LEW14 Conference Abstracts

“Residential sorting, neighbourhood effects and employment” – a workshop

Sponsored by the Institute of Policy Studies, Victoria University of Wellington

Contributing papers:

A1. Philip Morrison, Victoria University of Wellington. Residential sorting and neighbourhood externalities

A2. David Maré3, Andrew Coleman4, and Ruth Pinkerton5, 3Motu and University of Waikato; 4Motu and University of Otago; 5 University of Waikato. Residential population location in Auckland

A3. Arthur Grimes, Motu and University of Waikato Changing the neighbourhood: Purchase and sales of state houses in New Zealand

A4. William Clark2 and Philip Morrison1, 1Victoria University of Wellington; 2University of California. Residential sorting and social mobility: recent New Zealand evidence

The aim of this workshop is to consider conceptual and empirical approaches to understanding the relationship between residential sorting, neighbourhood effects and the productivity of the labour force. Our working proposition is that where people live within geographical labour markets and therefore who they live with, has an influence on their prospects of attaining employment, how productive they are and their prospects for social mobility.

The workshop will involve discussion around four papers. The first by Philip Morrison is a critical review of the literature on neighbourhood effects and its implications for how spillovers associated with residential proximity might be examined in the New Zealand context. The second by Dave Maré, Andrew Coleman and Ruth Pinkerton considers patterns of residential sorting by new arrivals into Auckland as a reflection of preferences for locational amenities, social proximity and land price. The third paper by Arthur Grimes looks at the way the state house sales programme might have altered the socio-economic mix of former state housing communities. Several implications are raised for future testing. The fourth paper by William Clark and Philip Morrison uses both the New Zealand census and the Dynamics of Motivation for Migration Survey to explore ways in which people who change residence, both within and between local labour markets, are also adjusting the socio-economic characteristics of their neighbourhoods. These changes are then considered alongside employment prospects at the new location.
Occupational Health and Safety

B1. Call Centre Work and Health and Safety Issues

Vivienne Hunt, Erling Rasmussen and Felicity Lamm, Auckland University of Technology

The international research on call centre employment presents a mainly negative view of the nature of this work. A more positive portrayal of call centre work has been demonstrated in some New Zealand research, highlighting the problem of generalising across different contexts. Previous New Zealand research has also found variation in terms of employment outcomes, job satisfaction and career opportunities across various industries, type and size of call centre and different management approaches. On that background, this paper continues to explore the work experiences of call centre workers. It is based on research in the New Zealand public sector call centres and it uses insights from focus groups of 45 trade union delegates and survey responses from 845 call centre workers. The findings show that over half of the workers consider call centre work is enjoyable most of the time, that they feel their work is important and that there are a number benefits associated with their work experiences. These benefits include career enhancements, new skills and developing social capital. However, despite the positives described in open ended survey questions and the ranking of attributes most important to call centre workers, forty three per cent of the respondents have health concerns about the nature of their work and/or their workplace. It is this particular finding that is the focus of the paper. It illustrates that there is a need for an occupational health focus to be extended to call centre employment in New Zealand.

B2. Occupational Health and Safety in the New Zealand Fishing Industry - Preliminary Finding of the Key Issues

Jeremy Hayman, Danae Anderson and Felicity Lamm, Auckland University of Technology

In 2008 there are approximately 3,500 registered commercial fishing vessels in New Zealand and 2,500 full-time employees working in the industry, which is a fraction of New Zealand’s 2 million plus labour force. However, In Maritime New Zealand’s Annual Report 2000-2001, it was reported that New Zealand’s commercial fishing sector represented a disproportionately high number of maritime fatalities. With the exception of the 2007 fatality figures, the rate of Maritime New Zealand reported fatalities and accidents within the commercial fishing sector have remained fairly static. As a result there have been a variety of initiatives implemented in this hazardous industry, for example, FishSafe, and a number of reviews were undertaken. However, unlike other sectors, implementing OHS interventions in the fishing industry has to take into account a number of unique features, for example, the employment strata, geographical isolation of job, the precariousness of employment, social issues, such as substance abuse, and increasingly a diverse workforce.

This paper reports on the initial findings based on interview data of employers and employees in the New Zealand fishing industry. In particular, it exposes a number of barriers to implementing and maintaining OHS measures. For example, increasingly tighter profit margins, time pressures and confusion around regulatory requirements. The initial findings also indicate that the command and control structure of managing staff in the fishing industry can influence the individual and group perception and acceptance of risk. Finally, the paper highlights areas that still require further investigation.
B3. Issues around Reseaching Occupational Health and Safety of Samoan Migrant Workers

Felicity Lamm, R. Lamare, T.M. Laurenson, M. McDonnell, P. Schweder, B. Shulruf, and D Walters, Auckland University of Technology, University of Manchester UK, Oceania University of Medicine SAMOA, University of Auckland, Cardiff University

Workers from Pacific nations constitute a substantial proportion of the labour force in New Zealand, particularly in Auckland, which has one of the largest concentrations of Pacific Island workers in the world. Samoans constitute the largest Pacific ethnic group in New Zealand, comprising 131,103 or 49% of the resident Pacific population (265,974) (Statistics New Zealand, 2010). However, Pacific Island workers in New Zealand are typically employed in low paid, precarious, hazardous work that often has little chance of advancement. There is also some evidence that Pacific Island workers are over-represented in New Zealand’s work-related injury and illness statistics (Allen & Clarke, 2006).

While occupational health and safety (OHS) of Pacific Island migrant workers highlights a number of issues, studies often provide inadequate explanations of what exactly is occurring, or fully capture the working experiences of Pacific Island migrant workers. This paper reports on the initial work undertaken as part of an international collaborative study located in Samoa and New Zealand, aimed at investigating the OHS experiences of Samoan migrant workers. In particular, the paper presents a multi-layered framework and a set of research principles that can be used to illuminate often inaccessible populations located in changing working and living environments. Finally, this study exemplifies the complex issues surrounding the migrant workers’ health and safety, workers’ compensation and rehabilitation.

B4. Employers’ and Employees’ Understanding of Occupational Health and Safety Risks in Restaurant and Café Small Businesses

Bikram Pandey; Ian Laird; Kirsten Olsen; Peter Hasle; and Stephen Legg, Centre for Ergonomics & OSH, Massey University.

