

MPOWER: crossing research disciplines and methods



December 2019
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MPOWER



In September 2019, MPOWER and the Decent Work and Productivity Research Centre (DWPRC) at Manchester Metropolitan University signed a MoU to develop research collaboration and build their respective research capacities—see page 16 for the scope of this arrangement. MPOWER also co-organized a multi-stakeholder symposium in Auckland, and supported another in Wellington, to showcase its inaugural New Zealand working life profile report commissioned by the European Foundation for the Improvement of Living and Working Conditions (Eurofound), along with other research projects (pages 3-5).

Other collaborations include a cross-national study of board governance involving MPOWER and Henley Business School (University of Reading) which is entering the survey data analysis phase (page 6). Prof. Jens Mueller has assembled a number of researchers in New Zealand and overseas, including some of our members, to examine large-scale survey datasets on Chinese students’ work aspirations and needs (page 7). We also recently engaged in a UN Working Group Consultation event at the University of Sydney on human rights for working women across Asia-Pacific, the outcome of which will be an annual thematic report for the UN Human Rights council (page 8).

Many of these initiatives stress a trans- or inter-disciplinary approach to research. Over the years, the involvement of researchers from different universities, professionals, employers, unions, community bodies, as well as non-academic domestic and international agencies, has enabled quantitative, qualitative and mixed-method inquiry, and its considered application in multiple locations. The learning curve that has come with critiquing this broadly inclusive approach to research has surfaced theoretical and practical challenges and responses to such. Several recently-scoped empirical inquiries concerning the world of work look set to continue in this vein (page 7).

This issue also profiles some recent outputs by MPOWER members, including the above-mentioned New Zealand working life profile (available online); conference papers; published articles; and so on (page 18). Two books with some parallel themes by MPOWER members are profiled inside. Prof. David Peetz’s *The Realities and Futures of Work* is featured on page 9, and Kinley Salmon discusses his thought-provoking work, *Jobs, Robots and Us: Why the Future of Work in New Zealand is in Our Hands*, on page 10. We’ve also started what will be a regular column that highlights research-related accolades received by our members (page 17). Also, turn the page for recent and forthcoming MPOWER events and activities.

From everyone at MPOWER, best wishes for a happy and safe festive season.

MPOWER



How to join MPOWER

MPOWER aims to connect academics, practitioners & policy makers around applied employment research. Joining the Group is free & 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 March 2020.

MPOWER - Upcoming Events/Activities

- ◆ collaboration between MPOWER and Henley Business School (University of Reading) on governance surveys - ongoing
- ◆ Marsden Living Wage project, ongoing
- ◆ MPOWER researchers at ANZAPOB, December 2019, Auckland University of Technology, Auckland,
- ◆ MPOWER researchers at AIRAANZ—February 2020, Queenstown, New Zealand
- ◆ MPOWER researchers at the International Labour and Employment Relations Association Conference (ILERA), Toronto, Canada, 24-27 June 2020

Recent Activity (September-December 2019)

- ◆ MPOWER profile on working life in NZ (commissioned by the Eurofound), available online: <https://www.eurofound.europa.eu/country>
- ◆ MPOWER/MBS and Centre for Labour, Employment and Work (CLEW) symposium on working life in New Zealand, Massey (Albany) campus, 9am-2.15pm, 12 November
- ◆ CLEW (MPOWER supported) gender equity seminar, Victoria University of Wellington, 9am-12pm, 14 November
- ◆ CLEW (MPOWER supported) seminar on working life in New Zealand, Victoria University of Wellington, 1.00pm-3.30pm, 14 November
- ◆ Centre for Decent Work and Productivity Research (Manchester Metropolitan University)-MPOWER's Memorandum of Understanding on research collaboration signed, September 2019 - ongoing



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

Recent

MPOWER research news



Two days – multiple seminars New Zealand working life research

- 12 November 2019—Massey University (Albany)
- 14 November 2019—Victoria University of Wellington

MPOWER/Massey Business School and the Centre for Labour, Employment and Work (CLEW) at Victoria University of Wellington joined forces to organise two days' of research-related activity concerned with working life in New Zealand.

On 12 November, MPOWER hosted a symposium on working life in New Zealand at the Massey Albany campus. This event opened with an overview of the inaugural New Zealand working life profile commissioned by the European Foundation for the Improvement of Living and Working Conditions (Eurofound). This work is the first output from collaboration between MPOWER and the Eurofound. The presentation by Professor Jane Parker and Zoe Port (MPOWER) emphasised the coverage of the profile, and various research issues and their implications for compiling this output. Eight MPOWER members contributed to the profile: Professor Jim Arrowsmith, Dr Vasudha Rao, Andrew Barney, Dr Kate Bone, Dr Fatima Junaid, Zoe Port, Assoc-Professor David Tappin and Professor Parker.

