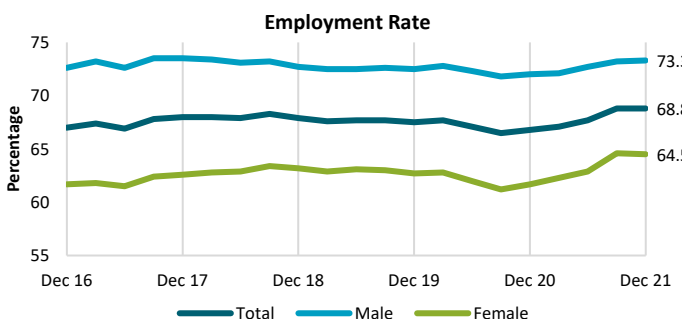


### EMPLOYMENT

**Employment Rate 68.8%** **Total 2,831,000**  
 from last qtr No change from last qtr +3,000  
 from last year +2.0pp from last year +101,000

**Male Employment Rate 73.3%** **Aged 25-49 Employment Rate 85.8%**  
**Total 1,487,000** **Total 1,481,200**  
 +5,000 from last qtr +42,300 from last year  
 +35,000 from last year

**Female Employment Rate 64.5%** **Aged 50+ Employment Rate 55.7%**  
**Total 1,344,000** **Total 972,600**  
 -2,000 from last qtr +31,000 from last year  
 +66,000 from last year



**Full Time 2,270,000** **Part Time 567,000**  
 +11,000 from last qtr +6,000 from last qtr  
 +71,000 from last year +30,000 from last year

### HOURS AND WAGES

**Avg. Wkly Paid Hours (FTE) 38.21** **Avg. Hourly Earning \$35.61**  
 +0.07 from last qtr +\$0.36 from last qtr  
 +0.67 from last year +\$1.29 from last year

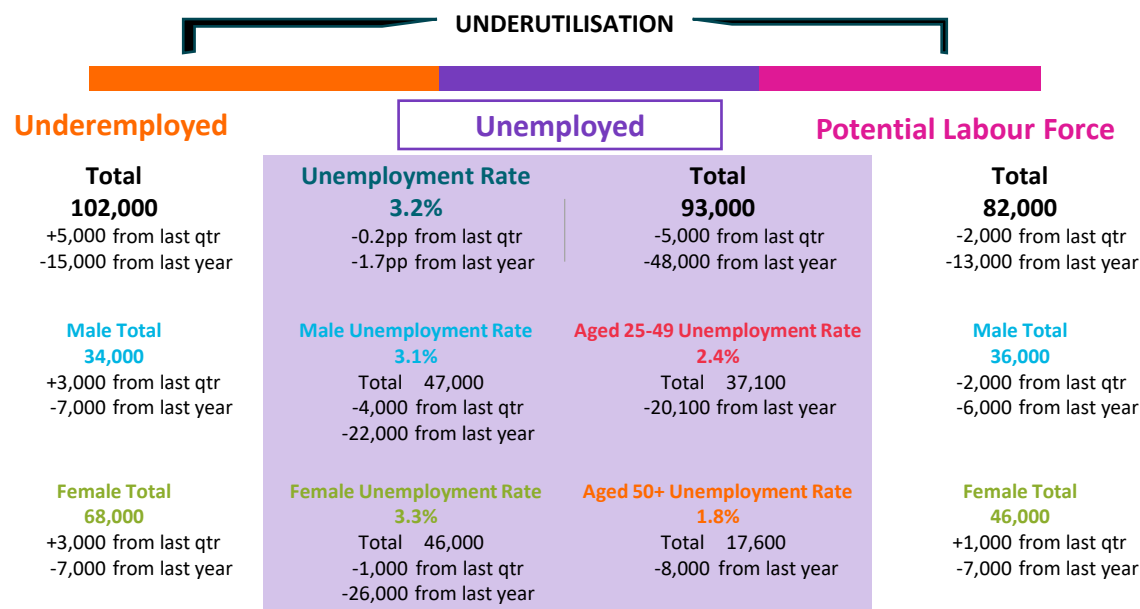
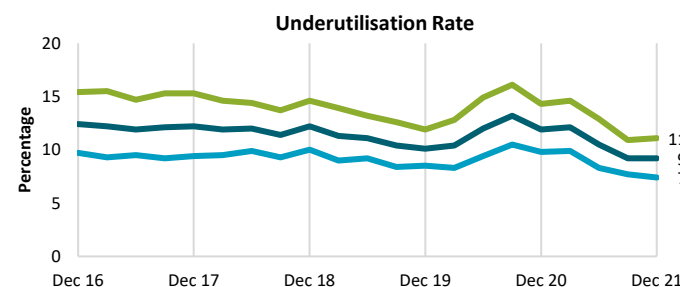
Industry	Employed	Change over last year	Change over 5 years	Average hourly earnings
Agriculture, Forestry and Fishing	179,100	+8,200	+12,200	N/A
Mining	4,700	-1,100	+400	N/A
Manufacturing	240,900	-10,000	-2,800	\$ 33.28
Electricity, Gas, Water and Waste Services	23,800	-3,800	+2,900	\$ 44.55
Construction	292,800	+14,900	+46,700*	\$ 33.18
Wholesale Trade	109,000	+11,300*	-3,600	\$ 36.42
Retail Trade and Accommodation	402,300	+5,600	+14,900*	\$ 26.30
Transport, Postal and Warehousing	115,700	-3,100	+13,100*	\$ 32.98
Information Media and Telecommunications	39,600	+6,400*	-2,800	\$ 45.02
Financial and Insurance Services	88,700	+2,500	+16,200*	\$ 51.96
Rental, Hiring and Real Estate Services	66,600	+11,900*	+18,200*	\$ 34.21
Professional, Scientific, Technical, Administrative and Support Services	340,900	+11,100	+35,600*	\$ 40.66
Public Administration and Safety	184,000	+15,000*	+43,600*	\$ 42.50
Education and Training	226,700	+6,600	+700	\$ 36.83
Health Care and Social Assistance	298,100	-2,600	+40,000*	\$ 36.74
Arts, Recreation and Other Services	180,500	+10,400	+31,800*	\$ 31.03