Many small businesses have hazardous work environments and exposures to significant occupational health and safety risks. Differences in understanding of risks by employers and employees are one of the factors leading to the hazardous work environment and risk exposures in small businesses. Employees generally describe “the tools of the trade” as the sources of risks of accidents and injuries, whereas employers generally identify “bad employees” or “bad luck” as the cause of accidents. It seems that employer and employees having the same or a shared understanding of occupational health and safety problems, their causal relations and the course of action is essential to remedy the work environment problems in the workplace. This paper describes a study that explores owner/managers’ and employees’ understandings of occupational health and safety risks in small business workplaces within the framework of the Local Theory of Work Environment. A case study of an independently operated restaurant and café in New Zealand employing 6-19 employees was undertaken. Data was collected using participant-as-observer ethnographic observation of the workplace followed by semi structured interviews of the owner, a manager and more than fifty per cent of employees employed in the business. Preliminary findings based on interview data are reported in this paper. The results suggest that the owner/manager and employees mainly consider physical safety problems experienced by employees or food safety problems affecting the customers as the key work environment problems. The owner/manager and employees generally link common sense and breach of norms with the causal relation behind these problems. Social exchange and external certification, among others, are found to be prominent reasons for bringing to attention the perceived problems in the wider work environment context. Implicit individual element of action and explicit organizational
element of action are recognised as the two courses of action remediing the occupational health and safety problems. Further studies can be directed at finding how a shared understanding of the OHS risks occurs and what influences this process.

Education, Training and Human Capital Formation

C1. Employer-Funded Education and Training: Who Receives It?

Michelle Barnes and Sylvia Dixon, Statistics NZ and Department of Labour

This paper explores variations in the receipt of employer-funded education and training across the workforce, identifying which individuals and groups are most likely (or least likely) to receive further education or training with their employer's financial support. It analyses new data that were collected in Statistics New Zealand's Survey of Working Life (SoWL) 2008. Average training rates and training days are described for different groups of employees. Regression models are then used to estimate the likelihood of receiving training for people with different personal, job and employer characteristics. Thirty-one percent of employees were identified in the SoWL as having received some employer-funded education or training in the previous 12 months. Consistent with the evidence from the international literature, we find employer-funded education and training to be unequally distributed across the workforce.

C2. Replication Study: Undergraduate Students Balancing Paid Semester Work and Study

Edgar Burns and Noel Yahanpath, La Trobe University, Melbourne

The current study of student semester-time paid work uses the questionnaire from the earlier by Manthei & Gilmore. They gathered data from an Education Faculty, 83 undergraduates using a questionnaire asking about degree study and part-time paid work while studying. They note in their article that there is no similar data in New Zealand (2005, p. 202). While a number of Australian studies can be found in the literature, the aim of the present study is in replicating Manthei and Gilmore's work to provide additional New Zealand data and also to see whether findings are consistent with accounting discipline students as well. The proposal to survey business students again focuses on undergraduates, but from a different faculty/ discipline area, and at a different tertiary sector (i.e. Polytechnic). Our study also investigate work study practices between International and domestic students. Further, two developments, first, the move to cap university places, and second, tighten quality assurance focus on student achievement and retention, will have consequences for all institutions in the tertiary system. Measuring students’ part-time paid work is an important aspect in assessing consequences for students’ academic work, and policy settings that might follow. Whether the results differ or are similar, this research process widens out the evidential base of the earlier study. Manthei & Gilmore were at pains in the conclusion of their article to caution about over-generalisation from their one study.

C3. The Training's A-Comin' In - An Analysis of Training Decisions Using Microdata

Penny Mok¹; Geoff Mason⁰; Philip Stevens¹; Peter Nunns²; Jason Timmins³, National Institute of Economic and Social Research London⁰, Ministry of Economic Development¹, Formerly of Ministry of Economic Development², Department of Labour³
Developing policies to alleviate skill shortages within key sectors of the economy are critically important if New Zealand is to raise productivity in industry and improve its international competitiveness. One possible solution to skill shortages in the local labour market is for employers to train or upgrade the skills of its existing workers. Information on why New Zealand employers do not train or train very little their existing staff to meet skills shortfalls remains unclear and critical for policy-makers to design appropriate incentives to encourage firms to provide in-house training to their employees.

In this paper we utilise a specially-designed survey, the Business Strategy and Skills (BSS) module of the Business Operations Survey 2008 (BOS 2008) to investigate the determinants and intensity of training in New Zealand firms. The BSS module was designed to investigate the nature of businesses’ current and future strategies, their market focus, skills requirements, internal and external skill gaps and training responses.

We examine both the probability and intensity of each type of training as a function of the external and internal skill gaps as well as a suite of other variables including the firms’ size, previous performance, its ownership, its competitive environment and the occupational breakdown of its staff. Our data allow us to distinguish between three aspects of training in firms: training of new staff; training of existing staff changing roles and the training of existing staff for their existing roles.

The Social Psychology of New Zealand Workplaces

D1. What do we know about New Zealand workplaces?

Ray Markey and Rose Ryan, Auckland University of Technology and Heathrose Research

Over recent years, as interest has grown at a national level in improving productivity and performance, the workplace has received increasing research attention as a unit of analysis. Internationally, the existence of a High Performance Work Systems model has been debated, and there has been an outpouring of articles giving consideration to the range of workplace practices that are associated with this model. This has been facilitated by the existence in many countries of large-scale surveys that provide a systematic and robust evidence base for informed policy making.

Within the New Zealand context, however, the empirical basis for drawing conclusions about the nature and spread of a range of workplace practices is sparse, and limited by the data available in official statistics and a continued reliance by researchers on small-scale case studies. This paper considers the limits of our knowledge about the dynamics of New Zealand workplaces, and argues for the development of a large scale survey to provide more robust empirical evidence to better inform decision-making by policy makers and practitioners.

D2. Expectations, Experiences and Resultant Outcomes During the Socialisation of Newcomers in Small Manufacutruring Firms: A Socialisation Agent Perspective

Robbie Field and Alan Coetzer, Eastern Institute of Technology and Edith Cowan University

The extent to which pre-employment (pre-encounter) and post-employment (encounter) expectations and experiences of both newcomers and organisational insiders (socialisation agents) are met during the socialisation of newcomers are critical in determining newcomer adjustment, establishing person–organisation (P-O) and person-
job (P-J) fit, and in achieving organisational socialisation (OS) outcomes such as performance, job satisfaction and intention to stay/quit.

The purpose of this paper is to examine pre-encounter and encounter expectations and experiences of newcomers and socialisation agents and resultant outcomes during the socialisation of newcomers in small manufacturing firms, from the perspectives of socialisation agents. Data were collected regarding the socialisation of newcomers through semi-structured interviews (incorporating critical incidents) with socialisation agents. Findings of this exploratory qualitative study indicate that expectations are created for both newcomers and socialisation agents during pre-encounter socialisation processes such as recruitment and selection, as well as through information obtained from other sources. The extent to which experiences match these expectations during the OS process, affect aspects such as newcomer adjustment, P-O fit and key outcomes that include task performance and turnover. The implications of these findings for practice are highlighted and the paper concludes with suggestions for further research.