Dr Noelle Donnelly (CLEW) then discussed recent research on gender equity and the role of middle managers in New Zealand's public service. The speakers then responded to questions from the floor. Following morning tea, Professor Arrowsmith discussed an ongoing Marsden-funded study of the living wage in New Zealand, and Dr Stephen Blumenfeld (Director of CLEW) provided an account of developments around the proposed Fair Pay Arrangements, amid a wider cross-national analysis of collective employment agreements. Dr Rose Ryan (Manager, Workforce and Workplace, Evidence and Insights Branch at MBIE) rounded off the presentations with an overview of the New Zealand labour market and a research agenda for the 2020s. A Q&A session involving all three presenters was followed by networking over a buffet lunch.



Above (L to R): Stephen Blumenfeld, Jim Arrowsmith and Rose Ryan.

Right (L to R): Zoe Port, Rose Ryan, Jane Parker, Stephen Blumenfeld, Noelle Donnelly and Jim Arrowsmith, 12 November



Two days – multiple seminars

New Zealand working life research (cont'd)



Centre for Labour,
Employment and Work

MPOWER



Following the MPOWER/MBS-CLEW symposium, CLEW, supported by MPOWER, hosted two seminar-based events at Victoria University of Wellington on 14 November, both organised by Sue Ryall. The first focused on gender equity in the workplace, and featured an opening address by Margaret Rutter (Ministry for Women) who examined gender equity developments in New Zealand. Drs Sue Williamson (UNSW, Canberra) and Noelle Donnelly (VUW) then presented studies of gender equity and middle managers in the public service of Australia & NZ respectively.

After morning tea, a panel discussed gender equity issues, challenges and opportunities in New Zealand's public service and beyond. The speakers were Suzanne Stew (Deputy Chief Executive, Market Services, Ministry for Business, Innovation and Employment); Rachel Mackintosh (Vice-President, NZ Council of Trade Unions), and Allan Coulon (Managing Director, MartinJenkins), chaired by Professor Parker (MPOWER).

A second seminar event that day focused on working life in New Zealand. Speakers from the 12 November event (Professors Jim Arrowsmith and Jane Parker, and Drs Stephen Blumenfeld and Rose Ryan) presented again on the living wage, the inaugural New Zealand working life profile, fair pay arrangements/collective employment agreements, and a research agenda for the New Zealand labour market respectively. Jim, Stephen and Rose then fielded questions from the audience, chaired by Jane.

Both days helped to showcase a wide range of research activity, with audiences posing insightful questions. The New Zealand working life profile has also helped to prompt 'deeper dive' research projects on specific topics, outlined on page 7.



L to R: Jim Arrowsmith (MPOWER), Stephen Blumenfeld (CLEW) and Rose Ryan (MBIE), 14 November



Above: Stephen Blumenfeld (CLEW), 14 November

Left: Rose Ryan (MBIE), 14 November

Powerpoint resources

Many speakers at the recent MPOWER/MBS and CLEW research events (see pages 3-4) used powerpoints in their presentation and we're able to make these available to our members on the MPOWER Group LinkedIn site, and on the MPOWER website: <https://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/events.cfm>

- ◆ New Zealand working life profile (MPOWER, commissioned by Eurofound);
- ◆ Living wage in New Zealand research (MPOWER, GLOW);
- ◆ Gender equity and the role of middle managers in NZ's public service (CLEW, MPOWER and AUT);
- ◆ Gender equity and the role of middle managers in Australia's public service (UNSW);
- ◆ Fair pay arrangements and collective employment agreements in New Zealand (CLEW); and
- ◆ a research agenda for the labour market in New Zealand of the 2020s (MBIE).



Jim Arrowsmith, 12 November



Noelle Donnelly (CLEW), 12 November



Jane Parker (MPOWER), 12 November



ongoing

New Zealand governance study

MPOWER and Henley Business School are working on a cross-national study of governance on boards. Building on existing fieldwork in c. 40 countries by Henley professors, Nada and Andrew Kakabadse, MPOWER researchers recently rolled out four surveys to elicit views and practices around board governance to organisations in New Zealand's charities, higher education, further education and sport sectors. At present, the teams are focussing on the data from the charities study in both the UK and New Zealand.

