

MPOWER: Project progress during the pandemic

September 2021
Vol. 8, Issue 4



MPOWER



At the time of writing, Aotearoa New Zealand is at high Covid alert levels, with Auckland in a Level 4 lockdown and most of the country at Level 3. For many academics, students and their families, the lockdowns have straddled the mid-semester 'break' in which various teaching and research contingency plans have been quickly developed and applied. It's been impressive to see MPOWER researchers' support and accommodation of one another's circumstances at this challenging time, while recognizing that much of the rest of the world has endured long periods of social distancing and lockdowns.

With MPOWER projects, the cross-disciplinary study of gender equity in Aotearoa's public service is nearing completion. Team members will present the main outcomes and lessons learned from this transdisciplinary project to Massey University's Senior Leadership Team later this year. On page 6, we outline some of the key study outputs and impacts to date. We overview developments with other projects on pages 4-5.

Prior to lockdown, an MPOWER 'After 5 Seminar' was held on 20 July at Massey's Albany (Auckland) campus. Avalon Kent, Solicitor for the Public Service Association (New Zealand's largest public sector union), discussed the government's proposed new system of industrial and occupational collective bargaining (Fair Pay Agreements), and what it could mean for NZ's bargaining landscape and employment relationships. Please see page 17 for an overview of this event.

A few new books are being or have been written by MPOWER members and colleagues. On page 10, we outline a forthcoming book that focuses on the situation of and challenges faced by working women in the Asia-Pacific region. On page 11, we profile Professor Russell Lansbury's semi-autobiographical book on industrial relations, and on page 12, we overview a cross-national text about the living wage edited by Professors Tony Dobbins and Peter Prowse.

Another key output for the Group is the 2021 New Zealand working life country profile commissioned by the European Foundation for the Improving of Living and Working Conditions (Eurofound). This comprehensive report updates the first such report in 2019 (see page 3).

Regular features include overview of forthcoming conferences—the 9th ILERA Africa Regional Congress, the NZ Labour, Employment and Work Conference, and the AIRAANZ 2022 (pages 7-9), members' recent publications (page 18), and some of their achievements (page 13). Speaking of achievements, check out pages 14-16 which overviews MPOWER award winners over the years—how time flies!

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 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 |
| NZ working life profile | 3 |
| MPOWER research | 4-6 |
| Conferences | 7-9 |
| Books | 10-12 |
| MPOWER achievements..... | 13 |
| MPOWER award winners over the years | 14-16 |
| MPOWER 'After 5 Seminar' | 17 |

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 December 2021.

MPOWER

MPOWER—Upcoming Events/Activities

- ◆ MPOWER study of gender equity in the NZ public service, focusing on management roles, and Māori and Pacific women workers (page 6)
- ◆ MPOWER—Henley Business School (UK) board governance study, UK-NZ charity sector board survey and report (page 5)
- ◆ MPOWER—other projects (pages 4-6)
- ◆ MPOWER/Labour and Industry at AIRAANZ 2022 (Sydney—online conference) (page 9)

Recent Activity (July-September 2021)

- ◆ 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 17)
- ◆ MPOWER members present research and chair sessions at the International Labour and Employment Relations Association (ILERA) World Congress (online), 21-24 June 2021
- ◆ 2021 MPOWER update of the 2019 NZ working life profile commissioned by the Eurofound, (online publication imminent) (page 3)



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



MPOWER



2021 working life country profile for New Zealand

MPOWER researchers have updated the 2019 working life country profile for New Zealand that is currently available on the Eurofound website (<https://www.eurofound.europa.eu/country/new-zealand>)

The profile provides a comprehensive report on a wide array of working life characteristics in Aotearoa New Zealand. The latest profile updates the 2019 report. It covers:

- ♦ economic and labour market context;
- ♦ legal context
- ♦ industrial relations context
- ♦ public authorities, unions, employers' organisations
- ♦ tripartite and bipartite bodies
- ♦ workplace-level employee representation
- ♦ collective bargaining system, bargaining levels,
- ♦ industrial actions and disputes
- ♦ individual employment relations
- ♦ pay—minimum wages, living wage, prospect of fair pay agreements (FPAs)
- ♦ working time regulation, part-time work, working time flexibility
- ♦ health and safety at work
- ♦ skills, learning and employability
- ♦ work organisation
- ♦ equality and non-discrimination at work—equal pay and gender pay gap, quota regulations
- ♦ working life links
- ♦ full bibliography

The New Zealand working life country profile complements those for the EU27, Norway and the UK. Eurofound also has country profiles for Japan, the US, and South Korea, as well as for EU candidate countries—Albania, Kosovo, Montenegro, North Macedonia, Serbia and Turkey. Industrial relations profiles for 2015 can also be found on the Eurofound site for Bosnia and Herzegovina, Brazil, Chile and India (<https://www.eurofound.europa.eu/country>).