### UNDERUTILISATION

**Underutilisation Rate 9.2%** **Total 277,000**  
 from last qtr No change from last qtr -1,000  
 from last year -2.7pp from last year -77,000

**Male Underutilisation Rate 7.4%** **Total 117,000**  
 -4,000 from last qtr -35,000 from last year

**Female Underutilisation Rate 11.1%** **Total 160,000**  
 +3,000 from last qtr -41,000 from last year



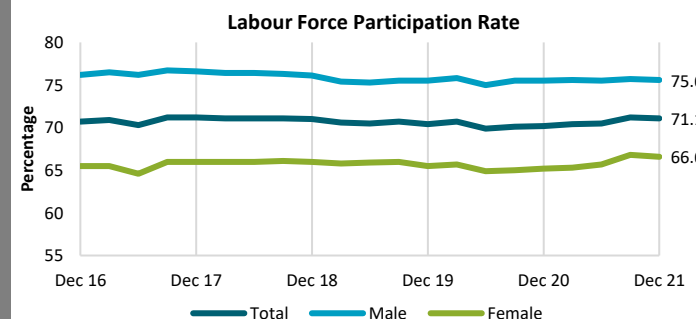
Region	Employed				Unemployed			
	Dec 2021		Change from last Year		Dec 2021		Change from last Year	
	Persons	%	Person	%	Person	%	Person	%
Northland	99,900	63.5%	+5,100	+2.1pp	3,400	3.3%	-2,200*	-2.3pp*
Auckland	955,900	69.9%	+44,100*	+3.4pp*	29,400	3.0%	-21,800*	-2.3pp*
Waikato	271,300	67.8%	+6,000	+0.6pp	9,200	3.3%	-4,200*	-1.5pp*
Bay of Plenty	178,500	65.2%	+5,100	+0.9pp	7,900	4.3%	-2,300	-1.3pp
Gisborne/Hawke's Bay	116,400	63.4%	-6,200*	-4.2pp*	4,600	3.8%	-2,800*	-1.9pp*
Taranaki	68,000	68.4%	+1,600	+1.0pp	3,000	4.2%	-1,500	-2.1pp
Manawatū - Whanganui	141,500	69.2%	+6,900*	+2.7pp	3,700	2.6%	-2,700*	-1.9pp*
Wellington	324,200	72.3%	+13,500*	+2.3pp	9,500	2.8%	-5,500*	-1.8pp*
Tasman/Nelson/Marlborough/West Coast	114,400	70.2%	+2,500	+0.9pp	3,800	3.2%	300	+0.1pp
Canterbury	373,200	70.5%	+17,200*	+2.7pp*	12,300	3.2%	-3,700*	-1.1pp*
Otago	142,900	69.5%	+5,000	+1.9pp	4,100	2.8%	-1,500	-1.1pp
Southland	58,900	71.9%	+200	+0.3pp	1,900	3.2%	-100	-0.1pp

