



Thursday 29 and Friday 30 November 2018

Victoria University of Wellington

Rutherford House

23 Lambton Quay

Wellington



Centre for Labour,
Employment and Work

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**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI

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Kia Ora and Haere Mai to the 2018 Conference on Labour, Employment and Work.

The Centre for Labour Employment and Work (CLEW) at Victoria University of Wellington is pleased to welcome you to LEW2018.

Since the first of these biennial conferences in May 1984, the Labour, Employment and Work (LEW) Conference has broadened its focus as the research and policy interests in this area have changed. We are continuing to bring together labour market and employment relations researchers from around New Zealand, and we welcome international colleagues from Australia and elsewhere around the globe. The programme also includes a range of papers on workplace health and safety and people management.

Attendees to the Conference range from academics and graduate students to practitioners from both the public and private sectors. Submissions to the Conference generally reflect the authors' current or recently completed research on labour, employment or work issues relevant to New Zealand.

The Conference programme and abstracts for papers are included in your handbook and the USB that you have received contains the papers that have been sent to us prior to the conference. If you are interested in a paper that is not included contact the author.

We thank particularly our two keynote speakers, Professor Marian Baird from the University of Sydney Business School and Swedish academic, technologist, author and businessman, Professor Göran Roos. The topic of Marian's keynote address, which will be given following opening of the Conference, is *'Women's "New" Life Cycle of Employment and the Policy Gaps'*. Göran will speak on *'Moving to a Digital Low Resource Footprint Future – Implications for Work'* in his keynote, on the second day of the Conference. We thank professional services company MartinJenkins and the Ministry for Business, Innovation and Employment (MBIE) for their support for bringing Marian and Goran to the Conference.

Marian and Göran will also join Gerald Minnee (MBIE) and Allana Coulon (MartinJenkins) in our closing plenary, a panel discussion on *'Work and Wellbeing research – Where to from here?'*. This will be an important discussion for all attendees as we look to the research gaps in a rapidly changing work environment.

We are also pleased to have had a group of postgraduate students presenting their research findings, either final or in progress, as part of a free post-graduate student symposium preceding the Conference. This is a welcome addition to the LEW programme and we thank those who contributed to the sessions and, in particular, the two doctoral students, Esme Franken and Daniel Duan, who managed the symposium programme.

We trust that you will find the next two days to be a stimulating, interactive and enjoyable experience.

Best Regards,

Steve Blumenfeld

Sue Ryall

Noelle Donnelly

Christian Yao

Conference Convenors and Organisers

Time

Day 1: Thursday 29 November 2018

8.00am

Registration and Coffee - Mezzanine floor, Rutherford House

ALL PLENARY SESSIONS ARE IN RHLT2

8.50am

Briefing - Dr Stephen Blumenfeld (CLEW)

9:00

Welcome - Dr Lucy Baragwanath, Deputy Vice-Chancellor (Engagement)

9:10

Opening Address - Hon Grant Robertson, Minister of Finance

9:30

MartinJenkins Keynote address - Prof Marian Baird, University of Sydney

Women's 'New' Life Cycle of Employment and the Policy Gaps

10:30

Morning Tea - Mezzanine Floor

Venue

RHLT2

RHLT3

RHMZ03

Gender Equity in the Workplace

Health, Safety and Wellbeing

Labour market - Income and work

11:00

Noelle Donnelly: The role of middle managers in progressing gender equity in Australia and New Zealand.

Heidi Borner | Karin Lasthuizen: Leading to safe, healthy and ethical workplaces - Responses of company governance and leadership to employee reports and the role of ethical leadership.

Huon Fraser: The Labour Income Share in New Zealand

11:30

Nina Herriman: The Gender Dashboard - illustrating gender inequities with data.

Kirsten Lovelock | Trang Khieu: Attitudes toward health and safety behaviours in the workplace in New Zealand: Maori and non-Maori workers

Matt Nolan: The role of employment status changes in New Zealand income inequality outcomes

12:00

Claire Bretherton | Sophie Flynn: The Wellbeing of Working Parents

Trang Khieu | Kirsten Lovelock: Differences in views on health and safety at work in New Zealand.

Bill Rosenberg: A brief history of labour's share of income in New Zealand since 1939

12:30

Lunch - RH Mezzanine Foyer

Venue

RHLT2

RHLT3

RHMZ03

Gender Equity in the Workplace - Occupational segmentation

Health, Safety and Mental Wellbeing

Labour market and wellbeing

13:30

Sarah Oxenbridge: Comparing the work and career experiences of Australian women in two male-dominated occupations

Grant Michelson: The stigma of employee mental health in the Western Australian mining industry.

Anne Fale | Dr Alice Cleland: How do advertised vacancies relate to worker and economic wellbeing?

14:00

David Peetz | Georgina Murray: Women in ICT and in the law: Comparing experiences through the lens of regulation distance and segmentation

Charlotte Chambers: Bullying in the New Zealand senior medical workforce: prevalence, correlates and consequences

Deb Potter | Roger Macky: Mostly-NEET, integrated data insights by motherhood status

14:30

Nimeesha Odedra: Change, Challenge and Compromise – The Career Experiences of Skilled Migrant Women in NZ

Deborah Jones | Stephen Blumenfeld | Geoff Plimmer: From bullying and harassment to inclusion: The experiences of LGBTIQ+ employees in New Zealand public sector 2012-2016.

David Rea: Are people who move from benefit to paid employment better off?

15:00

Afternoon Tea

Venue	RHLT2	RHLT3	RHMZ03
	Gender Equity in the Workplace - Pay Equity	Health, Safety and Wellbeing - workplace support systems	Employment relations and regulation
15:30	Sarah Martin: Driving and achieving equal pay: the PSA's insights into its first equal pay settlements	Robbie Field: The Role of Social Networks during Organisational Socialisation in Small Firms	Dawn Duncan: 50 Years from Woodhouse: Rethinking Workers' Health in New Zealand's ACC Scheme
16:00	Amy Ross Gretchen Dean: Putting the principles into practice: pay equity for social workers at Oranga Tamariki	Ann Parkinson: Navigating the Undercurrents: The Role of Relational Support in Difficult Times	Erling Rasmussen: Employment relationship problems: possible resolutions and their barriers.
16:30	Izabelle Sin: Parenthood and labour market outcomes	Cathy Robertson: The Role of the Interpreter in Vulnerable Migrant Worker Research	Gordon Anderson: Hysteria and Outrage – can labour be reformed in New Zealand?
5:00-6.30p	Social Function - Drinks and Nibbles, Vic Books Café, Ground floor, Rutherford House		

Time	Day 2: Friday 30 November 2018
8.30am	Registration - Mezzanine Floor, Rutherford House (coffee available from ground floor café)
9:00	Welcome and announcements
9:10	MBIE: Snapshot of Key Labour Market Statistics and Trends and their Implications - Rose Ryan, Manager, Work and Workforce, MBIE
9:40	MBIE Keynote Address - Goran Roos Moving to a digital low resource footprint future – implications for work
10:40	Morning Tea - Mezzanine Floor

