

## PREFACE

Kia Ora and Haere Mai. The associated documents contained within this volume comprise papers delivered at the Conference on Labour, Employment and Work in New Zealand (LEW), which was held on November 22<sup>nd</sup> and November 23<sup>rd</sup>, 2004. As has been the case since their inception, the eleventh in this series of conferences was hosted jointly by Victoria University of Wellington's Industrial Relations Centre and Institute of Geography and took place at Victoria University of Wellington. The latest in this series of conferences represents the second time the LEW Conference was held at the University's Pipitea campus, located in the heart of the commercial and government district of the nation's capital.

This Preface, in common with those written for previous Proceedings of Conferences on Labour, Employment and Work, provides a sort of 'state of the union' for this research community, which now extends well beyond the borders of New Zealand. The LEW11 Conference was bursting at the seams with presentations starting early in the morning and extending past the typical conference end. Moreover, the greatly expanded number of papers and presentations required our utilising two smaller classrooms, as well as the usual two lecture theatres. The two days during which the LEW11 Conference was held proved to be a stimulating, interactive and enjoyable experience for those involved in the planning and coordinating of this event and we hope for those who attended.

Since the first of these biennial conferences in May 1984, we have continued a tradition of bringing together labour market and employment relations researchers from around New Zealand, as well as now from across the Tasman and elsewhere around the globe. These conferences not only provide the opportunity for the presentation of research results but also provide a venue for those active in studying or with an interest in issues related to New Zealand's labour markets, both internal and external, to meet and take part in social exchange. Specifically, these conferences offer academics, independent researchers and practitioners in these fields a unique opportunity to gather together and discuss research in progress as well as theoretical and practical aspects of labour, employment and work in New Zealand. The emphasis on being a strictly New Zealand-oriented conference, the quality of presentations and, most importantly, the quality and diversity of the attendees has led to the Conference on Labour, Employment and Work in New Zealand being considered the best of many such conferences held in this country.

The LEW11 Conference Organisers were very pleased with the overall response to our call for papers, having received inquiries and submissions from nearly 100 researchers on both sides of the Tasman. Each submission was subjected to a rigorous review based upon its relevance to the Conference, originality, clarity/quality of English, references, length of the paper, and the potential value/impact of the research or the development presented. Ultimately, some 60 papers were selected as being of high enough quality for presentation at the Conference. In sum, papers presented at LEW11 demonstrate that research conducted in New Zealand on topics related to labour, employment and work in New Zealand is both growing and maturing in its response to the wider global community. The primary challenge faced by this community, nevertheless, remains demonstrating that New Zealand's labour markets serve as an exemplar for the wider global community of researchers in this broad field.

This year, as has always been the case, papers were invited on all topics related to labour, employment and work in New Zealand, and submissions to the LEW Conference typically reflected their authors' current or recently completed research on labour, employment or work issues relevant to New Zealand. Papers presented at this Eleventh LEW Conference were of widely varied interest, yet all were of excellent quality. Furthermore, in response to the introduction of the Performance-based Research



Fund (PBRF) by New Zealand's Tertiary Education Commission (TEC), for the first time in the history of these gatherings of both academics and practitioners, the LEW Conference Organisers offered participants in the Conference the opportunity to have their papers refereed. This volume of Proceedings, hence, is comprised of both designated refereed as well as non-refereed papers. In addition, several papers presented at the Conference were considered for publication in the *New Zealand Journal of Employment Relations* (formerly *New Zealand Journal of Industrial Relations*).

The LEW Conference Proceedings constitute the main archival publication of the Conference. The Proceedings serve as a key reference document for researchers and practitioners in the field. This is the eighth set of proceedings published from the eleven LEW Conferences held to date. Authors were requested to limit their contribution to 5000 words of text in order to focus attention on the most important issues. In some cases, readers are referred to the authors' more extensive reports published elsewhere. As in previous proceedings from these Conferences, we include a brief overview of each paper. There is a wide range of topics covered, but the quality of the presentations is uniformly high. As such, we trust that you will find papers in this volume to be both informative and stimulating.

