

MPOWER:

Kirihimete/Christmas and tau hou/New Year issue

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MPOWER



As we race towards the end of 2021, many of us have found ourselves at our busiest. While responses to the pandemic in many countries have curbed our freedoms, its impact on our engagement with work and in other domains has been nuanced. In terms of research, for instance, lockdowns have helped to drive highly-productive periods of reflection and writing for some while, for others, they have posed challenges to in-person fieldwork.

Covid-19 has also featured strongly as the subject or setting of much of our recent research. An example of this can be seen with Prof. Jim Arrowsmith's (MPOWER co-director) presentation on the ageing workplace at a recent Human Resources New Zealand's (HRNZ) webinar (see p. 3). And a study of gender equity in New Zealand's public service has re-emphasised the significance of bringing flexible working arrangements front and centre to employment practices to help ensure genuine diversity and inclusion (see vol. 8, issue 4 at [newsletters](#)).

Yet, as countries' national and sub-national responses to the pandemic continue to morph, new research opportunities and ventures emerge. With regard to conferences, for instance, while many remain wholly online, a good number are seeking to 'go hybrid' with face-to-face and virtual delivery. In this short-ish newsletter (by MPOWER standards!), we overview some forthcoming forums for people and work-centred research dissemination (pp. 3-8). We'll overview research projects in our nextg newsletter.

From everyone here at MPOWER, have a very happy and safe festive season and start to the New Year.



MPOWER

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 out in January/February 2022.

MPOWER- Upcoming Events/Activities

- ◆ MPOWER study of gender equity in the NZ public service, focusing on management roles, and Māori and Pacific women workers—presentation to Massey University Senior Leadership Team (date tba)
- ◆ MPOWER (Prof. Jane Parker) at the *World HR Congress*, Sri Lanka (online), 6-8 December (p. 5)
- ◆ MPOWER/*Labour and Industry* at AIRAANZ 2022 (Sydney—online conference) (p. 6)
- ◆ MPOWER researchers at the *Massey University Pacific Conference*, Auckland, 1-3 December (p. 7)

Recent Activity (September-November 2021)

- ◆ Prof. Jim Arrowsmith (MPOWER Co-director) - presenter at the HRNZ Academic Branch webinar on ageing in the workplace (online), 11 November (p. 3)
- ◆ Prof. Dobbins and Prof. Prowse's launch of their new book on the living wage, Sheffield Business School, Hallam University (NZ chapter by MPOWER members), 4 November (p. 4)
- ◆ University of Sydney/Journal of Industrial Relations 'Workplace Gender Equality: Where are we now and where to next?' webinar, including several MPOWER presenters, 7 November (p. 8)



For more information, see the MPOWER website or e-mail: MPOWER@massey.ac.nz

Human Resources New Zealand—webinar



ACADEMIC BRANCH:

The ageing workforce: issues, challenges and road ahead

- **Date:** 11 November 2021

The Academic Branch of HRNZ recently held a research webinar focused on the ageing workforce. Panellists included:

- ◆ Professor Jim Arrowsmith (Massey University; MPOWER Co-Director)
- ◆ Diane Turner (Director, Office for Seniors)
- ◆ Dr Suzy Morrissey (Director, Retirement Commission)
- ◆ Sarah McCallum (HR Business Partner, Aliaxis)

Panellists provided their insights on the challenges faced by the ageing workforce and employers. They also discussed strategies for making the future better for New Zealanders as they age, and offered practical tips for employers in managing the ageing and multi-generational workforce. The event was facilitated by Dr Deepika Jindal (University of Auckland). Professor Arrowsmith commented: “The demographic challenges is a medium-term event but currently real for many organisations, especially given labour shortages in many sectors. HR people need to plan for this in tandem with other challenges such as new technology and restructuring.”