The respective Henley and MPOWER data analysts involved in this project are: Dr Andrew Myers, Dr Filipe Morais (HBS) and Dr Nazim Taskin (MPOWER). Other researchers involved in the study are Profs Andrew Kakabadse, Nada Kakabadse (both HBS) and Jane Parker (MPOWER). The NZ study is supported by Governance New Zealand and the NZ Institute of Directors. A recent all-team meeting focused on an analysis and writing strategy based on the survey material.

Living wage in New Zealand

The Marsden-funded living wage team at Massey and AUT universities is mid-way through its three year lifespan. Following a national employee survey and semi-structured interviews with sector representatives, the team are currently immersed in case organisation fieldwork involving interviews with managers and staff at organisations in New Zealand that span manufacturing, retail, public sector, Māori and Pacific entities. The team recently presented at the 6th ILO Regulating for Decent Work Conference in Geneva, and have papers prepared for the forthcoming Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) and International Labour and Employment Relations (ILERA) conferences in February (Queenstown, NZ) and June (Toronto) respectively. The team comprises: Profs Stu Carr and Darrin Hodgetts (School of Psychology, Massey), Profs Jim Arrowsmith and Jane Parker (MPOWER), Prof. Jarrod Haar (AUT), and Drs Siautu Alefaio-Tugia and Amanda Young-Hauser (School of Psychology, Massey). On 4 November, some of the team recently attended the launch of a photographic exhibition, *My Life to Live*, to celebrate diversity and a Living Wage during Living Wage week. The launch brought together Living Wage corporates, including sponsors, with small to medium-sized Living Waged employers from across Auckland.



My Life... To Live
The Lives of Refugee Background Workers

Living Wage Movement Aotearoa New Zealand
with Migrant Action Trust
present photos by Ehsan Hazaveh

Auckland communities and businesses
celebrate diversity and a Living Wage

Exhibition launch
5.30-7.30pm
Monday 4 November
The Forum
AUT City Campus
Sir Paul Reeves Building
2 Governor Fitzroy Place

Exhibition showing
Monday 4 – Friday 8 November

In addition, Massey Masters candidate, Ariel Wetere, submitted her thesis on employer perspectives of the Living Wage in Fiji, Tonga, and the Marshall Islands. Ariel visited each of these Pacific Island nations to interview key stakeholders about the living wage for her study—well done, Ariel!

ongoing

Career expectations comparisons study

Led by Professor Jens Mueller (Massey), MPOWER members, Professors Jim Arrowsmith and Jane Parker, Dr Nazim Taskin, and Mr Zagross Hadadian (PhD candidate at the Massey School of Management) are examining survey data for the *International Consortium for Career Expectations Comparisons*, a global effort originating in China, to better understand the expectations university graduates have for their first job and ensuing careers. With more than 10,000 survey responses available, this is a comprehensive effort to guide employers in the creation of suitable workplace environments for new hires. A comparison of several countries will allow region-/country-specific recommendations to match expectations of career starters with the realities of modern workplaces. Significant value will be created by helping to optimize the workplace integration of fresh graduates, and by better understanding their long-term career objections and personal preferences.

forthcoming

Work stoppages and employee autonomy study

MPOWER researchers recently compiled the inaugural New Zealand working life profile for the European Foundation for the Improvement of Living and Working Conditions (Eurofound). Drawing on extant datasets, this New Zealand and other country profiles can be viewed at: <https://www.eurofound.europa.eu/country>

Two areas of the New Zealand profile provide the basis for 'deeper dive' studies. MPOWER researchers will use nationally-representative employee datasets to explore: i) the scale and character of, and perceived employee rationales for, the recent upturn in work stoppages in this country, and ii) employee perceptions as to whether and why they have autonomy at work, and what this means for their job engagement and performance. These studies will commence in mid-2020.

For an overview of the New Zealand working life profile, visit:

<https://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/events.cfm>)



MPOWER

NZ working life profile
report 2012-17

Coverage and research implications

MPOWER-MBS-CLEW symposium:
The Big Issues - Working life in New Zealand

Employers and the Living Wage

Another study by MPOWER researchers will extend the Marsden study of the Living wage in New Zealand (see page 6). A national survey will examine employers' conceptions and perceptions of a living wage, including the rationales for (not) choosing to implement a living wage initiative in their workplace. As with the above two studies, this project will involve both quantitative and qualitative research methodologies, and will commence in mid-2020.

recent

UN Working Group Asia Pacific Consultation: Women's human rights in the changing world of work



The UN Working Group on discrimination against women in law and in practice (WGDAW) undertook an Asia Pacific regional consultation on its thematic focus on 'Women's human rights in the changing world of work' in mid-September at the University of Sydney.

The consultation was convened, in collaboration with the Women, Work and Leadership Research Network (WWLRN), at an Asia Pacific regional Expert Group Meeting on 12-13 September.

