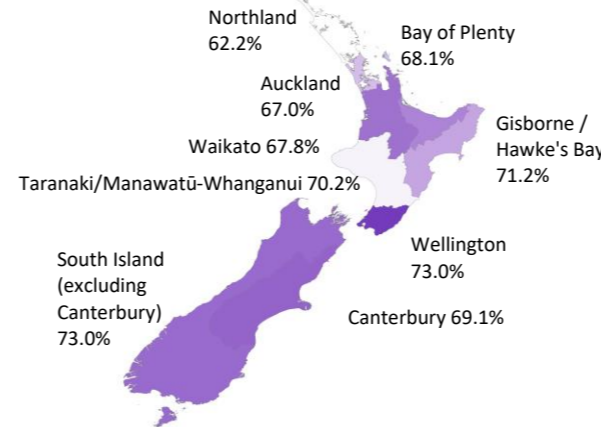


- The annual average labour force participation rate (LFPR) for Māori declined over the year to December 2019 as the working age population increased faster than the labour force.
- Employment was up 2,700 to 319,000 workers from December 2018 to December 2019.
- The LFPR decreased to 68.8 per cent, down 1.1 percentage points (pp) from a year ago.
- The unemployment rate was down 0.8pp from a year ago to 8.2 per cent.
- About 24,500 Māori youth were not in education, employment, and training, a slight increase as at December 2019 (annual average).

Māori active in the labour market

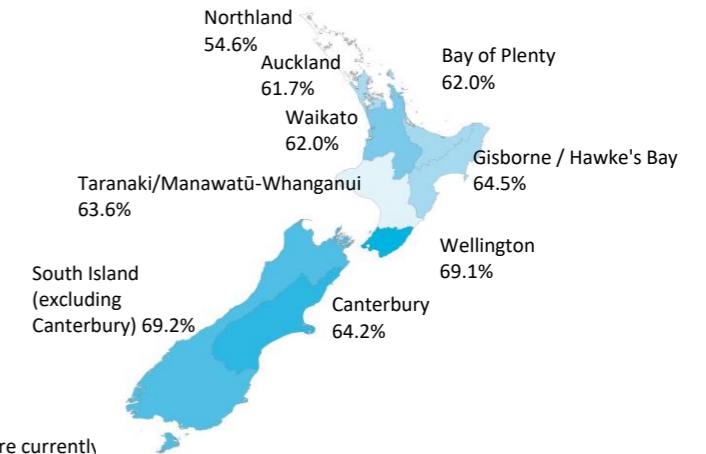
Labour force participation rate* as at December-2019



*The labour force participation rate is calculated using the labour force (includes people who are currently actively looking for a job) divided by the working age population

Employment to working age population ratio

Employment rate as at December-2019



National employment

The gains in employment (up 2,700) coincided with a fall in the unemployment rate to 8.2 per cent over the year. The employment rates were up for Māori aged 15 to 34 years in the year to December 2019. Māori continued to have an unemployment rate higher than the national average. Māori unemployment was 0.1pp higher than the rate for Pacific Peoples in the year to December 2019. However, the unemployment rate for Māori fell for most age groups, except Māori aged 55 to 64 years. The biggest fall in the unemployment rate was for Māori aged 65 years and over.

The LFPR for Māori has decreased over the past year by 1.1pp to 68.8 per cent, with the rate for males decreasing to 72.6 per cent, and the rate for females decreasing to 65.3 per cent. The LFPR decreased for most of the age groups. Māori aged 55 to 64 years had the strongest decrease, down 3.1pp to 72.2 per cent.

Regional employment

Increases in Māori employment were evident for Taranaki/Manawatū-Whanganui (up 3.8pp to 63.6%) and the South Island, excluding Canterbury, (up 3.3pp to 69.2%) over the year. The South Island, excluding the Canterbury region, had the highest employment rate at 69.2 per cent. The lowest employment rate was in the Northland region (54.6 per cent).