The seminar is the latest in a series run by the HRNZ Academic Branch. For more information for HRNZ members and non-members, see: <https://hrnz.org.nz/events>



Recent event

Sheffield Hallam University

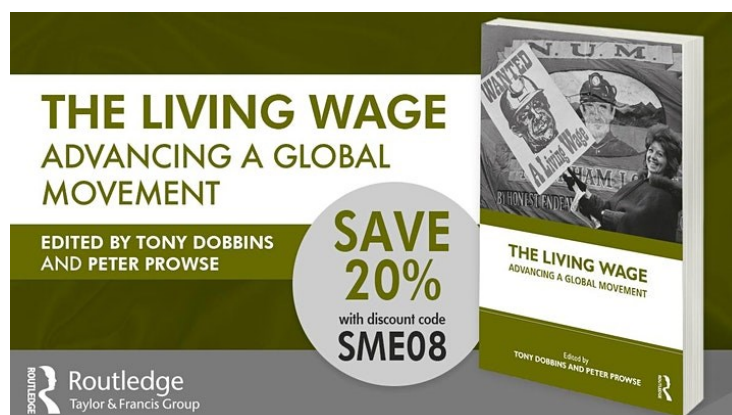
Date: 4 November 2021

Time: 18.00-19.30 GMT

Place: Stoddart Lecture Theatre, Sheffield Business School, Sheffield, UK

Profs Tony Dobbins and Peter Prowse (MPOWER members) recently launched their new book, “The Living Wage: Advancing a Global Movement.” The launch took place online and in the room featured chapter contributors from the Living Wage Foundation, contributing authors, and a review of the book (see <https://www.routledge.com/The-Living-Wage-Advancing-a-Global-Movement/Dobbins-Prowse/p/book/9780367514877>), and delivered took place and in person. MPOWER and GLOW researchers contributed a chapter on the living wage in New Zealand from employer and employee perspectives.

For more information about the book, please visit: <https://www.routledge.com/The-Living-Wage-Advancing-a-Global-Movement/Dobbins-Prowse/p/book/9780367514877>. For a discount code, see below.



Forthcoming



Centre for Labour,
Employment and Work

Labour, Employment and Work Symposium—postponed

Victoria University of Wellington Te Herenga Waka

Due to the uncertain environment created by the COVID-19 pandemic, this 2021 conference has been postponed and will be a full conference in November 2022. We will bring you more details on this event as they emerge. Also visit clew-events@vuw.ac.nz if you have any queries and wish to be included in the distribution database for updates on 2022 Conference.



WFPMA
World Federation of People
Management Associations



WORLD HR CONGRESS 2021

Date: 6-8 December 2021

The Chartered Institute of Personnel Management (CIPM) in collaboration with the World Federation of People Management Associations (WFPMA) is hosting the World HR Congress (WHRC) on



December 6-8, 2021 in Colombo, Sri Lanka, as a virtual experience. Amid a planetary pandemic where people factor is in the pinnacle of limelight, the key conference theme is *"Exalting People Professionals Amidst a Planetary Pandemic: Explore, Expand and Excel."*

The WHRC has been held since 1986 in 17 different countries and the next venue is Sri Lanka, the pearl of the Indian Ocean. The WHRC enables people professionals to build a global community of peers, to discuss new developments in HRM, and to network with colleagues from around the world who face similar complex challenges in HRM. For the first time, it comes to a humanly rich (HR) region which is South Asia. It will be the pinnacle of the evolution of the premier HR event in South Asia hosted by the CIPM.

At this year's conference, Prof. Jane Parker (MPOWER Co-Director) is among the speakers, and will focus on the role of HR in addressing gender and other inequities in the workplace (see [video](#)).

For more information about the conference, its programme and to register, please visit: <https://wfpmacongress.com/world-hr-congress-2021/>

**WORLD
HR CONGRESS 2021**

Colombo, Sri Lanka | 6-8 Dec. 2021



Virtual Event

I'm attending WHRC 2021 in Colombo, are you?

AIRAANZ 2022 Conference



The Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) is pleased to announce that the AIRAANZ 2022 Conference will be hosted by the Sydney Employment Relations Research Group (SERRG) and the discipline of Work and Organisational Studies (WOS) at the **University of Sydney Business School** from Wednesday 9 to Friday 11 February 2022.