Venue	RHLT2	RHLT3	RHMZ03
	Employment institutions and employee benefits	Labour market - Workforce futures	Labour market - demographic change
11:10	Avalon Kent: The Australian Modern Award System: Lessons for Fair Pay Agreements in NZ?	Corey Allan Lynda Sanderson: Labour market impacts of technological change: evidence from linked employer-employee data	Amapola Generosa Ram SriRamaratnam: Labour market experiences of overseas born compared to the New Zealand born.
11:40	Jane Bryson: You can't always get what you want: workers, unions and access to training	Laura Petersen Karen Smith: The Future of the New Zealand Tourism Workforce in 2035	Guanyu Zheng: Employment trends in 30 New Zealand cities from 1976 to 2013
12:10	Stephen Blumenfeld: Trade Unions, collective bargaining and labour income share in New Zealand	Patrick Nolan: Refreshing the Forward-Looking Agenda for Productivity Research	
12:40	Lunch - RH Mezzanine Foyer		
13:30	Closing Plenary: Panel discussion - 'Work and Wellbeing research – Where to from here?'		
14:30	Goran Roos; Marian Baird; Gerald Minnee (MBIE); Allana Coulon (MartinJenkins).		

Coding	PLENARY SESSIONS - ALL PLENARY SESSIONS ARE IN RHLT2
	LABOUR MARKET
	GENDER EQUITY IN THE WORKPLACE
	EMPLOYMENT RELATIONS AND INSTITUTIONS

SPECIAL SESSIONS

Lecture Theatre 2, Rutherford House (RHLT2)

Thursday 29 November, 8.50am

CONFERENCE OPENING

- 8.50am Briefing on day programme and housekeeping, **Dr Stephen Blumenfeld**.
- 9.00am Welcome to conference attendees - Dr Lucy Baragwanath, Deputy Vice-Chancellor Engagement, Victoria University Wellington
- 9.10am Opening Address: Hon Grant Robertson, Minister of Finance
- 9.25am Joanna Collinge, MartinJenkins to introduce the MartinJenkins Keynote Address - Professor Marian Baird
- 9.30am Professor Marian Baird to speak followed by Q & A chaired by Joanna.
- 10.30 Morning tea break

Friday 30 November, 9.00am

MBIE OVERVIEW AND KEYNOTE ADDRESS

- 9.00am Briefing on day programme and housekeeping, **Dr Stephen Blumenfeld**.
- 9.10am **Presentation from MBIE - Overview of Key Labour Market Trends and the Future of Work**, Rose Ryan, Manager Work and Workforce, MBIE
- 9.40am MBIE Keynote Address, Goran Roos followed by Q & A session.
- 10.40am Morning tea break

Friday 30 November, 1.30 to 2.30pm

CLOSING PLENARY

- 1.30pm **Panel discussion - 'Work and Wellbeing research – Where to from here?'**
Panellists: Göran Roos; Marian Baird; Gerald Minnee (MBIE); Allana Coulon (MartinJenkins).

ABSTRACTS FOR PAPERS (grouped to sessions)

KEYNOTE ADDRESSES

All in the Lecture Theatre 2, Rutherford House (RHLT2)

Thursday 29 November, 9.30am – MartinJenkins Keynote Address

Marian Baird, Professor of Gender and Employment Relations, Head of the Discipline of Work and Organisational Studies and Co-Director of the Women, Work and Leadership Research Group at the **University of Sydney Business School**

Women's 'New' Life Cycle of Employment and the Policy Gaps

Abstract

It is increasingly recognised that women have a 'new' life cycle of employment (Goldin and Mitchell, 2017). This presentation outlines the shifts in women's employment over the life cycle and argues that while women's labour force attachment has increased significantly in the last forty years the policy framework, traditionally based on men's employment life cycle, has not responded accordingly. The result is a number of equality gaps that have not been adequately addressed by policy. Three of these gaps are examined: working hours, pay and superannuation. The causes and interconnections between them are discussed as they relate to the four 'life stages' of women's employment: early career, career and motherhood, mid-career and child care, and mature career and elder care.

Background

Marian Baird AO is Professor of Gender and Employment Relations, Head of the Discipline of Work and Organisational Studies and Co-Director of the Women, Work and Leadership Research Group at the University of Sydney Business School. Marian is a Fellow of the Academy of Social Sciences of Australia (ASSA) and a Co-Editor of the Journal of Industrial Relations. Marian was awarded an AO (Officer of the Order of Australia) for outstanding services to improving the quality of women's working lives and for contributions to tertiary education in 2016. In 2018, Marian was named in Apolitical's Top 100 Most Influential People in Gender Equality list. Marian is one of Australia's leading researchers in the fields of women, work and care.

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Friday 30 November, 9.10am

Rose Ryan, Manager Work and Workforce, Ministry for Business, Innovation and Employment.

Snapshot of the Key Labour Market Statistics and Trends and their Implications

Authors: Alice Cleland, Ram Sriramaratnam, and Dr Rose Ryan, Ministry of Business, Innovation & Employment

Abstract

How is the labour market changing and what does the future of work hold for New Zealanders? The purpose of this paper is to provide an overview of the key trends in labour market statistics and trends, and discuss the implications for current labour market settings.

New Zealand has a dynamic labour market that has adjusted to major economic and social changes over the last three to four decades, and the labour market settings have generally supported high levels of participation. The workforce is comparatively highly skilled and qualified, and the current forecasts suggest a continued growth in employment.

A number of distributional challenges remain, however. These include: raising labour market participation for youth, Māori and Pacific peoples, and in some regions; addressing gender pay gaps; raising income for Māori and Pasifika workers; and better matching workers' skills to employers' current and future needs.

As New Zealand continues to adapt to the changing nature of work (from the impacts of technology, globalisation, demographic and climate change), this presents both challenges and opportunities; and raises important issues for employment regulation and the skills system.



Friday 30 November, 9.40am – MBIE Keynote Address

Göran Roos is a member of METS Ignited Australia Limited's Innovation Advisory Council (MIAC); an Invited Chair of CSIRO Manufacturing Business Unit Advisory Committee; member of the board of the Global Centre for Modern Ageing; a strategic Advisor to Defence SA and the Defence SA Advisory Board.