The 2021 New Zealand working life country profile MPOWER authors are: Professor Jane Parker, Professor Jim Arrowsmith, Andrew Barney, and Dr Fatima Junaid (all School of Management, Massey University).

A special thanks to Professor Christian Welz (Senior Research Manager at Eurofound) for his support and advice on the 2019 and 2021 New Zealand working life profile reports.

Living Wage—GLOW webinar

A three year Marsden-funded project on the living wage officially concluded in March 2021. Researchers on this team have continued to work on outputs from the national, mixed-method study, and to engage in related events.

On 1 September, New Zealand's living wage rate rose to NZ\$22.75. This rate is based on the hourly wage that has been calculated for a worker to pay for the necessities of life and participate as an active citizen in the Community (Living Wage Movement of Aotearoa New Zealand, 2021). From early 2018-early 2021, members from MPOWER and the Global Living Organisational Wage (GLOW) research network undertook national employee surveys, organizational case studies, and sector-level expert and employer interviews about the living wage in New Zealand (for a list of outputs and outcomes from this study, see MPOWER newsletter, volume 8, issue 3).

On 24 August 2021, 7-9pm (NZT), GLOW and some MPOWER members engaged in a global webinar, Project GLOW's 'Build Back Better with Living Wages', to hear from presenters about glow and the work of its various national hubs in New Zealand, Thailand, the Philippines, the UK, Scotland, Switzerland and South Africa. Members from the inaugural GLOW hub in New Zealand, Profs Stu Carr and Darrin Hodgetts, spoke about GLOW's inception and development, including its development of links with other research groups worldwide and with international agencies. Participants also discussed 'where to next' for Project GLOW. The South African hub, under the leadership of Professor Molefe Maleka at Tshwane University of Technology, also assumed stewardship of Project GLOW from the New Zealand hub.

Living Wage—employer survey in NZ

Post-project, Professor Jim Arrowsmith (MPOWER co-director) has led the design of an employer survey on the living wage in New Zealand. The survey elicited a good response rate of more than 400 employers. Drawing on the survey, Jim, Professor Jane Parker, and other team members have submitted an abstract to the 2022 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) conference in February 2022 in Sydney (online). Jim and the team hope to present a paper based on the abstract, entitled 'What do employers think about the Living Wage? Insights from New Zealand in a context of Covid and a rising Minimum Wage.' The paper's abstract is as follows:

New Zealand is a relatively low wage economy, dominated by commodity exports and – until recently – tourism (OECD, 2019). However, living costs are high, with housing alone absorbing 45% income for bottom quintile households (Perry, 2019). In this context, the Living Wage (LW) has gained traction to support households as well as attract labour given recent Covid restrictions on migrant workers.



According to orthodox economics, paying above ‘market clearing’ wages is uncompetitive and will lead to job losses and/or work intensification (Leonard, 2000). However, other theories suggest that low pay reflects unequal bargaining power (Arrowsmith et al, 2003). Concepts such as ‘efficiency wages’ and insights from motivational psychology and social exchange theory suggest that higher pay could deliver offsetting returns in the longer term (Card and Krueger, 1995). However, little is known about employer attitudes to and experiences of the LW, particularly in low-pay sectors (Werner and Lim, 2016).

This paper responds to this gap by presenting survey results of over 400 New Zealand employers conducted through Qualtrics in June 2021. It explores attitudes to the Living Wage, including motivations and perceived effects where applied or rationales where not. This is linked to implications of recent minimum wage increases (a hike of 17.5% in the past three years) and the differential business consequences of Covid. Responses were received from organisations across a range of sectors and size. The survey was completed recently and analysis is underway.

