

## MPOWER: Project prep. and progress

June 2021  
Vol. 8, Issue 3



# MPOWER



In the Antipodes, we're 'between' semesters in what's already proved to be a busy and adaptive period. There's also been considerable activity with research projects involving MPOWER members in recent months. A Marsden-funded study of the Living Wage in New Zealand formally concluded at the end of March 2021. Another major, cross-disciplinary study of gender equity in Aotearoa's public service has been extended. And other research and book projects have just commenced or reached milestones. We report on each in this newsletter on pages 5-9.

A full day event for workplace health and safety representatives took place in late April in the Manawātū in NZ's North Island. Originally scheduled for 2020, this initiative had to be rescheduled for pandemic-related reasons. Worksafe, the Palmerston North City Council, Unions Manawātū and MPOWER co-organised the event, with Dr Fatima Junaid (MPOWER member and lecturer in the School of Management at Massey University) facilitating the day's activities. On pages 10-11, Fatima tells us about the successful initiative and why it would be a great annual calendar event.

We're also excited to report on a forthcoming MPOWER 'After 5 Seminar' on 20 July 2021 at the Albany campus of Massey University. Avalon Kent, Solicitor for the Public Service Association (New Zealand's largest public sector union), will discuss how Aotearoa is developing a new system of industrial and occupational collective bargaining, and what this will mean for NZ's bargaining landscape and employment relationships. Avalon will draw on her recent article about FPAs in *Labour and Industry: A journal of the social and economic relations of work*. See page 14 for more info. and please register online to secure a spot!

The annual Massey Business School Academic Excellence Awards were held in late May, a little earlier in the year than has been the custom. MPOWER was delighted to present two awards—we reveal the winners with a few photos on page 12. On page 13, MPOWER Co-Director, Prof. Jim Arrowsmith, overviews his recent webinar on the living wage in New Zealand.

Continuing with a column started in our last newsletter, Associate-Professor Nazim Taskin (Bogazici University, Istanbul in Turkey) has penned an interesting feature (pages 3-4) that overviews his recent teaching, research and other activity since leaving New Zealand to take a new post last year. If you'd like to be featured in this newsletter, please email us at [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz)

Regular features include an overview of a forthcoming conference in New Zealand—the Labour, Employment and Work (LEW) Conference in Wellington, New Zealand on 24 November 2021 (see page 16). We wrap up with some member achievements and publications on pages 15 and 17.

**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 email: [MPOWER@massey.ac.nz](mailto: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.

### Inside this issue

|  |       |
|--|-------|
| MPOWER: .....                                  | 1     |
| How to join MPOWER .....                       | 1     |
| Contact Us .....                               | 1     |
| Upcoming & recent events ....                  | 2     |
| MPOWER diaspora .....                          | 3     |
| MPOWER research .....                          | 5-9   |
| Forthcoming book .....                         | 9     |
| KAWS symposium .....                           | 10-11 |
| MPOWER awards .....                            | 12    |
| Seminar for DWPRC .....                        | 13    |
| MPOWER 'After 5<br>Seminar: Avalon Kent' ..... | 14    |
| Facts and figures .....                        | 14    |
| LEW Conference .....                           | 15    |
| Selected outputs .....                         | 16    |

### 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](mailto:@massey.ac.nz)

*Our next issue is due out in September 2021.*

## *MPOWER- Upcoming Events/Activities*

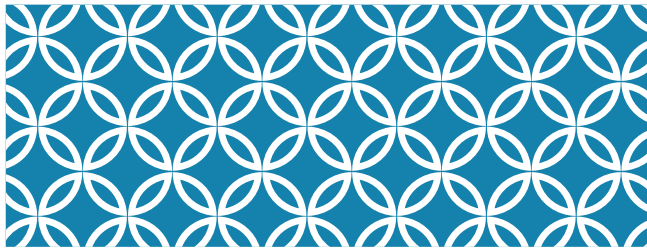
- ◆ MPOWER 'After 5 Seminar' - Avalon Kent (Solicitor for the PSA) on "NZ's Fair Pay Agreements: A New Direction in Sectoral and Occupational bargaining, seminar with networking and finger buffet (free entry), 5-7pm, 20 July 2021 (page 14)
- ◆ MPOWER members present research and chair sessions at the International Labour and Employment Relations Association (ILERA) World Congress (online), 21-24 June 2021
- ◆ MPOWER study of gender equity in the NZ public service, focusing on management roles, and Māori and Pacific women workers, ongoing (pages 6-7)
- ◆ MPOWER-Henley Business School (UK) board governance study, ongoing (page 8)
- ◆ MPOWER update of the 2019 NZ working life profile commissioned by the Eurofound, ongoing (page 8)
- ◆ MPOWER and other institutions' study of varieties of industrial relations, ongoing (page 8)
- ◆ MPOWER collectivism and employee autonomy survey, ongoing (page 7)

