) – *NZ Herald*, 14 October 2018

[Workplace diversity up for discussion](#) – *Newshub*, 15 October 2018

[Auckland Council offers guidelines for healthier Diwali food](#) – *NZ Herald*, 17 October 2018

[Revealed: What New Zealand's top CEOs are paid](#) – *NZ Herald*, 19 October 2018

[It used to be that we have one career for life](#) – *TVNZ, Breakfast*, 23 October 2018

[Migrant applies for 400 jobs before he finally got one](#) – *NZ Herald*, 28 October 2018

[An age-old conundrum](#) – *Employment Today Magazine*, October 2018

[Big Diff: Beautiful Diversity and Ugly Prejudice in Auckland](#) – *Stuff NZ, Polite Rebellion*, November 2018

[Barriers to participation: What's in the way of resolving workplace problems?](#) – *LawTalk, Access to Justice*, November 2018

[Fighting the same fight](#) – *Radio NZ*, 9 November 2018

[Confessions of a sugar baby: The NZ women who accept gifts for dates](#) – *NZ Herald*, 11 November

[Focus: Migrants should learn to speak Kiwi English to increase chances of employment](#) – *NZ Herald*, 23 November 2018

[Alarm as Kathmandu job hopefuls asked what medication they take](#) – *NZ Herald*, 25 November 2018

[AUT wins 2018 ANZAM Case Writing Competition](#) – *AUTi*, 30 November 2018

[The double juggle: how working parents manage school holidays and their jobs](#) – *The Conversation*, 7 December 2018

Section 8: Awards

Appointment to the new Marsden Fund Council

Research, Science and Innovation Minister, Megan Woods, took great pleasure in announcing the appointment of Professor Jarrod Haar as a member of the Marsden Fund Council. Jarrod took on the role as the new convenor of the Economics and Human Behavioural Sciences panel.

Appointment to the PBRF Panel

Professor Gail Pacheco was one of four New Zealand economists appointed by the Tertiary Education Commission as a panellist for the Performance-Based Research Fund 2018 Quality Evaluation.

New Government Appointment

University Director of Diversity, Professor Edwina Pio, was appointed as a member of an Expert Advisory Group for the development of a pilot Cross-Government Intercultural Competence Development Programme.

NZIER Economics Award

Professor Gail Pacheco was the 2018 recipient of the prestigious NZIER Economics Award. This award instructs the Awarding Panel to look for outstanding contributions to the advancement of economics and its applications in New Zealand. The awardee must advance economic matters of direct relevance to New Zealand and must be likely to be of long-term lasting importance to New Zealand.

Appointment to the Advisory Board of Multicultural Times

Professor Edwina Pio was appointed to the Advisory Board of Multicultural Times. The newspaper seeks to provide information leading towards an inclusive, diverse and multicultural Aotearoa.

The Conversation Yearbook 2018

The article that summarised Professor Jarrod Haar's research on the four-day working week was among *The Conversation's* top fifty articles selected for The Conversation Yearbook 2018. Jarrod's [article](#) was one of only four New Zealand pieces to be chosen from more than 4,000 published features.

ANZAM 2018 Award Winners

AUT and NZWRI members received several prizes at the ANZAM Conference 2018:

- Associate Professor Simon Mowatt, leader of our Business and Labour History Group, Dr Fiona Hurd and Alison Fraser won the ANZAM Case Writing Competition with their case "*Bunnings New Zealand: Time to think outside the (Big) Box?*".
- Professor Jarrod Haar, NZWRI Deputy Director, won a Stream Paper Award for his paper, co-authored with Dr David Brougham, "*Disruptive Technology, Job Insecurity and Turnover: A Three Country Study*".
- Dr Marcus Ho, leader of our Wellbeing and Performance Group, Dr Jenny Gibb, Dr Smita Singh, De Stephen Tio and Dr George Thien also won a Stream Paper Award for their paper "*How SME Owners and Managers Leverage their Personal Social Resources for Wellbeing and Performance*".