D3. The Direct and Indirect Benefits of Whanau Connections for Maori Employees: Toward Satisfaction & Mental Health Outcomes

Jarrod Haar and Maree Roche, University of Waikato and Waikato Institute of Technology

For Maori, the indigenous people of New Zealand, whanau (extended family) is of fundamental importance and the present study tests whether working with whanau has positive effects for Maori employees.

Using a sample of 197 Maori, workplace relationships amongst Maori employees and their whanau were tested. Factor analysis found two distinct dimensions: whanau work connections and whanau home connections, which represented interactions in the workplace about work and home respectively. These were explored towards satisfaction and mental health outcomes. Due to the importance of whanau for Maori, we hypothesized that greater whanau connections would have a beneficial influence on outcomes. Findings showed that whanau work connections significantly and positively influenced job satisfaction and workplace cultural satisfaction, while whanau home connections significantly and negatively influenced anxiety and depression. Overall, the variance accounted for by whanau connections was greater towards satisfaction (11-17%) than mental health (4-5%). In addition to the direct effects, moderation was tested between the two dimensions of whanau connections and significant interactions were found towards all outcomes. Towards satisfaction outcomes, interactions showed respondents with high whanau home connections and high whanau work connections reported the highest levels of satisfaction with their job and culture at work. Towards mental health outcomes, significant interactions showed respondents with high whanau home connections and high whanau work connections reported the lowest levels of anxiety and depression. The findings indicate that indigenous employees may respond with the strongest positive outcomes when interacting and working with their extended family, which has previously been unexplored.


Maree Roche and Jarrod M Haar, Waikato Institute of Technology, University of Waikato

The present study tests the theoretical influence of factors from self determination theory (SDT) including the three facilitators (global aspirations, global motivation and
mindfulness), the three needs satisfaction (autonomy, competence and relatedness), and perceived autonomous support (PAS) towards organizational citizenship behaviours (OCB) of 386 New Zealand managers. The theory suggests that individuals with higher SDT dimensions will achieve greater wellbeing, and we extend this towards inter-role performance.

Data was collected at two times, separating predictors (time 1) and outcomes (time 2). Towards OCB Individuals, significant direct effects were found from global motivations; need autonomy satisfaction and need relatedness satisfaction, and PAS. Towards OCB Organization, significant direct effects were found from global motivations, and all three need satisfaction dimensions (autonomy, competence and relatedness), and PAS. In addition to direct effects, we tested PAS as a moderator of the three facilitators and three needs satisfaction and two significant interactions were found towards both OCB Individuals and OCB Organization. The interactions towards OCB Individual showed that high PAS was most beneficial when global aspirations were low, with little difference at higher levels of global aspirations. Towards OCB Organization, high PAS was most beneficial, with consistent levels of OCB Organization at all levels of global motivations. The other interactions towards OCB Individuals and Organization were similar, with high PAS and high needs relatedness satisfaction accounting for the highest levels of OCB. Overall, there is strong and consistent support for SDT dimensions influencing the inter-role performance of New Zealand managers.

Who's Minding the Kids?: Childcare and Children in Work

E5. Safe Enough? The working lives of New Zealand children

Danaë Anderson, Auckland University of Technology

The experience of New Zealand children in their working lives is a traditionally under-researched area and existing research has been promulgated from the NGO sector (ACYA 2003, CARITAS 2007 & 2003), with children under the age of 18 recounting their working experiences. Of concern are worrying trends relating to the lack of legislative protection of children, particularly in the areas of minimum age for work, minimum wage, and health and safety.

Key findings are presented from a survey and interview data of young adults reflecting on their working lives as children. Working conditions varied widely according to the industry type, in which the best working conditions appeared to be those provided by relatives or family friends. While young people were generally positive about their workplace experiences, dangerous and some illegal trends were identified. These findings challenge the assumptions of the governments and regulatory authorities that children are 'adequately' protected by current legislation and practice.

While there continues to be debate regarding New Zealand’s ratification of some United Nations (UN) and International Labour Organisation (ILO) protocols relating to protecting children in their working lives, little discourse is evident relating to domestic legislative and monitoring capacity in this concerning area of the labour market. Therefore, the central aim of this paper is to inform discussion on children’s work and help identify strategies to strengthen the protection of child workers.
**E6. School children in Employment in New Zealand**

Damian O'Neill, *Department of Labour*

This paper provides a brief overview of some of the main findings from a research review summarising the state of knowledge surrounding New Zealand school children (aged 17 years and under) in paid employment to early 2010. Well over a hundred thousand New Zealand school children participate in paid employment during the school term, making a substantial contribution to the NZ economy. The review brings together formative publications since 2000 and summary findings from analyses undertaken by the Department of Labour over 2009/2010. Key findings on (i) Employment participation, including participation rates, types of work and hours of work; (ii) Employment conditions, including health and safety experiences and prevalence of employment agreements and (iii) Impacts on Education and Employment Outcomes for New Zealand school children are presented and discussed. Gaps in data availability are also identified.

**F5. A Good Worker is Hard to Find: The determinants of Skills Shortages in New Zealand**

Penny Mok¹; Geoff Mason⁰; Philip Stevens¹; Peter Nunns²; Jason Timmins³, *National Institute of Economic and Social Research London⁰, Ministry of Economic Development¹, Formerly of Ministry of Economic Development², Department of Labour³*

This paper investigates the determinants of firms’ external skill shortages – that is, vacancies that are hard to fill for skill-related reasons. This paper utilises a specially-designed survey, the Business Strategy and Skills (BSS) module of the Business Operations Survey 2008 (BOS 2008). We estimate the determinants of firms reporting having vacancies and skill shortage in comparison to the non-skill-related vacancies using probit models and two-stage (Heckman) probit models with selection, to enable us to distinguish between those factors related with the firm posting a vacancy and those that make them difficult to fill. We consider a broad suite of variables, including firm’s size and industry, their market focus, R&D investment, innovation, previous performance (e.g. productivity), and the degree of competition to which they are subject.

**Shortages of Skilled Labour**

**F6. Leaving so soon? Skilled migrants in New Zealand - Who Stays and Who Goes?**

Keith McLeod, Anne Henderson and John Bryant, *Department of Labour and Statistics NZ*

Migrants are hugely important to the New Zealand labour market. In 2006 a quarter of New Zealand’s workforce was born outside of New Zealand, and recent research from the Department of Labour has highlighted the significant contribution migrants make to the New Zealand economy. New Zealand’s ability to attract the migrants it needs is crucial to maximising the contribution migration makes to the economy. However, an area of equal importance is how well New Zealand retains the migrants it attracts. Better retention of migrants has the potential to transform more of the short-term economic contribution noted above into a sustained, long-term contribution. This paper presents findings from an analysis of data from administrative sources and the Longitudinal Immigration Survey: New Zealand (LisNZ). We explore which factors are associated with the retention of
skilled migrants in their first years after taking up residence in New Zealand – that is, ‘who stays and who goes?’.