The thematic focus was part of the WGDAW's mandate to maintain a constructive approach with States and all stakeholders to address the elimination of discrimination against women in law and in practice, including within its overarching theme to reassert women's equality and counter roll-backs to women's rights. The consultation engaged experts from Asia Pacific including trade unions and civil society organisations, employers' organisations, academics and other relevant stakeholders, to identify critical issues affecting women's rights in the changing world of work.

Prof. Jane Parker (MPOWER) was invited by the UN Working Group to participate in the consultation. With regard to mega-trends—technological change, demographic change, globalisation and sustainability—all participants responded to several questions concerning the meaning of these developments for women at work in the region. Jane focused on emerging issues and trends in women's collective action and organising around the right to work and rights at work, specifically:

- ◆ gender-based violence (in supply chains);
- ◆ the impact of changing technology on women workers;
- ◆ women's over-representation in informal employment;
- ◆ the need for increased protection for domestic workers; and
- ◆ women's representation and empowerment in state, business and other spheres.

The mega-trends were then examined in terms of their impact on women's collective action in the region. The group consultation will inform the development of the Working Group's annual thematic report, which is to be presented to the Human Rights Council in June 2020.



NEW BOOK!



PRESS

Professor David Peetz's new book, ***The Realities and Futures of Work***, is available and downloadable for free from Australia National University (ANU) press at:

<https://press.anu.edu.au/publications/realities-and-futures-work>

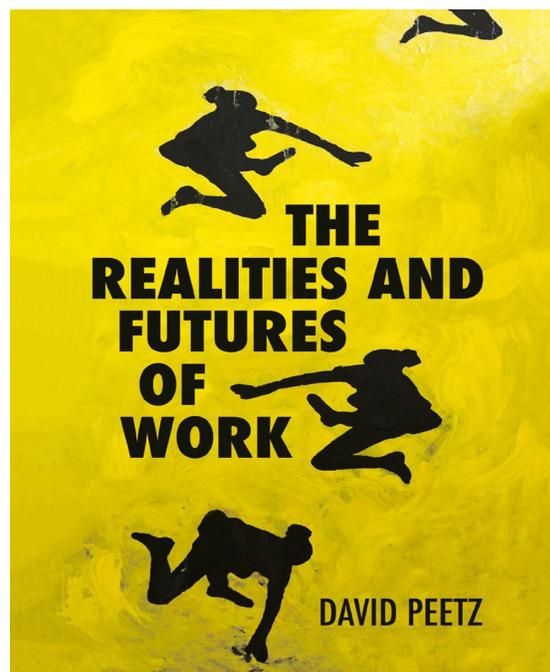
Hard copies can be purchased for AUD 55. Writes David, "One advantage of that, apart from the obvious one of having something to hold in your hand, is that you get the fabulous cover art by Georgina Murray as part of it. As an added inducement (well, not really), you're in there somewhere."

Description

What do we know about the current realities of work and its likely futures? What choices must we make and how will they affect those futures? Many books about the future of work start by talking about the latest technology, and focus on how technology is going to change the way we work. And there is no doubt that technology will have huge impacts. However, to really understand the direction in which work is going, and the impact that technology and other forces will have, we need to first understand where we are.

This book covers topics ranging from the 'mega-drivers of change' at work, power, globalisation and financialisation, to management, workers, digitalisation, the gig economy, gender, climate change, regulation and deregulation. In doing this, it refers to some of the great works of science fiction. It demolishes several myths, such as that the employment relationship is doomed, that we are all heading to becoming 'freelancers' or 'gig workers' one day, that most jobs will be destroyed by technological change, that the growth in jobs will mainly be in STEM fields, that we will no longer value collectivism as we will all be 'individuals', or that the death of unionism is inevitable.

The Realities and Futures of Work also rejects the idea of *technological determinism*—that whatever will be, will be, thanks to technological change—and so it refuses to accept that we simply need to prepare to adapt ourselves to the future by judicious training since there is nothing else we can do about it. Instead, this book provides a realistic basis for thinking about both the present and the future. It emphasises the choices we make, and the implications of those choices also for the future of work.



KINLEY SALMON

JOBS, ROBOTS & US

WHY THE FUTURE
OF WORK IN
NEW ZEALAND
IS IN OUR HANDS

BWB BRIDGET
WILLIAMS
BOOKS

NEW BOOK—AUTHOR COMMENTS

Invasion of the robot workers. The robots are coming – is your job safe? Almost half of NZ jobs at risk of automation – will you lose yours? There has been a spate of alarming headlines in New Zealand media about the coming ‘jobpocalypse’ from automation and artificial intelligence. These are pretty scary headlines. They also sound inevitable: human choices and agency are strangely absent.