The number of employed Māori was up from December 2018 to December 2019 in five out of the nine regions. The South Island, excluding the Canterbury region, led the regions with growth of 5.6 per cent over the year, followed by Auckland (up 5.2 per cent). The largest year-on-year fall in employment for Māori was in the Canterbury region (down 7.4 per cent).

The LFPR in six out of the nine regions increased from December 2018 to December 2019. The strongest increase in the LFPR was in the Taranaki/Manawatū-Whanganui region (up 3.7pp), followed by the Gisborne/Hawke's Bay region (up 2.0pp). The largest decline in the LFPR was in the Waikato region (down 4.5pp).

Industry employment

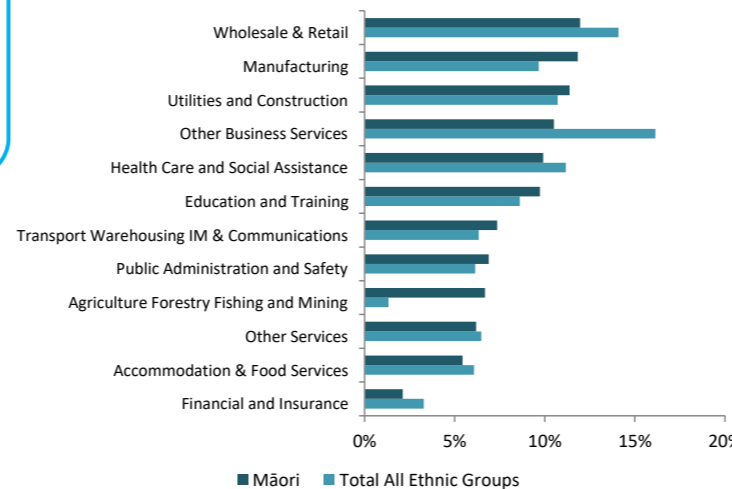
The industries employing the most Māori workers in December 2019 were Wholesale & Retail, Manufacturing, and Utilities and Construction.

Over the year, employment grew in five out of twelve industry groups. The strongest annual growth was in Financial and Insurance (up 10.5 per cent or 600 workers) and Other Business Services (up 10.5 per cent or 3,100 workers), followed by Transport Warehousing IM & Communications (7.5 per cent or 1,600 workers).

Annual change since Dec-18

| | Dec-2018 | Dec-2019 | Annual Change |
|---|----------|----------|---------------|
| Biggest rises | | | |
| Financial and Insurance | 6,000 | 6,600 | ↑ 10.5% |
| Other Business Services | 29,700 | 32,800 | ↑ 10.5% |
| Transport Warehousing IM & Communications | 21,400 | 23,000 | ↑ 7.5% |
| Biggest falls | | | |
| Accommodation & Food Services | 18,500 | 17,000 | ↓ 8.5% |
| Health Care and Social Assistance | 33,300 | 30,900 | ↓ 7.2% |
| Manufacturing | 38,600 | 36,900 | ↓ 4.3% |

Proportion of Māori and All peoples employed in industries, Dec-2019



| Labour Demand | | |
|--|--|--|
| Māori unemployed ('000) | Unemployment rate | Employment rate |
| ▼ 28.6 | ▼ 8.2% | ▼ 63.1% |
| down 8.7% from a year ago 25.5% of total unemployed in NZ (112.1) | down 0.8pp from a year 4.2pp above NZ average (4.1%) | down 0.4pp from a year ago 4.3pp below NZ average (67.4%) |
| Labour supply and participation | | |
| Working age population ('000) | Total labour force ('000) | Labour force participation rate |
| ▲ 505.6 | — 347.5 | ▼ 68.8% |
| up 1.6% from a year ago 12.9% of total WAP in NZ (3,914.4) | n/c from a year ago 12.6% of the total labour force in NZ (2,751.8) | down 1.1pp from a year 1.5pp below NZ average (70.3%) |