## *Recent Activity (March-June 2021)*

- ◆ MPOWER at the Keep All Workers Safe (KAW) Symposium, Manawatū, 28 April (pages 10-11)
- ◆ MPOWER speaker (Prof. Jim Arrowsmith, co-director) at Decent Work and Productivity Research Centre (DWPRC, Manchester Metropolitan University) seminar series. Topic: employer and worker attitude to the living wage in New Zealand, webinar, 28 April (page 13)
- ◆ Marsden Living Wage project (MPOWER and GLOW members), including planning for focus groups with employers, concluded March 2021 (page 5)



*For more information, see the MPOWER website or e-mail: [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz)*



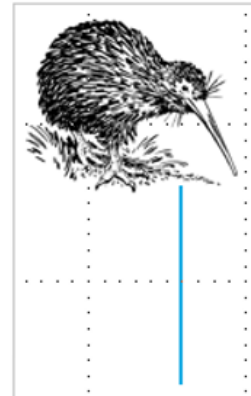
DIASPORA | Nazim Taskin

## INTRODUCTION

**Course Code:** MIS 101

**Course:** Business Intelligence and Analytics  
with Big Data

**Topic:** Data, Information and Knowledge (DIK  
[W] Pyramid)



**Data:** Raw facts

**Example:** 9 months 10 days

**Information:** Processed data

### Example:

As of today, it has been 9 months and 10 days since I left New Zealand. I see this as flying from one home to another home—so Kiwis can fly :). After a huge amount of paperwork, which seemed and felt like it would never end, I completed all the documents and was able to start my job in October 2020 at Bogazici University in Istanbul, Turkey. I have family and friends in town, and am back at the university at which I graduated. But something felt incomplete.

### More examples:

It feels awkward to start a new chapter of my life under Covid, just as it feels awkward to start this brief. After working at Massey University for a little over eight years, I decided to move to Turkey for a new position. I believed that I had gained a good level of experience and had some great memories of Massey University. Massey has meant and always will mean good friends—smart and very kind people—to me.

I was going to the top university in Turkey. It sounded (and still sounds) like a good plan.

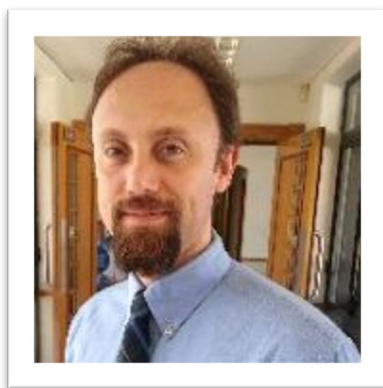
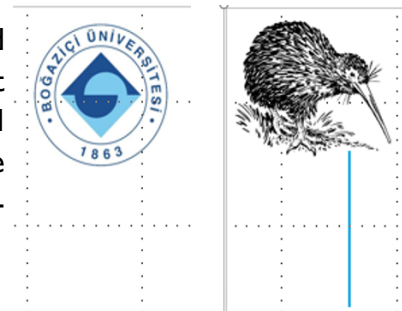
### Diaspora—Nazim Taskin (continued)

But probably, we underestimated Covid. Like everyone in NZ, we were very scared about it but we believed that we would be safe if we were careful. However, a short while after we moved to Turkey, my family and I all got Covid. Fortunately, we have recovered from it without too many problems.

On the work side, I have been involved in some new and interesting projects at Bogazici, and am also still working with colleagues/friends in New Zealand. I have also been teaching various courses at Bogazici. Some of them are similar to the courses that I offered at Massey University, while some are new. Among the new courses, a couple are those that I'd thought about developing for years, such as machine learning, data mining and research methods courses. However, it feels strange to think that I am yet to see any of my students here. In addition, there are faculty members in my new department whom I have never met face-to-face.

Students here are clever, kind and eager to learn. Faculty members are also very considerate and understanding. I feel really great about being surrounded (virtually) by such people.

A surprise for me was when I was asked to Associate Head of Department in a unit where I am yet to physically meet half of the staff. Although I feel good about it, I guess I would feel more connected if I was able to see them in the flesh (just got my Covid vaccination three days ago so fingers crossed).



Associate-Professor  
Nazim Taskin

Also, I have found out that many students attend my class to listen to my stories about New Zealand. Massey and colleagues and friends from New Zealand keep giving joy to my new students through these stories, as they have done to me :).

Looking forward to seeing our second home one day :).