**F7. Future Demand for Skills in New Zealand Compared with Forecasts for Some Western Countries: Relative Importance of Expansion & Retirement Demand**

Ram SriRamaratnam and Xintao Zhao, *Department of Labour*

Future demand for skills is of considerable interest to policy makers and training providers of many countries, including New Zealand. A standardised methodology of occupational employment projections as well as customised variants to that have been implemented by countries such as the US, Canada and Australia usually developed over many decades.

These methods usually take into account growth in GDP by key industries, the level of labour productivity and the long-term changes in the occupational shares. Forecasts reported will focus on both the expansion demand (due to new positions being created) and the replacement demand (owing to current positions being required to be filled due to retirement, migration and job mobility) for New Zealand and other countries as applicable.

In New Zealand, an assessment of the future prospects for employment by industries and occupations comparable to the overseas approaches has been undertaken over the past few years. The best available information sources and methods of analysis are employed. The employment estimates for industries and occupations developed within the Department of Labour for the medium-term have been used to assess the skills needs in the expanding or conversely contracting segments of the labour market.

In this paper, forecasts of occupational employment growth made by the respective “official” agencies responsible for this analysis such as the US Bureau of Labor Statistics, Human Resources and Skills Development Canada and DEEWR in Australia will be compared with the forecasts produced for New Zealand by the Department of Labour. The key forecast results of demand for high level skills and for specific broad occupational groups as each of these countries recover from the economic downturn of varying magnitude and nature will be discussed.

**Cultural Diversity in the Workplace**


Christophe Martin, Melchior Pelleterat De Borde and Franck Guarnieri, *ParisTech*

This paper reports on the findings from stage one of a collaborative New Zealand and French research project on the construction industry and in particular the link between occupational health and safety (OHS), subcontracting and cultural diversity. The construction sector in France, New Zealand and elsewhere has not only one of the highest injury, illness and fatality rates but the sector also has a prevalence of small subcontracting firms and a substantial migrant labour force, (CNAM 2008, Department of Labour, 2009). The practice of outsourcing in this industry has created a complex web of sub-contracting with an international dimension and resultant confusion over regulatory responsibilities for the health and safety of workers. Thus, those in the
industry are grappling with challenges of managing a culturally diverse workforce within a hazardous working environment.

Hiring poorly paid migrant labours in the construction industry, however, is not a recent phenomenon in either France or New Zealand. This in turn has created a melting pot where diversity can be both an advantage and a drawback in terms of safety. One on hand the enormous variability of demographic and social status (JOUNIN 2009) and cultures (a term which here encompass national, ethnic and professional elements) can lead to dissonance on construction site and yet on the other hand diversity can simulate innovative ways of implementing safety measures more effectively (Mearns & Yule, 2009). Given that the international subcontracting process and migrant labour are central to the construction industry, the aim of this qualitative research is to identify and explain the sources of OHS failure and suggest adjustments that need to be made.

G6. Cultural and organisational perceptions of support towards mental health outcomes: A study of Maori employees

Jarrod Haar and David Brougham, University of Waikato

The present study tests a culturally specific dimension of perceived organizational support (POS) based on support for Maori culture in the workplace. Meta-analyses of POS have shown it to be a strong predictor of many employee outcomes, and we extend the literature by testing perceived organizational cultural support (POCS) on a group of 345 employed Maori. The present study suggests that indigenous employees will perceive greater support from their organizations when their cultural values and beliefs are upheld and supported, which should lead to beneficial effects. Due to the high prevalence amongst Maori, we test this towards mental health outcomes. Data was collected in two time periods, with POS and POCS collected at time one and mental health outcome at time two (two weeks later). Structural equation modeling was utilized to test the study measures and the measurement model met all the minimal requirements. In particular, POCS and POS were found to be distinct constructs and both correlated significantly and negatively with mental health outcomes. POCS was found to be positively related to POS and negatively related to anxiety, depression and insomnia. An additional mediation model was run, where POS was tested as mediating the effects of POCS towards outcomes and this was fully supported. Overall, POCS predicted POS and in turn, POS predicted all mental health outcomes in the expected direction. The present study suggests that support for indigenous employee's cultural beliefs is likely to have positive indirect effects towards mental health, working through employee perceptions of support.

Across the Ditch: Issues in Australia's Labour Market

H8. Working across the Ditch: New Zealanders working across the Tasman

Robert Haig, Department of Labour

This paper investigates the skills and employment profile of prime aged New Zealand born people (aged 25-54) working in Australia, using information sourced from both the New Zealand and Australian Population Censuses conducted in 2006. This information contributes to an understanding of the labour market impact of the mix and movement of skills between New Zealand and Australia.

The results show that New Zealand born people working in Australia on average held a similar level of education to those in New Zealand. However, they were less well qualified on average than the Australian workforce. New Zealanders working in Australia also
tended to be under-represented in higher skilled work. A relatively high proportion worked at the lower end of the skill spectrum, in jobs such as machinery operators and drivers. They were under-represented in professional occupations as well as fast growing service related occupations in sales and retailing. The paper shows that one of the contributing factors to this is the greater income gap between New Zealand and Australia in some lower skilled jobs, such as machinery and plant operators.

These findings partly counter the anecdotal suggestions of a ‘brain drain’ to Australia.

There is also evidence that the number of New Zealanders who return home after a spell in Australia is perhaps greater than sometimes assumed. New Zealand and Australian Census results show that between 2001 and 2006 more than four workers returned to New Zealand for every 10 going to Australia.

**H9. "No country for old men": a note on the trans-Tasman income divide.**

Andrew Coleman and Hugh McDonald, *Motu Economic and Public Policy Research*

Although much work has been done analysing the possible causes of the New Zealand-Australian income gap, to date there has been little analysis of the extent to which this gap differs by gender and age. Using New Zealand and Australian employment and census data we examine these differences and find that

1. over the last 25 years the incomes of New Zealand women have declined less rapidly than those of New Zealand men, relative to Australian incomes;
2. this poor relative performance of New Zealand males was felt most by those in middle age; and
3. the stronger relative income growth of New Zealand females appears to be largely driven by increased public sector wage growth, and as such, its long term sustainability is questionable.

