

PREFACE

The twelfth conference on Labour, Employment and Work took place in November 2006, twenty two years after the first conference was held in May 1984. The purpose of these conferences has remained the same: communication among mainly New Zealand scholars on what continues to be this country's most fundamental social and economic issue - our ability to provide adequate paid work for those seeking employment. Disseminating research into questions of labour, employment and work widely is one of the ways universities and the research community in general can make a contribution.

This series of biennial national conferences offers a forum for new research ideas and findings so that researcher can obtain feedback from colleagues, policy makers and potential users of the information. The papers included here therefore constitute works in progress. In several cases there will have been some changes between presentation at the conference and the completion of the text as it appears in these proceedings. Authors have been asked to limit their contribution to 5,000 words of text in order to focus attention on the most important issues. In several cases readers are referred to the authors' more extended reports elsewhere. (<http://www.victoria.ac.nz/geo/news-and-events/lew12/index.html>). As of this twelfth conference we placed nearly all copies of presented papers on the conference website immediately after the conference

The papers are grouped under seventeen headings: overview and keynote address, transitions, employment realities and management, using linked employer-employee data (LEED), minimum wage, immigration, skills, jobs and the workforce, recruitment, unions, productivity, health sector, quality of worklife, sub-optimal and minority employment, training, youth, regions, settlement type and labour market participation, and stress and injury.

This is the eighth set of proceedings published from the twelve conferences held to date. All have been hosted by Victoria University of Wellington. The first conference was held in May 1984.¹ The second conference was held in 1986, the third in 1988 and the fourth in October 1990. The fifth was held in November 1992 and attracted 21 papers from which the first set of proceedings were produced.² The sixth conference was held in November 1994 where 57 authors produced 44 papers resulting in a volume of 390 pages.³ The seventh conference saw 51 authors produce 35 papers.⁴ The eighth conference resulted in 32 papers from 45 authors.⁵ The ninth conference also produced 32 papers from 45 authors.⁶ The tenth and eleventh conference proceedings were edited by Industrial Relations Centre staff.⁷ The tenth conference had 39 papers delivered by 54 authors.⁸ The eleventh was the longest yet with 53 papers by 92 authors resulting in 458 pages, 2.7 times the size of the first proceeding from the 1995 conference.⁹ This twelfth conference resulted in 53 papers from 86 authors.

As in previous proceedings we begin with an overview which points to the key ideas developed within each paper. In order to encourage networking, the full list of participants has been included at the end of these proceedings together with their email addresses. This is in addition to details on authors following the preface. Full positions and affiliations are also supplied at the end of each paper. We continue the practice begun in the 1996 proceedings of including photographs of the authors, a feature which personalises the papers and fosters interaction within the LEW research community.

Although it is one of the purposes of the university to make its facilities and service staff available for such conferences contemporary university cost recovery practice now means that the conference has to bear its share of the real cost. At the same time we welcome the assistance we have been given by Victoria University of Wellington in general, and VicEvents in particular together with Susan Cayless (finance) and Ralph Wahrlich (website) from the School of Geography, Environment and Earth Sciences (SGEES). In particular, we appreciate the willingness of the Vice-Chancellor Pat Walsh, to officially open the 2006 Conference.

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Copies of proceedings of conferences 7 through 12 are available from the Institute of Geography. Please see inside title page of this volume for purchase details.

Notes

1. See Brosnan P.A. and Morrison P.S. (eds) 1984 *Labour and Employment Research in New Zealand*. Bibliography and proceedings of a workshop held at Victoria University May 14-15, 1984. This volume was published jointly by Geography Department and Industrial Relations Centre, Victoria University of Wellington, 183 pages. The bibliography was subsequently updated with financial support from subsequent conference and appeared as Brosnan, P.A. 1991 *New Zealand Labour and Employment Research 1859-1990*. A bibliography of research and research materials. Published by the New Zealand Institute of Industrial Relations, Wellington.

2. See Morrison, P.S. (ed.) 1993 *Labour, Employment and Work in New Zealand*. Proceedings of the Fifth Conference, November 12 & 13th, 1992. Published by the Department of Geography, Victoria University of Wellington, 171 pages.

3. See Morrison, P.S. (ed.) 1995 *Labour, Employment and Work in New Zealand*. Proceedings of the Sixth Conference, November 24 & 25th, 1994. Published by the Department of Geography, Victoria University of Wellington, 390 pages.

4. See Morrison, P.S. (ed.) 1997 *Labour, Employment and Work in New Zealand*. Proceedings of the Seventh Conference, November 28 & 29th, 1996. Published by the Institute of Geography, Victoria University of Wellington, 292 pages.

5. See Morrison, P.S. (ed.) 1999 *Labour, Employment and Work in New Zealand*. Proceedings of the Eighth Conference, November 26 & 27th, 1998. Published by the Institute of Geography, Victoria University of Wellington, 291 pages.

6. See Morrison, P.S. (ed.) 2001 *Labour, Employment and Work in New Zealand*. Proceedings of the Ninth Conference, November 23 & 24th, 2000. Published by the Institute of Geography, Victoria University of Wellington, 317 pages.

7. The School of Geography, Environment and Earth Sciences and Industrial Relations Centre share the organisation of these conferences and publication of the

proceedings. We take turns every four years. Most recently the Industrial Relations Centre organised the 10th and 11th conference and the School of Geography, Environment and Earth Sciences ran this 12th conference and is currently organising the 13th conference to be held in Wellington jointly with the Australian Labour market Workshop on 11th and 12th December 2008. (<http://www.victoria.ac.nz/geo/about/news-and-events/lew13/index.html>)

8. See Blumenfeld, S.B. (ed.) 2003 *Labour, Employment and Work in New Zealand*. Proceedings of the Tenth Conference, November 21 & 22nd, 2002. Published by the Industrial Relations Centre, Victoria University of Wellington, 289 pages.

9. See Blumenfeld, S.B. and Lafferty, G. (eds.) 2005 *Labour, Employment and Work in New Zealand*. Proceedings of the Eleventh Conference, November 22 & 23rd, 2004. Published by the Industrial Relations Centre, Victoria University of Wellington, 458 pages.



The LEW12 team, from left: Costa Milonas, Gretchen Williams, Amelie Goldberg, Desiree Craig and Team Leader Dale Warburton.