**Knowledge:** Theoretical and practical understanding built upon information, skills and experience.

**Examples:**

Kiwis can fly; life is full of surprises; still processing :)

## Living Wage project

**A major study of the Living Wage in New Zealand involving MPOWER members officially concluded at the end of March 2021. Supported by a Royal Society of New Zealand Marsden Fund, the project involved surveys, sector-level interviews, and organisational case studies.**

Over the three-year lifetime of this project, much has changed in Aotearoa New Zealand's economy and workplaces. Covid-19 loomed over the latter part of the project, triggering lockdowns, job losses, and more agile ways of working. Regular increases to the national minimum wage rate in New Zealand has seen its increasing convergence with that of the Living Wage, itself subject to annual increments. The number of accredited Living Wage employers also continued to rise, from 110 in 2018 to 247 by mid-2021 (Living Wage Movement of Aotearoa NZ, 2018; 2021).

A key point of difference with this project was its concern with not only the economic ramifications of the Living Wage for employees and workplaces, but also the well-being of workers, their families and their work organisations. The study addressed three core research questions: i) Is there a Living Wage range that enables people to prosper and thrive in Aotearoa New Zealand?; ii) How can Living Wages benefit diverse stakeholder groups?; and iii) What are the barriers to and facilitators of employers' implementation and sustenance of a Living Wage? While space precludes responses to these questions here, the team would be happy to point interested parties to relevant research findings on each.

A short list of highlights and new knowledge from the study includes:

- testing the first theory to be explicitly based on employee perspectives rather than economic indices alone;
- discovering a (working) poverty trap in everyday work life, that has so far eluded macro-level economics;
- receiving an Human Resource Institute of New Zealand (HRNZ) Award for Research Team of the Year (2019);
- presenting theory and findings at the high-level Research on Decent Work (RDW) Network Conference at the International Labour Organisation (ILO) Headquarters in Geneva in 2019, and at the International Labour and Employment Relations Association (ILERA) Congress for the Americas in 2020;
- presenting our findings to a major city Council in New Zealand, during 2020 and participating in Council debate;
- publishing project findings in international journals;
- stretching the limit of current theory and approaches (e.g. learning through talanoa and case studies that the meaning of living wage is itself diverse); and
- working with post-graduate researchers on their living wage studies in NZ and the Pacific.

Various manuscripts are also currently under submission or review with journals. An employer survey of the Living Wage led by Professor Jim Arrowsmith is also being rolled out in New Zealand (see also details of his recent living wage webinar on page 13), and the team also continue to collaborate with Living Wage researchers in the UK, South Africa and New Zealand.

**Living wage team:** Profs Stu Carr, Jim Arrowsmith, Jane Parker, Darrin Hodgetts (all Massey University) and Jarrod Haar (Auckland University of Technology), and Drs Amanda Young-Hauser and Siautu Alefaio-Tugia (Massey University). For more information, please contact: [j.arrowsmith@massey.ac.nz](mailto:j.arrowsmith@massey.ac.nz)



## Gender equity in Aotearoa New Zealand's public service

**Six researchers from different colleges and disciplinary backgrounds at MPOWER/Massey University have undertaken a qualitative study of gender equity in Aotearoa NZ's public service. This transdisciplinary project, funded by a Massey University Strategic Innovation Fund (Research, started in early 2020 and has involved in-depth interviews and small focus groups with staff and managers in three public service agencies, as well as interviews with sector experts.**

Gender equity is a priority for the Government, unions, employers, workers and other stakeholders in Aotearoa New Zealand. Recent initiatives include the *Equal Pay Amendment Act 2020*, and in the public sector, the Gender Equity Action Plan and Gender Pay Principles, with the Government aiming to create the catalyst for change across the private sector. Improvements with various indices including the gender pay gap and gender leadership gap suggest that progress is being made but there is still some way to go, and Māori, Pacific, Asian and new immigrant women continue to trail other women with their disproportionately high proportions in lower-paid, less secure and non-career jobs.

This study addresses six inter-related research questions: i) what factors contribute to gender inequities in public services?; ii) how are women affected by these inequities?; iii) to what extent and how do middle managers facilitate gender equity in the sector?; iv) what impediments and levers do they encounter in this process?; v) under what conditions do they experience most success?; and vi) what effective, multi-voice strategies can be identified and applied to address gender inequities in NZ's public service, with particular regard for Māori and Pacific women workers?