**H10. Family-centred Unemployment in Four Disadvantaged Areas in Australia**

Kathy Tannous, Ian Caddy and Dennis Mortimer, *University of Western Sydney*

Australia’s unemployment rate is one of the lowest of any OECD country. However, for families with children, partnered and lone parents, the rate of unemployment and most importantly joblessness is one of the highest at 14.7% and 46% respectively in 2009. This research project aims to better understand problems and issues that face families in which there is at least one family member who is long-term unemployed. The study focuses on the experiences of jobless families in four disadvantaged areas in Australia, of which three areas were surveyed at the beginning of the global financial crisis (GFC) and one area studied post the GFC. This paper will present methodologies of quantitative survey of long-term jobless coupled with qualitative data obtained from the conduct of focus groups and interviews; and findings of the major contributors to the jobless families’ current circumstances including lack of basic skills and qualifications, low levels of formal education and deep lack of confidence and motivation.
**Down on the Farm: Work in Agriculture**

**18. Occupational Stress among the New Zealand farmers - A review**

Andy Huat Bin Ang, *University of Auckland*

Farming is a complex way of living that creates stressful life conditions among farmers (Melberg, 2003). Occupational stress contributes not only to life stresses, but has an impact on health and, thus, on the quality of farm life experienced by farm managers (Pollock *et al.*, 2002; Walker & Walker, 1987). According to Burrow (2002), the negative impact of occupational stress on health and well-being is on the increase. As such, identifying workers involved at high risk of occupational stressors and strains has been the focus of attention among some researchers (Grant & Langan-Fox, 2007; Kinman, 2001).

Occupational stress in the primary sector has been receiving much attention because it is causing billions of dollars of losses per annum to the New Zealand economy. Most recently, there has been growing recognition that farmers experience high levels of stress compared to their counterparts in the service or manufacturing sectors (Federated Farmers of New Zealand, 2006). Research also shows that farming in New Zealand is inherently more dangerous than other occupations as it entails coming into contact with heavy machinery and livestock while often working alone, frequently in isolated, rugged terrain (Morgaine, Langley, & McGee, 2006). Farmers also become stressed due to financial pressure, poor time management, lack of self-management skills, employee turnover, and the managing of inefficient workers (Tipples, 2005).

Occupational stress is not specific to one sector but pervades the whole agricultural industry, although some groups are better able to handle stressful situations (Lobley *et al.*, 2004). National Institute for Occupational Safety and Health (2002) has reported that farm managers are in the top category for stress-related illness by occupational group. Occupational stress pertinent to the New Zealand agriculture sector includes: (i) economic factors, (ii) adjusting to government regulations, (iii) labour shortage, (iv) effect of trade globalisation, (v) climatic conditions, and (vi) size of the farm.

**19. Migrants - Future 'Essential' Dairy Farm Workers**

Rupert Tipples¹, Paul Callister² and Sue Trafford¹, *Lincoln University¹ and Victoria University of Wellington²*

Over the past decade the dairy industry has grown in land area, number of cows, milk production and dairy exports to the point where it is New Zealand’s premier exporter. Growth has been accompanied by significant structural changes to the industry. In particular, many small, family owned and managed farms, that were characterised by high levels of self-employment, have been replaced by large-scale ‘factory’ style, irrigated farms that depend on non-family, often casualised and seasonal workers, who work very long hours. Staffing these farms has been problematic and recruitment and retention have been regularly highlighted issues. Such issues have cast doubt on the social sustainability of the dairy industry.

The future of the dairy industry to a large degree depends on its people. Many of these people are now migrants, who have become ‘essential’ because traditional sources of labour are inadequate. Does a dependence on migrant workers jeopardise the future stability and sustainability of dairy production? Can all stakeholders in the industry benefit from migratory staff in such a way that all parties achieve a winning outcome, as for the horticultural Recognised Seasonal Employer Scheme. A profound change in the dairy industry may be necessary to ensure that stakeholders make the effort necessary to
negotiate such a multi-win outcome, which might provide a lasting rather than a temporary solution.

The paper reviews the changes in the dairy farm labour force from Census data, Linked employee-employer data (LEED) and information from the Department of Labour on temporary work permits. The risks associated with dependence on a migratory labour force are considered.

110. Do Employer Groups Help with Dairy Farm Employment? Why has the idea not "Caught-On"?

Rupert Tipples and Denise Bewsell, Lincoln University

Dairy employer groups began to appear about 2000 in response to employment difficulties as the dairy farm labour market encountered low unemployment. Edkins and Tipples (2002) reported to LEW 10 on the development of the Amuri Dairy Employers Group (ADEG). Since then other groups and enterprises have been established and flourished or failed. In this paper developments since 2002 are considered. Factors promoting their success are contrasted with causes of failure. In that time the labour force in dairy farming has changed radically (Tipples, Callister & Trafford, 2010). The paper considers how these changes have fitted with dairy employer groups and suggests ways in which the benefits experienced could be further developed and shared more widely.

Productivity

J8. The continual rise of individualism in employment relations and a low road productivity path: The role of New Zealand employers and their strategies.

Barry Foster and Erling Rasmussen, Massey University and Auckland University of Technology

This paper connects two debates which are often discussed separately. First, it discusses the rise of individualism in employment relations and the role that employer attitudes and strategies have played in this shift. Second, the paper overviews the economic and social implications of the rise in individualism and, in particular, how this raises doubts whether a high-wage, high skills economy can be achieved. While the paper is concerned with comparatively relevant theoretical explanations, issues and trends, it takes its empirical starting points in New Zealand surveys and analyses.

While the rise in individualism is clearly aligned with employer preferences it also raises serious obstacles for particular approaches to achieving a high-wage, high-skill economy. In evaluating these obstacles the so-called New Zealand ‘experiment’ is a very appropriate example since the recent employment relations have covered two different approaches: one of the most deregulatory public policy approaches to employment relations amongst OECD countries has been followed in the new millennium by a public policy approach which has been inspired by a European ‘social democracy’ understanding.

Unfortunately, these attempts have failed – for different reasons – to move the New Zealand economy onto a high-wage, high-skill path. In particular, the New Zealand ‘experiment’ has shown that there are several issues with pursuing a deregulatory approach to employment relations. These issues have included low productivity, low wages and employment conditions, growing social inequities, limited investments in infrastructure and upskilling.
J9. Real Wages and Productivity in New Zealand

Bill Rosenberg, NZ Council of Trade Unions

The standard neoclassical model implies that the real wage should equate to the marginal product of labour, and therefore wages should, at least in the long run, rise at the same rate as labour productivity. That also underlies much of the politics of wage setting. Initial analyses using the average wage and the Labour Cost Index suggests that this is not in general correct. However there are numerous problems in the measurement of both wages and productivity.

There are at least three wage measures that need consideration: the average hourly wage, the published Labour Cost Index which is available both with and without non-wage labour costs, and an “analytical unadjusted series” of the LCI which unlike the published LCI allows for wage increases within a given position (job description) due to changes in quality of labour. The interest in the last of these is because when deflated it appears to track productivity very closely whereas the deflated published LCI is essentially flat. The reasons for this are not easily understood.

On productivity, there are official statistics available only for a part of the New Zealand economy (the “measured sector”) because of measurement difficulties. To make the comparison, wage measures need to match the measured sector.

