



NEW ZEALAND

WORK & LABOUR MARKET INSTITUTE

AN INSTITUTE OF AUT UNIVERSITY

We draw from the multidisciplinary perspectives of employment relations, law, labour economics, human resource management, labour history, sociology, organisational studies and health sciences to explore **WORK AND THE LABOUR MARKET**.

September

2011

Newsletter

International students @ work: how are they treated?

NZWALMI researcher Danae Anderson was invited to speak at the 2011 New Zealand Diversity Forum held in Hamilton on the 21st and 22nd of August. The forum theme, *People in Harmony*, continues from Race Relations Day in March 2011. The forum, now in its seventh year, has an emphasis on practical action.



Danae Anderson hosted an information-sharing afternoon and made a presentation on her research topic: International students @ work: how are they treated?

Danae Anderson states that changes in employment environments within New Zealand have resulted in certain groups of workers congregating at the periphery of the labour market. Precarious work is typically located in tedious or hazardous positions with little regulation, supervision, and poor remuneration. While research on contingent labour has increased, an ignored area of research concerns international students arriving for tertiary education but finding it necessary to work while studying.

Nonetheless, research to date primarily concentrates either on the working experiences of migrants, or the educational experiences of international students; rather than examining the working experiences of international students. Danae's presentation examined horticultural employment involving international students and presented tentative evidence to show that many of these workers experience exploitative and illegal working conditions. Danae highlighted that given that the international education market is a significant contributor to New Zealand's economy, this area of research has wide policy implications.

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Visiting Research Fellows

Professor Mark Bray, University of Newcastle

Mark was a visiting research fellow at the institute during August 2011 and presented two seminars to the AUT Business School.

- ◆ 'The Role of Third Party Facilitators in Interest-Based Bargaining'
- ◆ 'Modern Awards in Australia'

Mark is the Professor of Employment Studies in the Newcastle Business School and Head of the ER and HRM Group in the Faculty of Business and Law. Mark has published extensively in the area of industrial relations, including lead authorship of a major textbook (*Employment Relations*, McGraw-Hill, Sydney, 2nd Edition 2011 - with Peter Waring and Rae Cooper) and empirical studies in a number of industries, such as road freight transport, air passenger transport, health care and manufacturing.

Future visits to the Work and Labour Market Institute include:

- ◆ Professor Erik Poutsma, Radboud University Nijmegen, The Netherlands (October)
- ◆ Professor Howard Cox, University of Worcester, UK (December – January)

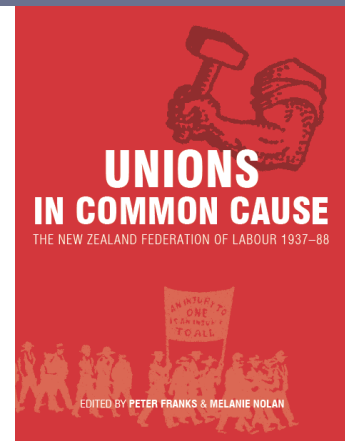


Labour history captured in print

At the end of July, NZWALMI hosted a book launch for *Unions in Common Cause*. Academics and representatives from the public sector gathered to celebrate the occasion and hear Carol Beaumont, Labour List MP and former secretary of the NZCTU, speak about the trade union movement and its role in today's society.

The book is a detailed study of the history of the New Zealand Federation of Labour (1937-88). It includes chapters by four leading labour historians (Erik Olssen, Peter Franks, Melanie Nolan and Ray Markey), contributions by past and present union activists, and biographical and statistical information.

Copies of the book are available for purchase through the NZWALMI office for \$20.





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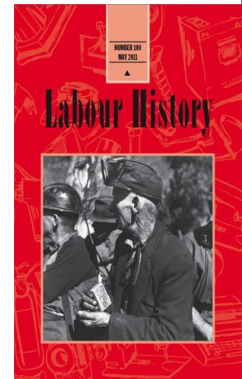
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'The Australian Place in Comparative Labour History'

Ray Markey was invited by the University Of Sydney Business School as guest speaker to present his paper to the symposium celebrating *Labour History's* 100th Issue: Reflection and Renewal on April 29, 2011. His paper, 'The Australian Place in Comparative Labour History' joined the line up with other international researchers to commemorate the journal's key importance to Australian and international social, political, management and industrial relations history.



Labour History

No. 100 – May 2011

'Tragedy or Farce? Industrial Relations and the Repetition of History in the Federal Australian Elections of 2007 and 1929.'

