

## AUTHORS

**Janine Alfeld** is a PhD Student in the Business Management Group, Commerce Division, Lincoln University, PO Box 84, Lincoln, Canterbury.  
Email: [Alfeldj2@lincoln.ac.nz](mailto:Alfeldj2@lincoln.ac.nz)

**Kim Allen** is a Senior Research Analyst in the Workforce Policy Research and Evaluation group, Department of Labour, PO Box 3705, Wellington.  
Email: [Kim.Allen@dol.govt.nz](mailto:Kim.Allen@dol.govt.nz)

**Toni Ashton** is an Associate Professor in the School of Population Health, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.  
Email: [T.Ashton@auckland.ac.nz](mailto:T.Ashton@auckland.ac.nz)

**Juthika Badkar** is a Researcher in the Workforce Research and Evaluation, Department of Labour, PO Box 3705, Wellington.  
Email: [Juthika.Badkar@dol.govt.nz](mailto:Juthika.Badkar@dol.govt.nz)

**James Baines** is a Director at Taylor Baines & Associates, PO Box 860, Riccarton, Christchurch.  
Email: [J.Baines@tba.co.nz](mailto:J.Baines@tba.co.nz)

**Patrick Baron** is a Post-graduate Student in the College of Humanities and Social Sciences, Massey University, Private Bag 102-904 North Shore Mail Centre, Auckland.  
Email: [History@baron.co.nz](mailto:History@baron.co.nz)

**Michael Barry** is a Senior Lecturer in the Department of Industrial Relations, Griffith University, 170 Kessels Road, Nathan, Queensland 4111, Australia.  
Email: [M.Barry@griffith.edu.ac](mailto:M.Barry@griffith.edu.ac)

**Stephen Bevan** is a Director of Research at the Work Foundation, Peter Runge House, 3 Carlton House Terrace, London, SW1Y 5DG.  
Email: [S.Bevan@theworkfoundation.com](mailto:S.Bevan@theworkfoundation.com)

**Peter Brosnan** is an Adjunct Professor in the Department of Industrial Relations, Griffith University, 170 Kessels Road, Nathan, Queensland 4111, Australia.  
Email: [P.Brosnan@griffith.edu.au](mailto:P.Brosnan@griffith.edu.au)

**Paul Callister** is a Senior Research Fellow in the Institute of Policy Studies, Victoria University of Wellington, PO Box 600, Wellington.  
Email: [Paul.Callister@vuw.ac.nz](mailto:Paul.Callister@vuw.ac.nz)

**Jacqui Campbell** is a Lecturer in the Department of Management and Enterprise Development, Massey University, Private Bag 756, Wellington.  
Email: [J.A.Campbell@Massey.ac.nz](mailto:J.A.Campbell@Massey.ac.nz)

**Taima Campbell** is an Executive Director of Nursing and Midwifery, Auckland District Health Board, Private Bag 92-024, Auckland.  
Email: [TaimaC@adhb.govt.nz](mailto:TaimaC@adhb.govt.nz)

**William Cochrane** is a Research Fellow at the Centre for Labour and Trade Union Studies, University of Waikato, Private Bag 3105, Hamilton.  
Email: [BillC@Waikato.ac.nz](mailto:BillC@Waikato.ac.nz)

**Alan Coetzer** is a Senior Lecturer in the Department of Management and Enterprise Development, Massey University, Private Bag 756, Wellington.  
Email: [A.J.Coetzer@massey.ac.nz](mailto:A.J.Coetzer@massey.ac.nz)

**Sarah Crichton** is a Senior Researcher in Work Directions, Department of Labour, PO Box 3705, Wellington.  
Email: [Sarah.Crichton@dol.govt.nz](mailto:Sarah.Crichton@dol.govt.nz)

**Dafydd Davies** is a Principle Advisor in the Works Direction, Department of Labour, PO Box 3705, Wellington.  
Email: [Dafydd.Davies@dol.govt.nz](mailto:Dafydd.Davies@dol.govt.nz)

**Anne de Bruin** is Professor of Economics in the Department of Commerce, Massey University, Private Bag 102-904 North Shore Mail Centre, Auckland.  
Email: [A.M.debruin@massey.ac.nz](mailto:A.M.debruin@massey.ac.nz)