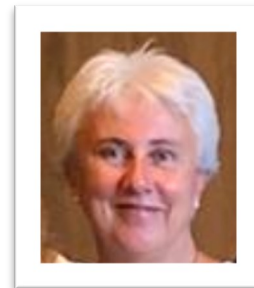
The semi-structured interview case research in three public service agencies has been completed, and nearly all 71 interview transcripts have been coded. A draft report has been sent to one public service agency for feedback, and the other two agency reports are being written. To date, project achievements include:

- two manuscripts under review with journals. Another has just been submitted, and one is in preparation. One of these works focuses on the nature and challenges of transdisciplinary research;
- two book chapters (for an international handbook on gender equity in the public sector (Routledge), and for a book on working women in Asia-Pacific to be published by Massey University Press);
- a conference paper presented on pragmatic evaluation of a transdisciplinary research by Selu Paea, Dr Amanda Young-Hauser and Prof. Jane Parker in November 2020 to the NZ Organisational Psychology and Organisational Behaviour Conference in Christchurch. This paper has now been converted into a journal submission. Jane will present another paper on intersectional inclusion of women workers in the public service at the International Labour and Employment Research Association (ILERA) World Congress on 23 June 2021 and with team members at the NZ Labour, Employment and Work (LEW) Conference on 24 November 2021; and
- one draft agency report.

In coming months, the team will also present the reports to each agency, work with an IT specialist to design and open an online gender equity network, and write shorter pieces for professional publications. They will also have their final all-team meeting at Massey's Manawatū campus, and present the study and key findings to the Senior Leadership Team at Massey University. Team member, Dr Amanda Young-Hauser comments:

*"Working collaboratively in this transdisciplinary research team aligned well with my community psychology's (CP) values, principles, and praxis. The subject matter of gender (in)equities was equally apt, as did the research approach of co-designing and working collaboratively within the transdisciplinary team and with the agencies. As an applied discipline, CP seeks to offer practical solutions and one outcome of the transdisciplinary project is a gender equity index that will inform and enhance existing practices and future policies. My colleagues' diverse ethnic and academic backgrounds allowed for new perspectives and ways of knowing and doing, a very enriching experience! Our weekly virtual meetings fostered relationships, cohesion, and our engagements offered the opportunity to learning together while steadily advancing the project."*

**Gender equity team:** Prof. Jane Parker, Dr, Amanda Young-Hauser, Patricia Loga and Selu Paea (Massey—Albany campus) and Assoc.-Prof. Janet Sayers and Dr Shirley Barnettt (Massey-Manawatū campus).



**Dr Amanda  
Young-Hauser**

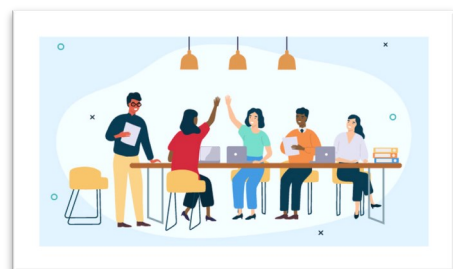
**MPOWER**



## Employee collective action and autonomy at work

Massey funding (Massey Business School Strategic Innovation Fund (SIF)) is supporting a survey-based study of collective action by employees and their perceptions of their autonomy in the workplace in New Zealand. Both topic areas have received revived interest in recent years in Aotearoa and more generally. This study will also build on data collected in Stats NZ's (2018) Survey of Working Life.

The quantitative survey was recently disseminated via Qualtrics and has elicited more than 720 responses. Associate Professor Nazim Taskin (Bogazici University, Turkey) and Prof. Jane Parker (Massey University) are analysing the survey material, and engaging two post-graduate students at Bogazici to assist with, and help mentor them on, this process. One key intention of the study is to produce scholarly work that emphasises employees' perspectives for consideration in workplace policy and practices.



## Board governance in the charities sector

MPOWER researchers have been working with senior researchers at Henley Business School on a study of board governance in an array of sectors in New Zealand and the UK. The current focus is on a comparative report which examines board governance in the charities sector in both countries. The draft is currently with UK colleagues for finalisation before it is disseminated to interested parties.

The team then intends to look at specific areas of their survey material with regard to producing scholarly outputs, for instance, on gender and board governance in the UK and New Zealand.

## Varieties of Industrial Relations study

This study involves eight Group members and others from Massey University, the University of Otago, Leuven (KU) University, University of Montreal and Durham University. It compares different countries' datasets, drawing on the Eurofound's methodology for mapping varieties of industrial relations (see, for instance, <https://www.eurofound.europa.eu/publications/report/2018/mapping-varieties-of-industrial-relations-eurofound-analytical-framework-applied>).

In recent weeks, the researchers have been checking the comprehensiveness and comparability of their data sources for a range of countries. The team will look at a wide array of nations and subsequently focus on particular countries. The next research team meeting will enable the researchers to confirm the variables and data points to be statistically examined.



## 2021 update of the NZ Working Life Profile Report

In 2019, MPOWER researchers produced a comprehensive report on key features of working life in New Zealand for the European Foundation for the Improvement of Living and Working Conditions (Eurofound). The report can be found at: <https://www.eurofound.europa.eu/country/new-zealand>. Key aspects of this study were presented later that year in Wellington and Auckland at Centre for Labour, Employment and Work (CLEW) and MPOWER symposia.

