

MPOWER: events and research exploration

November 2022
Vol. 9, Issue 4



MPOWER



Busy times

In the last quarter, we reported on a large-scale, cross-national study of work addiction. In Aotearoa New Zealand and beyond, the survey for this study has just opened (see page 3). For the New Zealand survey, if you live in Aotearoa, are a full-time employee who's worked for at least one year in an organisation with at least 10 employees, please consider completing the questionnaire. The survey link will also appear shortly in a feature by the national *Sunday Star Times* newspaper and on *Stuff*. Your contribution to the study's findings are valuable and will be much appreciated. As well as this project, see pages 4-7 for an overview of other studies involving MPOWER members.

Win a book!

A number of MPOWER members contributed chapters to a book on women workers in the Asia Pacific region, published by Massey University Press. Each chapter looks at women workers' situation in one country, with particular regard to the influence of globalisation, technological advancements, demographic changes, and sustainability. The book also comprises a cross-national assessment and series of recommendations. To go in the draw to win a free copy, see page 5 for competition details - and good luck! In this newsletter, we also overview a couple more recently-published texts on employment relations in Aotearoa and gig work respectively, and two more that are in the pipeline (see pages 6 and 7).

Events

On 2 September, Massey University ran a workshop to explore the United Nations' (UN) Sustainable Development Goals (SDGs) and how SDGs can be linked to research. MPOWER members were among the individual and team presenters in various workshop sessions. We profile this event on page 8. Looking to the future, MPOWER will host a seminar on 18 November by MPOWER/Massey University visitor, Professor Mike Bresnen (Manchester Metropolitan University). The seminar will focus on the findings from a recent empirical study, entitled 'Exploring the impact of the pandemic on gendered ideal worker norms in a professional services firm.' See page 9 for information and the link to register online.

How to join MPOWER

MPOWER aims to connect academics, practitioners and policy makers around applied employment research. Joining the Group is free and simple. Contact us by e-mail: MPOWER@massey.ac.nz to be put on our mailing list. You can also receive information on and early alerts to MPOWER activities via our LinkedIn Group.

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Contact us

If you'd like to advertise an upcoming event, news or important information about your workplace, community group or research project, please email us at:

MPOWER
@massey.ac.nz

Our next issue is due in December 2022/January 2023

MPOWER- Upcoming Events/Activities

- ◆ MPOWER at 2023 AIRAANZ Conference (book launch session, paper presentations, and stream co-ordination), with Professor Patrice Jalette (Université de Montréal and MPOWER member) as a conference keynote speaker, Magnetic Island, North Queensland, Australia, 8-10 February 2023, page 10
- ◆ MPOWER seminar: Visiting professor Mike Bresnen (Manchester Metropolitan University), 18 November, 2-3.30pm (after the LOTY event at Massey), Massey University Albany (Auckland) campus, page 9
- ◆ MPOWER seminar: E tū presentation on the proposed fair pay arrangements system and employee well-being, 3 November, time tba, Massey University Albany (Auckland) campus, page 10
- ◆ MPOWER engagement in a cross-national study of work addiction + survey link for those interested in taking part, page 3
- ◆ MPOWER at the ADAPT International conference in Bergamo, Italy, late November 2022
- ◆ MPOWER at the Human Relations 75th Anniversary Conference in London, April 2023

Recent Activity (July-October 2022)

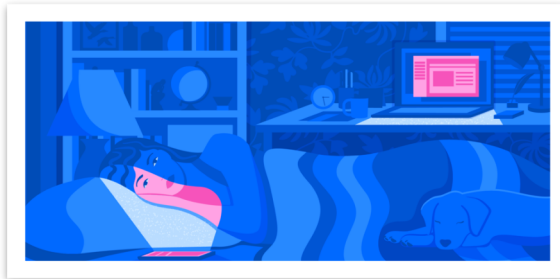
- ◆ MPOWER researchers' involvement in Massey University's workshop on the UN Sustainable Development Goals (SDGs) and research, page 8
- ◆ MPOWER/multi-institution project on Varieties of Industrial Relations (ongoing), page 4
- ◆ MPOWER-Bogadizi University study of worker autonomy and collectivism (ongoing), page 4