| Region | Dec-2019 | Change | |
|-------------------------------------|------------------|---------------|----------------|
| | | Annual | Three-year |
| Northland | 23,000 | ↓ 0.8% | ↑ 1.9% |
| Auckland | 70,500 | ↑ 5.2% | ↑ 9.1% |
| Waikato | 40,700 | ↓ 5.3% | ↑ 12.4% |
| Bay of Plenty | 33,600 | ↑ 1.7% | ↑ 6.3% |
| Gisborne / Hawke's Bay | 31,600 | ↑ 3.4% | ↑ 14.9% |
| Taranaki/Manawatū-Whanganui | 36,400 | ↑ 4.0% | ↑ 8.4% |
| Wellington | 30,800 | ↓ 2.8% | ↑ 7.1% |
| Canterbury | 24,000 | ↓ 7.4% | ↑ 10.6% |
| South Island (excluding Canterbury) | 28,400 | ↑ 5.6% | ↑ 21.8% |
| Total Māori employment | 319,000 | ↑ 0.9% | ↑ 10.1% |
| Total New Zealand employment | 2,639,700 | ↑ 1.6% | ↑ 7.6% |

| Industry | Dec-2019 | Change | |
|---|----------------|---------------|----------------|
| | | Annual | Three-year |
| Agriculture Forestry Fishing and Mining | 20,900 | ↓ 0.9% | ↓ 9.4% |
| Manufacturing | 36,900 | ↓ 4.3% | ↑ 10.4% |
| Utilities and Construction | 35,500 | ↓ 2.5% | ↑ 5.0% |
| Wholesale & Retail | 37,300 | ↓ 3.1% | ↑ 8.9% |
| Accommodation & Food Services | 17,000 | ↓ 8.5% | ↓ 4.0% |
| Transport Warehousing IM & Communications | 23,000 | ↑ 7.5% | ↑ 21.5% |
| Financial and Insurance | 6,600 | ↑ 10.5% | ↑ 29.5% |
| Other Business Services** | 32,800 | ↑ 10.5% | ↑ 28.7% |
| Public Administration and Safety | 21,500 | ↑ 6.6% | ↑ 7.4% |
| Education and Training | 30,400 | ↑ 5.2% | ↑ 10.0% |
| Health Care and Social Assistance | 30,900 | ↓ 7.2% | ↑ 4.9% |
| Other Services | 19,300 | ↓ 1.8% | ↑ 13.5% |
| Total Māori Employed (including Not Specified) | 319,000 | ↑ 0.9% | ↑ 10.1% |

Note: The sum of employment by industry may not equal total employed due to rounding. The smaller estimates are subject to large sampling errors. The above figures are annual average, and may differ from Statistics New Zealand's published figures.
**Includes Rental, Hiring & Real Estate Services, Administrative & Support Services, and Professional, Scientific & Technical Services.

Occupational representation

Proportion of Māori in skilled occupations has decreased.

Māori in skilled occupations was 133,700 in December 2019, a decrease of 4,000 workers (down 2.9 per cent) from a year ago.

Over the year, employment in five out of eight occupation groups increased. The biggest increases in employment were for Clerks (10.2 per cent or 3,100 workers), Plant workers (9.3 per cent or 2,700 workers), and Services (6.8 per cent or 2,400 workers). These occupation groups make up most of the total increase in Māori employment for December 2019 year. In contrast, the biggest falls in employment were for Labourers (6.9 per cent or 3,800 workers), and Professionals (10.2 per cent or 3,700 workers).