Moving to a digital low resource footprint future – implications for work

Abstract

This presentation covers the paradigm shift in value creation and puts it into a historic perspective from which predictive patterns are extracted. This section concludes with key recommendations. The presentation then discusses the structural requirement on a prosperity-generating economy from an institutional economic perspective and provides some empirical insights for New Zealand and concludes with some policy recommendations. The key emphasis of the presentation is the distinction between a high road and a low road - towards a "green" future and the presentation argues that although the endpoint in both is the same from an environmental perspective, from an economic perspective one leads to prosperity and the other to poverty. The presentation then discusses the three different technology change drivers: Routine biased, Skills biased, and Capital biased, with their spatial and temporal workforce implications. It will discuss some of the empirical support for the changes predicted and will point out some of the challenges that individuals, firms, sectors and society will have to proactively address. It concludes with three key statements:

- (1) Develop a national strategy for a fair transition into tomorrow's digital low resource footprint value creating paradigm.
- (2) Ensure that the outcome is a higher level of national prosperity so that mitigating strategies for those individuals and firms that do not make the transition can be afforded.
- (3) Remember that left to itself the market will always find a solution, but you may not like it – and in these paradigm transitions the outcome is usually not beneficial for a smaller economy since market failure tends to be a feature of that economy as a whole.

Background

Göran has worked extensively on the implications of technology development for society, industry sectors, firms and individuals. The insights of this work has been used as the basis for policy development on the economy wide level and strategy development at the firm level in many countries. He holds or has held academic appointments in Australia, China, Finland, Japan, Norway, Russia, Singapore, and the UK as well as academic governance roles in Finland, Italy, Singapore, Spain, and Taiwan. He has also held roles at different government entities in Australia, Finland, New Zealand, and the UK. Göran is a fellow of the Australian Academy of Technological Sciences and Engineering (ATSE) and of the Royal Swedish Academy of Engineering Sciences (IVA).

Göran has produced over 300 publications with a total of over 11,000 citations on Google scholar and several of these publications have been recognised with awards. He is also a member of six editorial boards for academic journals. Göran's recent publications on the theme of Work and Wellbeing include Roos, G. (2017). *Technology-Driven Productivity Improvements and the Future of Work: Emerging Research and Opportunities*. IGI Global. Hershey, PA.; and Roos, G., & Shroff, Z. (2017). 'What will happen to the jobs? Technology-enabled productivity improvement—good for some, bad for others'. *Labour & Industry* 27(3), 165-192.

Gender Equity in the Workplace

Thursday 29 November, 11:00am – 12.30pm (RHLT2)

‘Managing the middle’: progressing gender equity in the New Zealand public service

Noelle **Donnelly**, Victoria University of Wellington, noelle.donnelly@vuw.ac.nz; Julie **Douglas**, Auckland University of Technology, julie.douglas@aut.ac.nz; Jane **Parker**, Massey University, j.parker@massey.ac.nz; Katherine **Ravenswood**, Auckland University of Technology, katherine.ravenswood@aut.ac.nz

At a time when international agencies are calling on governments to set the standard in addressing gender-based inequalities in employment the New Zealand government has responded with the release of the *Eliminating the Public Service Gender Pay Gap 2018-2020 Action Plan*. This plan outlines a set of targets for public service agencies to achieve pay parity, normalise flexible work, eliminate bias and discrimination and address gender leadership gaps. Advancing gender equity in the workplace has become a strategic and economic imperative for public service agencies and their managers.

In the progression of gender equity empirical research is conclusive that middle managers are the ‘linchpins’ in the interface between organisational policy and workplace practices. Despite widespread recognition of their crucial role, little is known of the complex and competing role demands and expectations that middle managers mediate.

Informed by prior research, this research examines the implementation of gender equity initiatives across four New Zealand Public Service agencies, based on nearly 70 participants drawn from senior executives, human resource and middle managers. More particularly, the research considered how middle management instigate, implement and/or champion gender equity initiatives, alongside the challenges in advocating for workplace changes.

Thematic analysis reveals that while middle managers have an understanding of policy implications on workplace practices, they primarily act as the conduit between strategic objectives and policy outcomes. Their commitment to equity initiatives is paramount to the realisation of established goals and the strategizing of new ones. This study highlights the pragmatism of managers’ responses to gender equity initiatives and discusses the implications of key findings for workplace policy and practice.

Gender Dashboard - illustrating gender inequalities with data

Nina **Herriman**, Chief Storyteller (Data and Visualisation Analyst), National Council for Women New Zealand

Email: nina.herriman@ncwnz.org.nz

The Gender Dashboard will collect, collate and analyse data to build a shared understanding of the status of all women in Aotearoa New Zealand. We are working with expert partners to illustrate key areas of inequality from an intersectional perspective.

This session will provide an overview of the Gender Dashboard; the key areas of gender inequality that are the focus of the Dashboard; and explore some of the gaps in the data available. There will be a focus on economic independence as this is the first key area of inequality that will be covered by the Dashboard.

The Wellbeing of Working Parents

Claire **Bretherton** and Sophie **Flynn**, Statistics New Zealand

Email: Claire.Bretherton@stats.govt.nz

In June 2018, almost 80 percent of parents with dependent children under 18 were employed, and over 80 percent of these were employed full time. Participation in paid employment can play an important positive role in a person's wellbeing from both a material and a subjective perspective. However, it can also negatively impact on a person's subjective wellbeing if the work they are engaged in is stressful, or places strain on the balance between their paid work and time available for friends, family, unpaid work and leisure activities.

The high rates of parental employment we see today have the potential to affect a number of wellbeing factors for parents and families, such as work-life balance, household income, and social identity. However, it is unclear what impact they have on overall well-being.

The NZ General Social Survey (NZGSS) combines objective information about a person's circumstances, such as labour force status and income, with a personal assessment of different aspects of their lives, such as life satisfaction, health, housing, human rights, and relationships. Using data from the most recent NZGSS (2016/17), supported by analysis from the Household Labour Force Survey, we will provide an overview of wellbeing outcomes for working parents in New Zealand, and compare this to similar measures for both parents who are not employed, and employed people who don't have children. We will identify some of the key areas where wellbeing outcomes vary between these groups and investigate how these relate to labour market factors.

Health, Safety and Wellbeing

Thursday 29 November, 11:00am – 12.30pm (RHLT3)

Leading to safe, healthy and ethical workplaces – Responses of company governance and leadership to employee reports and the role of ethical leadership.

Heidi **Borner**, Orange Umbrella Wellington and Karin **Lasthuizen**, Victoria University of Wellington

Email: heidi@orangeumbrella.co.nz

In this paper we examine the responses of company governance and senior leadership to reports made from front-line staff about their perception of the safety culture and (potential) threats to health and safety.

The research question is: What is the role of ethical leadership in enhancing health and safety culture within New Zealand companies?

The literature review has a theoretical focus on organisational health and safety culture, ethical culture and (ethical) leadership and we use quantitative and qualitative health and safety data collected by Orange Umbrella (cf. Sandra Lassowski (2014), Supporting Aspects of Organisational culture on Occupational Health and Safety. (Unpublished Master Thesis). Propositions are derived from the findings about the role of ethical leadership in enhancing organisational health and safety culture.