The profile is currently being updated, and a draft report for 2021 is planned for the end of July, with a view to its public release late in the year.



Forthcoming book:

## Working Women in Asia-Pacific: Challenges and Ways Forward

**In 2019, the UN Working Group on Discrimination Against Women and Girls held a consultation exercise at the University of Sydney with national experts from the Asia-Pacific region on issues and challenges for working women and their communities. Building on the ensuing UN global thematic report, a book project will focus on the challenges for working women in Asia-Pacific and make recommendations on multilateral initiatives to address those challenges.**

This UN-endorsed book will examine the situation of working women pre- and during Covid-19, and with an eye to the future. Each country chapter will address four macro-themes in relation to working women and their families: demographic changes, technological changes, globalisation, and sustainability. Contributors will also provide high-level recommendations for future policy and related initiatives. Countries included in the book are:

- |               |                    |
|---------------|--------------------|
| ♦ New Zealand | ♦ India            |
| ♦ Australia   | ♦ Sri Lanka        |
| ♦ Japan       | ♦ Pakistan         |
| ♦ Malaysia    | ♦ Philippines      |
| ♦ China       | ♦ Papua New Guinea |
| ♦ Hong Kong   | ♦ Fiji             |
| ♦ Bangladesh  | ♦ Vietnam          |
| ♦ Cambodia    |                    |

MASSEY  
UNIVERSITY  
PRESS



A comparative chapter by the editors will also synthesise key similarities and points of difference across these countries, and their implications for equity progress for working women.

The book will be profiled during the International Labour and Employment Relations Association (ILERA) World Congress (Lund University, Sweden—online) on 21-24 June 2021.

It involves around 35 authors who are contributing a chapter and/or shorter feature on a priority issue(s) in a particular country. They comprise academics, international agency representatives, senior union representatives and activists, and most are MPOWER members. The contributing editors are: Prof. Jane Parker (Massey University, NZ), Prof. Marian Baird (University of Sydney), Dr Noelle Donnelly (Victoria University of Wellington, NZ) and Prof. Rae Cooper (University of Sydney).

Massey University Press will publish the book in paperback and e-book formats from mid-2022.

## Keeping All Workers Safe (KAWS) Symposium



*The Keeping All Workers Safe (KAWS) symposium in the Manawātū was originally scheduled for 2020 but the advent of Covid-19 and a national lockdown led to its postponement. Many enthusiastic parties—including Unions Manawātū, WorkSafe, the Palmerston North City Council and MPOWER—were keen to see this event take place in 2021 and their efforts led to its rescheduling to 28 April 2021. The symposium took place in the Conference and Functions Centre on Main St in Palmerston North. Dr Fatima Junaid joined the team this year and reports below on its planning and execution.*

"I joined the team this year when the team sat again to discuss what they should do for the Keeping all Workers Safe 'KAWS' Symposium. Everyone swiftly agreed that the focus should be worker-wellbeing in general but with a focus on Covid-19 on wellbeing.

The KAWS was supported by Palmerston North City council, Unions Manawatu, Mid Central District Health Board, WorkSafe, and MPOWER. The aim was to attract Health and Safety (H&S) representatives across Manawatu to share and learn from one another what were the good practices around worker wellbeing, and then understand the what organisations can do to help the health and safety representatives to enhance worker wellbeing.

We were happily surprised when, unlike our expectation of 30-40 attendees, we had 100 plus registrations, and close to 100 turnout on the day. A welcome and overview was given by Grant Smith (Mayor of Palmerston North). Ross Wilson (Chair of the Worksafe NZ Board) then set the scene, while John Shannon (ex-Public Service Association) opened and closed the symposium.

I facilitated the learning part of the symposium, which was designed with three 1.5 hour sessions of collective group learning and sharing. We deliberately started our educational content with physical health and safety issues, then moved to a discussion around psycho-social risks. After lunch, we concluded with 'healthy and safety in the context of Covid'.

Some important collective learnings that came out of that symposium were:

- ♦ most of us know what the physical health and safety challenges are, and are



## Keeping All Workers Safe (KAWS) Symposium (cont'd)

equipped to deal with such challenges and issues. Organisations are also generally well aware of such challenges and equip their H&S Reps through training to know how to best help employees;

- ◆ a number of H&S reps/line managers struggle to understand, and are often not trained to deal with, the psychological or psychosocial risks in their organisation. This means that managers and H&S reps often struggle to know how far to intervene, and/or how to support an employee in a psychosocial risk situation;
- ◆ in relation to Covid 19, there were three key themes which emerged:
  - 1) the realization that no one was trained for something like Covid and, even though many might say NZ is not that affected by Covid, there was a collective understanding that it still is. Having said that, organisations have not done enough to equip H&S reps to deal with the current or future challenges;
  - 2) according to attendees, during Covid, when the emergency services took over, they sidelined H&S people, and more importantly, H&S protocols. So, while it was important in terms of their sorting out swift evacuations, they could have worked better if they had worked along side the H&S reps. H&S weren't involved in the Covid planning and in many cases in the post-covid response; and
  - 3) H&S reps and organisations need to do more to understand, train and deal with psychosocial risks given the Covid context. They could perhaps redefine the H&S role to attain better worker well-being. For now, H&S reps seem to work in isolation.