**Sylvia Dixon** is a Senior Researcher in Work Directions, Department of Labour, PO Box 3705, Wellington.  
Email: [Sylvia.Dixon@dol.govt.nz](mailto:Sylvia.Dixon@dol.govt.nz)

**Ann Dupuis** is an Associate Professor in the School of Social and Cultural Studies, Massey University, Private Bag 102-904 North Shore Mail Centre, Auckland.  
Email: [A.Dupuis@massey.ac.nz](mailto:A.Dupuis@massey.ac.nz)

**Brian Easton** is an Independent Scholar, 18 Talavera Terrace, Kelburn, Wellington.  
Email: [Eastonbh@paradise.net.nz](mailto:Eastonbh@paradise.net.nz)

**Robbie Field** is a Lecturer in the Faculty of Business and Computing, Eastern Institute of Technology, Private Bag 1201, Taradale, Napier.  
Email: [RField@cit.ac.nz](mailto:RField@cit.ac.nz)

**Mary Finlayson** is an Associate Professor in the School of Nursing, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.  
Email: [M.Finallyson@auckland.ac.nz](mailto:M.Finallyson@auckland.ac.nz)

**Eljon Fitzgerald** is a Research Officer in the Research Centre for Maori Health and Development, Massey University, Private Bag 11 222, Palmerston North.  
Email: [E.D.H.Fitzgerald@massey.ac.nz](mailto:E.D.H.Fitzgerald@massey.ac.nz)

**Barry Foster** is a Lecturer in the Department of Human Resource Management, Massey University, PO Box 11 222, Palmerston North.  
Email: [A.B.Foster@massey.ac.nz](mailto:A.B.Foster@massey.ac.nz)

**Toni Fraser** is a Research Manager at the Industry Training Federation, PO Box 24 194, Wellington.  
Email: [Toni@itf.org.nz](mailto:Toni@itf.org.nz)

**Brent Gardiner** is a PhD Student in the Department of Commerce, Massey University, Private Bag 11 222, Palmerston North.

Email: B.D.Gardiner@massey.ac.nz

**Andrea Garnham** is a Post-Graduate Student in the Department of Management and Employment Relations, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.

Email: Mtchilly@hotmail.com

**Eleanor Guzman-Posadas** is a Senior Methodologist in the Statistical Methodological Services, Statistics New Zealand, PO Box 2922, Wellington

Email: Eleanor.Posadas@stats.govt.nz

**Zeenobiyah Hannif** is an Associate Lecturer in the School of Management and Marketing, University of Wollongong, Wollongong, NSW 2522, Australia.

Email: Zeenie@uow.ac.nz

**Jessica Harvey** is a Human Resources Advisor at Heinz Wattie's Ltd, PO Box 439, Hastings.

Email: Jessica.Harvey@nz.hjheinz.com

**Chris Hector** is a Research Assistant in the School of Management, University of Waikato, Private Bag 3105, Hamilton.

Email: Chector@mngt.waikato.ac.nz

**Jane Higgins** is a Senior Research Fellow in the Agribusiness and Economic Research Unit, Commerce Division, Lincoln University, PO Box 84, Lincoln, Canterbury.

Email: Higginj2@lincoln.ac.nz

**Frances Hughes** is an Adjunct Professor in the Faculty of Nursing, Midwifery and Health, University of technology Sydney, PO Box 123, Broadway NSW 2007, Australia.

Email: Frances.Hughes@clear.net.nz

**Vivienne Hunt** is a PhD student in the Department of Management and Employment Relations, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.

Email: V.Hunt@auckland.ac.nz

**Prue Hyman** is a Research Associate in Gender and Women's Studies, Victoria University of Wellington, PO Box 600, Wellington.

Email: Prue.Hyman@vuw.ac.nz

**Dean Hyslop** is a Principle Advisor in the Policy Support and Analysis, The Treasury, PO Box 3724, Wellington.

Email: Dean.Hyslop@treasury.govt.nz

**Glyn Jeffrey** is an Academic Director in the College of Business, Massey University, PO Box 11 222, Palmerston North.

Email: G.B.Jeffrey@massey.ac.nz

**Rondey Jer** is a Statistical Analyst in the Work, Knowledge and Skills, Statistics New Zealand, PO Box 2922, Wellington.