References

- Arrowsmith, J., Gilman, M., Edwards, M. and Ram, M. (2003). The Impact of the National Minimum Wage and Employment Relations in Small Firms, *British Journal of Industrial Relations*, 41:3, 435-56.
- Card, D. and Krueger, A. (1995). *Myth and Measurement: The New Economics of the Minimum Wage*. Princeton NJ: Princeton University Press.
- Leonard, T. (2000). The Very Idea of Applying Economics: The Modern Minimum-Wage Controversy and Its Antecedents, *History of Political Economy*, 32 (Suppl_1). 117-144.
- OECD (Organisation for Economic Cooperation and Development) (2019). *OECD Economic Surveys: New Zealand 2019*. Paris: OECD.
- Perry, B. (2019), *Household incomes in New Zealand: trends in indicators of inequality and hardship 1982 to 2018*. Wellington: Ministry of Social Development.

UK and NZ Charity boards study—Henley Business School (University of Reading) and MPOWER

Researchers from Henley Business School in the UK and MPOWER have drafted a report based on surveys of charities in the UK and Aotearoa New Zealand. The surveys included questions about various charity demographics, the role of trustees, challenges facing the sector, building effective relationships at board level, and general observations.

In total, 156 responses were received from those working in the UK Charities sector (of which 57.1% are the Chair; 25.0% are Trustees; 12.8% are Executive Directors (including the Chief Executive and Treasurer) and 5.3% are Others). For New Zealand, there were 105 completed returns (of which 38.1% are the Chair; 16.2% are Executives (including Chief Executive, Chair/Chief Executive and Executive Director); 27.6% are Independents (Trustees) and 18.1% are Others, including Treasurers and Others). The team are currently finalising the report draft.

Outputs and learnings from the study of gender equity in Aotearoa New Zealand's public service

A transdisciplinary project, funded by a Massey University Strategic Innovation Fund, is nearing completion. Six MPOWER researchers from different disciplines, colleges and units of Massey undertook in-depth interviews and small focus groups with staff and managers in three public service agencies, as well as interviews with sector experts.

The team will present the key outcomes and learnings from the project to Massey University's Senior Leadership Team later this year. To date, the study has yielded:

- ◆ a journal article, 'Pragmatic evaluation of transdisciplinary research on gender equity in the New Zealand public service,' in *Qualitative Research in Organisations and Management* (see page 18);
- ◆ the re-submission of a revised journal manuscript on women workers in the public service, Covid-19 and gender equality approaches, and the submission of a manuscript on women's inequality in the sector to another journal;
- ◆ one semi-drafted manuscript on gender equity indexes for submission to a journal;
- ◆ 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—see page 10);
- ◆ a conference paper on pragmatic evaluation of a transdisciplinary research presented by Selu Paea, Dr Amanda Young-Hauser and Prof. Jane Parker at the 2020 NZ Organisational Psychology and Organisational Behaviour Conference in Christchurch in November;
- ◆ a conference paper on intersectional inclusion of women workers in the public service presented by Jane at the International Labour and Employment Research Association (ILERA) World Congress on 23 June 2021;
- ◆ completed reports for two public service agencies. One has reviewed their report while the other is under review. These reports include gender (and ethnicity/cultural) equity indexes that are tailored to each agency to help inform their equity policy development; and
- ◆ one semi-drafted report including a gender equity index for a third public service agency.

The project also taught the researchers much, both about conducting transdisciplinary inquiry and gender equity in Aotearoa's public service. For example, one lesson was that transdisciplinary work can enable inclusive and diverse ways of working with stakeholders, with regular communications overcome most research challenges—even in the challenging context of Covid. Furthermore, while gender inequities are significant in the world of work, our study highlighted the need for more focus on other worker 'dimensions' (e.g. cultural background, ethnicity) to help develop inclusive and effective equity policies.

The research team is indebted to Massey University for its financial support of the project that, they hope, will provide a springboard to a cross-national study.



ILERA 9th Africa Regional Congress
 26 - 29 September 2021
 Mpumalanga, South Africa

www.lerasa.org.za 
abstracts@lerasa.org.za 

REGISTRATION NOW OPEN
REGISTER TODAY!

 ILERA AFRICA 9th Regional congress

The world of work and employment relations are being reshaped by crucial developments across the globe; globalisation, protectionism, digitization and the Fourth Industrial revolution (4IR), rising unemployment, inequalities and poverty, and the struggle for decent and sustainable work. The COVID-19 pandemic overlaid with other social, economic and political crises has had unprecedented labour market disruptions and devastating impact on people's lives, an impact unparalleled in modern history.