The symposium was very well received. One attendee commented, “people often do not come back after the free lunch” but we had almost everyone back in our final session, perhaps because the topic of “Covid” was being discussed. A number of positive comments were collated from attendees’ appraisal of the symposium, with some inquiring as to when the next one would take place.”



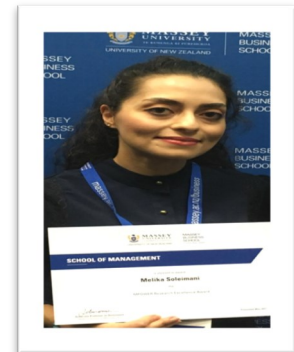
## *MPOWER 2021 Awards*



**Beginning in 2013, MPOWER awards have been presented each year to highlight research and subject excellence by our members. The awards have been part of MPOWER events, a national lean management conference, the Massey School of Management internship presentation event, and for the last few years, the Massey Business School (MBS) Academic Excellence Awards evening.**

In 2021, the MBS Academic Excellence Awards were held from late May to early June at Massey University's Wellington, Manawātū, and Albany campuses. The Albany event (26 May) took place in the Sir Neil Walters Lecture Theatre. Attendees networked and were served light refreshments before being ushered into the lecture theatre for the award presentations.

The MC for the evening was Andrew Barney (MPOWER member and Associate Head of the School of Management at Massey (Albany)). The Event was organised by Jayne Richardson (Events Coordinator of MBS).



This year's winner of the MPOWER Research Excellence Award, presented at the Albany ceremony, was Melika Soleimani (above), a PhD candidate in the School of Management at Massey (Albany). Melika's award application was of a very high standard, and fended off some strong competition.



The application that it was based on her qualitative PhD study, entitled "Maintaining equitable recruitment and selection process through mitigating biases in developing AI (artificial intelligence)." This thought-provoking research is central to MPOWER's areas of research focus, and we look forward to seeing its impacts in the workplace context.

The recipient of the 2021 MPOWER Prize in Employment Relations - Post-Graduate was Jennifer Thomson (left).

Jennifer was awarded the highest overall mark in the post-graduate (Masters) course, 114.709, 114.709 (Managing Employment Relations), at Massey University in semester 2, 2020.

This is a significant achievement, reflecting Jennifer's placement as first for her course work and assessments in the course when ranked against peers in both the internal (campus) and distance student cohorts last year.



## Webinar on employer and worker perspectives on the Living Wage



Prof. Jim Arrowsmith, MPOWER Co-Director, presented a webinar on 28 April entitled “Employer and Worker Perspectives on the Living Wage: Insights from New Zealand.” The event was organised by the Centre for Decent Work and Productivity at Manchester Metropolitan University Business School (MMUBS), one of the largest Business Schools in the UK.

In his talk, Jim set out the context of New Zealand having a relatively high, and fast-rising, minimum wage but also very high living costs. Added into the mix has been the varying impact of Covid-19 on business, including the supply of labour. Jim then presented results from a research project on the Living Wage conducted from 2018-21 by a team of MPOWER and GLOW researchers from management and psychology disciplines (see page 5). The findings of two surveys of low-paid workers indicate that a shift from minimum to living wage rates could have significant positive impacts on work motivation and performance, as well as overall wellbeing, though this also depends on other aspects of job quality.

The employer research found that business is generally understanding of the pressures on low-wage workers but many feared ‘first mover disadvantage’ if they were to raise pay rates higher than competitors. Ethical motivators were a strong consideration of firms that committed to the living wage, but it was also an increasing response to tight labour markets. Relatedly, there was less opposition to the rising minimum wage floor than originally anticipated. A range of responses to the increasing minimum wage was observed in low pay sectors, including upskilling, automation and some reduction in hours and/or staff. Issues around wage differentials were also observed in larger organisations. The increasing minimum wage, and shift to a living wage, could therefore be seen as largely positive or benign, though effects for employers and staff alike are highly contingent.