Email: Rodney.Jer@stats.govt.nz

**Vasantha Krishnan** is the Group Manager of the Workforce Research and Evaluation group, Department of Labour, PO Box 3705, Wellington.

Email: Vasantha.Krishnan@dol.govt.nz

**Felicity Lamm** is a Senior Lecturer in the Department of Management and Employment Relations, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.

Email: F.Lamm@auckland

**Michael Law** is the Chairperson of Societies & Culture in the Centre for Labour and Trade Union Studies, University of Waikato, Private Bag 3105, Hamilton.

Email: Misc1178@waikato.ac.nz

**Karen Lo** is a Masters of Commerce Student in the Department of Management and Employment Relations, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.

Email: Silverkarenlo@yahoo.co.nz

**Jeffrey Lu** is a Masters of Commerce Student in the Department of Management and Employment Relations, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.

Email: Qifeng.Lu@gmail.com

**Tim Maloney** is an Associate Professor in the Economics Department, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.

Email: T.Maloney@auckland.ac.nz

**Dave Mare** is a Senior Fellow at Motu Economic and Public Policy Research, PO Box 24390, Wellington

Email: Dave.Mare@motu.org.nz

**Claire Maslin** is a Statistical Analyst in the Social Conditions, Statistics New Zealand, PO Box 2922, Wellington.

Email: Claire.Maslin@stats.govt.nz

**Robyn Mason** is an Assistant Lecturer in the Department of Human Resource Management, Massey University, PO Box 11 222, Palmerston North.

Email: R.L.Mason@massey.ac.nz

**Claire Massey** is the Head of the Department of Management and Enterprise Development, Massey University, PO Box 756, Wellington.

Email: C.I.Massey@massey.ac.nz

**Ian McAndrew** is a Senior Lecturer in the Department of Management, University of Otago, PO Box 56, Dunedin.

Email: IMcAndrew@business.otago.ac.nz

**Ian McGregor** is a Subject Matter Project Manager (LEED) in the Work, Knowledge and Skills, Statistics New Zealand, PO Box 2922, Wellington.

Email: Ian.Mcgregor@stats.govt.nz

**Eva McLaren** is a Research Manager in the Labour Market Dynamics Research Programme, Massey

University, Private Bag 102-904 North Shore Mail Centre, Auckland.

Email: E.G.Mclaren@massey.ac.nz

**Thomas McNaughton** is a Statistical Analyst in the National Accounts, Statistics New Zealand, PO Box 2922, Wellington.

Email: Thomas.Mcnaughton@stats.govt.nz

**Mervyl McPherson** is a Researcher at the Equal Employment Opportunities Trust, PO Box 12929, Auckland.

Email: MMcPherson@ecotrust.org.nz

**Paul Merwood** is a Research Analyst in the Workforce Research and Evaluation, Department of Labour, PO Box 3705, Wellington.

Email: Paul.Merwood@dol.govt.nz

**Terry Moore** is a Statistical Analyst in the Statistical Methods, Statistics New Zealand, PO Box 2922, Wellington.

Email: Terry.Moore@stats.govt.nz

**Philip S. Morrison** is Professor of Human Geography in the School of Geography, Environment and Earth Sciences, Victoria University of Wellington, PO Box 600, Wellington.

Email: Philip.Morrison@vuw.ac.nz

**Nicky Murray** is a Workforce Development and Researcher at CareerForce, PO Box 25 255, Christchurch.

Email: NickyM@essito.org.nz

**Alexander John Murrie** is a Tutor at the School of Aviation, Massey University, PO Box 11 222, Palmerston North.

Email: A.J.Murrie@massey.ac.nz

**James Newell** is a Director at Monitoring and Evaluation Research Associates Ltd, PO Box 2445, Wellington.

Email: JNewell@mera.co.nz

**Nicola H. North** is an Associate Professor in the School of Nursing, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.

Email: N.North@auckland.ac.nz

**Rebecca Osborne** is a Research Officer at the Centre for Research, Evaluation and Social Assessment, PO Box 3538, Wellington.

Email: Rebecca@creasa.co.nz

**Tas Papadopoulos** is a Statistical Analyst in the Work, Knowledge and Skills, Statistics New Zealand, PO Box 2922, Wellington.

