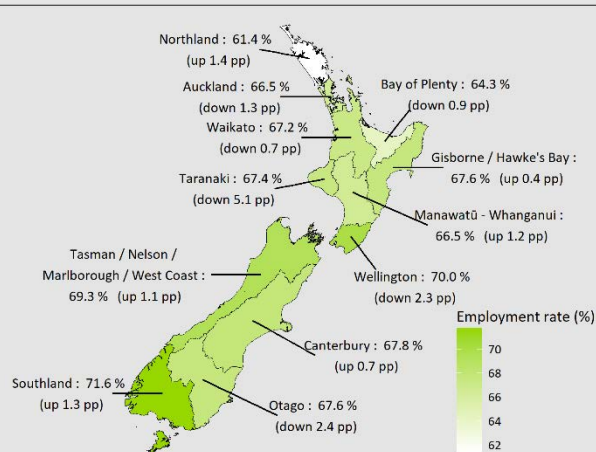


EMPLOYMENT

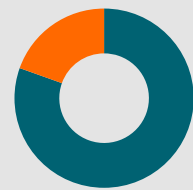
Employment rate	Male	Female	Total
66.8%	1,455,000	1,279,000	2,734,000
+0.4pp from last qtr	+7,000 from last qtr	+10,000 from last qtr	+17,000 from last qtr

Employment rate by regional council area  
Dec 2020 (compared with Dec 2019 quarter)



Region	Employed
Northland	94,800
Auckland	918,500
Waikato	263,900
Bay of Plenty	172,900
Gisborne/Hawke's Bay	121,400
Taranaki	66,000
Manawatū - Whanganui	134,300
Wellington	310,000
Tasman/Nelson/Marlborough/West Coast	110,500
Canterbury	357,200
Otago	138,700
Southland	58,500

JOBS AND WAGES



**Full-time employment**  
2,197,000  
+25,000 from last qtr

**Part-time employment**  
534,000  
-10,000 from last qtr

**Total filled jobs<sup>1</sup>:** 1,998,514  
+16,470 from last qtr

**Full-time filled jobs<sup>1</sup>:** 1,387,894  
+18,557 from last qtr

**Part-time filled jobs<sup>1</sup>:** 487,721  
+1,517 from last qtr

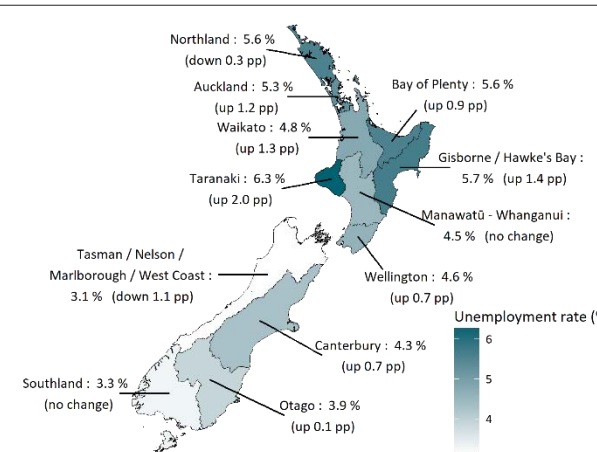
**Average weekly paid hours per FTE (Ordinary and overtime):** 38.29  
+0.09 from last qtr

**Average weekly earnings per FTE (Ordinary and overtime):** \$1,310.58  
+\$18.78 from last qtr

UNEMPLOYMENT

Unemployment rate	Male	Female	Total
4.9%	68,000	73,000	141,000
-0.4pp from last qtr	-5,000 from last qtr	-5,000 from last qtr	-10,000 from last qtr

Unemployment rate by regional council area  
Dec 2020 (compared with Dec 2019 quarter)



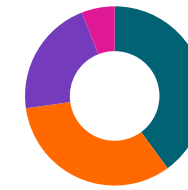
Region	Unemployed
Northland	5,600
Auckland	51,500
Waikato	13,300
Bay of Plenty	10,200
Gisborne/Hawke's Bay	7,400
Taranaki	4,400
Manawatū - Whanganui	6,400
Wellington	15,000
Tasman/Nelson/Marlborough/West Coast	3,500
Canterbury	16,100
Otago	5,600
Southland	2,000

UNDERUTILISATION

**Total underutilisation rate:** 11.9%  
-1.3pp from last qtr

**Male underutilisation rate:** 9.7%  
-0.8pp from last qtr

**Female underutilisation rate:** 14.3%  
-1.8pp from last qtr



**Persons unemployed**  
141,000  
-10,000 from last qtr

**Not in labour force: available potential jobseekers**  
74,700  
-13,800 from last qtr

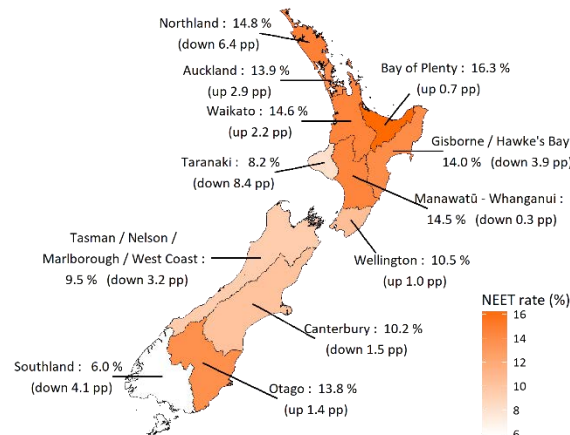
**Persons underemployed**  
116,000  
-18,000 from last qtr