Directors and senior leaders need to be vigilant that the company systems remain compliant with the (recent) Health and Safety legislation and are aligned with best practices in the sector/organisation. Reports from employees using company systems on a daily basis are vital to assure that those systems work as they should be, and that action can be taken when (potential) threats to health and safety are reported.

However, our data indicate that company governance and senior leadership are sometimes reluctant to give adequate responses to employee reporting and fail to take effective measures to protect people and the business. In this paper we analyse what the type of leadership means for the functioning of organisational health and safety culture and outcomes and detail the role of ethical leadership.

Attitudes toward health and safety behaviours in the workplace in New Zealand: Maori and non-Maori workers

Dr Kirsten **Lovelock** and Dr Trang **Khieu**, WorkSafe New Zealand

Email: Kirsten.Lovelock@worksafe.govt.nz

Background: Attitudes toward health and safety behaviours is an important public health issue in New Zealand. There are significant differences in these attitudes between Maori and non-Maori workers in the four high risk sectors of forestry, agriculture, manufacturing and construction.

Methods: A survey administered to 2190 workers in the high-risk industries. Weighting was conducted to control inherent biases. Differences between Maori and non-Maori were examined and stratified by sex (male, female), age and sector. A $p < 0.05$ was considered statistically significant. Rate ratio (RR) and 95% confidence intervals (CI) were calculated when comparing Maori and non-Maori by sex, age and industry sector.

Results: Maori had a significantly higher proportion of people aged from 45 to 54 years and a lower proportion of those aged 55 years and over; and, females compared to non-Maori. Earning a regular income, or good money, was more important for Maori until older age. Maori reported statistically higher rates of risky behaviour in agriculture and manufacturing sector. Consultation about health and safety was more likely for Maori females and all Maori working in the agricultural sector. A majority (80%) of Maori and non-Maori workers were confident they had the knowledge and skills to keep safe at work and avoid health problems. However, the proportion of people with knowledge and skills to avoid health problems was statistically greater among young or female non-Maori workers.

Conclusion: There is a need for adequate management of risk for Maori, stronger leadership and a focus on worker empowerment.

Differences in views on health and safety at work in New Zealand

Dr Trang **Khieu** and Dr Kirsten **Lovelock**, WorkSafe New Zealand

Email: Trang.Khieu@worksafe.govt.nz

Background: Occupational health is a significant issue globally. Workers experience a range of exposures at work. Some groups might be at a higher risk of exposures and, therefore, have poorer views on health and safety (H&S) at work compared to others. This paper reports on the perceptions towards H&S of men and women workers in New Zealand.

Methods: The paper draws on data from the 2016 Health and Safety Attitudes and Behaviours Survey (HSABS), a cross-sectional study that examined the views of workers on H&S at work across a range of high risk industries. A random sample of 2190 workers, from 18 to 69 years of age, responded to the questionnaire. Data was adjusted to address the disproportionate sample selection.

Results: Both men and women mentioned that taking pride in doing a good job, having a good work/life balance and staying healthy and safe while at work were their top three

considerations at work. Risky behaviours in workplace was statistically more prevalent in men (76.2%) compared to women (70.6%). Differences between men and women were not significant in overall and when stratified by industry. However, when looking at ethnicity, Māori men were more likely to feel safe and rate a low/very low risk of themselves or someone at work being seriously hurt in last year than Māori women (Rate ratio (RR) = 1.1, 95% Confidence interval (CI): 0.8, 1.6; RR=1.2, 95% CI: 0.8, 1.8, respectively).

Conclusion: These results suggest that H&S interventions in the workplace should specifically focus on Māori men.

Labour market - Income and work

Thursday 29 November, 11:00am – 12.30pm (RHMZ03)

The Labour Income Share in New Zealand

Huon **Fraser**, NZ Productivity Commission and Victoria University of Wellington

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In recent years there has been much interest in inequality (e.g. Piketty, 2014). One aspect of this has been the Labour Income Share (LIS) - which measures the proportion of a countries income captured by labour – falling across much of the developed world.

The LIS connects productivity and wages; a fall in the LIS indicates that growth in real wages is falling behind the growth in national income that improved productivity brings. Such a fall brings into question the roles policy, economic shocks, and technological change play in determining how productivity and wages relate to each other.

Earlier work by the New Zealand Productivity Commission investigated changes in the LIS, finding a fall of 8.5 percentage points between 1978 and 2010. Data was sourced from Statistics New Zealand's productivity series, which covers approximately 60% of the New Zealand economy. This paper updates this earlier work by including additional data points for 2011-2016 and by increasing the scope of coverage to around 80% of the economy.

Findings are that across the 60% of the economy previously measured, the LIS has fallen by a further 0.8 percentage points, while for the larger proportion of the economy a similar trend was observed, with a fall of 1.8 percentage points between 1996 and 2016. These results are interpreted within a neo-classical economic framework which relates productivity and real wages, alongside discussion of the limitations and alternatives of such a model.

The role of employment status changes in New Zealand income inequality outcomes

Matt Nolan, Victoria University of Wellington

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This paper investigates the role changes in employment status had in the increase in disposable income inequality over the 1988 and 2013 period. Utilising data from the Household Economic Survey (HES) a reweighting exercise is undertaken to estimate the impact of changes in employment status on income inequality. Given this a behavioural microsimulation model (Treasury's TAXWELL-B) is used to split this effect into static policy and non-policy related changes.

The combined lift in employment and growing utilisation of part time work is estimated to have had virtually no effect on the Gini coefficient, reducing this measure of income inequality by 0.2%. However, when the labour supply response to changes in tax and transfer settings between 1988 and 2013 are taken large static policy and non-policy effects are found. Labour

supply responses to the tax-transfer changes are estimated to have reduced income inequality by 7.7% leaving a residual 7.9% increase due to other employment related factors.

A brief history of labour's share of income in New Zealand since 1939

Bill **Rosenberg**, NZ Council of Trade Unions

Email: billr@nzctu.org.nz

This paper looks at the history of New Zealand's labour and capital income shares for the period over which sufficient official data are available: since 1939. It focuses largely on changes in the labour share, from both wages and self-employment, but that implies complementary changes in the capital income share whose variety of forms are also described. Movements in shares are described in terms of changes in the economy, employment regulation and relevant events. It finds a rise in income share to the 1970s and a steep fall from the early 1980s which through a combination of wage freezes, radical restructuring of the economy and the state, deregulation and individualisation of employment relationships and deunionisation brought the labour share far below the OECD median and comparable economies. Part of the reason for the pre-1970s rise was the fall in self-employment (dominated by farming). By 2016, the self-employed had their lowest share of income since 1939. The largest beneficiary was corporate profits which rose to a 19% share in 2016, a level reached before only in 1940 under wartime conditions. It appears that labour productivity and real wages over the period were closely tied only during the period 1947 to 1974 when New Zealand's industrial conciliation and arbitration system of collective bargaining extended by awards was working relatively well. From about 1990, real wage growth fell behind productivity growth.