*For more information, see the MPOWER website and LinkedIn Group site,
or email: mpower@massey.ac.nz*



MPOWER research news

Take part in a major study of the factors in work addiction and related health problems



In our last newsletter (July 2022, no. 36), we outlined a major new study, led by our colleagues in Poland, Edyta Charzyńska and Paweł Atroszko, on the factors that influence work addiction. Studies of work addiction show that it is more prevalent than most other addictive behaviours. Country differences in prevalence are likely, to some extent, to relate to macro-level factors. In addition, work addiction is strictly related to high workload, chronic and substantial occupational stress, and burnout. It affects family dysfunction and generally problematic social functioning. In addition, it tends to be related to decreased productivity. Its high prevalence, coupled with considerable and widespread negative effects, makes it likely to cause substantial harm for a population, affecting medical and social care systems.

New Zealand is part of this international (60+ countries) study that examines the role of macro-level (i.e. cultural and socioeconomic), meso-level (i.e. organisational), and micro-level (i.e. individual) factors in work addiction and related health problems. The national surveys that will be rolled out in each country will make it the most extensive study on work addiction to date.

Interested in taking part in the New Zealand survey for this study?

Criteria for taking part are:

- ◆ you live in New Zealand, and you are a New Zealand citizen;
- ◆ you are an adult;
- ◆ you work in an organisation with at least 10 employees in total;
- ◆ you have been working for your present employer at least for a year; and
- ◆ you work full-time.

If you meet all of these criteria, and would like to take part, please access the survey via this link: <https://experior.limesurvey.net/734757?lang=en>. We will profile key findings and outputs from the study in subsequent newsletters.

Other research

Worker autonomy and collectivism

This study is based on nation-wide survey that sought information on employees' perceptions of their relative level of autonomy at work and propensity to engage in collective action. Respondents were also asked to reflect on their past and likely involvement in collective action given micro and macro dynamics. The research team (Prof. Jane Parker (Massey), Assoc-Prof. Nazim Taskin and PhD candidate Onur Sürgit (both Bogazici University, Turkey)) are finalising their findings for a manuscript draft.

Gender equity and New Zealand's public service

This transdisciplinary study formally concluded in 2021. Semi-structured interviews with sector experts, and managers and staff in three public service agencies, revealed insights about equity, including various concepts of such, progress in the case study agencies and wider sector, and suggestions for future policy and practice. The project yielded several reports for the agencies involved, several journal articles on gender equity and transdisciplinarity, two book chapters, and professional outlets. The final output for the team will be a feature in the Human Resource Institute of New Zealand's (HRNZ) *Human Resource* magazine. The agency reports also included three tailored and detailed indexes on gender and intersectional equity designed to benchmark and systematise strategic and operational equity endeavours.

Varieties of industrial relations

The cross-institutional and cross-national team for this study have finalised their choice of data for inclusion in a study of the 'health' of industrial relations systems around the world. Based on the Eurofound's normative model, study outputs will initially focus on a comparison of European and non-European country results, with regard to wider socio-economic and institutional approaches. The team has just had their abstract, entitled 'Toward a global typology of Industrial Relations systems: Are European models representative of non-European regions?' accepted for presentation at the 2023 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference which will be held in Australia in February (page 10).

Special issue of *Labour and Industry* on methodology

Labour and Industry: A journal of the social and economic relations of work is planning an issue on key research methodologies used in employment relations studies. Contributions from researchers on quantitative, qualitative and mixed methods will be included in this issue, due out in 2023. The special issue editorial team comprises: Dr Paula O'Kane (University of Otago), Prof. Mark Saunders (University of Birmingham, UK), Dr Stephen Blumenfeld (Victoria University of Wellington) and Prof. Jane Parker (Massey University).

Paper included in 2023 Human Relations Conference

Pat Loga (PhD Candidate, School of Management), Selu Paea (Pasifika Learning Advisor), Prof. Jane Parker (School of Management) and Dr Amanda Young-Hauser (School of Psychology) have had a paper accepted for Human Relations' 75th anniversary conference in London in April 2023. The paper concerns the development and role of Pacific employee networks in New Zealand public service agencies.

Competition

New book

WIN

a book on working women in the Asia Pacific region!



