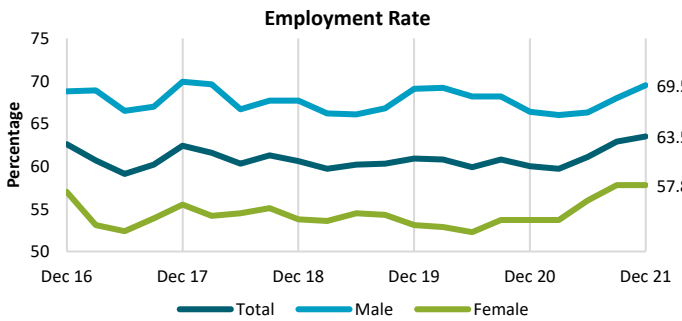


**EMPLOYMENT**

**Employment Rate 63.5%** **Total 160,200**  
 from last year +3.5pp from last year -3,600  
 from last 5 years +0.9pp from last 5 years +18,800

**Male Employment Rate 69.5%** **Aged 25-44 Employment Rate 73.2%**  
**Total 85,600** **Total 70,600**  
 -3,900 from last year -3,300 from last year  
 +12,400 from last 5 years +7,100 from last 5 years

**Female Employment Rate 57.8%** **Aged 45+ Employment Rate 60.9%**  
**Total 74,600** **Total 53,800**  
 +200 from last year +1,500 from last year  
 +6,400 from last 5 years +6,300 from last 5 years



**Full Time 132,900** **Part Time 27,300**  
 -4,900 from last year +1,300 from last year  
 +16,300 from last 5 years +2,400 from last 5 years

**Occupation**

Occupation	Total	Change from last year
Managers	20,200	+2,100
Professionals	26,200	+6,300
Trades & Technicians	18,600	+600
Service workers	18,600	-1,900
Clerical workers	15,400	-500
Sales workers	12,900	-1,700
Machinery Operators and Drivers	17,200	-1,500
Labourers	26,700	-6,900

**Skill Levels**

Skill Level	Total	Change from last year
Highly Skilled	43,100	+7,700
Skilled	13,500	+800
Semi-Skilled	19,900	-400
Low Skilled	42,600	-6,700
Unskilled	36,700	-4,900