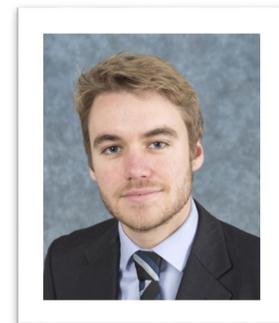
I was born and grew up in Nelson, New Zealand where I went to Nayland College. I was fortunate to get a scholarship overseas to the University of Cambridge and later to Harvard University. I have worked as a strategy consultant at McKinsey and Company, at the World Bank as an economist, and as a journalist with *The Economist*. But Nelson is very much home. So when I read about half of NZ jobs being eliminated within 10 or 20 years – and the spectre of long-term unemployment – it is very difficult not to focus on the fact that this scary jobless future being described is my future and the future of my friends, siblings, and children - indeed, of every young Kiwi. I wrote *Jobs, Robots and Us: Why the Future of*

Work in New Zealand is in Our Hands because I wanted to take a long, hard look at what the reality of the future of work in New Zealand might actually be. Would it really be that bad? Even more importantly, is there anything we can do now to make the future better than these dire predictions?

I also wanted to take a deliberately New Zealand specific look at how the future of work might change. New Zealand’s economy, workforce, and culture are all different to many countries from which we have imported both alarming headlines and study methodologies. We, for example, have less manufacturing employment but more tourism and agriculture than many other advanced economies. Given manufacturing is easier to automate than many other sectors, this really matters.

In the book, I argue two big things. First, automation and job losses are not quite as scary – and definitely not as fast – as we are often told. The scary predictions tend to leave one thing out entirely: the time and challenges of commercialising then actually adopting new technologies. Things like cost, consumer preferences, powerful incumbents, and regulations are simply assumed away. But they can really slow technological adoption up. The first solar panel, after all, was making electricity on a New York roof in 1883 and yet, by 2016, solar was only about 1.3 percent of global energy production. Nonetheless, work is going to change - in particular, what we do at work, as well as what work we do. Second, the kind of future of work we get in New Zealand depends deeply on the choices we make to shape the future – as individuals, businesses, iwi, and through our government. As the book details, there is so much that we can do to shape the future. But it is critical that we start debating and doing that today because it won’t be easy– there are big challenges ahead. Moreover, there is a risk that if we don’t proactively shape the future, and instead just drift into it, we could end up in a world of much greater inequality, where more people struggle to get regular decent work, and end up stuck on the couch at home - or worse.

Earlier this year, I spoke about the book in events right across New Zealand and I’m looking forward to further events in New Zealand, including two at the New Zealand Festival of the Arts in Wellington in March 2020. Strikingly, many people I’ve talked to about the book often seem to fall into one of two camps: complacency about the future of work or resignation to our fate. Few seemed to believe that while there would be change ahead, we could actually shape and influence it. I hope this book is a contribution to shaping that debate and, above all, a reminder of our own agency to create a future of work in New Zealand that we might want.



Kinley Salmon

CONFERENCES ...

recent

"LABOUR IS NOT A COMMODITY"
The Value of Work and its Rules between Innovation and Tradition

TODAY

Bergamo (Italy) | 28-30 November 2019
X Edition

Supported by: ILO, World Employment Confederation, CIELO Laboral Network, Brembo, UBI Banca

Under the auspices of: Senato della Repubblica, INPS, INAIL, Provincia di Bergamo

Con il patrocinio del Ministero del Lavoro e delle Politiche Sociali

@adaptland internationalconference.adapt.it #GTL2019

On 28-30 November, an international conference - "Labour is not a commodity" Today: The Value of Work and its Rules Between Innovation and Tradition" - promoted by ADAPT, in collaboration with the ILO, CIELO Laboral Network and the World Employment Confederation, took place in Bergamo, Italy. MPOWER was represented by Professor Jim Arrowsmith (Co-Director) who presented a paper on *Moving the Minimum Wage towards a 'Living Wage': What is the impact on employers and workers?* This New Zealand empirical study was authored by Jim Arrowsmith, Jane Parker, Stu Carr, Jarrod Haar,* Darrin Hodgetts, Siautu Alefaio, and Amanda Young-Hauser (all Massey University; * AUT University).

