



The figure consists of three line charts sharing a common key: Chinese (pink), Continental European (dark blue), Indian (light blue), MELAA (black), SE Asian (green), Other Asian (brown), and Total NZ (grey dashed line).

### Employment Rate

This chart shows the percentage of the population employed. The Y-axis ranges from 60 to 80. The Indian region (light blue) consistently has the highest employment rate, starting at 77.1% in 2019 and reaching 81.6% in 2024. The Chinese region (pink) has the lowest rate, starting at 61.3% and ending at 69.1%. The Total NZ rate (grey dashed line) is stable around 68.7%.

Region	2019	2020	2021	2022	2023	2024
Chinese	61.3	61.5	61.2	62.5	66.5	69.1
Continental European	70.3	70.5	70.2	71.5	73.0	65.3
Indian	77.1	77.5	78.5	80.5	80.0	81.6
MELAA	74.5	73.5	70.5	75.0	77.5	76.8
SE Asian	72.5	74.5	73.5	77.0	81.0	80.0
Other Asian	64.5	68.5	66.0	71.0	75.5	73.7
Total NZ	68.7	68.5	68.0	68.5	69.0	69.1

### Underutilisation Rate

This chart shows the percentage of the population that is underutilized (not employed and not seeking employment). The Y-axis ranges from 5 to 15. The MELAA region (black) has the highest underutilisation rate, peaking at 16.5% in 2021. The Indian region (light blue) has the lowest rate, reaching a low of 8.1% in 2023. The Total NZ rate (grey dashed line) is stable around 11.0%.

Region	2019	2020	2021	2022	2023	2024
Chinese	12.5	11.5	13.0	11.0	9.0	11.5
Continental European	12.5	10.0	10.0	11.5	10.0	11.0
Indian	9.0	7.5	10.5	7.0	8.1	8.5
MELAA	11.5	13.5	16.5	12.5	10.5	11.0
SE Asian	12.5	10.0	11.5	9.0	8.5	9.6
Other Asian	13.0	11.5	14.5	11.0	9.0	10.5
Total NZ	11.0	10.5	12.0	10.0	9.5	11.0

### Participation Rate

This chart shows the percentage of the population that is either employed or seeking employment. The Y-axis ranges from 60 to 80. The Indian region (light blue) has the highest participation rate, starting at 80.4% in 2019 and reaching 84.4% in 2024. The Chinese region (pink) has the lowest rate, starting at 64.5% and ending at 71.0%. The Total NZ rate (grey dashed line) is stable around 72.0%.

Region	2019	2020	2021	2022	2023	2024
Chinese	64.5	64.5	65.0	67.0	70.0	71.0
Continental European	74.0	76.0	76.0	75.5	75.5	68.7
Indian	80.4	80.5	82.0	83.0	83.0	84.4
MELAA	77.5	77.0	76.0	79.0	82.0	80.4
SE Asian	76.0	78.0	77.0	80.0	83.0	83.3
Other Asian	67.0	71.5	69.5	73.0	77.0	77.1
Total NZ	72.0	71.0	71.0	71.0	72.0	72.0

Ethnic Groups	Employed				Unemployed				Underutilisation				Study rate		Working age population		
	Current quarter		Change from last Year		Current quarter		Change from last Year		Current quarter		Change from last Year		Current quarter	Change from last year	Year ended current qtr	% NZ pop	
	People	Rate	People	Rate	People	Rate	People	Rate	People	Rate	People	Rate	People	People	People	Rate	
Chinese	140,000	69.1%	+8,200	-1.1pp	3,800	2.6%	-400	-0.5pp	14,300	9.6%	+2,800	+1.3pp	18.7%	-0.3pp	202,600	4.8%	
Continental European	40,700																
Indian	209,100	81.6%	+40,700	+1.2pp	7,200	3.3%	+2,500	+0.6pp	18,000	8.1%	+6,900	+1.8pp	13.8%	0.0pp	256,100	6.0%	
Middle Eastern / Latin American / African (MELAA)	88,500																
Other Asian	85,700	73.7%	+10,100	-1.5pp	3,900	4.4%	+1,500	+1.3pp	10,500	11.3%	+3,500	+2.5pp	20.7%	-0.7pp	116,200	2.7%	
Southeast Asian (SE)	120,400				-1.6pp	4,900	3.9%	+2,300	+1.5pp	12,700	9.9%	+5,200	+3.2pp	18.4%	+0.3pp	150,400	3.5%
Total Ethnic Communities	676,600	75.8%															

SEASONALLY ADJUSTED SERIES

All data provided apart from regional, industry, age group and NEET breakdowns is seasonally adjusted. This process removes the seasonal component present when dealing with quarterly data. Seasonal patterns obscure the underlying behaviour of the series. For the unadjusted series, only annual changes are reported to avoid seasonal effects.