This paper looks more closely at the data and considers some implications.

J10. The Relationship Between Workplace Practices and Firm-Level Productivity in New Zealand

Grant Andrews and Brett Lineham, Department of Labour

Raising New Zealand’s growth in productivity (ie output per person employed or hour worked) has become a topic of increasing political and academic debate. This has been driven by recognition that the relative decline in our incomes (compared to those of other developed nations) is a direct consequence of our inability to raise our productivity at a comparable rate.

In this paper, we examine issues relating to achievement of productivity growth within organisations. We firstly contextualise this by providing a general overview of productivity trends, including the connection between firm-level and wider productivity. We then outline a framework for considering business practices and how these might affect workplace productivity; review New Zealand research findings about the relationship between workplace practices and firm-level productivity growth; and discuss the results of recent studies (done or funded by the Department of Labour) of change processes within organisations.

From this, we conclude that there is a wide range of business improvement options, depending on the needs of the individual organisation; that significant improvements in workplace practices can be achieved; and that these contribute to a range of better operational outcomes. Ultimate benefits in productivity can be expected but are harder to attribute. However, the experience of the organisations studied highlights the challenges inherent in these processes, which require sustained commitment, and buy-in from people at all levels. There were significant differences in outcomes between those organisations that began with positive internal relationships and culture, and management leadership, and those where these conditions were absent.
Human Rights and Equity in Employment

K8. The different scope of 'employment' in employment and human rights legislation in New Zealand

Peter McLuskie, Open Polytechnic

This paper will examine the differences in the scope of 'employment' under the Employment Relations Act 2000 and the Human Rights Act 1993 in the light of the decisions of the Court of Appeal in Smith v Christchurch Press Company Ltd [2001] 1 NZLR 407 and the Human Rights Review Tribunal in The Director Human Rights Proceedings v Smith HRRT 09/01A. It will look at the reasons why it is necessary to give different scope to employment under the two respective Acts, looking, in particular, at the provisions in each Act for the vicarious liability of employers.

This paper will be of interest as, to date, there has been very little discussion of the different approaches that the two Acts take to the scope of employment and the vicarious liability of employers, despite this being one of the strongest differences between the two Acts when it comes to dealing with harassment in the workplace.


Prue Hyman, Victoria University of Wellington

This is the fourth in a series of LEW papers updating developments relating to pay equity and EEO and evaluating their impact. As with my previous papers, it focuses primarily on gender, but also discusses the overall situation and touches on issues related to ethnicity, age and disability.

In the last two years the election of a National Government has led to an even less interventionist climate, with the abolition of the Pay and Employment Equity Unit in the Department of Labour and the cancellation of associated pay equity investigations. This paper will discuss these moves and what remains of the Unit’s work and other EEO initiatives. It will also examine recent evidence on discrimination on the basis of ethnicity, age, and disability, as well as reports/recommendations/actions for its elimination – including employer/union attempts to improve opportunity for recent migrants and people with disabilities. The situation for older workers will also be examined, with increasing labour force participation at 65 plus observed and encouraged, despite considerable discrimination faced by this group. Finally, the paper will discuss the EEO impacts, particularly on young workers, of the 90 day initial period in which the normal dismissal provisions of employment law are waived and other actual and foreshadowed changes to the law potentially reducing labour market protection.

K10. Women in Senior Management - Why not?

Mervyl McPherson, EEO Trust

This paper uses data from a recently completed project by the EEO Trust on gender parity in senior management in New Zealand. Data were collected and analysed on women in Senior Management positions in the Top 100 companies by market capitalisation value on the NZSX.

The findings are then compared with Australia, the US, Europe and the UK and discussed in the light of existing research into evidence of the business benefits of more equitable
representation, and barriers to women’s representation at senior management level. The presentation will conclude with suggestions for improving gender parity at senior management level.

New Zealand's Labour Force

L11. Labour Force Participation in New Zealand

David Paterson and Simon Brown, Department of Labour

This paper examines labour force participation trends in New Zealand, how we compare to the rest of the OECD and how participation and economic growth might be affected in the future by population ageing. Participation has risen significantly over the past 20 years despite an increase in the average age of the working-age population. We have looked at how participation has changed by age, gender and ethnicity. By contrast, average hours worked has declined over the past 20 years and we consider the reasons for that. Population ageing means the recent growth seen in labour force participation is likely to come to an end, with the participation rate projected to decline over the medium term. Falling participation will have a dampening effect on economic growth. We have investigated the impact of declining participation on gross domestic product using official labour force projections and identified a range of scenarios for what participation might look like in the year 2029. In each scenario, we discuss the impact on economic growth. Most other OECD countries are in a similar situation to us with respect to population ageing. We have looked at the latest Australian projections for economic growth in the long term and the increased growth in New Zealand’s productivity that would be necessary to begin to close the gap on Australia.

L12. Job Vacancy Monitoring in New Zealand and Jobs Online

Anne Fale and Carmel Tuya, Department of Labour

The Department of Labour released a new online job vacancy monitoring series – Jobs Online – in December 2009. This series reports the change in the number of advertisements listed on key job boards: SEEK and Trade Me Jobs. Jobs Online serves as an early indicator of changing labour market and economic conditions.

This paper provides an overview of how job vacancy data was collected in New Zealand and overseas. It outlines how the Department of Labour changed its collection of job vacancy data from the Job Vacancy Monitoring Programme (JVMP) – a manual count of newspaper advertisements – to Jobs Online – an electronic analysis of on-line advertisements on major job boards. The results from Jobs Online are discussed and compared with other labour market indicators.

Overall, the results from Jobs Online show an increase in job vacancies over time in total vacancies and in skilled vacancies. This is in line with employment growth in New Zealand after the recession that started in June 2009. Since October 2010 the growth in job vacancies is easing, but remains positive. The data on skilled vacancies is broken down by region, occupation and industry.

The data from Jobs Online tracks well with other labour market indicators such as the unemployment rate. According to economic theory, the Beveridge curve shows the relationship between the vacancy rate and the unemployment rate over time. The Department’s empirical analysis of the Beveridge curve confirmed that a high vacancy rate calculated from Jobs Online was associated with a low unemployment rate. In addition, a low vacancy rate calculated from Jobs Online was associated with a high unemployment rate.
L13. The Asian Workforce in New Zealand's Economy

Juthika Badkar and Carmel Tuya, Department of Labour

Significant changes in the composition of New Zealand’s population over the last two decades have resulted in greater ethnic diversity in New Zealand, especially in our workforce. These changes have several labour market implications such as changing attitudes, values and approach to work. The 2006 Census showed that Asians comprised the fourth largest major group of ethnicities in New Zealand, comprising 9.2 percent of our population. This proportion is expected to increase to approximately 15 percent by 2026 – which will almost equal the Maori workforce.