For more info. about the conference, including its programme, view: <http://internationalconference.adapt.it/call-for-papers-conference/>

recent

ANZOPOB Conference

8th Aotearoa New Zealand Organisational Psychology and Organisational Behaviour Conference



8:45am-5:00pm
29 November 2019

This AUT-located conference was open to anyone with an interest in work-related research and its application in organisations. Practitioners, academics, and post-graduate students engaged on topics and research related to organisational/work psychology and organisational behaviour (OPOB). The organisers were Helena Cooper-Thomas, Rachel Morrison and Marcus Ho (AUT), and the conference was supported by AUT, University of Auckland, Massey University and the University of Canterbury.

Helena and Rachel opened the conference, and were followed by a stream of presentations on leadership, employees and organisations in transition. After morning tea, a second stream focused on applied perspectives. Delegates enjoyed a buffet lunch before attending the third stream on stressors and negative behaviours. Following afternoon tea, the fourth and final stream addressed the experience of work. The day was rounded off by award presentations, networking and socialising with refreshments.

A number of MPOWER members were in attendance and/or presenting work, including Dr Natalia D'Souza, Dr Kate Bone, Dr David Brougham, Prof. Jane Parker, Prof. Jarrod Haar, Hadi Mousavi-Zedah, and Wahab Shahbaz. Hadi's presentation, based on his PhD research, was nominated for a best paper award (page 17).



forthcoming

AIRAANZ 2020

Association of Industrial Relations Academics of
Australia and New Zealand

The Association of Industrial Relations Academics in Australia and New Zealand (AIRAANZ) Conference 2020 will be held at Rydges from 11-14 February in Queenstown, New Zealand.

The main theme of the conference is 'Doing things differently? IR practice and research beyond 2020.' Dr Julie Douglas (AIRAANZ President, Conference Organising Committee member and MPOWER member), comments:

The 2020 AIRAANZ promises to be as dramatic as the surrounding Southern Alps. The theme prompts academics and researchers to look to the uncertainty of the future and contemplate our practice. The main theme "Doing things differently?" allows an exploration of all manner of employment related topics. As always, AIRANNZ invites broad participation from academics across relevant disciplines ... Early career researchers & post grad students are encouraged to attend.

The call for conference abstracts and paper are open now. The organising committee welcomes any papers that explore work, industrial relations and human resource management, and papers can take a local, national or global perspective. Please visit the AIRAANZ website for more details: <https://www.airaanz.org/2020-conference-submissions.html>

Nb: the best conference papers will be collated for a special issue of the AIRAANZ house journal, *Labour and Industry: A journal of the social and economic relations of work*. Flyers about the Journal and a recent Special Issue on gender equity will be circulated at the conference.



forthcoming



10th International Labour and Employment Relations Association (ILERA) Regional Congress for the Americas

24-27 June 2020
Ted Rogers School of Management
Ryerson University
55 Dundas St. West, Toronto, ON, Canada M5G 2C3

Organizers Canadian Industrial Relations Association (CIRA), Ryerson University Ted Rogers School of Management, and International Labor and Employment Relations Association (ILERA)

The world of work is in a phase of dynamism that is reshaping the contours of employment relations worldwide. Changes are visible at the global, national and local scale. It is therefore fundamental for scholars and practitioners to describe, explain and strategize around these changes.

The first goal is to discern to what extent change is pervasive in employment relations as well as to what extent we can still perceive continuity in recent paths, identify what aspects of employment relations are more subject to be reshaped and in what direction, and how employment relations actors and their practices have been affected. Different analyses that explore these changes in different countries, regions, sectors, and firms will be able to build important knowledge to understand the contours of the phenomenon.

Our second goal is to enhance knowledge about how contexts and actors have the power to affect these changes. Global economic and social conditions, national institutional contexts, and regional, sectoral and firm specific governance characteristics may affect the evolution of the world of work. However, we also have to consider how major actors of employment relations act and react to these conditions. Policy makers propose changes in legislations and labour market arrangements. Management strategies continue to target production efficiency with also growing attention to the work and life conditions of employees. Unions actively renew themselves to gain (or re-gain influence). And, emerging civil society organizations, social movements and consumers become new protagonists in fostering fairness at work.

Finally, how can different actors act and react strategically to the changes in specific contexts? What are the constraints and the advantages available in this dynamic environment? What aspects can be leveraged, towards what goals, and by whom?



In Collaboration with



www.ryerson.ca/tedrogersschool



www.cira-acri.ca



www.ilo.org



Want to view earlier MPOWER newsletters?

If you're interested in reading back issues of this newsletter, you can find them on the MPOWER website at:

<http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/news-and-media.cfm>

Memorandum of Understanding: Decent Work and Productivity Research Centre and MPOWER



As mentioned on our LinkedIn Group site, MPOWER (Massey) and the Decent Work and Productivity Research Centre (Manchester Metropolitan University) have signed a Memorandum of Understanding that will develop research collaboration and activity between the two research groups.