Professor Ray Markey presented his paper to the 48th Canadian Industrial Relations Association Conference at the University of New Brunswick on 2-4 June 2011 in Fredericton, Canada.

'Quitting behaviour in good and bad workplaces'

Professor Ray Markey was invited to deliver a speech to the ILO office in Geneva, Switzerland on Wednesday 29 June 2011 as part of the Industrial and Employment Relations Research Seminar Series (IERR). The seminar series serve to keep ILO staff, researchers, practitioners, students from local institutions and the international policy community, abreast of socio-economic developments and regulation and to provide feedback and generate debate on research findings and projects.

Report submission 'Quitting behaviour in good and bad workplaces'

The research team of Raymond Markey, Gail Pacheco, Katherine Ravenswood and Don J. Webber submitted their final report to the Department of Labour on the Impact of Employment Practices on Productivity, in June.

The paper argued that the decision to quit is strongly influenced by employee perceptions of the quality of the work environment.

The research team advises organisations that wish to retain their quality workforce should adopt a two-stage approach. They should focus initially on achieving a good QWE, i.e. low stress levels. The research highlights the need for further research into 'good' and 'bad' workplaces, and their differential impact on quitting intentions.



CENTRE FOR

OCCUPATIONAL HEALTH & SAFETY RESEARCH

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The future of ACC

Associate Professor Felicity Lamm addressed the recent ACC forum with her paper on the changing work environment. Felicity discussed 'experience rating' – the method to determine the pricing of policy premiums, alongside the shift away from large manufacturing companies to SME's.

The Centre for Occupational Health and Safety Research co-led by Felicity Lamm co-hosted the one day event in conjunction with the University of Auckland's Retirement Policy and Research Centre, the ACC Group and the ACC Futures Coalition.

Organisers, politicians and academics discussed the future of ACC and questioned if New Zealand is in danger of losing both what is best about the ACC scheme and our place as a world leader in accident compensation.

The forum also explored the public and private costs and benefits of changes to ACC with addresses from Chris Hipkins, Labour Opposition spokesperson on ACC and Kevin Hague from the Green Party.

OHS Visiting Research Fellow

Professor Kaj Frick, Mälardalen University, Sweden

Kaj Frick, Professor of Occupational Health and Safety (OHS) Management was a visiting research fellow at the Centre for Occupational Health and Safety Research during June 2011 and presented a seminar to the AUT Business School.

Frick was the senior OHS researcher for the Swedish National Institute for Working Life. He now holds a professorial chair in OHS at Mälardalen University, Stockholm. He has executed, coordinated, and promoted research on the organisation, regulation and industrial relations of OHS management. He is also interested in the economic discourse of OHS, comparative OHS politics, worker representation and participation in OHS management, and OHS management in small firms.





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**BUSINESS & LABOUR
HISTORY GROUP**

NEW ZEALAND WORK AND LABOUR MARKET INSTITUTE

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The Third Annual Conference of AAHANZBS

Academic Association of Historians in Australian and New Zealand Business Schools

Change and Control: Perspectives from Business and Labour History

8-9 December 2011, AUT University, Auckland, New Zealand

Keynote speaker

We are pleased to announce Professor Howard Cox (University of Worcester, UK) as the keynote speaker for 2011. Professor Cox has published significant research in journals such as *Business History* and *Industrial and Corporate Change*, as well as writing books. Professor Cox, with Dr Simon Mowatt is currently writing a history of the UK magazine publishing industry for Oxford University Press.

The Business and Labour History Group focuses on the following:

- Historical case studies of organisation development and innovation, including studies of technological and industrial change.
- Labour history concerning employment relations, working class culture, trade unions, gender and ethnicity in the workplace and the labour process, non-union employee representation, political parties of labour and international comparative studies in all of these areas.
- Historical analysis of public policy development in employment relations, labour law, occupational health and safety, gender and diversity.
- Historical research in economics, employment relations, labour law, occupational health and safety, marketing, management, accountancy, finance and other business-based disciplines.

Call for papers and session proposals

Note: Submission deadline extended

Full papers will be blind refereed by two referees and must be submitted by 23 September.

Non-refereed abstracts must be submitted by 10 October.

In addition to the theme of 'Change and Control' the conference also considers:

- The role of historical research in developing theoretical perspectives in business and management.
- How historical research aids our understanding of contemporary issues in business and management.
- Teaching history in business and management schools.

Papers, abstracts and proposals for discussion panels or themed sessions should be sent to nzwalmi@aut.ac.nz.

Registration

Registration forms are available at: www.nzwalmi.aut.ac.nz, or by sending a request to nzwalmi@aut.ac.nz.