- TRACK 1: Collective voice and social dialogue
- TRACK 2: Work, employment relations and labour law in Africa
- TRACK 3: Social protection measures and systems
- TRACK 4: Migrancy in Africa
- TRACK 5: Digitization of work and 4ir
- TRACK 6: Public sector employment relations in Africa
- TRACK 7: Gender and work

Information on the congress can also be obtained from social media pages by following the LERASA twitter handle [@Lerasa012](https://twitter.com/Lerasa012) or search for LERASA on Facebook.

Members are encouraged to make use of the option to register for the congress on the virtual platform and to support LERASA. Various study groups will be hosted on the first day and members of those study groups are welcome to join the sessions.

Registration is open for the ILERA 9th Africa Regional Congress. This conference will adopt a hybrid format (physical and virtual attendance).

To register, participants can "ctrl + click" on the above flyer to be taken directly to the registration page. Alternatively, delegates can register directly on the LERASA website: www.lerasa.org.za The website also has other relevant information such as the latest draft program for the congress. The latest draft program is attached for ease of reference.

Please find a link to the promotional video: <https://youtu.be/HDiWtlmgz5Q>



Conference!



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 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 Ryall

AIRAANZ 2022 Conference: Call for Abstracts



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
- We now invite submissions for the following:

- **Abstracts of papers to be presented in general conference sessions** – due 15 September 2021
- **Abstracts of papers to be presented at the higher degree research student workshop** – due 15 September 2021

Abstracts of papers to be presented in general conference sessions should be 250 words max and include the author/s name, affiliations and contact details, research question, methodological approach, theoretical focus and main conclusions.

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.

Please use the submission form: <https://business.sydney.edu.au/events/2022/airaanz>

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

Women and work in Asia-Pacific: Challenges and Ways Forward

Forthcoming book, published by Massey University Press

Editors: Jane Parker, Marian Baird, Noelle Donnelly and Rae Cooper

This book builds on a global report about working women by the United Nations Working Group of Women and Girls against Discrimination in 2020. It focuses on working women's situation in an array of countries in Asia-Pacific and involves a number of MPOWER members as chapter contributors.

In each chapter, a different country is examined in terms of four key thematic challenges for working women: globalisation, technological advancements, sustainability and demographic changes. Women's situation is analysed both pre– and during the Covid-19 pandemic, and authors suggest a range of policy recommendations to advance women's situation at work and beyond. The book was recently profiled at the 2021 International Labour and Employment Relations Association World Congress, and is due out by mid-2022.

Chapters and contributors (MPOWER members in bold) include:

- ♦ Preface: Elizabeth Broderick (UNHRC)
- ♦ New Zealand: **Jane Parker** and **Noelle Donnelly**
- ♦ Australia: **Marian Baird** and **Rae Cooper**
- ♦ Japan: Shingou Ikeda and Kazufumi Sakai
- ♦ Japan (shorter contribution): Shingou Ikeda and Kazufumi Sakai
- ♦ Malaysia: Amarjit Kaur
- ♦ Sri Lanka: **Kasuni Weerasinghe** and Thilini Meegaswatta
- ♦ China: Huiping Xian
- ♦ Bangladesh: Shireen Huq and Maheen Sultan
- ♦ Cambodia: Kristy Ward and Michele Ford
- ♦ India: Vibhuti Patel
- ♦ India (shorter contribution): Binitha Thampi
- ♦ Pakistan: **Fatima Junaid** and Afia Saleem
- ♦ Philippines: Jane Corpuz-Brock and Daisy Arago
- ♦ Philippines (shorter contribution): Cedric Bagtas
- ♦ Papua New Guinea: Alphonse Kona
- ♦ Fiji: **Natalia D'Souza** and **Maritino Nemani**

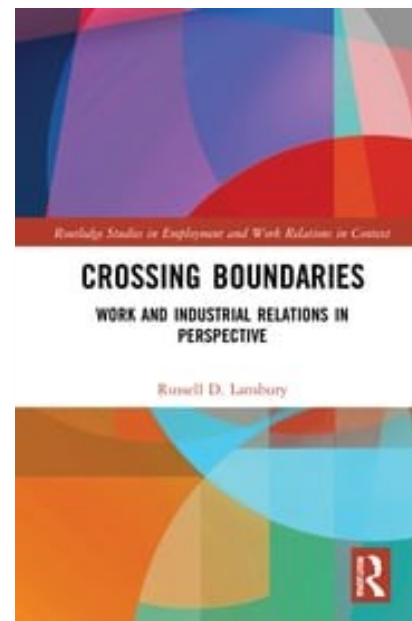
... and more to be confirmed

Crossing Boundaries

Work and Industrial Relations in Perspective

by

Russell D. Lansbury



From Routledge:

This book provides thoughtful insights into the development in work, organisations and employment relations in the last 50 years. In a semi-autobiographical approach, the author reflects on important contributions by other scholars, practitioners, and policy makers to work and employment relations.

The book covers a variety of themes which have been the subject of research undertaken by the author over his career and explores these themes over a period of time with examples drawn from various countries. It also emphasises that countries and regions cannot be understood in isolation from each other. The author seeks to convey the importance of crossing disciplinary boundaries in the social sciences in order to interpret changes in work, organisations and employment relations.

Drawing on the author's rich experience and research, the book is engaging and accessible to anyone who wishes to learn more about the rapidly changing workplace and employment relations.

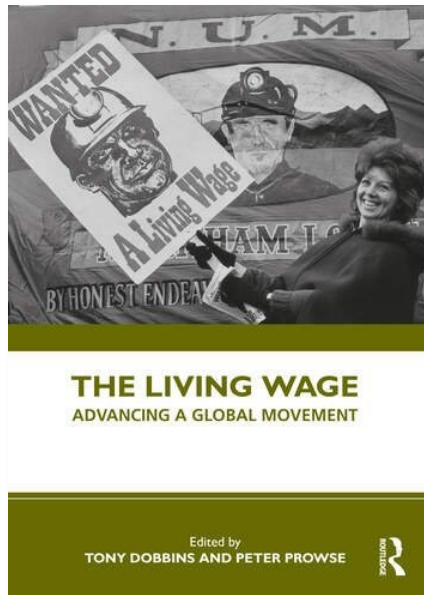
Table of Contents

1. Starting out (1940s and 1950s) 2. The world opens up at university 1963–1967 3. Nordic exposure (1967–1970) 4. The best of British experience (1970–1973) 5. Monash University in the Whitlam and Fraser eras (1974–1980) 6. Transition to Sydney: the Hawke/Keating era begins (1981–1986) 7. New horizons at the University of Sydney (1987–2000) 8. A broader role in academic research and leadership (2000–2009) 9. Research and travels in retirement (2010–2020) 10. Concluding observations on Work and Industrial Relations. Afterword by Thomas A. Kochan.

Russell Lansbury is an Emeritus Professor of Work and Employment Relations at the University of Sydney Business School, and an MPOWER member.

For more information: <https://www.routledge.com/Crossing-Boundaries-Work-and-Industrial-Relations-in-Perspective/Lansbury/p/book/9780367408022>

New book



The Living Wage

Advancing a Global Movement

edited by **Tony Dobbins** and

Table of Contents

1. Introduction

Peter Prowse and Tony Dobbins

Part 1: The Living Wage in the UK: Sector studies

2. The Living Wage Foundation's 'Real Living Wage' Campaign

Daniel Howard

3. The Real Living Wage and 'The Good Employer' in UK Football Clubs

Peter Prowse and Tony Dobbins

4. Outsourcing and the Living Wage: evidence from the UK

Edmund Heery, Deborah Hann and David Nash

5. Employer experiences of the Living Wage in the higher education, hospitality and construction sectors

Calum Carson

6. What About Care Work and In-Work Poverty? The Case of Care Workers in the UK

Julie Prowse, Peter Prowse and Jereme Snook

7. Making the Living Wage work in SMEs - Evidence from accredited employers in UK hospitality sector

Andrea Werner

Part 2: The Living Wage in International Comparative Contexts

8. The living wage and the European Union

John Hurley

9. Wages and working conditions in outsourced services in Europe

Mathew Johnson and Karen Jaehrling

10. Are collective bargaining models in the Nordic countries able to secure a living wage? Experiences from low wage industries