Women and Work in Asia and the Pacific

Experiences, challenges and ways forward

*Edited by Jane Parker, Marian Baird,
Noelle Donnelly and Rae Cooper*

ISBN 978-1-991016-03-4



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www.masseypress.ac.nz

(front and back pages)



Working women everywhere face discrimination. Inequality and lack of inclusion is reinforced through regulation, policy, behaviours and attitudes. Although there has been progress in some countries, gender equality has not yet been achieved by any nation.

This in-depth study examines the challenges faced by working women and their families and communities in ten countries throughout Asia and the Pacific: Aotearoa New Zealand, Australia, Japan, China, Cambodia, India, Sri Lanka, Fiji, Pakistan and the Philippines.

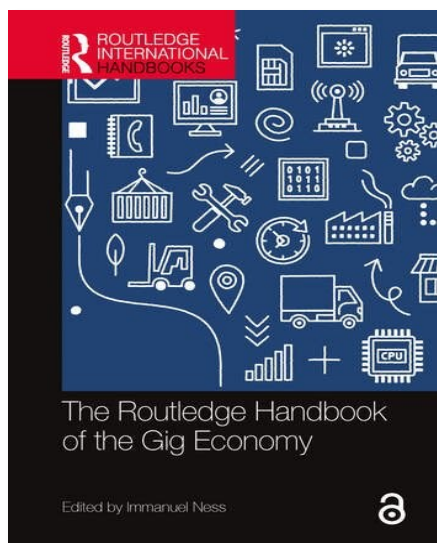
Informed by the work of senior academics, policy-makers and community group representatives, the experiences of working women are described and analysed within a framework of four themes — demography, globalisation, technological development and sustainability.

The authors set out recommendations for coordinated and context-sensitive responses specific to each country and cross-nationally to improve the working lives of women and girls.

If you're an MPOWER member and want to go into the draw for a chance to win a copy of this new book, e-mail j.parker@massey.ac.nz and write 'book competition' in the subject line. Please send your email by 9 December 2022. One person will be selected at random, and their name will be published in our next newsletter. Good luck!

The publication on-sale date for this book is 9 February 2023. It will also be launched at the 2023 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference on Magnetic Island, Australia, 8-10 February 2023.





The Routledge Handbook of the Gig Economy

edited by Immanuel Ness

From the Routledge website:

Research on the growth of the precarious economy is of significant interest as the economy increasingly becomes dependent on gig work. However, as platform and automated service work has grown, there remains a chasm in understanding the key aspects of digital labour.

This handbook presents comprehensive theoretical, empirical, and historical accounts of the political economy of informal work from the late 20th century to the present.

and Global South, as well as the extreme threat posed to the planet by the growth of contingent work, poverty, and enduring and increasing inequalities produced and reproduced by the reformation of capitalism in the contemporary age of neoliberal capitalism. The period from the 1980s to the present is marked by the expanded extraction of surplus value from workers through the creation of non-standard jobs and the restructuring of work. A central component of the restructuring of work is the extension of gig employment through the development of algorithmic platforms which direct labourers to perform discrete tasks.

This is a definitive collection, representing the primary reference work, contributing to our understanding of the subject.

The book is written and presented in a clear manner, accessible to scholars and researchers of international political economy, labour economics, and sociology who are eager for new research examining this phenomenon, as well as specialists in the field of labour relations.

Chapter 11 of this book is freely available as a downloadable Open Access PDF under a Creative Commons Attribution-Non Commercial-No Derivatives 4.0 license available at <http://www.taylorfrancis.com>

We note that Part 1 of the book considers conceptual perspectives and approaches. Part 2 examines globalisation, women and migration in the gig economy. In Part 3, the focus is on work protest and labour organising. Part 4 looks at regional dynamics, Global North: Europe and North America, while Part 5 addresses regional dynamics, Global South: Asia, Africa and South America.

The book includes chapters by MPOWER members. Chapter 14 (in Part 3), *Vulnerable food delivery platforms under pressure: protesting couriers seeking 'algorithmic justice' and alternatives*, is written by **Kurt Vandaele** (European Trade Union Institute). Chapter 17 (also in Part 3), *Consumers in the gig economy: resisting or reinforcing precarious work?*, is penned by **Dr Joshua Healy** (University of Newcastle, Australia) and **Dr Andreas Pekarek** (University of Melbourne).