Gender Equity in the Workplace - occupational segmentation

Thursday 29 November, 1:30 – 2:30pm (RHLT2)

Comparing the work and career experiences of Australian women in two male-dominated occupations

Sarah **Oxenbridge**, Rae **Cooper** and Marian **Baird**, Women, Work and Leadership Research Group, University of Sydney

Email: sarah.oxenbridge@sydney.edu.au

In Australia, women make up 1.5 per cent of employees in automotive trades occupations and 17 per cent of employees in investment management occupations. This paper compares the workplace experiences of women in these two very different male-dominated sectors. It draws on data from three sources: 20 interviews with automotive and investment management industry stakeholders; an online survey of 124 female employees in investment management and (at time of submission) 119 female employees in automotive trades; and 40 telephone interviews with 31 survey respondents and 9 self-employed/business owners from the two occupational groups. The survey collected data on women's current employment experience, while interviews focused on women's career pathways and future intentions and were used to unpack and explain the survey results.

Initial analysis of the data suggests that the two groups of women in the study differed significantly in their demographic and job characteristics. Despite this, the data brings to light both similar and divergent working experiences and barriers faced by women across these male-dominated occupations. For the mid-career, middle-aged women in investment management, the lack of accommodation of working mothers' needs was the key problem identified. In contrast, the younger apprentice/qualified tradeswomen in automotive and mining organisations primarily struggled with male co-workers' ill-treatment and gender-stereotyped beliefs that women were not capable of doing these jobs. The paper concludes by examining actions that might be taken to improve the participation and experience of women across male-dominated sectors, along with strategies for dismantling barriers specific to automotive and investment management occupations.

Women in ICT and in the law: Comparing experiences through the lens of regulation distance and segmentation

David **Peetz** & Georgina **Murray**, Griffith University, Brisbane, Australia

Email: d.peetz@griffith.edu.au

Our aim is to compare the contrasting situations of women in the information and communications technology (ICT) occupations and the law, through the analytical framework of regulation distance and labour segmentation used in our book *Varieties of Gender Gaps*. To do this we analyse Eurostat and Australian data on the gender composition of IT-related industries and occupations, to identify the role women are playing / will play in the growth of

industries that are core to the future of work., and historical and recent Australian and New Zealand data on women in the legal profession, as well as the the literature relating to these industries and occupations. We find that men dominate in computer and ICT-related jobs. In most industries and occupations in most developed countries the female share of employment has risen over the past two decades. Rising female labour force participation rates mean that female employment has grown faster than male employment. Yet in computing and IT, the reverse has happened. In most developed countries, the female share of IT occupations has fallen, and in Australia the female share in the computer system design and services virtually halved between 1985 and 2015, a remarkable shift. In the law, by contrast, the occupation has shifted from being male-dominated to one with a high proportion of female workers, but with major gender gaps still in the upper echelons of the profession and in the rates of pay for men and women. We look at how the gender status of ICT ‘flipped’ as the industry ‘professionalised’, and gendered norms were reinforced by high regulation distance; while in the law high regulation distance was important in reinforcing gendered distinctions but resistance by women and the growth of female labour supply was critical in moving it towards a ‘mixed’ gender occupation. We also discuss the plausible futures of gender relations in these two sectors.

Change, Challenge and Compromise – The Career Experiences of Skilled Migrant Women in NZ

Nimeesha **Odedra**, Dr. Kaye **Thorne**, and Dr. Kate **Blackwood**, School of Management, Massey University, Albany, New Zealand

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The career experiences of skilled migrant women are complex and multi-dimensional, and have been largely neglected in academic literature. Despite increasing international diversity in the workplace, migrant women’s skills are often under-utilised, which is estimated to be costing countries billions of dollars in lost productivity. This review explores how contemporary career theories apply to the experiences of skilled migrant women. The discussion identifies a range of potential applications of skilled migrant women’s experiences to three existing career theories – Life-Career, Career Capital and Kaleidoscope Career Model. The analysis shows that, while these theories can be applied, skilled migrant women’s career experiences differ drastically from that of non-migrants. We suggest that the careers of skilled migrant women are more fragmented, juxtaposed and with additional aspects not currently included in career theory. Future empirical research should aim to develop an inclusive career theory that better explains the career experiences of skilled migrant women.

Health, Safety and Mental Wellbeing

Thursday 29 November, 1:30 – 2:30pm (RHLT3)

The stigma of employee mental health in the Western Australian mining industry

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Mining in often isolated locations is not without its challenges. In Australia, the ascendancy of the fly-in, fly-out (FIFO) model of employment to remote mining sites has given rise to new difficulties for employees. These include, for example, lengthy commute times to and from the workplace, long work-days in difficult environmental conditions, and regular periods of separation from family networks. Unsurprisingly, wellbeing and mental health concerns have emerged as a real issue including media reports of suicide among FIFO mining employees.

The purpose of this paper is to investigate the nature of employee mental health among FIFO mining workers and especially their willingness to seek help when required. The role of stigma in explaining worker responses to their own mental health was also examined. Drawing on the theory of planned behaviour and jobs-demands resources framework, we collected usable survey evidence from 560 FIFO mining employees in Western Australia. Structural equation modelling and process regression analyses were used to test models and identify any interaction effects. The results revealed that mental health problems account for nearly one-quarter of the variance in stigma; secondly, stigma mediates the relationship between mental health and FIFO employees who seek help; and finally, that gender plays an important role in FIFO mining workers seeking informal support for their mental health. These findings advance our understanding of the effects of stigma, job demands and gender on their relationships with mental health and help-seeking behaviours. Implications for practice are also discussed including programs for employee wellbeing.

Bullying in the New Zealand senior medical workforce: prevalence, correlates and consequences

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Workplace bullying is an issue of on-going concern for the medical profession. Described as the most destructive phenomenon plaguing medical culture, bullying poses significant risks to patient safety, staff morale and job satisfaction as well as the physical and psychological wellbeing of doctors and their co-workers. This paper reports on a study conducted in June 2017 on the prevalence of bullying among senior doctors and dentists working at New Zealand's 20 District Health Boards (DHBs). Little is known about senior doctors and dentists as victims of bullying. This paper further extends existing research by examining associations

between bullying prevalence and perceptions of workload, peer and managerial support as well as qualitative data detailing the personal and professional consequences of bullying.