DEFINITIONS

**EMPLOYED:** People in the working-age population who, during the reference week, did one of the following:

- worked for one hour or more for pay or profit in the context of an employee/employer relationship or self-employment
- worked without pay for one hour or more in work which contributed directly to the operation of a farm, business, or professional practice owned or operated by a relative
- had a job but were not at work due to own illness or injury, personal or family responsibilities, bad weather or mechanical breakdown, direct involvement in an industrial dispute, or leave or holiday.

**EMPLOYMENT RATE:** The number of employed people expressed as a percentage of the working-age population. The employment rate is closely linked to the working-age population definition.

**FULL-TIME/PART-TIME STATUS:** Full-time workers usually work 30 hours or more per week, even if they did not do so in the survey reference week because of sickness, holidays, or other reasons. Part-time workers usually work fewer than 30 hours per week.

**FULL-TIME EQUIVALENT (FTE) JOBS:** The total number of full-time jobs plus half the number of part-time jobs. Does not include working proprietors.

**HOURS WORKED:** Average weekly paid hours (FTE) are calculated by dividing total ordinary hours paid by total FTEs.

**HOURLY EARNINGS:** Average hourly earnings are calculated by dividing total gross earnings by total paid hours.

**LABOUR FORCE:** Members of the working-age population, who during the survey reference week, were classified as 'employed' or 'unemployed.'

**LABOUR FORCE PARTICIPATION RATE:** The total labour force expressed as a percentage of the working-age population. Labour force participation is closely linked to how the working-age population is defined.

**NEET (NOT IN EMPLOYMENT, EDUCATION, OR TRAINING):** Young people aged 15–24 years who are unemployed (part of the labour force) and not engaged in education or training, and those not in the labour force and not engaged in education or training for many reasons.

**NEET RATE:** The total number of youth (aged 15–24 years) who are not in education, employment, or training (NEET), as a proportion of the total youth working-age population.

**NOT IN THE LABOUR FORCE:** Any neither employed nor unemployed. For example, this residual category includes people who:

- are retired
- have personal or family responsibilities such as unpaid housework and childcare
- attend educational institutions
- are permanently unable to work due to physical or mental disabilities,
- were temporarily unavailable for work in the survey reference week
- are not actively seeking work.

**POTENTIAL LABOUR FORCE:** The potential labour force consists of people who are not in the labour force but can be considered to be ‘just outside it’. They meet two of the three criteria needed to be considered unemployed. Two main groups of individuals are in the potential labour force:

- UNAVAILABLE JOBSEEKERS** – People who were actively seeking work, were not available to have started work in the reference week, but would become available within a short subsequent period
- AVAILABLE POTENTIAL JOBSEEKERS** – People who are not actively seeking work but were available in the reference week and want a job.

**UNDEREMPLOYMENT:** People who are in part-time employment who would like to, and are available to, work more hours.

**UNDERUTILISATION:** The sum of those unemployed, underemployed, who are not actively seeking but are available and wanting a job and people who are actively seeking but not currently available, but will be available to work in the next four weeks.

**UNEMPLOYED:** All people in the working-age population who, during the reference week, were without a paid job, available for work, and had either actively sought work in the past four weeks ending with the reference week, or had a new job to start within the next four weeks.

**UNEMPLOYMENT RATE:** The number of unemployed people expressed as a percentage of the labour force.

**WORKING-AGE POPULATION:** The usually resident, non-institutionalised population of New Zealand aged 15 years and over.

Disclaimer

This document is a guide only. It should not be used as a substitute for legislation or legal advice. The Ministry of Business, Innovation and Employment is not responsible for the results of any actions taken on the basis of information in this document, or for any errors or omissions.

Data Source

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Coverage difference

Average weekly paid hours and average hourly earnings are calculated from the Quarterly Employment Survey (QES), which has different coverage than the Household Labour Force Survey (HLFS). The QES is a survey of employers that excludes self-employed people, the Agriculture industry, unpaid family workers and New Zealand Defence Force, while the HLFS is a survey of households that only includes usually resident New Zealanders, so can exclude some temporary seasonal labourers. If you have any feedback, questions or suggestions please contact us at:

[LabourMarketInsights@mbie.govt.nz](mailto:LabourMarketInsights@mbie.govt.nz)