Kristin Alsos and Kristine Nergaard

11. The Living Wage, Fight for \$15, and Low Wage Worker Campaigns in the U.S.

Stephanie Luce

12. The Living Wage Movement in Canada

Danielle van Jaarsveld, Samantha Coronel and Reed Eaglesham

13. The Belated Return of an Australian Living Wage: Reworking 'A Fair Go' for the 21st Century

Joshua Healy, Andreas Pekarek and Ray Fells

14. Employer and Employee Perspectives on the Living Wage in New Zealand

James Arrowsmith, Jane Parker, Amanda Young-Hauser, Darrin Hodgetts, Jarrod Haar, Stuart Carr, and Siautu Tugia-Alefaio

15. Living Wage Initiatives in the Garment Sector: Insights from Southeast Asia

Michele Ford and Michael Gillan

16. Conclusion

Tony Dobbins and Peter Prowse

For more information about this book: <https://www.routledge.com/The-Living-Wage-Advancing-a-Global-Movement/Dobbins-Prowse/p/book/9780367514877>



MPOWER member achievements



Professor Jonathan Elms (Massey University) gave a keynote speech at the Natural Health products NZ summit in May, talking about 'Consumer preferences and practices in a (post) covid world'.



MPOWER members **Dr Kasuni Weerasinghe**, **Melika Soleimani** (PhD candidate) and **Professor David Paulsen** were among those from the Management, Analytics and Decision Making (MAD) Group in Massey University's School of Management who were involved in organising a two-day NZ Information Systems PhD Consortium (NZISDC), and the general annual meeting of the Professors and Heads of School of Information System in New Zealand (PHIS-NZ) in July.

Professor Rae Cooper (University of Sydney) was named as president-elect of the International Labour and Employment Relations Association (ILERA) during the ILERA World Congress in June 2021.



Professor Jane Parker (Massey University) was elected to the International Labour and Employment Relations Association (ILERA) Executive Committee at the ILERA World Congress in June 2021, as a representative for Asia-Pacific.



Professor Valeria Pulignano (Katholieke Universiteit Leuven) was elected to the International Labour and Employment Relations Association (ILERA) Executive Committee at the ILERA World Congress in June 2021, as a representative for Europe.

Professor Jim Arrowsmith (Massey University) was quoted **Stuff** article on the result of a four day working week implemented by a Manawātū building company.

Dr Trish Bradbury (Massey University) provided comment in a **Stuff** article around the Hurricanes handling of the comments made by Troy Bowker.

Emeritus Professor Russell Lansbury's (University of Sydney) semi-autobiographical book, *Crossing Boundaries: Work and Industrial Relations in Perspective*, covers a rich array of themes which have been 'the subject of research undertaken by the author over his career and explores these themes over a period of time with examples drawn from various countries.' This well-received work, published by Routledge, will be reviewed in a forthcoming issue of *Labour and Industry: A Journal of the Social and Economic Relations of Work*.

If you have news to share, please email:
MPOWER@massey.ac.nz



MPOWER award winners over the years ...

We took a trip down memory lane to look at the MPOWER award winners since 2014 ...

| Year | Award | Recipient(s) | Research topic |
|------|---|--|---|
| 2014 | MPOWER Research Support Joint Winners | Daria Williamson (Masters candidate) Dr Ali Intezari (staff member) | Emotional labour amongst contract centre 'complaint' workers in New Zealand small to medium size (SME) enterprises Wise decision-making and HRM strategies |
| 2014 | MPOWER Highly Commended Award Winners | Duoxian (Christy) Wang (Masters candidate) Joanne Mutter (Masters candidate) Simon Hughes (Masters candidate) | Managing volunteer work in New Zealand The new global employee and their family Flexible working relationships and annualised hours in shared services |
| 2015 | MPOWER 'People and Work' Researcher Support Award Joint Winners | Fatima Junaid (PhD candidate) Aishah Alyammahi (PhD candidate) | Job-Stressed Employees Living Under Terrorism: A study of personal and organisational resources for Pakistani employees The Relationship between Workplace Approaches and Employee Innovation and Performance |
| 2016 | MPOWER Research Support Awards Joint Winners | Kasuni Weerasinghe (PhD candidate) Murray Brown (Masters candidate) | Big data in New Zealand healthcare: A socio-cognitive approach Management perceptions of New Zealand's ageing labour force: a resource-based view |
| 2016 | MPOWER Highly Commended Award winners | Heather Stephens (Masters candidate) Shamalka Perera (PhD candidate) Nimeesha Odedra (PhD candidate) Natalia D'Souza Tim Winstone | People dimension of change management in SMEs in New Zealand business environments Cultural diversity and inclusion in New Zealand workplaces Subtle but cumulatively damaging: Understanding the potential impact of subtle and implicit discrimination in the workplace using a 'micro-aggression' approach Exploring New Zealand Nurses' Experience of Workplace Cyberbullying: Advancing knowledge around prevention and intervention Delivering and sustaining change with a management operating system: The journey towards medicines optimisation |