The format of the conference is still yet to be determined due to the ongoing uncertainties associated with the COVID-19 pandemic and travel restrictions. We are hoping that at least some sessions will be held in-person at the University of Sydney Business School, with online participation available for all sessions. The conference will involve a workshop for higher degree research students on Wednesday 9 February, with most other activities taking place on Thursday 10 and Friday 11 February.

The theme of the conference is: '**Work Not As Usual**'. This theme allows us to explore key issues for employment relations research including, but not limited to, the following:

- work-related impacts and implications of COVID-19
- challenges presented by low-paid and insecure forms of work and widening inequalities
- existing and emerging challenges relating to gender, work and family
- impacts of digitisation and technological change on work
- responses by employment relations actors and institutions (governments, employers, workers and their representatives) to rapid changes at work and in labour markets
- implications of changes in work for employment relations theory

Abstracts of papers to be presented at the higher degree research student workshop should be 250 words max and include the author name, affiliations and contact details, research question, methodological approach, theoretical focus and main conclusions. Higher degree research students whose abstracts are accepted will be asked to submit a short paper (2,000 words max) by 9 January 2022. This short paper will help discussants to prepare constructive feedback.

Questions regarding the conference should be sent to: airaanz.conference2022@sydney.edu.au

Members of the conference organising committee: Marian Baird, Stephen Clibborn, Rae Cooper, Bradon Ellem, Frances Flanagan, Meraiah Foley, Dimitria Groutsis, Sunghoon Kim, Angela Knox, Susan McGrath-Champ, Alex Veen, Mark Westcott, Chris Wright

Forthcoming



Malo e lelei, Kia Orana, Talofa lava, Fakaalofa lahi atu,

Talofa Ni, Ni Sa Bula Vinaka, and Warm

Pacific@Massey Research Conference

1-3 December 2021

**Atrium Building, East Precinct, Massey University
Albany Campus, Auckland, NZ**

“Wellbeing, Creativity and Resilience: Transforming Pacific Outcomes”

Pacific Greetings

This is the 10th Pacific conference and its aim is to foster and promote Pacific research by Massey University's students and staff and to develop Pacific researchers across the University. Marking the importance of research and addressing various challenges in the Pacific, this forum provides an opportunity for staff and postgraduate students to present research on various topics related to the Pacific region and the diaspora.

Further information is available at: <https://www.massey.ac.nz/student-life/pacific-massey/pacific-research/> (see also **Pasifika@Massey Facebook**, **Pasifika STREAM** and **Pacific@Massey website**). Feel free to forward this invitation to Massey University staff and postgraduate students undertaking Pacific research.

This Conference is hosted by

Pacific Student Success, Office of Provost, Massey University

For any queries or further info, please feel free to contact us (see organisers' details below).



PACIFIC NETWORK CONFERENCE TEAM

Professor Rukmani Gounder, School of Economics & Finance, Manawātū Campus
Associate Professor Jodi Hunter, Institute of Education, Albany Campus
Professor Peter Lockhart, Peter, School of Fundamental Sciences, Manawātū Campus
Associate Professor Tracie Mafile'o, College of Health, Manawātū Campus
Associate Professor Igelese Ete, College of Creative Arts, Wellington

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'Workplace Gender Equality: Where are we now and where to next?'

Webinar video now available



On 7 October 2021, the University of Sydney Women and Work Research Group (WWRG) and Journal of Industrial Relations' webinar launched the Journal's Special Issue on workplace gender equality. Research teams from Australia, New Zealand and beyond took part, providing short presentations on their respective special issue articles which include (with MPOWER members underscored):