**Not in labour force: Unavailable jobseekers**  
21,000  
+3,000 from last qtr

NOT IN EMPLOYMENT,  
EDUCATION OR TRAINING  
(Aged 15-24 years)

NEET rate	Male	Female	Total
12.4%	40,000	41,000	81,000
-0.1pp from last qtr	+2,000 from last qtr	-2,000 from last qtr	-1,000 from last qtr

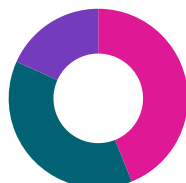
NEET rate by regional council area  
Dec 2020 (compared with Dec 2019 quarter)



Region	NEET total
Northland	2,800
Auckland	32,200
Waikato	9,700
Bay of Plenty	6,600
Gisborne/Hawke's Bay	3,600
Taranaki	1,200
Manawatū - Whanganui	5,200
Wellington	6,900
Tasman/Nelson/Marlborough/West Coast	2,000
Canterbury	8,600
Otago	4,500
Southland	Figure not available

**Male NEET rate:** 11.7%  
+0.3pp from last qtr

**Female NEET rate:** 13.1%  
-0.6pp from last qtr



**Not in the labour force not in education – no caregiving:** 36,000  
+1,000 from last qtr

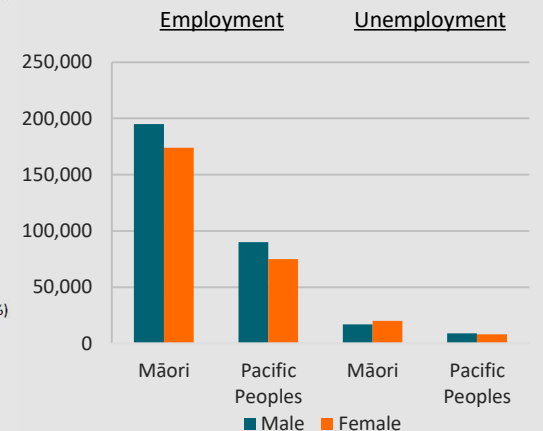
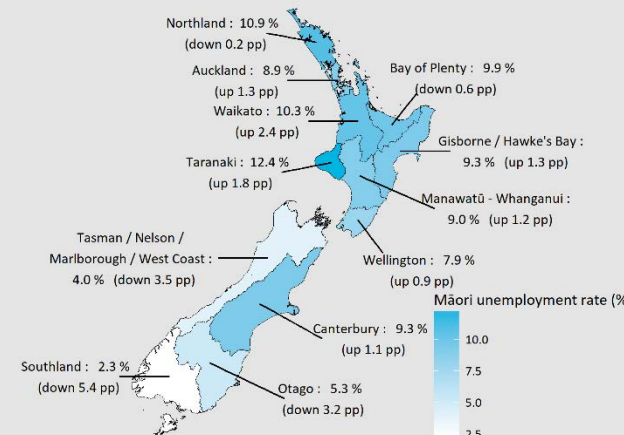
**Unemployed, not in education:** 31,000  
+1,000 from last qtr

**Not in the labour force not in education – caregiving:** 15,000  
-2,000 from last qtr

MĀORI &  
PACIFIC PEOPLES

Māori employed	Pacific peoples employed
369,500	164,400
+5,100 from same qtr last year	-6,000 from same qtr last year

Māori unemployment rate by regional council area  
Dec 2020 (compared with Dec 2019 quarter)



**Māori underutilisation:** 83,500  
+6,800 from same qtr last year

**Male**  
34,800  
+700 from same qtr last year

**Female**  
48,600  
+6,000 from same qtr last year

**Pacific People's underutilisation:** 34,200  
+3,900 from same qtr last year

**Male**  
15,800  
+1,800 from same qtr last year

**Female**  
18,400  
+2,100 from same qtr last year

## SEASONALLY ADJUSTED SERIES

All data provided apart from regional breakdowns and the Māori and Pacific People's section is seasonally adjusted. It removes the seasonal component present when dealing with quarterly data. Seasonal patterns obscure the underlying behaviour of the series.

## 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.

**FILLED JOBS:** The total number of full-time jobs, part-time jobs and working proprietors.

**WORKING PROPRIETORS:** Includes sole proprietors, partners, or shareholders in a limited liability company who actively engage in the business or its management. Please note that working proprietors in businesses with no employees are outside the scope of the QES and are not included in the estimate of filled jobs.

**HOURS WORKED:** Actual hours are the number of hours a person worked in the reference week (including overtime). Usual hours refers to the number of hours a person normally works in a week (including overtime).

**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 person in the working-age population who is 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 (listed above) 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 (the 'discouraged' are included in this group).

**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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### <sup>1</sup>Coverage difference

The number of filled jobs (from the Quarterly Employment Survey) is different to employment (from the Household Labour Force Survey); filled jobs is a count of jobs while employment is a count of people. The two surveys also have different coverage. 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)