**Industry**

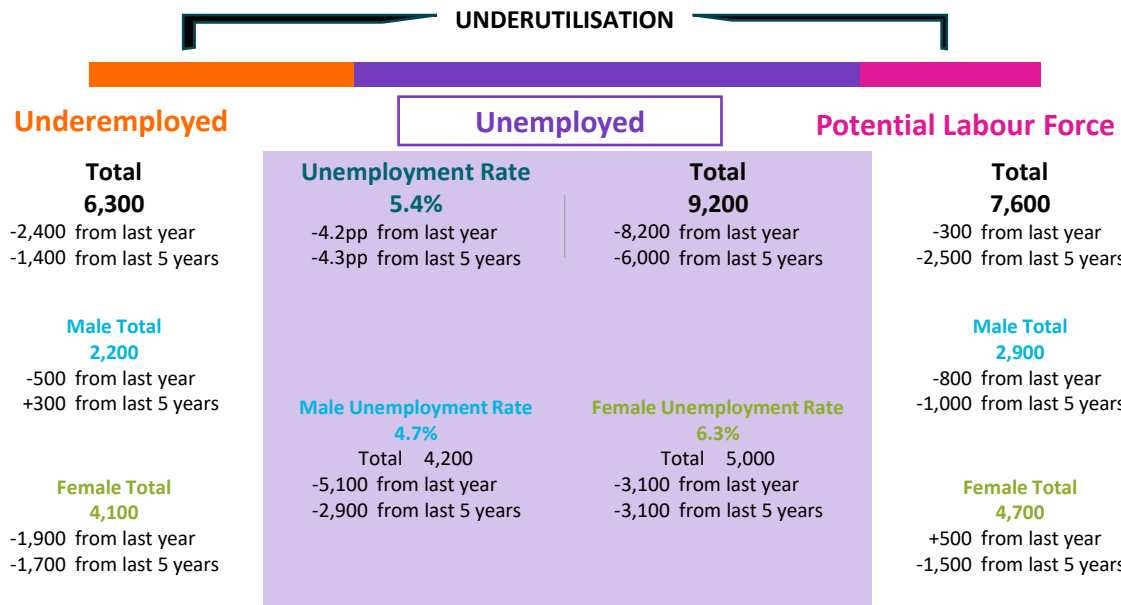
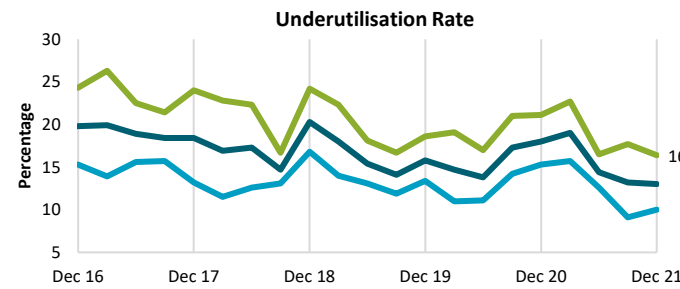
Industry	Employed	Change over last year	Change over 5 years
Agriculture, Forestry, Fishing & Mining	3,300	-1,200	-200
Manufacturing	20,500	-2,700	-800
Utilities & Construction	17,900	-2,400	-200
Wholesale & Retail	21,800	+1,700	+3,800*
Accommodation & Food Services	8,300	-1,800	-1,700
Transport, Warehousing IM & Communications	13,900	+1,800	+800
Financial and Insurance	4,300	-400	-200
Other Business Services	14,900	-200	+2,500
Public Administration & Safety	13,900	+500	+4,700*
Education and Training	10,400	-600	+2,000
Health Care and Social Assistance	15,800	-900	+1,900
Other Services	9,400	+200	+4,200*

**UNDERUTILISATION**

**Underutilisation Rate 13%** **Total 23,100**  
 from last year -5pp from last year -10,900  
 from last 5 years -6.8pp from last 5 years -9,900

**Male Underutilisation Rate 10%** **Total 9,300**  
 -6,400 from last year -3,600 from last 5 years

**Female Underutilisation Rate 16.4%** **Total 13,800**  
 -4,500 from last year -6,300 from last 5 years



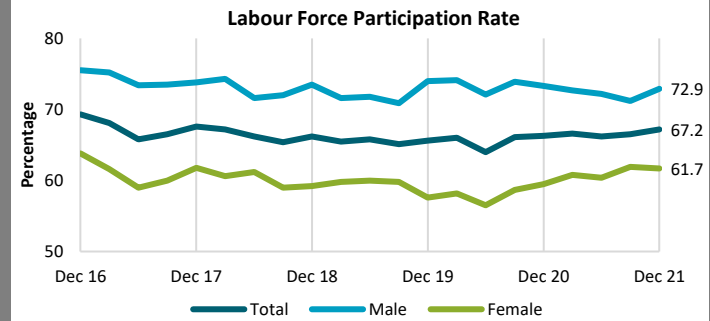
Region	Employed				Unemployed			
	Dec 2021		Change from last Year		Dec 2021		Change from last Year	
	Persons	%	Person	%	Person	%	Person	%
Auckland	100,500	60.9%	-1,000	+4.8pp*	5,800	5.4%	-5,000*	-4.2pp*
Wellington	19,000	66.5%	-1,300	+1.2pp	1,400	6.9%	-1,000	-3.7pp
Rest of North Island	23,800	68.6%	-1,800	+0.5pp	1,000	4.2%	-1,500	-4.8pp
South Island	16,800	70.6%	+400	+0.5pp	<1,000	NA	NA	NA
South Auckland**	45,900	56.6%	-9,300	+4.2pp*	2,800	5.7%	-3,000*	-3.8pp*
West Auckland**	23,400	66.0%	+5,700	+2.0pp	1,000	4.1%	-600	-4.1pp
Rest of Auckland**	31,300	64.6%	+2,700	+5.1pp	2,000	5.9%	-1,400	-4.6pp*