Research Handbook on Gender and Employment Relations

A handbook on gender and employment relations is essential for academics, students and policymakers. However, such a text has not been published in the last decade despite ways of working, economies, societies, gender identities and relations, and theories of gender and work developing considerably. Edward Elgar Publishing has committed to publishing a research handbook on gender and employment relations led by a team of international academics. The lead editor is Associate Professor Sue Williamson (School of Business, UNSW, Canberra). For more information, please visit: <https://research.unsw.edu.au/projects/handbook-gender-and-employment-relations>

Any inquiries about the handbook can be emailed to: GERHANDBOOK@UNSW.EDU.AC

Field guide on researching employment relations

Edward Elgar Publishing is commissioning a context-specific guide for researchers designed to help them get the best out of their field research. The book will also cover traditional and more novel techniques, and potentially, vignettes from people detailing their experiences and lessons learnt. More compact than a handbook, this guide will be practical in scope and designed to be taken with someone on their research. Chapter contributions from research scholars around the world will include coverage of:



- ◆ oral history
- ◆ transdisciplinary research
- ◆ archival methods
- ◆ panel data, econometrics and multi-level analysis
- ◆ indigenous research
- ◆ cross-national survey approaches
- ◆ autoethnography
- ◆ mixed methods
- ◆ and more

Book editors: Prof. Jane Parker, Dr Noelle Donnelly, Dr Sue Ressia and Dr Mihajla Gavin. Updates on the guide's progress will follow in subsequent newsletters.

Massey University workshop on the United Nations' Sustainable Development Goals (SDGs) and Research

2nd September 2022, 9am – 2pm
Albany Campus / Manawatū Campus / Wellington Campus / Zoom

SUSTAINABLE DEVELOPMENT GOALS



This event commenced with a welcome and introduction by Massey University's provost, Prof. Giselle Byrnes. Dr Snow Wang and Simon Moore then discussed the SDGs in relation to research, and the current SDG achievements at Massey.

An array of University researchers outlined the SDGs that are relevant to their work, with some showcasing their work and engaging in a Q&A session. Later in the day, panel discussions covered what comes next, and Professor Suzanne Wilkinson wrapped up the workshop with some observations of its key insights and messages.

MPOWER presenters and panellists included: Profs Gabriel Eweje and Jane Parker (both School of Management), while Massey's Ending Poverty and Inequality research cluster (EPIC) was represented by Profs Stu Carr and Darrin Hodgetts. The workshop sessions were well attended by Massey academic staff, both in person at the Albany, Manawatū and Wellington campuses and via Zoom.

Many thanks to Lily Jia, Dr Snow Wang, Simon Moore for organising such an interesting, informative and important event.



Prof. Gabriel Eweje
Professor of Corporate Responsibility
and Sustainability
School of Management (Albany)
Massey University

Forthcoming

MPOWER seminar by Professor Mike Bresnen

Professor of Organisation Studies, Manchester Metropolitan University and MPOWER/Massey visiting professor



“Exploring the impact of the pandemic on gendered ideal worker norms in a professional services firm”

(Mike Bresnen, (with Lilas Al-Asfahani and Gail Hebson)

About the seminar

This talk uses a critical case study of a subsidiary of a multinational professional service firm (PSF) in Kuwait to explore whether new organisational routines and ways of working in the pandemic created opportunities for gendered ideal worker norms to be challenged or modified. Research findings from an in-depth case study conducted before the pandemic revealed differentiated patterns of gendered ideal norms across Consulting, Audit and Tax professional specialisms. Early possibilities of rethinking ways of being ‘ideal’ in the pandemic were superseded by a return to pre-Covid ways of working, showing the tenaciousness of these norms. The primacy of the client-ethos and being available remained intact, although the research surfaced the uneven nature of change across professional specialisms. So, for example, shifts to more flexible working created more opportunities for women in Audit to progress; but male dominance of Tax was entrenched further by a rigid return to normal. Significantly, the globalised nature of PSF professional identities appeared constant in the context of change, although their impact on gender equality in PSFs might still be shaped by the particular cultural and institutional context.