Specifically, the arrangement will encourage:

- ◆ research collaboration, where there is capacity, on (cross-)national project work and on topics/subject areas addressed by both groups;
- ◆ collaboration on joint conference stream bids, research output dissemination and related activity;
- ◆ hosting of visits to the respective universities by MPOWER and DWPRC for collaborating researchers; and
- ◆ other collaboration and support as needed to maintain and develop the research relationship.

MPOWER will profile DWPRC research activities and events in its newsletter, LinkedIn Group site and by e-mail - please keep a look out for our newest research partner's initiatives, and we hope you'll be able to be involved in some of the MPOWER-DWPRC collaborative activity!





The online European Industrial Relations Dictionary

Did you know ...?

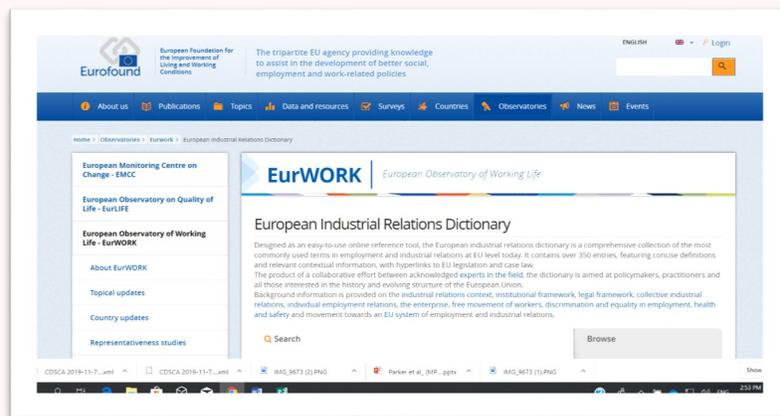
MPOWER has been collaborating with the European Foundation for the Improvement of Living and Working Conditions (Eurofound) on the inaugural New Zealand working life profile (see pp. 3-5). The Group also contributed text to one of most recently-added terms in the Eurofound's online European Industrial Relations Dictionary.

Designed as an easy-to-use online reference tool, the European industrial relations dictionary is a comprehensive collection of the most commonly used terms in employment and industrial relations at EU level today. It contains over 350 entries, featuring concise definitions and relevant contextual information, with hyperlinks to EU legislation and case law.

The product of a collaborative effort between acknowledged experts in the field, the dictionary is aimed at policymakers, practitioners and all those interested in the history and evolving structure of the European Union.

Background information is provided on the industrial relations context, institutional framework, legal framework, collective industrial relations, individual employment relations, the enterprise, free movement of workers, discrimination and equality in employment, health and safety, and movement towards an EU system of employment and industrial relations.

Search for a term at this site: <https://www.eurofound.europa.eu/observatories/eurwork/industrial-relations-dictionary>



Acknowledgements ...

Deirdre Farr



Deirdre Farr has been awarded an Applied Research Scholarship from the Health and Safety Association of New Zealand (HASANZ) for 2020! She was selected from 130 high-calibre applicants (see <https://www.hasanz.org.nz/page/scholarships/>).

The organisation is committed to raising professional standards across the health and safety sector. The HASANZ Scholarship Programme, established in 2018, aims to improve health and safety outcomes in New Zealand. The programme encourages people working in the industry to expand their knowledge and skills. It also provides opportunities for graduates who are considering a career in the industry. In addition to funding, there is the potential for valuable opportunities to learn from mentors who can help recipients continue developing professional competencies.

Nimeesha Odedra



In July, Nimeesha received the *New Horizons Margaret Shields/Society for Research on Women (SROW) Research Award*. Dame Margaret Shields championed women's rights, particularly in education and work. She was involved in the founding of both the SROW and the New Horizons for Women Trust (NHWT). Her daughter, Catherine Shields, presented the award to Nimeesha for her PhD research at Massey on women, migration and careers. Successful applicants must demonstrate their involvement in research of benefit to girls and women.

Massey Business School STAR Awards - two MPOWER recipients

Massey Business School awards annual awards to highlight academic and staff achievement. In November 2019, two MPOWER members were award recipients:

- ◆ **Dr Natalia D'Souza (academic staff): *Excellence in Organisational Citizenship***. This award recognises staff who have demonstrated excellence in being helpful to their workgroup, College or School in the past 12 months; &
- ◆ **Associate-Professor Jo Bensemann (academic staff): *Excellence in Leadership***. This new award recognises demonstrated excellence in leadership, can include but not limited to leadership of a research group, committee, forum, School or Unit.