- ◆ **'Workplace gender equality in the post-pandemic era: Where to next?'** Meraiah Foley and Rae Cooper (The University of Sydney Business School, Australia)
- ◆ **'Regulating for gender-equitable decent work in social and community services: Bringing the state back in'** Fiona Macdonald and Sara Charlesworth (RMIT University, Australia)
- ◆ **'Women specialist managers in Australia: Where are we now? Where to next?'** Mark Westcott (The University of Sydney Business School, Australia)
- ◆ **'Work-life balance and gig work: 'Where are we now' and 'where to next' with the work-life balance agenda?'** Tracey Warren (University of Nottingham, England)
- ◆ **'Gender equality and paid parental leave in Australia: A decade of giant leaps or baby steps?'** Marian Baird, Myra Hamilton and Andreea Constantin (The University of Sydney Business School, Australia)
- ◆ **'Safeguarding women at work? Lessons from Aotearoa New Zealand on effectively implementing domestic violence policies'** Ruth Weatherall, Mihajla Gavin and Natalie Thorburn (University of Technology Sydney; National Collective of Independent Women's Refuges, Australia)
- ◆ **'Bargaining for gender equality in Aotearoa New Zealand: Flexible work arrangements in collective agreements, 2007-2019'** Sarah Proctor-Thomson, Noelle Donnelly and Jane Parker (New Zealand Tertiary Education Union; Victoria University; Massey University, New Zealand)

To watch the webinar recording, please visit:

<https://business.sydney.edu.au/events/research/2021/wwrg/workplace-gender-equality>





Job advertisement

Centre Manager Centre of Labour, Employment and Work (2651) Pipitea, Wellington Central, New Zealand

- Do you have an understanding of employment relations and the working of the NZ system?
- Are you able influence and communicate effectively to a diverse range of stakeholders?
- Do you have strong data interpretation, analysis and reporting skills?

Mō Te Herenga Waka - About Our University

Te Herenga Waka - Victoria University of Wellington is a global-civic university with our marae at our heart. This iho draws off our heritage and is further defined by our tūrangawaewae, in particular Wellington, Aotearoa, and the Asia-Pacific, all of which are expressed in our position as Aotearoa New Zealand's globally ranked capital city university. Our core ethical values are respect, responsibility, fairness, integrity, and empathy. These core ethical values are demonstrated in our commitment to sustainability, wellbeing, inclusivity, equity, diversity, collegiality, and openness. With, and as, tangata whenua, we value Te Tiriti o Waitangi, rangatiratanga, manaakitanga, kaitiakitanga, whai mātauranga, whanaungatanga, and akoranga.

Kōrero mō te tūranga - About the role

The School of Management, within the Wellington School of Business and Government, is currently recruiting a Centre Manager to join the Centre for Labour Employment and Work (CLEW - www.wgtn.ac.nz/clew) on a fixed-term contract until 30 September 2023. This is a great opportunity for someone who has a keen interest in supporting and contributing to research into how employment relations, human resource management, labour markets, and workplace issues affect people and work. This role will suit a person with a passion and a drive to add value to the work of the Centre, which has cemented its place as the leading research organisation on collective bargaining and union membership in New Zealand. Being located close to the Railway Station in the vibrant Wellington CBD area makes the location ideal for staff to enjoy lunchtime walks along the waterfront.

The Centre Manager's responsibilities include management of a database, support for and contribution to research projects carried out by researchers and associates of the Centre, organisation of an annual seminar series (as well as workshops and a biennial conference) and management of student research assistants. A related key role involves the maintenance and building of relationships with external stakeholders across the public sector and government as well as unions, NGOs and business. The successful applicant will have the ability to use initiative while working both independently and collaboratively on the tasks noted above. High levels for both written and oral communication, along with accuracy, are also essential parts of the skillset we are looking for.

Close Date for Vacancy: 20 November 2021

Contact Details for Vacancy: If you have any questions regarding this role please get in touch with Vanessa Venter, Vanessa.Venter@vuw.ac.nz, 04 463 5141. Note applicants should follow all steps listed below

Important - Application Steps and information

For applicants who are not NZ Citizens or Permanent Residents, we recommend you check the NZ Immigration website for updates related to Covid19 restrictions on entry to New Zealand: <https://www.immigration.govt.nz/about-us/covid-19>

For more information and the application form, please visit: [Centre manager job](#)