As it is important to understand and improve the performance of New Zealand’s labour market, the Department of Labour has recently released a report, The Asian Workforce: a critical part of New Zealand's current and future labour market, which examines the characteristics of the Asian workforce in New Zealand. This looks at their qualifications and skills; and the distinct areas of the labour market they occupy. This report also makes an attempt to disaggregate the collective term ‘Asian’ into four sub-groups: North Asian, Southeast Asian, South Asian and Other Asian in order to provide a better understanding of each of these diverse subgroups.

Asians are a growing part of the New Zealand population. Understanding their contribution to the future workforce and the skills they will bring will help support the government’s economic growth agenda, by ensuring New Zealand has the skills it needs.

Quality of Working Life and Work-Life Balance

M11. Lost in transition?: Employment and Family Change for Midlife Men

Paul Callister and David Rea, Institute of Policy Studies, Victoria University of Wellington

Under the provocative title ‘Useless, jobless men – the social blight of our age’?, a May 2010 British newspaper article posed the question as to whether the UK benefits system has produced an ‘emasculated’ generation of men who can find neither work nor a wife. Informed by a review of international literature, we use census, HLFS and benefit data to explore these issues within a New Zealand context. We demonstrate how a group of mid-life males on the margins of work and family life have emerged in New Zealand and show how this has been driven by a number of changes in labour markets, particularly in relation to the low skilled; in marriage markets; and through the workings of the benefit system. Although our research suggests that the size of this marginalised group is relatively small, the men we are concerned about are at the heart of a number of difficult contemporary policy issues such as the rise in disability benefit receipt and incarceration. Historically, low skilled males were a major focus of policy - the breadwinner model - which focussed on reinforcing the social expectation that men’s role was in work and married. We suggest there now needs to be a renewed policy focus on this group. However rather than attempting to return the world to the 1950s, the task for policy makers is to consider how best to create policy settings that are effective for the contemporary structure of work and family life.

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M12. Counter-urbanisation, employment and post-move satisfaction

Michael Sloan and Phillip Morrison, *Victoria University of Wellington*

Counter-urbanisation – the net movement of population away from the main urban centres – has been observed in many developed economies over the last forty years. Arguments developed to account for such moves have to do with the heightened returns to movement down the urban hierarchy.

This paper uses the *Dynamics of Motivation and Migration Survey* (DMM) to explore the way post-move satisfaction changes with movement into and out of metropolitan labour markets. Using the two year period 2005 and 2006 we show how global measures of post-move satisfaction support the precepts of counter-urbanisation but post-move satisfaction over specific domains such as housing, environment and employment suggest a considerably more complex pattern of returns to internal migration, one in which employment opportunities and the attributes of movers play a central role.

M13. The Quality of Temporary Jobs: Insights from the survey of Working Life

Sylvia Dixon, *Department of Labour*

This paper discusses some of the insights that can be gained from the Survey of Working Life (2009) on the main features of temporary employment, the reasons that are given for working in a temporary job, and the pay and conditions of temporary employees. In the March 2009 quarter 9.4 percent of employees were working in temporary jobs. Most of the older adults and more than half of the young adults who were employed on a temporary basis indicated that they preferred temporary work, while prime-aged adults were roughly equally divided between preferring temporary work and wanting a permanent job. There were substantial differences between temporary and permanent employees in the job quality indicators considered, but also substantial differences among the four main types of temporary worker (casual, fixed-term, temporary employment agency and seasonal).

Social Benefits


William Cochrane, Kellie McNeill and Matthew Roskruge, *University of Waikato*

There is intense international interest in the impact of the ongoing 2007/08 economic downturn. Despite this interest however, the sub-national effects of the financial crisis are poorly documented in the international literature. This paper will contribute to the international understanding of this issue by using exploratory spatial analysis of New Zealand districts to identify spatiotemporal patterns in the uptake of the four main social security benefits (unemployment, sickness, invalids and domestic purposes) and to explore the district level characteristics underpinning the observed patterns. The analysis is based on a dataset made available by the New Zealand Ministry of Social Development on quarterly benefit data from March 2006 till June 2010 merged with census data on district characteristics. The benefit data is collected at the territorial authority level for the four main benefits types, allowing spatial analysis to compare the 72 districts within New Zealand from the onset of the downturn to date. The results provide insights into
both the dynamics and the factors which influenced district level outcomes over this period.

**N12. Effective Marginal Tax Rates for Working for Families Recipients**

Philip Spier, *Ministry of Social Development*

The Working for Families (WFF) package was implemented in stages between October 2004 and April 2007. Key aims of the package included increasing income adequacy, supporting people into work, and making work pay.

There is interest in how the package changed work incentives for WFF recipient families. However, measuring work incentives is difficult as there are often a range of factors that influence an individual’s decision to increase their employment.

While not being able to examine work incentives directly, we were able to measure changes in effective marginal tax rates (EMTRs) for WFF recipients. EMTRs are the percentage of the next dollar a person earns that is lost due to tax, government deductions and social assistance abatement. The lower the EMTR a person faces, the more financially profitable it is for them to increase their hours of work or earnings. Conversely, a high EMTR over a range of earnings can be a disincentive for a person to work more.

Beneficiary families and the vast majority of low income non-beneficiary families in receipt of WFF had lower EMTRs as a result of the policy changes.

The April 2006 changes to the WFF package decreased EMTRs for middle-to-high income families already in receipt of WFF Tax Credits, but increased EMTRs for families who became newly eligible for this component as a direct result of the changes.

**Statistical and Measurement Issues**

**O14. How Green is my Occupational Classification: A feasibility report on measuring green jobs and skills within the existing framework of the Australian and New Zealand Classification of Occupations (ANZSCO)**

Andrew Hancock, *Statistics NZ*

Economic growth that prevents environmental degradation, biodiversity loss and reduces climate change is dependent on the identification of new statistical measures, particularly in the way society works.

The challenge is to define green jobs and identify green skills and incorporate them into a statistical framework to facilitate integration of economic, social and environmental components of the labour market. What jobs will stay, what jobs will go and what jobs will emerge? How will the way we work change and can a statistical occupation classification adapt accordingly.

The current concept of skill which underpins the ANZSCO classification may impose a constraint limiting the immediate opportunity for change within the classification structure. However the current ANZSCO classification should be flexible enough to provide an avenue for beginning the process of identifying new occupations in this emerging area of the New Zealand economy.
Are green jobs actually new jobs as per existing classification principles or are they just new names for existing jobs? Are there actually new skill requirements that change the way current occupations are described? What are the attributes that need to be measured? This paper seeks to explore the feasibility of defining and classifying green jobs and green skills within the existing Australian and New Zealand Standard Classification of Occupations (ANZSCO) framework which may be able to be addressed at the next minor review of the classification.