From bullying and harassment to inclusion: The experiences of LGBTIQ+ employees in New Zealand public sector 2012-2016

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This paper addresses the broad question: What are the workplace experiences of LGBTIQ+ (Lesbian, Gay, Bisexual, Trans, Intersex and Queer) employees in the New Zealand public sector? It covers the findings of three studies over the period 2012-2016, carried out in Association with PSA (Public Service Association). The first study was qualitative and included focus groups. It was carried out with the participation of delegates from OUT@PSA, a network for PSA members who identify as gay, lesbian, intersex, transgender, takataapui, fa'afafine or bisexual. They aim to promote respectful, diverse and inclusive workplaces and public services. The second and third studies draw data from the large Workplace Dynamics Surveys of 2013 and 2016. Each of these studies covers different aspects of LGBTIQ+ workplace experience, and so contributes to the minimal New Zealand research we have which tells us about a range of LGBTIQ+ experience from inclusion to forms of harassment, bullying and discrimination. They consider specific issues relevant to LGBTIQ+ employees, such as the role of policies and Human Resources practices in supporting LGBTIQ+ employees – or failing to. The two wider Workplace Dynamics surveys allow us to compare LGBTIQ+ respondents with others across a range of general workplace issues, and to identify significant differences. For instance, LGBTIQ+ perceive themselves as having been exposed to bullying and sexual harassment significantly more so than heterosexuals; they also show a significantly greater desire to serve the public and link their personal actions with the overall public interest.

Labour market and wellbeing

Thursday 29 November, 1:30 – 2:30pm (RHMZ03)

How do advertised vacancies relate to worker and economic wellbeing?

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Employment and employment outcomes are known to play a role in the wellbeing of workers. However, what is less commonly researched is whether there is a relationship between advertised job vacancies and worker and economic wellbeing. Advertised job vacancies are of interest as they provide a measure of demand for workers by employers and could potentially influence worker and economic wellbeing.

In this study, worker wellbeing is defined as being in employment, while gross domestic product (GDP) is used as a proxy for economic wellbeing. Correlation and regression analyses were undertaken in the past to explore the relationship between: hiring intentions, advertised job vacancies, and employment; and between advertised job vacancies and GDP. The level of association between advertising, hiring intentions, and worker and economic wellbeing is explored in this paper using a breakdown by industry and by using Granger Causality tests.

The indicators of employer demand for jobs were sourced from: the Quarterly Survey of Business Opinions' (QSBO) employment intentions; MBIE's Jobs Online (a measure of the number of advertised jobs); Stats NZ's Household Labour Force Survey (which provided a measure of employment). The GDP figures are obtained from Stat NZ's National Accounts.

Initial results suggest that a granger causal relationship exists between employment intentions, advertised job vacancies, employment and GDP.

Mostly-NEET, integrated data insights by motherhood status

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The paper presents information made accessible by New Zealand's Integrated Data Infrastructure (IDI) with a particular emphasis on young mothers. The paper shows the potential for integrated data to provide insights on small populations, including regional and ethnic breakdown. Integrated data is used to describe circumstances of those not in employment, education, or training for six months or more during 2015: the 'mostly-NEET'. =This research was undertaken in partnership with Methodist Mission Southern, Stats NZ and the Ministry for Women.

Are people who move from benefit to paid employment better off?

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Each year, a large number of individuals move from receipt of a benefit into paid employment. These transitions have been a key focus of welfare policy in recent years. However, there is limited New Zealand evidence about the extent to which these transitions are associated with improvements in wellbeing.

The paper uses data from multiple waves of the General Social Survey (GSS). This data has been linked to government administrative records in the IDI enabling us to identify survey respondents who made a transition from benefit to employment in a short time before or after being surveyed. Our innovative method allows us to describe how various aspects of wellbeing change before and after the transition.

We look at a range of outcomes including whether incomes and various aspects of housing improve, the extent to which mental and physical health changes, and also what happens to life satisfaction.

Gender Equity in the Workplace - Pay Equity

Thursday 29 November, 3:30 – 5:00pm (RHLT2)

Driving and achieving equal pay: the PSA's insights into its first equal pay settlements

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In 2017 New Zealand's first equal pay settlement for care and support workers in the health and disability sectors was agreed between unions, employers and the Crown, thus settling a claim raised under the 1972 Equal Pay Act. It resulted in significant improvements in the pay and conditions of the female dominated workforce. It also led to the establishment of a tripartite joint working group tasked with developing a set of principles to inform future claims under the 1972 Equal Pay Act. These principles have been used as the basis of the approach undertaken by the PSA and Oranga Tamariki to resolve the PSA's recently settled equal pay claim for social workers. This is the first time the principles have been used to guide an equal pay claim. This paper uses action research to discuss the processes that unions followed in both equal pay claims, including the development and application of the principles, lessons learned from the process, and identifies some possible challenges ahead for those wanting to progress equal pay settlements. It also reports on the findings of an impact evaluation of the care and support settlement for PSA members.

Putting the principles into practice: pay equity for social workers at Oranga Tamariki

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In 2017, a joint New Zealand Public Service Association Te Pūkenga Here Tikanga Mahi (PSA) and Oranga Tamariki (OT) working group began work to "assess and resolve" an equal pay claim for Social Workers that the PSA had lodged with the Employment Court under the Equal Pay Act (1972) in 2015. The parties agreed to apply the principles and processes recommended for addressing pay equity claims by the tripartite Joint Working group that was formed in the wake of the *Bartlett & Service and Food Workers' Union v Terranova Homes & Care* equal pay court proceedings. This meant the PSA and OT working group became the first to use the newly drafted principles to address an equal pay claim. With settlement close, this paper presents key insights from the union and the employer on the application of the principles and the process used to address the claim, including a discussion on key steps such as identification and assessment of comparators, and the analysis of remuneration and settlement. It discusses lessons learned that will hopefully be of use for other parties to future equal pay claims.

Parenthood and labour market outcomes

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This research investigates the contribution of parenthood to the gender wage gap in New Zealand. We combine administrative monthly earnings data, birth records, and survey data on hours worked and earnings to describe the evolution of labour market outcomes of men and women as they have children. We estimate how employment probability, hours worked, hourly earnings, and monthly earnings change with parenthood, using pre-parenthood employment outcomes and trajectories to account for selection into parenthood.

We find women across the pre-parenthood income distribution who become mothers are less likely to be employed afterwards, though those with more education and higher prior earnings return to work faster. Working mothers work fewer hours than before they had children and earn 4.4 percent lower hourly wages on average; if they are out of work for at least a year this increases to 8.3 percent. High-income women who return to work quickly also experience slower earnings growth after they return to work than before they left. In contrast, men do not reduce their hours worked when they become parents, their monthly incomes continue to increase, and we find no significant change in their hourly wages.