**Labour Force Participation Rate**

**Participation Rate 67.2%** **Total 169,400**  
 from last year +0.9pp from last year -11,800  
 from last 5 years -2.1pp from last 5 years +12,800

**Male Participation Rate 72.9%** **Aged 25-44 Participation Rate 76.8%**  
**Total 89,800** **Total 74,000**  
 -9,000 from last year -5,700 from last year  
 +9,500 from last 5 years +5,900 from last 5 years

**Female Participation Rate 61.7%** **Aged 45+ Participation rate 62.9%**  
**Total 79,600** **Total 55,500**  
 -2,800 from last year +300 from last year  
 +3,300 from last 5 years +5,000 from last 5 years

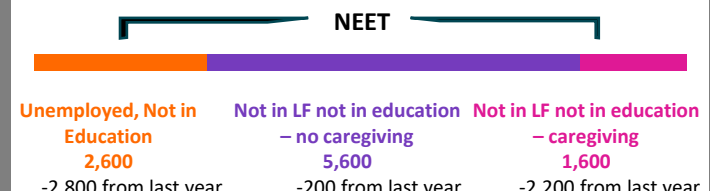
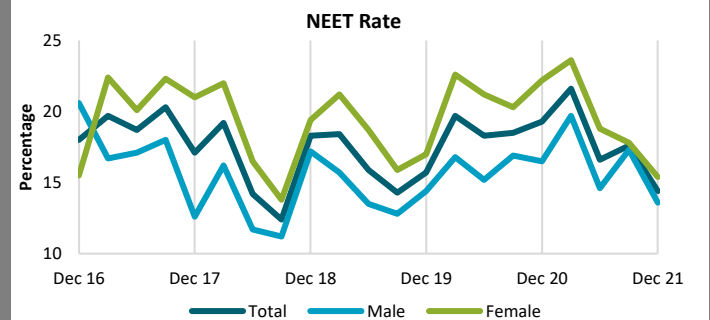


**NOT IN EDUCATION, EMPLOYMENT OR TRAINING (Aged 15-24 years)**

**NEET Rate 14.4%** **Total 9,700**  
 from last year -4.9pp from last year -5,400  
 from last 5 years -3.6pp from last 5 years -2,000

**Male NEET Rate 13.6%** **Aged 15-19 NEET Rate 14.5%**  
**Total 4,900** **Total 5,000**  
 -1,800 from last year No change from last year  
 -1,600 from last 5 years +200 from last 5 years

**Female NEET rate 15.4%** **Aged 20-24 NEET Rate 14.4%**  
**Total 4,900** **Total 4,700**  
 -3,500 from last year -5,400 from last year  
 -300 from last 5 years -2,200 from last 5 years



## 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.

## CAUTION IN INTERPRETATION OF THE DECEMBER 2021 DATA

In the December 2021 quarter, COVID-19 restrictions made HLFS data collection in South Auckland and Northland more difficult than other regions and added uncertainty to our estimates for groups concentrated in these regions, particularly Pacific peoples. We recommend users be mindful of this when considering this quarter's estimates for Pacific peoples and these regions, and focus on longer-term trends.

**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. Access to the data used in this study was provided by Stats NZ under conditions designed to give effect to the security and confidentiality provisions of the Statistics Act 1975. The results presented in this study are the work of the author, not Stats NZ or individual data suppliers. These results are not official statistics. They have been created for research purposes from the [Integrated Data Infrastructure (IDI) and/or Longitudinal Business Database (LBD)] which [is/are] carefully managed by Stats NZ. For more information about the [IDI and/or LBD] please visit <https://www.stats.govt.nz/integrated-data/>.

### Data Source

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### <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)