O15. Forecasting Migration Flows for New Zealand: Arrivals of New and Returning New Zealanders & Departures by Destinations

Xintao Zhao, Ram SriRamaratnam and Dirk van Seventer, Department of Labour

Migration flows are important for monitoring the New Zealand labour market and feature prominently in a range of labour market monitoring reports from the Department of Labour. Hence it is necessary to construct an appropriate framework for forecasting migration flows to and from New Zealand. The purpose of this paper is to report the results when applying a robust econometric methodology to forecast migration flows.

In order to study the New Zealand migration flows, they were decomposed into eight components: two relating to arrivals and six components related to departures as they were studied in relation to destinations. The two related to arrivals were in relation to: (1) Arrival of non-New Zealand citizens and (2) Arrival (or Return) of New Zealand citizens and the six related to departures were in relation to: Departure of non-New Zealand citizens or New Zealanders to (1) Australia, (2) the United Kingdom, and (3) the rest of the world.

Utilising the quarterly data on arrivals and departures from Q2 1978 to Q2 2008, equations were estimated as representing autoregressive relationships also incorporating some relevant economic push and pull factors. Making use of these equations, we also derived the within-sample forecasts for the period from Q3 2008 to Q2 2010 for all these components. This enabled the forecast accuracy of these relationships to be assessed using the mean absolute percentage errors. The re-estimated equations utilizing the quarterly data available at present from Q2 1978 to Q2 2010 for all eight migration components will be used to forecast detailed quarterly migration flows in future.

O16. Investigating Accident Compensation Spells Using LEED

Tas Papadopoulos and Menaka Saravanaperumal, Statistics NZ

Investigations by ACC suggest that the time taken for people to rehabilitate after an injury and return to employment has increased over the past decade, despite increased effort to get injured people back into work. A possible explanation for this is that this period has seen the entry into employment of individuals that were, previously, marginally attached to the labour market. Are these new workers a possible explanation for the increased time taken for rehabilitation?

The paper shows the usefulness of Statistics New Zealand’s longitudinal Linked Employer-Employee Dataset in answering labour market related policy questions. It does so by comparing the ACC experiences of workers with different labour market histories. These comparisons do not appear to support the contention that the entry of marginally attached workers into the labour market had increased average rehabilitation time.
Working Time and Flexible Work Arrangements

P14. The Declining Work Week

Simon Hall, Department of Labour

Over the past five years average hours per worker, as recorded in the Household Labour Force Survey, have trended downwards. According to the frequently used measure of average hours per worker, total hours divided by total employment, people are now working 5% fewer hours than they were in 2004. This has contributed to weak growth in labour input over recent years. This paper uses data from the Household Labour Force Survey to examine what is behind the recent fall in hours worked per worker. It attempts to answer whether the fall has been due to compositional changes, such as population ageing and increased participation of women, or whether people are just working fewer hours than they used to. This paper estimates that up to 40% of the fall in average hours over the past five years is due to increased annual leave entitlements, while compositional changes are estimated to account for around 11%. The remainder of the fall in average hours appears to be due to a decline in hours worked within jobs. Fewer people working long hours and firms hoarding labour over the recent downturn are identified as two of the key explanations for this.

P15. The Pause That Refreshes: A Study of Self-funded Leave

Dale Furbish, Auckland University of Technology

Self-funded leave programmes provide a time resource to employees so that they can pursue interests outside their normal employment. This article reports the results of qualitative research conducted on 16 workers who completed a self-funded leave programme. Semi-structured interviews were used to explore participants’ motivations to enrol in the self-funded leave programme, how the leave contributed to work-life balance through development of non-work life roles, and difficulties that arose during participation in the self-funded leave programme. Results reveal that participants did use self-funded leave to improve their work-life balance and augment other life-roles. However, unpredicted events influenced how the leave time was actually used, which was often different from original plans and goals. Adult transition theory is used to conceptualize the process of participating in self-funded leave and to suggest how employees who undertake self-funded leave can be best supported by employers.

Employment Law and Institutions

Q14. 90 day trial employment periods – employers’ experiences

Roopali Johri and Louise Fawthorpe, Department of Labour

This report presents the results of Department of Labour research into employers’ experiences of trial employment periods. The research aimed to assess the extent to which employers knew about trial periods, the impacts of trial periods on employers, and employers’ perceptions of the costs of using trial periods. Data was collected through two employer surveys, and interviews with employers, employees and union officials. The research found that employer awareness of trial periods was high, although detailed knowledge was less common. The trial period provision was used by half of eligible employers, irrespective of their level of knowledge, with high levels of satisfaction. Employers faced no costs in implementing the provision, and there were indications of cost savings for employers from simplified dismissal processes.
Q15. Who mediates employment rights disputes? Findings about employment mediators

Martin E Risak and Ian McAndrew, University of Otago

Assuming that mediation is a successful way of resolving employment rights disputes, it is interesting to establish the reasons why this is the case. Factors for mediation being a successful way of resolving disputes mentioned in the literature are numerous and can be found not only in the unique approach to resolving disputes but also in the personal qualities of the neutral third party.

This paper is based on a recently conducted study, which consists of 30 structured interviews with mediators involved in the resolution of employment relationship problems, and provides data on the person of the mediators, their training and previous work experience. It surveys not only the mediators of the Department of Labour’s Mediation Services that provide most of the mediation in this field but also private employment mediators. It also reports on the findings of an online-survey on the private employment mediation market in New Zealand.

Q16. Union/Division: Purpose and scope within union amalgamation

Stephen Blumenfeld, Rebecca Bednarek and Sally Riad, Victoria Management School, Victoria University of Wellington

Enactment in 1987 of the Labour Relations Act, with its requirement that unions have a minimum of 1000 members, precipitated a wave of trade union amalgamations and a concomitant reduction in the number of unions in New Zealand. The latter phenomenon persisted throughout the 1990s, as many—mostly smaller—unions ceased to exist under the Employment Contracts Act. Since October 2000, however, when the Employment Relations Act came into effect, a new wave of union amalgamations has served as a basis for union renewal in New Zealand.

This research considers different facets to the fundamental concepts of union purpose and scope within a union amalgamation. Bringing these themes together in one study is novel and offers insight into the simultaneous multiple arguments for and against amalgamation. In so doing, the study situates the amalgamation debate within the broader context of changes in the New Zealand tertiary sector and that of international experiences, more generally.

Data for this research were gathered through semi-structured, open-ended interviews to allow participants the opportunity for both retrospective and prospective reflection. Respondents were asked their opinions of union amalgamations, in general, and of this proposed amalgamation, more specifically. The findings elucidate the paradoxical dynamics of union/division and sameness/difference that are navigated through this union amalgamation and also point to the relevance of perceptions of identity and interest during the process.