Biography

Mike Bresnen is Professor of Organisation Studies at Manchester Metropolitan University (MMU). He has previously worked at the universities of Manchester, Leicester, Warwick, Cardiff and Loughborough. He has researched and published widely on healthcare managers, on the organisation and management of projects (with particular reference to the construction industry) and on learning and innovation in project-based settings. His most recent funded research has been on healthcare management and leadership in the NHS (for the NIHR), project-based learning in construction, manufacturing and services (for the EPSRC) and biomedical innovation processes in the UK and US (for the ESRC and EPSRC). He was co-founder and co-director of both the *Health Services Research Centre* (Alliance Manchester Business School) and the *Innovation, Knowledge and Organisational Networks Research Centre* (Warwick Business School) and has acted as Director of the *Decent Work & Productivity Research Centre* at MMU, where he is currently a member. He was a founding member of the *Knowledge and Innovation Network* (Warwick Business School), a member of the senior leadership team of the *Greater Manchester Centre CLAHRC*, and is a member of the lead group of the cross-institutional *Centre for Partnering*.

Date: 18 November 2022

Time: 2pm Networking and light buffet and refreshments
2.20pm MPOWER Introduction
2.30am Seminar by Professor Mike Bresnen
3.10pm Q&A session
3.30pm Event concludes

Venue: Room MBS 2.15, Massey Business School (Flexi-Space)

RSVP: Please register for this event at to help us plan for catering.

Register: <https://masseyuni.wufoo.com/forms/mpower-seminar/>



MPOWER



2023 AIRAANZ Conference

Magnetic Island, North Queenstown, Australia

The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) has announced a return to an in-person conference for the 2023 AIRAANZ Conference.

This conference will be hosted by the College of Business, Law and Governance, James Cook University at Magnetic Island, North Queensland, Australia from Wednesday 8 to Friday 10 February 2023. Accompanying this in-person conference will be a workshop for higher degree research students on Tuesday 7 February at the James Cook University campus in Townsville, just across the water from Magnetic Island.

Keynote addresses will be given by:

- ♦ **Professor Patrice Jalette**, Université de Montréal; and
- ♦ **Gail Barry**, Traditional Owner of the Great Barrier Reef as a Kuku Nyngunkal Elder of the Eastern Kuku Yalanji Nation. Chairperson of the Aboriginal and Torres Strait Islander Women's Legal Services NQ, Townsville, and former Member of the Queensland Stolen Wages Reparations Taskforce.

The theme of the conference is: 'Labour and Value'. The conference will explore key issues for employment relations research including, but not limited to, the following:

- ♦ Indigeneity and labour
- ♦ Building society and a new social contract
- ♦ Value in essential and care work
- ♦ Labour and value in the 'gig economy'
- ♦ Labour, value and ecology
- ♦ Gender and value
- ♦ Social justice and labour
- ♦ Labour in the creation and distribution of value
- ♦ Worker identity
- ♦ Regulation, wages and value
- ♦ The post-Covid 19 world of work
- ♦ Immigrant labour, value and labour supply
- ♦ Diversity and inclusion
- ♦ New HRM challenges, for example, through hybrid work
- ♦ Labour markets and flexibility
- ♦ Industry studies
- ♦ New technology, value and skills
- ♦ Asian, international and comparative analysis

Please submit paper abstracts to AIRAANZ@con-sol.com by 15 October 2022

The Women workers in the Asia Pacific region book (see page 5) will be launched at this conference.

Questions regarding the conference should be sent to Greg or Caitlin of Conference Solutions at AIRAANZ@con-sol.com or Stephane Le Queux at stephane.lequeux@jcu.edu.au