Health, Safety and Wellbeing - workplace support systems

Thursday 29 November, 3:30 – 5:00pm (RHLT3)

The Role of Social Networks during Pre-encounter Socialisation in Small Firms

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Organisational socialisation (OS) is a critical process in facilitating newcomer learning and adjustment as newcomers' progress through the different phases of the OS process. In particular, commencing pre-employment (pre-encounter phase of OS), social networks (SN) are regarded as a key mechanism underpinning the OS process. However, little is known and many questions remain unanswered about the role of SN during the pre-encounter phase of socialisation. In addition, there is a lack of research and little is understood about the OS process and underlying mechanisms in the small firm context. Investigating the OS process from both a newcomer and socialisation agent perspective has also not received a great deal of empirical attention. Thus, the primary objective of this study is to explore the role of social networks as a key mechanism underpinning newcomer socialisation during the pre-encounter phase of socialisation in small firms. Data were collected through semi-structured interviews with newcomers and socialisation agents, which was analysed using content analytic procedures. Key findings of this exploratory qualitative study indicate that informal and personal SN ties made up of individuals from the same social milieu as newcomers are important sources of pre-encounter socialisation and also play an important role in determining pre-employment 'fit' between the newcomer and the new work environment. The use of these SN ties also reflect the operational needs and resource constraints faced by small firms, as well as outlining the potential risks. These findings highlight the importance of conducting further research on newcomer socialisation in small firms.

Navigating the Undercurrents: The Role of Relational Support in Difficult Times

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This paper explores how workplace relationships provide the supportive framework needed for engagement and wellbeing in organisations. The context of continuous disruption from populism, exemplified by Brexit, potential trade wars and the subsequent economic fallout in the northern hemisphere, to the global challenge of AI and robotics, create competing concerns such as retaining scarce skills and managing disengaged or fearful workforces. The challenge for HR is to balance and support competing needs of organisations and their employees.

The literature reviews decent, interesting and meaningful work (Kahn,1990; Kira et al,2010; Bakker,2017; Alzola,2018) in the context of potential disengagement experienced as withdrawal and alienation (Kahn, 1990), deviant behaviours (Wollard,2011) workaholism (Schaufeli,2014), or work spillover (Sonnetag et al,2008) leading to burnout, poor wellbeing

and exhaustion. Like work engagement, wellbeing research started from an impairment perspective focusing on psychological and emotional wellbeing (Oguz et al,2013; Warr & Inceoglu,2018). Individual, organisational, and societal wellbeing was the goal of strategic HRM from its original inception (Beer et al,1984) and here is linked to Kahn and Heaphy's (2014) relational context through the lens of workplace relationships by HR's role in ensuring a supportive culture for relationships to thrive, counterbalanced by their potential collusion in organisation changes that impede wellbeing.

The paper concludes building on recent qualitative research on the role of HR in a NZ context and early research on workplace relationships to provide perspectives on practices that support or hinder wellbeing and engagement for further research.

The Role of the Interpreter in Vulnerable Migrant Worker Research

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Few qualitative studies exist which analyse the root causes and resultant OHS consequences as perceived and expressed entirely from the worker viewpoint. One of the reasons for this is that reaching so called "invisible" workers is notoriously difficult and complex. Gaining information on worker experiences requires a verbal exchange between researcher and respondent which, to be fully representative of the range of feelings and perceptions, should include cognisance of the contextually derived lexical and cultural inferences made evident during the interview process. This paper addresses the value of including a qualified and experienced interpreter in the entire interview process in qualitative research on the vulnerability of migrant workers. Their responses are explored entirely from their own interpreted perceptions and experiences.

The results demonstrate that through the inclusion of an interpreter in the research team, a wide range of OHS issues were revealed, effectively demonstrating the value of interpreters when conducting qualitative research involving respondents whose linguistic, cultural and lexical perceptions differ from those of the researcher.

The research is valuable in that it has introduced a concept hitherto lacking from qualitative research that can be extrapolated and applied to the future development of research methods which explore the perceptions and experiences of vulnerable expatriate workers through the use of interpreters in the data gathering process.

Employment relations and regulation

Thursday 29 November, 3:30 – 5:00pm (RHMZ03)

50 Years from Woodhouse: Rethinking Workers' Health in New Zealand's ACC Scheme

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The treatment of work-related health problems in the Accident Compensation Act 2001 (ACA) is due for significant reform. Work and the working environment have changed a great deal since the last major reforms occurred in the early 1970s. Scientific understandings of the health impacts of the hazards of contemporary work have also moved beyond the capacity of the current law. As it stands, the ACA is struggling to provide fair and equitable compensation for workers, with significant gaps in cover, inequalities in treatment and a detrimental effect on worker health and safety. This paper will propose a set of legal reforms to ensure the ACC scheme can better meet the needs of New Zealand workers in a rapidly changing world of work. It puts forward a range of legislative changes, including significant shifts to the structure of the ACA and proposes the adoption of a new legal test for the cover of work-related health problems.

Employment relationship problems: possible resolutions and their barriers.

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Fairness has been a major issue in employment relations for a long, long time. Its roots go back to before the Industrial Revolution and it has been associated with the formation and role of unions. This focus on collectivism continued until the Employment Contracts Act 1991 which covered both collective and individual employment contracts – thereby legislating for all employees – and made the personal grievance right available to all employees. Since 1991, the role of unions, collective bargaining and personal grievance rights have been contested terrain and this is also the case currently under the 2017 Labour-led coalition government.

Hysteria and Outrage – can labour be reformed in New Zealand?

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Since the Coalition Government came to office a year ago, and in spite of promises to reverse the former National Government's reforms in its first 100 days, the Government has yet to pass any substantial labour law reform. The 1999-2008 Labour administrations, while introducing the relatively modest reforms in ER Act, and later the 2004 amendments, showed an equal aversion to reforms likely to rebalance the relationship between labour and capital.

This paper addresses three issues: the consequences for workers of the failure to rebalance labour law, the reforms that are needed to rebalance the law and some of the reasons that for the failure to reform. The paper concludes by asking the question of whether there is an effective political voice advocating for the reforms needed to give workers and effective industrial and economic voice.

Employment institutions and employee benefits

Friday 30 November, 11:10am – 12.40pm (RHLT2)

The Australian Modern Award System: Lessons for Fair Pay Agreements in NZ?

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This paper will consider the Australian modern award system and compare and contrast it to the understanding of the proposed new industrial mechanism in New Zealand, Fair Pay Agreements. The paper will provide an analysis of the development and operation of the Australian modern award system. It will then turn to considering whether any lessons can be derived from the Australian modern award system and applied to the understanding of Fair Pay Agreements.

Trade Unions, collective bargaining and labour income share in New Zealand

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While there is disagreement as to the causes of this phenomenon, the economic position of workers has weakened in much of the industrialised world since the early 1980s. In particular, the share of national income accruing to labour has fallen in that time in most developed economies. Those countries having witnessed the largest declines in union density and collective bargaining coverage have also experienced the most marked stagnation of real wages and an increasing gap between wages and productivity. New Zealand is no exception to this international trend. Real GDP per person grew by 38.3 percent between 1998 and 2018, during which time the mean real wage rose by just 18.7 percent.