MPOWER award winners (cont'd)

| Year | Award | Recipient(s) | Research topic |
|------|---|--|---|
| 2016 | MPOWER Highly Com-mended Award winners (continued) | Zoe Port (Bachelor—Honours candidate) Wahab Shahbaz (PhD candidate) | Violence in the New Zealand workplace: A study of risk factors and organisational responses Psychological entitlement and workplace outcomes: The moderating role of mindfulness |
| 2017 | MPOWER Research Support Award Winner | Kazunori Kobayashi (PhD candidate) | Corporate Approach to Human Sustainability: Workforce Well-being in Japanese companies |
| 2017 | MPOWER Highly Com-mended Award Winners | Erin Burrell (Masters candidate) Josephine Malenga (PhD candidate) | Discrimination or diversity? An investigation of perceptions on gender quotas on boards as viewed through the Balanced Score Card (NZ study) The effect of industry-specific characteristics on the adoption and usage of work-life balance practices, and the resulting effect on employee well-being |
| 2018 | MPOWER Researcher Support Award Joint Win-ners | Erin Burrell (Masters candidate) Dr Kate Bone (staff member) | Discrimination or Diversity: A Balanced Score Card review of perceptions on gender quotas Co-working and wellbeing |
| 2019 | MPOWER Researcher Excellence Award Winner | Betul Taskin (Masters candidate) | HR Managers' Perceptions of the HR Function and Workplace Bullying in the Health Sector in New Zealand and Turkey. |
| 2019 | MPOWER Most Out-standing Student in the 2018 Post-Graduate Managing Employment Relations Course | Charuni Wijethunga (Masters candidate) | Top student in 114709 post-graduate Managing Employment Relations Course at Massey University |
| 2020 | MPOWER Prize for the Most Outstanding Student in Course 114709 Managing Employment Relations Joint Recipients | Ngan Le (Masters candidate) Shirshika Chaudary (Masters candidate) | Top students in 114709 post-graduate Managing Employment Relations Course at Massey University |
| 2020 | MPOWER Prize for the Most Outstanding Student in Course 114735 Competitive Advantage and HRM Strategy | Kieu Tran (Masters candidate) | Top student in 114735 post-graduate Competitive Advantage and HRM Strategy Course at Massey University |

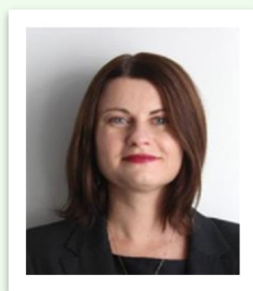
MPOWER award winners (cont'd)

| Year | Award | Recipient(s) | Research topic |
|------|---|----------------------------------|--|
| 2021 | MPOWER Research Excellence Award | Melika Soleimani (PhD candidate) | Maintaining equitable recruitment and selection process through mitigating biases in developing AI (artificial intelligence) |
| 2021 | MPOWER Prize for the Most Outstanding Student in Course 114709 Managing Employment Relations Joint Recipients | Jennifer Thomson | Top student in 114709 post-graduate Managing Employment Relations Course at Massey University |

Congratulations to the MPOWER award winners from 2014-2021, and all those who have submitted award applications—we've been privileged to learn about your innovative research endeavours!



MPOWER 'After 5 seminar'



On 20 July 2021, Avalon Kent (Solicitor, Public Service Association (PSA)) spoke to MPOWER members about the proposed fair pay agreements (FPA) system for New Zealand.

Following a light buffet and networking session, Avalon gave seminar attendees an indepth presentation on what we know about FPAs and where New Zealand may be heading with this new collective bargaining system.

As well as laying out the mechanics of the proposed, multi-phase system, Avalon also provided observations on potential outcomes, outlined key debates surrounding FPAs, and made some comparison to Australia's Modern Awards system. She also outlined areas where there is relatively little information/knowledge, and culminated her talk with some predictions. Avalon's talk built on her recent article in the Labour and Industry: A journal of the social and economic relations of work.