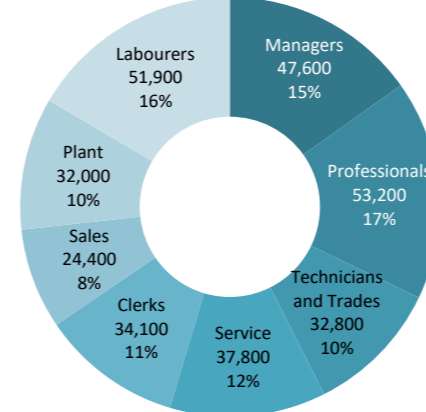
About 42.6 per cent of Māori employed in New Zealand were in skilled occupations, while 16.5 per cent were in low-skilled occupations in December

42.6% of Māori were in skilled* occupations

16.5% of Māori were in low skilled* occupations

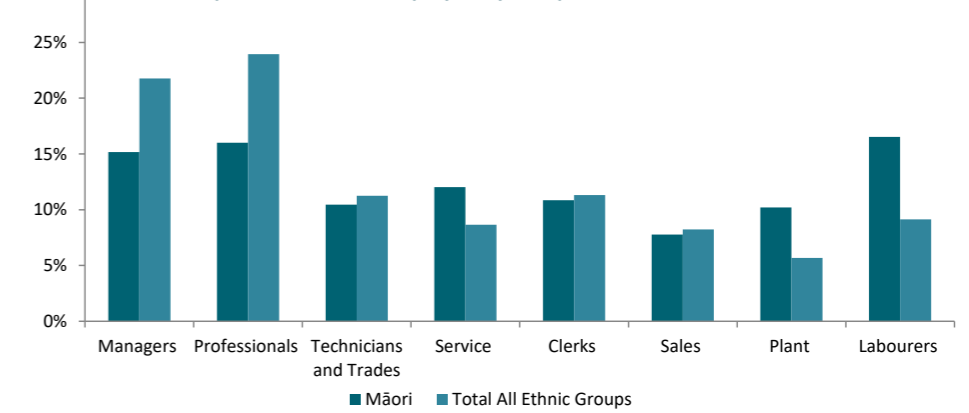
* Includes those in managerial, professional, and trades & technician occupation groups; low skilled occupations are those in the labourers group.

Proportion of Māori employed by occupation, Dec-2019



Source: Household Labour Force Survey, Statistics New Zealand

Proportion of Māori employed by occupation, Dec-2019



Youth not in education, employment or training (NEET) rate

The proportion of young people who are not in employment, education or training (NEET) is used as an indicator of youth disengagement.

As at December 2019, there were about 131,400 Māori aged 15-24 years. Of these, about 24,500 people were NEET, lower than 25,100 a year ago. Among Māori aged 15-24 years, 16.7 per cent of males and 20.7 per cent of females were NEET in December 2019. Over the year, the NEET rate for males grew while the rate for females fell.

The NEET rate for Māori aged 15-19 years fell by 0.5pp to 13.9 per cent in the year at December 2019. The rate for Māori aged 20-24 years rose by 0.5pp to 23.7 per cent in the year to December 2019. Fewer Māori youth were NEET in December 2019 year. Overall, Māori have higher NEET rates than other ethnic groups. However, over the past three years, Māori who were NEET fell by 8.1 per cent from 26,600 to 24,500.

The NEET rate for all ethnic groups was down 0.5 percentage points from last year to 11.4 per cent.

NEET rate by ethnic group

| Ethnic group | NEET rate | Change (percentage points) | |
|--------------------------------|-------------|----------------------------|----------------|
| | Dec-2019 | Annual | Three-year |
| European | 9.5 | ↓ 0.8pp | ↓ 0.4pp |
| Māori | 18.6 | ↑ 0.1pp | ↓ 1.4pp |
| Pacific Peoples | 16.2 | ↑ 0.1pp | ↓ 1.1pp |
| Asian | 8.5 | ↓ 1.0pp | ↓ 1.7pp |
| Total All Ethnic Groups | 11.4 | ↑ 0.5pp | ↓ 0.5pp |