Hadi Mousavi-Zadeh



Hadi is a PhD candidate in the School of Management at Massey University. His paper, *Why do organisations offer Work Life policies? A review of strategic perspectives on reasons and results*, was nominated for the best paper award by the organising team of the 8th Aotearoa New Zealand Organisational Psychology & Organisational Behaviour Conference which took place on 29 November at AUT.

Jane Parker

In October, Jane received the Best Stream Reviewer (HRM) award from the Australian and New Zealand Academy of Management (ANZAM). Prof. Parker also received this award in 2015.

If you'd like to flag up any MPOWER member achievements, please email MPOWER@massey.ac.nz

MPOWER members (surnames in bold): selected outputs



- ◆ **Arrowsmith, J., Parker, J., Carr, S., Haar, J., Hodgetts, D., Alefaio, S., Young-Hauser, A.** *Moving the Minimum Wage towards a 'Living Wage': What is the impact on employers and workers?* Paper presented at the "Labour is not a commodity" Today: The Value of Work and its Rules between Innovation and Tradition International Conference promoted by ADAPT in collaboration with ILO, CIELO Laboral Network, WEC. Bergamo, 28-30 November.
- ◆ **Bates, T.** (2019). Postfeminism and organization by P. Lewis, Y. Benschop and R. Simpson. Oxon: Routledge, 2018. *Labour and Industry: a journal of the social and economic relations of work.* (Book review).
- ◆ **Bone, K.** (2019). Blue Collar Frayed: Working men in tomorrow's economy. *Labour and Industry: a journal of the social and economic relations of work.*
- ◆ **Bradbury, T. and Sayers, J.** (2019). The role of story-sharing in enacting values-based strategic human resource management. *New Zealand Journal of Human Resource Management.* 19(1), 18-30.
- ◆ **Baird, M.** (2020). Preface. In R. D. Lansbury, A. Johnson & D. van den Broek (Eds.), *Contemporary Issues in Work and Organisations: Actors and Institutions*, (pp. xviii-xix). London, United Kingdom: Routledge.
- ◆ **Baird, M.** and Heron, A. (2020). The life cycle of women's employment in Australia and inequality markers. In R.D. Lansbury, A. Johnson and D. van den Broek (Eds.), *Contemporary Issues in Work and Organisations: Actors and Institutions*, (pp. 42-56). London, United Kingdom: Routledge.
- ◆ **Brougham, D., Haar, J. and Tootell, B.** (2019). Service sector employee insights into the future of work and technological disruption. *New Zealand Journal of Employment Relations*, 44(1), 21-36.
- ◆ **Carr, S., Haar, J., Hodgetts, D., Arrowsmith, J., Parker, J., Young-Hauser, A. ... Jones, H.** (2019). An employee's living wage and their quality of work life: How important are household size and household income?. *Journal of Sustainability Research*, 1.
- ◆ **Ellem, B. and Cooper, R.** (2020). What have they ever done for us?: Unions in Australia. In R.D. Lansbury, A. Johnson and D. van den Broek (Eds.), *Contemporary Issues in Work and Organisations: Actors and Institutions*, (pp. 95-109). London, United Kingdom: Routledge.
- ◆ **Farr, D., Laird, I., Lamm, F. and Bensemman, J.** (2019). Talking, listening and acting: Developing a conceptual framework to explore 'worker voice' in decisions affecting health and safety outcomes. *New Zealand Journal of Employment Relations.* 44(1), 79-100.
- ◆ **Ibsen, C.** (2019). Conciliation, mediation and arbitration in collective bargaining in Western Europe: In search of control. *European Journal of Industrial Relations*, June.
- ◆ **Peetz, D.** (2019). *The Realities and Futures of Work.* Canberra: Australia National University (ANU).
- ◆ **Sajjad, A., Eweje, G. and Tappin, D.** (2019). Greening the supply chain: an empirical study. *Australasian Journal of Environmental Management.*
- ◆ **Sajjad, A., Eweje, G. and Tappin, D.** (2019). Managerial perspectives on drivers for and barriers to sustainable supply chain management implementation: Evidence from New Zealand. *Business Strategy and the Environment.*
- ◆ **Sarvaiya, H., Arrowsmith, J. and Eweje, G.** (2019). Exploring HRM involvement in CSR: variation of Ulrich's HR roles by organisational context. *International Journal of Human Resource Management.*
- ◆ **Thorn, K. and Mutter, J.** (2019). The stay-behind family: living with contemporary global mobility. *International Journal of Human Resource Management (earlycite).*