MPOWER members (surnames in bold): selected outputs

- ♦ **Baird, M.** and Williams, A. (2022). Ageing, Work, Care in Australia: Progress and Prospects in Meeting Sustainable Development Goals of Inclusive Growth and Gender Equality. In S. Dhakal, A. Nankervis and J. Burgess (eds.), *Ageing Asia and the Pacific in Changing Times* (pp. 51-69), Singapore: Springer.
- ♦ **Blackwood, K., D'Souza, N., Port, Z.** and **Tappin, D.** (2022). Psychosocial factors: Pathways to harm and wellbeing. In Worksafe. *Mentally healthy workplaces in Aotearoa New Zealand* (essay 7), pp. 112-130.
- ♦ **Bradbury, P.**, Schwarz, E. and Lenton, A. (2022). Experiential learning from an international perspective: An empirical study of the United States, Canada, Australia, and New Zealand. *International Journal of Sport Management*. 22(1): 55-74.
- ♦ **Bradbury, T.** and Bhattacharya, S. (2022). Employing multiple delivery partners: demonstrating success through an event case study. *International Journal of Event and Festival Management*. 13(3), 351-368.
- ♦ Goods, C. and **Ellem, B.** (2022). Employer associations: Climate change, power and politics. *Economic and Industrial Democracy*, Published online: 11 March 2022.
- ♦ Healy, J. and **Pekarek, A.** (2022). Consumers in the gig economy. In I. Ness (ed.) *The Routledge Handbook of the Gig Economy* (chapter 17). London: Routledge (see page 6).
- ♦ McEwan, C., Szablewska, L., **Lewis, K.** and Nabulime L. (2022) Public-making in a pandemic: The role of street art in East African countries. *Political Geography*, 98, 102692.
- ♦ McEwan, C., **Lewis, K.** and Szablewska L. (2022). UK street art and the meaning of masks during the COVID-19 pandemic, 2020-21. *Social & Cultural Geography*, epub ahead of print.
- ♦ **Parker, J.** and **Donnelly, N.** (2022). Reducing Aotearoa New Zealand's gender pay gap. *Radical Currents, Labour Histories* (forthcoming).
- ♦ **Parker, J., Baird, M., Donnelly, N.** and **Cooper, R.** (eds). (2022). *Women workers in the Asia Pacific region: Experiences, Challenges and Ways Forward*. Auckland: Massey University Press (book) (see page 5).
- ♦ **Parker, J., Sayers, J., Young-Hauser, A., Barnett, S., Loga, P.** and **Paea, S.** (2022/23). Towards gender and intersectional equity in New Zealand's public service – what role for HR? HR Magazine (forthcoming).
- ♦ Plester, B., **Sayers, J.** and Keen, C. (2022). Health and wellness but at what cost? Technology media justifications for wearable technology use in organizations. *Organization*.
- ♦ **Rasmussen, E.**, Lamm, F., and Molineaux, J. (2022). *Employment Relations in Aotearoa New Zealand: An Introduction*. Auckland: ER Publishing (e-book) .
- ♦ **Roche, M.**, McLachlan, A., Waitoki, W., Valentine, H., **Haar, J., Brougham, D.**, ... and Ruru, S. (2022). Exploratory Study of Enhancing the Wellbeing of Wāhine Leaders in Aotearoa (New Zealand) via Whiti Te Rā - An Indigenous Wellbeing Pathway. *New Zealand Journal of Human Resource Management*, 22(2): 20-30.
- ♦ **Rohlfer, S.**, Hassi, A. and Jebesen, S. (2022). Management Innovation and Middle Managers: The Role of Empowering Leadership, Voice and Collectivist Orientation. *Management and Organization Review*, 18(1): 108-130.
- ♦ **Sayers, J.**, Forrest, R. and Pearson, M. (2022). Furry Families: Ethical Entanglements Through More-than-Human Domestic Dramas. *Sociological Research Online*.
- ♦ **Wannitilake Mudiyansele, K.** (2022, July). Understanding Work-life Balance of Social Media Managers. Presented at *The Aotearoa Business Schools' Early Career Conference*. Auckland, New Zealand.
- ♦ **Williamson, S.**, Pearce, A., Connor, J., Weeratunga, V. and Dickinson, H. (2022). The future of working from home in the public sector: What does the evidence tell us? *Australian Journal of Public Administration*, 1-9.
- ♦ **Williamson, S.** and Pearce, A. (2022). COVID-normal workplaces: Should working from home be a 'collective flexibility'? *Journal of Industrial Relations*, 1-13.
- ♦ Zhang-Zhang, Y., **Rohlfer, S.** and Varma, A. (2022). Strategic people management in contemporary highly dynamic VUCA contexts: A knowledge worker perspective. *Journal of Business Research*, 144: 587-598.