The 2004 programme included plenary sessions on 'The Functioning of New Zealand's Labour Market,' 'Pathways to Sustainable Employment' presented by researchers from Massey University's Labour Market Dynamics Research Programme, and the New Zealand Department of Labour's 'Job Vacancy Monitoring Programme'. The Conference programme also included eighteen (18) joint sessions on various other topics related to labour, employment and work in New Zealand. In addition, due to the growing reputation of LEW, we were also successful in attracting an outstanding keynote speaker to open the 2004 LEW Conference, New Zealand's Secretary of Labour, James Buwalda. This was followed by a few comments on the twenty-year history of the Labour, Employment and Work Conferences by the founding organisers of these events, Victoria University Associate Professor Phil Morrison and Professor Peter Brosnan of Griffith University.

Of course, as is always the case, the success of the Conference on Labour, Employment and Work in New Zealand is due, in large measure, to the efforts of several people working essentially behind the scenes. The work of the LEW11 Conference Programme Committee, the reviewers and the Conference Coordinators was greatly eased by the tremendous work performed by the general staff of Victoria Management School. In this regard, the LEW11 Conference Organisers thank Sophia Lum, who organised on-campus facilities, the Conference dinner and formatting the papers submitted for these Proceedings. We would like to thank both Pam Blakemore, for her work in creating and updating the LEW11 Conference website, and Jennifer Halli, for her work on the presentation and design of this volume. We would also extend our thanks to the technical and administrative crew who work behind the scenes. The organisers and participants of the Eleventh Conference on Labour, Employment and Work, nevertheless, welcome and would like to express our appreciation for the assistance provided by Victoria University of Wellington.

We also would like to thank the following individuals for their assistance in the process of refereeing submissions made by authors and presenters to the refereed section of the 2004 Conference and who provided timely and insightful reviews without complaint and little credit: Abdirizak Abdi, Ann Dupuis, Antong Victorio, Ashish Malik, Bernard Guerin, Bill Cochrane, Bob Gregory, Bob Stephens, Brad Jackson, Bruce Curtis, Chris Dunn, Chris Hector, Davina Jones, Eva McLaren, Felicity Lamm, Frances Butcher, Gemma Piercy, Jacqui Campbell, Jane Bryson, Judith Davey, Keith McLeod, Kerr Inkson, Kiri Merritt, Libby Plumridge, Michael Law, Michelle Shields, Mike Lloyd,



Noelle Donnelly, Patrick Nolan, Paul Callister, Paul Roth, Pauline Guerin, Richard Norman, Robyn May, Rupert Tipples, Sally Keeling, Sathi Sathiyandra, Steven J La Grow, and Zsuzsanna Lonti.

Some speakers were unable to provide the written copies of their papers and, hence it was not possible to include copies of the following addresses:

- Scott Fargher, Tu Nguyen, and Alfred Oehlers, 'Projecting Future Skills Demand'.
- Eljon Fitzgerald, 'Labour Market Dynamics: the Maori Dimension'.
- Roger Tweedy, 'New Ways of Working'  
Kerr Inkson, Stuart Carr, Kaye Thorn, Duncan Jackson, Margot Edwards, Jill Hooks and Nicola Allfree, 'The New Zealand Brain Drain: Differentiating Returning from Non-Returning Kiwis'.
- Paul Spoonley, 'Sustainable Employment: Labour Market Policies and Issues'.
- Karen Lo and Felicity Lamm, 'Hospitality Stress: An Employment Relations Perspective'.
- Erling Rasmussen and Jens Lind, 'Collective Bargaining and Economy-wide Issues: New Zealand and Danish Approaches to Pension Funding and Life-Long Learning'.
- Des O'Dea and Paul Callister, 'The Changing Social and Economic Characteristics of 'Work-Poor' Households, and the Implications for Policy'.

It is the hope of the LEW11 Conference Organisers that the interactions which took place during this two-day conference and the papers contained herein will inspire future research and collaboration between those in attendance and the readers of this volume. Our greatest hope, though, is that the 2004 LEW Conference afforded participants an opportunity to develop new collaborations that they can report on at the next Conference on Labour, Employment and Work in New Zealand. In this regard, we would like to make you aware that the Twelfth Conference on Labour, Employment and Work in New Zealand (LEW12) will be held at Victoria University in November 2006. We look forward to seeing you there.

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