The discussion focused on the different dynamics of pay setting by firm sector and size, especially in the current highly uncertain context. Other issues included how precarious work was a barrier to worker wellbeing and motivation for those on low pay. Policy implications were also discussed, notably how low pay and the living wage are social not simply employment issues. Living costs, especially housing, urgently need to be addressed by government in order to address ‘in-work poverty’ and reduce pressures on the low paid - and, by extension, their employers.

The webinar formed part of the strong links between MPOWER and the MMUBS Centre for Decent Work and Productivity, established by a Memorandum of Understanding agreed between the two research centres. Jim and Prof. Jane Parker are both visiting professors at MMUBS, last visiting in 2019. MPOWER looks forward to hosting Centre for Decent Work and Productivity scholars in New Zealand after the threat of Covid recedes!





LLB, LLM (1st class)  
and BA (Hons,  
Political Science and  
Industrial Relations)

Avalon Kent

### MPOWER 'After 5 Seminar':

NZ's Fair Pay Agreements: A New Direction in Sectoral & Occupational Bargaining

### MPOWER is pleased to announce its next 'After 5 Seminar' speaker, Avalon Kent.

Avalon will discuss how NZ is developing a new system of industry and occupational collective bargaining, called Fair Pay Agreements (FPAs). FPAs will aim to establish negotiated terms, conditions and standards across specified industries, sectors or occupations. Avalon recently published an article in *Labour and Industry: A journal of the social and economic relations of work* that describes the proposal, its genesis and content. Her article includes several key issues that remain to be determined, including whether the system will be compulsory or voluntary. In her work, Avalon considers whether FPAs have the potential to transform industrial relations in NZ and contribute to a reinvigoration of collectivism in employment relationships.

Avalon specialises in employment and industrial law, anti-discrimination and feminist legal analysis. She has worked in Australian unions, private legal practice (on union cases), community law centres representing precarious and vulnerable employees and for the NZ Council of Trade Unions as a Legal Officer. Avalon has recently taken a position as a Solicitor for the Public Service Association/Te Pukenga Here Tikanga Mahi in NZ, with a dedicated portion on work focused on pay equity cases.

**Venue:** Room MBS 2.15 (Massey Business School Building), Massey University Albany campus

**Date:** 20 July 2021 (Tuesday)

**Time:** 5pm for canapés while networking, 5.45pm seminar, 6.15pm Q&A session, 7pm conclusion

**Car park:** There will be access to the staff car park behind the MBS building

**Registration:** <https://masseyuni.wufoo.com/forms/mpower-after-5/>

All welcome (no entry fee)

## MPOWER: Quick facts and contacts

Our membership now sits at 1,300. Of these, MPOWER LinkedIn Group members number c. 600. About half of the total membership are external or industry contacts. For more information about the group, contact us:

- ♦ Co-directors (Jim Arrowsmith and Jane Parker) - e-mail: [j.arrowsmith@massey.ac.nz](mailto:j.arrowsmith@massey.ac.nz) or [j.parker@massey.ac.nz](mailto:j.parker@massey.ac.nz)
- ♦ MPOWER e-mail address: [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz)
- ♦ Website: <http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/>
- ♦ LinkedIn group: [http://www.linkedin.com/groups?home=&gid=5079191&trk=anet\\_ug\\_hm](http://www.linkedin.com/groups?home=&gid=5079191&trk=anet_ug_hm)

Forthcoming



Centre for Labour,  
Employment and Work

## Labour, Employment and Work Symposium

*Victoria University of Wellington Te Herenga Waka*  
*24 November 2021*

Due to the uncertain environment created by the COVID-19 pandemic we postponed the 2020 Labour Employment and Work (LEW) Conference and are now planning to resume a full conference in November 2022.

To bridge the gap between the last LEW Conference in 2018 and the 2022 conference we have decided to host a LEW Symposium on 24 November 2021 here at Victoria University of Wellington Te Herenga Waka. We had many emails expressing disappointment at LEW2020 not going ahead and we have also detected a desire for people to have 'in-person' gatherings to share and discuss research. We are keen to also provide an opportunity for PhD students to share their research and we plan to have sessions for such students during the symposium.

**We are seeking expressions of interest from researchers and/or research groups/centres to present a session or stream on your current or recently completed research in some aspect of labour, employment and work.**

We have not set a particular theme as we are keen to see what emerges from the submissions. You are welcome to distribute this to other researchers and colleagues who might be interested.

Contact us at [clew-events@vuw.ac.nz](mailto:clew-events@vuw.ac.nz) if you have any queries and to be included in our distribution database for updates on the LEW Symposium and 2022 Conference.