There are two main hypotheses put forward to explain the decline in the labour share of national income experienced across most of the industrialised world. The technological change hypothesis, on the one hand, posits that the labour share declined due to capital augmenting technological change or an increase in the capital intensity of production. The bargaining power hypothesis, on the other hand, attributes the decline in the labour share to a decline in the bargaining power of labour, induced by shifts in government policy, labour market institutions and financialisation of the housing market.

This paper focuses on the latter explanation for growing distributional inequality. Specifically, it examines the extent to which the declining role of trade unions and collective bargaining has influenced New Zealand's declining labour income share over the past two decades. These insights are important for three reasons. First, this paper highlights the role and significance of social and institutional in determining the distribution of income between labour and capital. Second, it helps explain recent stagnation in wage growth and increase in wage inequality. Third, it has implications for understanding the impact of government policy on the

balance of power between unions and employers and, in turn, the distribution of national income.

‘You can't always get what you want’: workers, unions and access to training

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The impact of collective bargaining and union representation on access to training in New Zealand workplaces is the focus of this paper. I argue that access relies on two features: the entitlement to training and the real opportunity to engage in training. The latter feature is well rehearsed in the training literature, in particular the barriers to worker engagement in training. However the former has not received as much attention. Through an examination of the training clauses contained in collective employment agreements (CEAs) I explore whether collective bargaining ensures entitlement to training. I then report on interviews with senior officials of 11 trade unions which explored the bargaining priority of training, and influences on access to training for their members. I discuss these findings as a reflection of the culture of training in New Zealand businesses, and explore the implications for the workforce of today and tomorrow. The paper concludes with proposals to ensure true access to training for workers in New Zealand.

Labour market - Workforce futures

Friday 30 November, 11:10am – 12.40pm (RHLT3)

Labour market impacts of technological change: evidence from linked employer-employee data

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Advances in robotics and artificial intelligence mean that tasks previously considered the domain of humans are able to be performed by machines, potentially displacing workers currently performing those tasks. The aim of this research is to provide some empirical evidence of the kinds of labour market impacts we might expect to see as a result of advances in technology. To this end, we examine the relationship between the extent of self-reported technological change and firm-level employment outcomes in New Zealand over the period 2005-2016. We use a combination of survey and administrative linked employer-employee data in Statistics New Zealand's Longitudinal Business Database and Integrated Data Infrastructure. We test whether firms that report undertaking major technological change have different rates of employment and wage growth, different changes in the wage distribution, and more rapid changes in the qualifications and age structures of their workforce.

The Future of the New Zealand Tourism Workforce in 2035

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What will the New Zealand tourism workforce look like in the year 2035? This paper uses scenario planning to take us ten years beyond Tourism Industry Aotearoa's *Tourism 2025* strategy and stretch our thinking about the future. Based on a similar study on the Asia-Pacific tourism workforce (Solnet *et al.*, 2014), a three-round Delphi method was used, including participants from the private and public sectors and industry associations. From ten drivers of change, immigration policies and the growing Asian market emerged as the most important. These formed the basis for the four alternative future scenarios using Heijden *et al.*'s (2002) approach. While some scenarios were more desirable than others, each presents various challenges and opportunities for employers and employees. The study highlights the necessity of seeking a balanced solution for the workforce and striving for a quality tourism product that respectfully integrates our Māori culture.

Refreshing the Forward-Looking Agenda for Productivity Research

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In 2014 the Productivity Hub agencies (the New Zealand Productivity Commission, the Ministry of Business, Innovation and Employment, Statistics New Zealand, and the Treasury) published a Forward-Looking Agenda for Research (FLARE) (Nolan, 2014). The goal was to aid the coordination and collaboration of research on understanding and improving New Zealand's productivity performance.

As the agencies noted in 2014 this research agenda would evolve as progress is made and new knowledge generated. Indeed, since 2014 a number of important studies using firm-level data in New Zealand have been completed (see Allan (2018) and Nolan, Fraser and Conway (2018) for summaries) and some new themes have emerged from the international productivity literature (see, for example, McCann (2018)). The Hub agencies have thus begun a process of reviewing and updating FLARE.

This paper outlines and seeks feedback on this preliminary work on updating FLARE. It begins by discussing how our understanding of productivity has changed since 2014. It then considers what research topics flow from this and how different topics could be prioritised. These topics include both policy-related and foundational (e.g., helping build research infrastructure) research projects.

Labour market - demographic change

Friday 30 November, 11:10am – 12.40pm (RHMZ03)

Labour market experiences of overseas born compared to the New Zealand born
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The impact of immigration on the employment and wages of workers is contextual. Earlier studies found that it took more than 20 years for overseas born to achieve parity with New Zealand born in the labour market. A recent analysis using the IDI found no adverse impact of temporary migration based on the visa streams of arrival on employment of New Zealanders, but some effect on earnings.

This paper briefly reviews relevant literature and provides insights from comparing the labour market outcomes between New Zealand and overseas born workers. For this purpose, data from the Household Labour Force Survey – Income Supplement from 2007 to 2018 is used to study the rates of unemployment, employment, participation and wages.

Preliminary analysis shows employment and earnings outcome between overseas and NZ born workers differ but narrow over time. Overseas-born workers who have been in NZ for over five years have similar outcomes as NZ born workers and those in New Zealand for less than five years tend to have less favourable outcomes, even after controlling for qualification levels. The size of the wage gap with NZ-born workers also differs by years in New Zealand and the qualification levels of overseas born. Median earnings of overseas born workers approach that of NZ born workers with bachelor's degree as their highest qualification level. These results indicate that overseas born workers take time to achieve parity in the labour market but not take as long as they did before.

Employment trends in 30 New Zealand cities from 1976 to 2013

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Cities matter for economic prosperity. Second-tier cities, which predominate in New Zealand, are very different from major cities. They have less highly qualified populations and offer lower wages. They tend to be highly specialised and offer a smaller selection of goods and services. Yet they have not disappeared. While many second-tier cities (Dunedin and Wanganui) stagnate or contract, some cities (Hamilton and Tauranga) remain remarkably stable or manage to grow.

This research uses Census-based employment data to examine three factors which support growth in different types of second-tier cities. These three factors are 1) differences of industrial structures across cities; 2) the impact of specific employment shocks to city's employment growth and 3) Employment reallocations. For the industrial structures, we use

location quotients to identify which specific goods and services productions each city specialises on and evaluate how much employment growth are contributed by specialised industries, local industries, and new industries. For the second factor, we specifically use the Bartik method to trace the effect of employment shocks from primary and manufacturing sectors to city total and other industry employment. Lastly, employment reallocation highlights the degree of flows of workers moving in and out industries within a city.

Our findings support that when negative employment shocks hit, declining cities struggled to growth almost all industries and thriving cities are more capable to grow employment in new industries and develop new skills.