The audience listened intently and raised numerous questions about what could be one of the most far-reaching changes to New Zealand's bargaining system for years. We were delighted that our Australian colleagues and MPOWER members, Professor David Peetz and Assoc Professor Georgina Murray, were among the attendees and added key discussion. The session was drawn to a close by the chair, Professor Jane Parker, though comments and queries about this fascinating area could have gone well into extra time!

We thank Avalon for her insights and for coming to Massey's Albany campus to make this presentation which provided plenty of food for thought for everyone in the room. Many thanks, too, to Jayne Richardson and Linda Jamieson for their organising assistance, and to Orbit Catering for the delicious food.



MPOWER members (surnames in bold): selected outputs

- ◆ **Arrowsmith, J., Parker, J., Young-Hauser, A., Hodgetts, D., Haar, J., Carr, S.** and Tugia-Alefaio, S. (2022). Employer and Employee Perspectives on the Living Wage in New Zealand. In **T. Dobbins** and **P. Prowse** (eds). *The Living Wage: Advancing a Global Movement*, Routledge (forthcoming) (see also page 12).
- ◆ **Dobbins, T.** and **Prowse, P.** (2022). *The Living Wage: Advancing a Global Movement*, Routledge (forthcoming) (see also page 12).
- ◆ Johnson, M. and **Pulignano, V.** (2021). Transforming Care Work within an Era of Changing Priorities of Care Policy. *Transfer-European Review of Labour and Research*, 27 (3): 275-278.
- ◆ **Junaid, F.** and **Parker, J.** (2021). Keeping All Workers Safe: Collective Learning about Health and Safety. Paper in the proceedings of the 2nd (Virtual) Conference of the Asia-Pacific Academy for Psycho-Social Factors at Work: Well-being versus Productivity—Decent Future Work, University of Malaya, Malaysia, 27-30 July.
- ◆ **Lansbury, R.** (2021). *Crossing Boundaries: Work and Industrial Relations in Perspective*. Routledge (see also page 11).
- ◆ **McWha-Hermann, I., Jandric, J., Cook-Lundgren, E.** and **Carr, S.C.** (2021). Toward fairer global reward: Lessons from international non-governmental organizations. *International Business Review*.
- ◆ Morgan, G. and **Ibsen, C.L.** (2021). Quiet Politics and the Power of Business: New Perspectives in an Era of Noisy Politics. *Politics and Society*, 49(1): 3-16.
- ◆ Myers, B., **Thorn, K.** and Doherty, N. (2021). Self-initiated expatriation and older women: composing a further life. *Personnel Review*.
- ◆ Nath, S. and **Eweje, G.** (2021). Inside the multi-tier supply firm: exploring responses to institutional pressures and challenges for sustainable supply management. *International Journal of Operations and Production Management*. 41(6), 908-941
- ◆ **Parker, J.** and **Donnelly, N.** (2021). A longitudinal employment relations critique of the gender pay gap in New Zealand . *Labour History* (forthcoming).
- ◆ **Parker, J., Young-Hauser, A., Sayers, J., Loga, P., Paea, S.** and **Barnett, S.** (2021). Pragmatic evaluation of transdisciplinary research on gender equity in the New Zealand public service. *Qualitative Research in Organisations and Management*, advance online copy, <https://www.emerald.com/insight/content/doi/10.1108/QROM-01-2021-2097/full/html>
- ◆ **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. Second confidential report based on “The roles of managers in addressing gender inequities in NZ’s public services: A transdisciplinary approach” study. August.
- ◆ **Prowse, P.** and **Dobbins, T.** (2022). The Real Living Wage and ‘The Good Employer’ in UK Football Clubs. In **T. Dobbins** and **P. Prowse** (eds). *The Living Wage: Advancing a Global Movement*, Routledge (forthcoming) (see also page 12).
- ◆ **Sayers, J.,** Martin, L. and Bell, E. (2021). Posthuman Affirmative Business Ethics: Reimagining Human–Animal Relations Through Speculative Fiction. *Journal of Business Ethics*.
- ◆ Shaukat, M., Latif, K., **Sajjad, A.** and **Eweje, G.** (2021). Revisiting the relationship between sustainable project management and project success: The moderating role of stakeholder engagement and team building. *Sustainable Development*.