### **Symposium organising group:**

Stephen Blumenfeld  
Noelle Donnelly  
Amanda Reilly  
Ben Walker  
Sue Ryll

## MPOWER members (surnames in bold): selected outputs

- ◆ **Burrell, E.** (2021). Race, class and Robots: a critical review of *The Jetsons*, *The Popular Culture Studies Journal*, 9(1): 25-43.
- ◆ Chuan, A. and **Ibsen, C.** (2021). Skills for the Future? A Life Cycle Perspective on Systems of Vocational Education and Training. *Industrial and Labor Relations Review*.
- ◆ **Cooper, R.**, Mosseri, S., Vromen, A., **Baird, M.**, Hill, E. and Probyn, E. (2021). Gender Matters: A Multilevel Analysis of Gender and Voice at Work. *British Journal of Management*.
- ◆ Doellgast, V., Wright, C, Cooke, F. and **Bamber, G.** (2021). *International and Comparative Employment Relations: Global Crises & Institutional Responses*. In **G. Bamber**, F. Cooke, V. Doellgast and C. Wright (eds.). 7th ed. London UK: Sage Publications Ltd, pp. 363-388.
- ◆ Easton, P. and **Brougham, D.** (2021). Bonus Payments within the New Zealand Financial Services Sector. *Bonus Payments within the New Zealand Financial Services Sector*. 45(3).
- ◆ **Gilman M.** and Salder, J. (2020). The role of diagnostics as a means of engaged scholarship and enhancing SME research. *The International Journal of Entrepreneurship and Innovation*.
- ◆ Reissner, S., Izak, M. and **Hislop, D.** (2021). Configurations of Boundary Management Practices Among Knowledge Workers. *Work, Employment & Society*, 35(2): 296-315.
- ◆ **Ibsen, C.**, Ellersgaard, C. and Larsen, A. (2021). Quiet Politics, Trade Unions, and the Political Elite Network: The Case of Denmark. *Politics and Society*, 49, 43-73.
- ◆ Myers, B., **Thorn, K.** and Doherty, N. (2021). Self-initiated expatriation and older women: composing a further life. *Personnel Review*.
- ◆ Nguyen, M., **Carr, S.**, Hodgetts, D. and Fauchart, E. (2021). Why do some social enterprises flourish in Vietnam? A comparison of human and ecosystem partnerships. *Sustainability Accounting, Management and Policy Journal*.
- ◆ **O'Kane, P.**, **Ravenswood, K.**, Douglas, J., **Edgar, F.** and **Parker, J.** (2021). Introduction: Doing things differently: IR practice and research beyond 2020. *Labour and Industry: a journal of the social and economic relations of work*. 31(1), 1-6.
- ◆ **Parker, J.**, **Alakavuklar, O.** and Huggard, S. (2021). Social movement unionism through radical democracy: The case of the NZ Council of Trade Unions and climate change. *Industrial Relations Journal*, 52(3): 270-285.
- ◆ **Parker, J.**, **Young-Hauser, A.**, **Loga, P.**, **Paea, S.**, **Sayers, J.** and **Barnett, S.** (2021). Gender and equity in [agency name]: A view from within. Confidential report based on "The roles of managers in addressing gender inequities in NZ's public services: A transdisciplinary approach" study. June.
- ◆ **Proctor-Thomson, S.**, **Donnelly, N.** and **Parker, J.** (2021). Bargaining for gender equality in Aotearoa New Zealand: Flexible work arrangements in collective agreements, 2007–2019. *Journal of Industrial Relations*.
- ◆ **Rao, V.**, **Tootell, B.** and Dickson, A. (2021). Re-Thinking the Impact of Organisational Sponsorship with Lacanian Theory. *Advancing Women in Leadership Journal*. 40(1), 49-62.
- ◆ **Sayers, J.**, Martin, L. and Bell, E. (2021). Posthuman Affirmative Business Ethics: Reimagining Human–Animal Relations Through Speculative Fiction. *Journal of Business Ethics*.
- ◆ **Shahbaz, W.** and **Parker, J.** (2021). Workplace mindfulness: An integrative review of antecedents, mediators, and moderators. *Human Resource Management Review* (Special issue: Positive psychology in HRM), forthcoming.
- ◆ Schnack, A., Wright, M. and **Elms, J.** (2021). Investigating the impact of shopper personality on behaviour in immersive Virtual Reality store environments. *Journal of Retailing and Consumer Services*, 61.
- ◆ Sulaiman, R., **Toulson, P.**, **Brougham, D.**, **Lempp, F.** and **Haar, J.** (2021). The Role of Religiosity in Ethical Decision-Making: A Study on Islam and the Malaysian Workplace. *Journal of Business Ethics*.
- ◆ Taylor, Y., Everett, A. and **Edgar, F.** (2021). Perception of cross-cultural adjustment by immigrant professionals from three ethnic groups in one host context. *Int'l Journal of Cross Cultural Management*. Advance online publication.