Source: Household Labour Force Survey, Statistics New Zealand

Māori NEET rate by gender

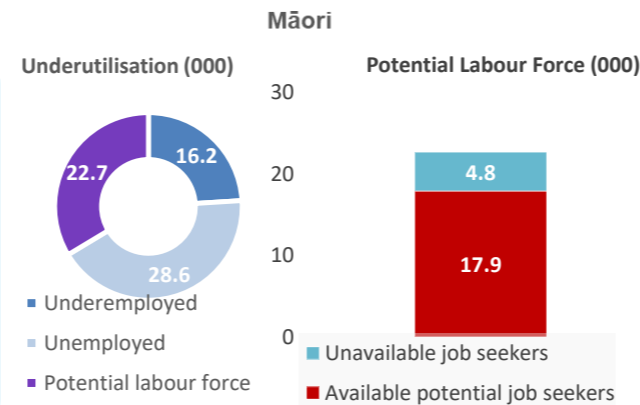
| Gender | NEET rate | Change (percentage points) | |
|--------------|-------------|----------------------------|----------------|
| | Dec-2019 | Annual | Three-year |
| Male | 16.7 | ↑ 0.3pp | ↑ 0.7pp |
| Female | 20.7 | ↓ 0.2pp | ↓ 3.6pp |
| Total | 18.6 | ↑ 0.1pp | ↓ 1.4pp |

Underutilisation rate

People who are underutilised as a proportion of the extended labour force are considered to be a source of potential labour. Those people who are underutilised are those who are underemployed, officially unemployed and potentially in the labour force. The potential labour force includes people who are not in the labour force and are either unavailable (unavailable job seekers) or not looking for work (available potential job seekers). The extended labour force includes those that are employed and those that are potentially in the labour force, underemployed, and officially unemployed.

There are 67,400 Māori people who are underutilised in the workforce. Underutilised Māori include those who are officially unemployed (28,600 people), underemployed (16,200 people) and the potential labour force (22,700 people).

In the year to December 2019, the underutilisation rate for Māori was higher than other ethnic groups, followed by Pacific Peoples. More Māori females than Māori males and other ethnicities are underutilised as a proportion of the extended labour force.



Underutilisation rate by ethnic group

| Ethnic group | Underutilisation rate | Change (percentage points) | |
|--------------------------------|-----------------------|----------------------------|----------------|
| | Dec-2019 | Annual | Three-year |
| European | 9.5 | ↓ 1.2pp | ↓ 1.5pp |
| Māori | 18.2 | ↓ 2.1pp | ↓ 5.4pp |
| Pacific Peoples | 15.9 | ↓ 1.5pp | ↓ 3.9pp |
| Asian | 10.1 | ↓ 1.6pp | ↓ 4.5pp |
| Total All Ethnic Groups | 10.7 | ↓ 1.3pp | ↓ 2.2pp |

Source: Household Labour Force Survey, Statistics New Zealand

Māori Underutilisation rate by gender

| Gender | Underutilisation rate | Change (percentage points) | |
|--------------|-----------------------|----------------------------|----------------|
| | Dec-2019 | Annual | Three-year |
| Male | 14.6 | ↓ 2.0pp | ↓ 4.4pp |
| Female | 21.7 | ↓ 2.3pp | ↓ 6.4pp |
| Total | 18.2 | ↓ 2.1pp | ↓ 5.4pp |

Source: Household Labour Force Survey, Statistics New Zealand

This document reports key labour market information for Māori as at December 2019. All data is sourced from the Household Labour Force Survey (HLFS) released quarterly by Statistics New Zealand. Data is annualised to address sampling error and seasonal variation concerns. This means that the figures may differ to the Quarterly labour market report and Labour Market Statistics Snapshot as those reports use year on year comparisons without using annual averages. For the purposes of this factsheet "total response" data is used. This means that Māori refers to everyone who has selected that ethnic group, regardless of whether they have also selected another group. The subnational estimates (eg regional breakdown or ethnic group) are subject to larger sampling errors than the national estimates. Therefore, caution is needed when using and interpreting subnational estimates.