MPOWER members (surnames in bold): selected outputs

- ◆ Eweje, G. (2021). Women managers in neoliberal Japan: gender, precarious labour and everyday lives. *Labour & Industry: a journal of the social and economic relations of work*. (Book Review)
- ◆ Eweje, G., Iona, A., Foley, M. and Nerantzidis, M. (2021). Guest editorial. *Corporate Governance (Bingley)*. 21(6), 961-968.
- ◆ Farrukh, F., Mathrani, S. and **Sajjad, A.** (2021). A natural resource and institutional theory-based view of green-lean-six sigma drivers for environmental management. *Business Strategy and the Environment*.
- ◆ Farrukh, A., Mathrani S. and **Taskin N.** (2020). Investigating the theoretical constructs of a green lean six sigma approach towards environmental sustainability: A systematic literature review and future directions. *Sustainability*, 12(19).
- ◆ **Haar, J.**, Nguyen, R., and **Brougham, D.** (2022). Support Perceptions, Organisational Citizenship Behaviours, and the Mediating Role of Cultural Wellbeing: Are Effects Stronger for Ethnic Minority Workers?. *The New Zealand Journal of Employment Relations*.
- ◆ **Haar, J.** and **Brougham, D.** (2021). Ethical Leadership, Perceived Cultural Inclusion, and Job Behaviors: A Two Sample Study of Mediation and Moderation Effects. *International Journal of Selection and Assessment*.
- ◆ Johnson, M. and **Pulignano, V.** (2021). Editorial. Transfer—European Review of Labour and Research, 27 (3), 279-282.
- ◆ **Jones, K.** (2021). Understanding adult education in community contexts: A critical realist perspective. *British Educational Research Journal*. 47(3), 674-691.
- ◆ **Junaid, F.** and Nguyen, C. (2021). The Impact of Millennials' Job Satisfaction on their Organisational Commitment in the urban setting in Vietnam. *New Zealand Journal of Human Resource management*, 21(2).
- ◆ Hill, A., Lê, J., McKenny, A., **O'Kane, P.**, Paroutis, S. and Smith, A. (eds.). (2021). *Research methods in the time of COVID-19*. Emerald.
- ◆ **Lansbury, R.** (2021). Introduction to the symposium. Transforming our future: a new social contract at work? *Asia Pacific Journal of Human Resources*, 59(4), 535-540.
- ◆ **Lansbury, R.** (2021). Workplace reform: a new social contract for Australia. *Asia Pacific Journal of Human Resources*, 59(4), 541-553.
- ◆ **Parker, J., Sayers, J.S., Barnett, S., Young-Houser, A., Loga, P. and Paea, S.** (2021) Gender and ethnic equity in Aotearoa New Zealand's public service before and since COVID-19: Towards intersectional inclusion? *Gender, Work & Organization*. (early view).
- ◆ **Parker, J., Young-Hauser, A., Loga, P., Paea, S., Sayers, J. and Barnett, S.** (2021). Gender and equity in [agency]: A view from within. Third confidential report based on "The roles of managers in addressing gender inequities in NZ's public services: A transdisciplinary approach" study. November, 70 pp.
- ◆ **Parker, J., Arrowsmith, J., Barney, A. and Junaid, F.** (2021). Working Life in New Zealand. Eurofound (online), <https://www.eurofound.europa.eu/country/new-zealand>
- ◆ **Prowse, P. and Dobbins, T.** (2021). (eds). *The Living Wage: Advancing a Global Movement*, Routledge.
- ◆ Sarvaiya, H. and **Arrowsmith, J.** (2021). Exploring the context and interface of corporate social responsibility and HRM. *Asia Pacific Journal of Human Resources* (early view), <https://doi.org/10.1111/1744-7941.12316>
- ◆ Scullion, L., **Jones, K.**, Dwyer, P., Hynes, C. and Martin, P. (2021). Military veterans and welfare reform: bridging two policy worlds through qualitative longitudinal research. *Social Policy and Society*.
- ◆ Zhang, J., Bai, T., **Edgar, F.**, Grover, S. and Chen, G. (2021). Self-efficacy, resilience and individual ambidexterity: The effects of economic institutions. *Academy of Management Proceedings*, 2021(1).

If you have work to profile in the newsletter, please email: MPOWER@massey.ac.nz