### Labour Force Participation Rate

**Participation Rate 71.1%** **Total 2,924,000**  
 from last qtr -0.1pp from last qtr -2,000  
 from last year +0.8pp from last year +53,000

**Male Participation Rate 75.6%** **Aged 25-49 Participation Rate 87.9%**  
**Total 1,535,000** **Total 1,518,100**  
 +2,000 from last qtr +22,000 from last year  
 +14,000 from last year

**Female Participation Rate 66.6%** **Aged 50+ Participation rate 56.7%**  
**Total 1,389,000** **Total 990,100**  
 -3,000 from last qtr +23,100 from last year  
 +39,000 from last year

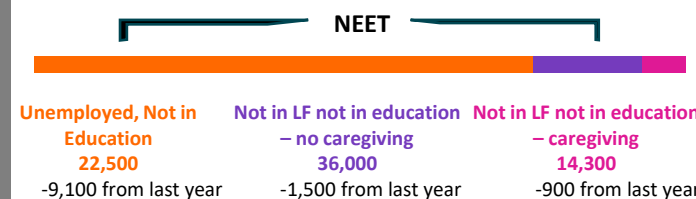
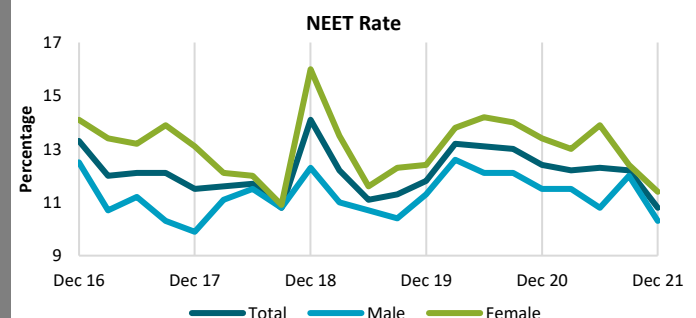


### NOT IN EDUCATION, EMPLOYMENT OR TRAINING (Aged 15-24 years)

**NEET Rate 10.8%** **Total 70,000**  
 from last qtr -1.4pp from last qtr -9,000  
 from last year -1.6pp from last year -11,000

**Male NEET Rate 10.3%** **Aged 15-19 NEET Rate 9.1%**  
**Total 34,000** **Total 29,000**  
 -6,000 from last qtr -5,000 from last year  
 -6,000 from last qtr +1,000 from last year

**Female NEET rate 11.4%** **Aged 20-24 NEET Rate 12.5%**  
**Total 36,000** **Total 41,000**  
 -3,000 from last qtr -6,000 from last year  
 -3,000 from last qtr -12,000 from last year



## 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.

## \* STATISTICAL SIGNIFICANCE

Statistically significant changes for the region and industry series are indicated by an \*. All other reported changes for these series are not statistically significant, and so should be treated with caution.

## 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 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 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

Statistics New Zealand Household Labour Force Survey, Dec 2021 ©Crown Copyright 2018. The material contained in this report is subject to Crown copyright protection unless otherwise indicated. The Crown copyright protected material may be reproduced free of charge in any format or media without requiring specific permission. This is subject to the material being reproduced accurately and not being used in a derogatory manner or in a misleading context. Where the material is being published or issued to others, the source and copyright status should be acknowledged. The permission to reproduce Crown copyright protected material does not extend to any material in this report that is identified as being the copyright of a third party. Authorisation to reproduce such material should be obtained from the copyright holders.

### <sup>1</sup>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)