Email: Tas.Papadopoulos@stats.govt.nz

**Martin Perry** is a Senior Lecturer in the Department of Management and Enterprise Development, Massey University, PO Box 756, Wellington.

Email: M.Perry@massey.ac.nz

**Gemma Piercy** is a Senior Tutor in the Centre for Labour and Trade Union Studies, University of Waikato, Private Bag 3105, Hamilton.

Email: Gemma@waikato.ac.nz

**Jacques Poot** is Professor of Economic and Director of the Population Studies Centre, The University of Waikato, Private Bag 3105, Hamilton.

Email: JPoot@waikato.ac.nz

**Erling Rasmussen** is an Associate Professor in the Department of Management and Employment Relations, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.

Email: E.Rasmussen@auckland.ac.nz

**Maggie Roe-Shaw** is a Principle Advisor of Research and Evaluation in the Workplace Strategy and Capability group, Department of Labour, PO Box 3705, Wellington.

Email: Maggie.Roe-Shaw@dol.govt.nz

**Dean Rutherford** is a Senior Information Analyst in the Works Direction, Department of Labour, PO Box 3705, Wellington.

Email: Dean.Rutherford@dol.govt.nz

**Colleen Souness** is a Graduate Analyst in the Centre of Social Research and Evaluation, Ministry of Social Development, PO Box 12 136, Wellington.

Email: Colleen.Souness001@msd.govt.nz

**Philip Spier** is a Senior Information Analyst in the Works Direction, Department of Labour, PO Box 3705, Wellington.

Email: Philip.Spier@dol.govt.nz

**Paul Spoonley** is a Professor of Sociology and the Regional Director of the College of Humanities and Social Sciences, Massey University, Private Bag 102-904 North Shore Mail Centre, Auckland.

Email: P.Spoonley@massey.ac.nz

**Ram SriRamaratnam** is a Principle Analyst of Modelling in Work Directions, Department of Labour, PO Box 3705, Wellington.

Email: Ram.SriRamaratnam@dol.govt.nz

**Joselyn Stroombergen** is a Senior Analyst in Work Directions, Department of Labour, PO Box 3705, Wellington.

Email: Joselyn.Stroombergen@dol.govt.nz

**Nick Taylor** is a Director at Taylor Baines & Associates, PO Box 8620, Riccarton, Christchurch.

Email: N.Taylor@tba.co.nz

**Jason Timmins** is a Senior Researcher in the Work Directions, Department of Labour, PO Box 3705, Wellington.

Email: Jason.Timmins@dol.govt.nz

**Rupert Tipples** is a Senior Lecturer in the Agriculture and Life Science Division, Lincoln University, PO Box 84, Lincoln 7647, Canterbury.

Email: Tipplesr@lincoln.ac.nz

**Sharon Tomkins** is a Research Assistant in the School of Nursing, The University of Auckland, Private Bag 92019, Auckland Mail Centre, Auckland.  
Email: S.Tomkins@auckland.ac.nz

**Shaun Twaddle** is an Information Analyst in the Works Direction, Department of Labour, PO Box 3705, Wellington.  
Email: Shaun.Twaddle@dol.govt.nz

**Nona Verwoerd** is an Independent Consultant and Researcher.  
Email: Nonav@bigfoot.com

**Julie Warren** is a Research Director at the Centre for Research, Evaluation and Social Assessment, PO Box 3538, Wellington.  
Email: Julie@cresa.co.nz

**Lucie Wenmakers** is a Business Development Manager at the Aviation, Tourism & Travel Organisation, PO Box 6466, Wellington.  
Email: Lucie.Wenmakers@attto.org.nz

**Andrew Whiteford** is a Senior Information Analyst in the Works Direction, Department of Labour, PO Box 3705, Wellington.  
Email: Andrew.Whiteford@dol.govt.nz

**Mark Williams** is a Director of William Construction, 229 Portage Road, Papatoetoe, Auckland.  
Email: M.jwilliams@xtra.co.nz

**Alan Williams** is a Director at Williams and Partners Ltd, 94 Slacks Road, Riverdale, Palmerston North  
Email: A.Williams@massey.ac.nz

**Kevin Zhang** is a Labour Market Modeller in Work Directions, Department of Labour, PO Box 3705, Wellington.  
Email: Kevin.Zhang@dol.govt.nz