

Auckland Regional Household Labour Force Survey: Quarterly Overview as at March 2025

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1 Introduction

This report provides an overview of aspects of labour force participation in Auckland, as indicated by results of the quarterly Household Labour Force Survey (HLFS). Particular focus is provided on short and long-term trends across age and ethnic groups in Auckland, and the rate of youth who are not in employment, education or training (NEET).

The HLFS is a national sample survey undertaken by Stats NZ. It is primarily designed for national estimates. The national sample contains about 15,000 private households and about 30,000 individuals each quarter. The sub-sample size for Auckland is approximately 4500 households and 9000 individuals.

To ensure information is seasonally aligned, rolling annual averages are used throughout this report (with some exceptions) for reporting across time. As the HLFS is a sample survey, all statistics are subject to survey sampling error. Statistics presented here at the sub-sample (e.g. local board) and sub-variable (e.g. NEET) levels are also subject to additional sampling errors and should be treated as indicative. More information on the survey, and caveats to the use of the data are provided in technical notes at the end of the report.

From the March 2020 to September 2023 quarters, results were affected to varying degrees by Covid-19 responses, including border closures and lockdowns of various types. Some people did not meet the criteria to have been actively seeking or available to start work, despite wanting a job. In these cases, the respondent will have been classified as 'not in the labour force' rather than 'unemployed'. Others remained partly or fully employed due to government wage subsidies. In addition, survey response rates sometimes fell, which may introduce bias. In addition, in the March 2023 quarter, floods and Cyclone Gabrielle impeded data collection, requiring adjustments from Stats NZ, and causing minor additional sampling and non-sampling errors for the region - and possibly major ones for some local board areas.

Note also that Stats NZ revise the backdata slightly each quarter to match ongoing population revisions arising from latest migration estimates. This report uses the latest version of backdata.

The information provided in this report supplements other freely available HLFS information and economic reporting:

- **Further labour market analysis** is available from MBIE: <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/labour-market-reports-data-and-analysis/>
- **National and some regional data released on Stats NZ website:** www.stats.govt.nz
- **Additional Auckland HLFS data** is available on request from the author: Ross.Wilson@aucklandcouncil.govt.nz
- **Auckland Economic Update (monthly)** – an overview of key economic trends in Auckland, prepared by the author, is available on the Knowledge Auckland website. <https://www.knowledgeauckland.org.nz/economy/>
- **Chief Economist Unit** – to find out more about the work undertaken by Auckland Council's Chief Economist Unit on Auckland's economic challenges and opportunities including unemployment, housing, migration and more: <https://www.aucklandcouncil.govt.nz/about-auckland-council/business-in-auckland/economic-advice-publications/Pages/default.aspx>

2 Overview and highlights

For the March 2025 quarter, compared to the preceding quarter (December 2024)¹:

- Auckland's unemployment rate was 6.4%, higher than² 5.3% in December 2024, and highest quarterly rate in ten years, but lower than 2009 to 2012.
- The number of people who were unemployed rose to 68,100 (+12,000, up 21%).
- The number of people employed fell slightly to 995,600 (-3,400, a 0.3% fall).
- The number of people not in the labour force (NILF) was similar at 398,900 (-900).
- The labour force participation rate (LFPR) was similar at 72.7%: among the lowest in three years, but higher than 1995 to 2021. LFPR since 2021 have been at record highs.

In addition, for the March 2025 quarter:

- The rate of people aged 15 to 24 not in employment, education or training (NEET) was 15.9%, above the rest of New Zealand (13.5%) and (slightly) December 2024 (14.8%).

Over the year ended March 2025, compared to the year ended March 2024:

- The unemployment rate averaged 5.4%, higher than a year earlier (2024: 4.1%).
- The unemployment rate increase was highest for ages 15 to 19 (+5.7% to 25.0%) and 20 to 24 (+2.8% to 10.7%); other ages rose by similar proportions but absolute less: 25 to 39 (+1.0% to 4.4%), 40 to 54 (+1.1% to 3.6%); 55 and over less so (+0.4% to 3.1%).
- The unemployment rate for females averaged 5.6%, above the previous year (4.6%). The rate for males averaged 5.1% (above 3.7% a year prior), so the gap between males and females (0.5%) fell below the 20-year average (0.8%).
- Unemployment rates varied between the main ethnic groups, but rose for each of them: Māori (11.5%, up by a quarter from 9.2%), Pacific peoples (10.1%, up by a quarter from 7.9%), European (3.9%, up from 3.3%), and Asian (5.0%, up by half from 3.4%).
- The labour force participation rate (LFPR) averaged 72.8%, down from a year earlier (74.2%) but remaining higher than any time before 2023.
- The LFPR for females fell slightly more (68.0%, down 1.5% from 69.5%), and was significantly lower, than for males (77.7% down 1.3%); both slowly falling after 2023.
- Labour force participation rates fell for those aged 15-19 (down 4.6% to 41.0%), less so for ages 20 to 24 (down 1.4% to 78.6%) and 40-54 (87.6%, down 1.3%), but fell only slightly or no change for ages 25-39 (88.2%, no change) and 55+ (51.5%, down 0.8%).
- Labour force participation rates by ethnic group fell for Māori (66.7%, down 2.5%), European (73.5%, down 1.9%) Pacific peoples (65.4%, down 1.4%) and Asian (76.5%, down 1.2%); all but Pacific are still at or near the record levels prevalent since 2022.

In addition, over the year ended March 2025:

- The annual average NEET rate for Auckland was 14.0%, a little above the rest of New Zealand (12.2%), and a little above the year ended March 2024 (12.3%).
- Auckland NEET rates were highest for Māori (23.1%) and Pacific (20.2%) ethnicities, and for the Southern Initiative area (22.4%); one third (11,400) identified as European.
- Auckland's NEET rate was higher for those aged 20-24 (16.9%) than 15-19 (11.0%).

¹ Results are not seasonally adjusted, and include Stats NZ revisions (usually minor) of previous data.

² The definition of 'similar/slightly' or 'different' is relative to survey sampling error margins produced by Stats NZ. For further details see 'Significant difference' in Appendix 1.

Table 1: Labour force status, comparison to preceding quarter and year

	Quarter end Dec 2024 (snapshot)	Quarter end Mar 2025 (snapshot)	Year end Mar 2024 (annual average)	Year end Mar 2025 (annual average)
Number employed	999.0	995.6	1010.7	1000.4
Number unemployed	56.1	68.1	43.5	56.8
Number not in the labour force (NILF)	399.8	398.9	365.7	394.9
Number in the working age population	1454.9	1462.6	1419.8	1452.1
Labour force participation rate (%)	72.5	72.7	74.2	72.8
Unemployment rate (%)	5.3	6.4	4.1	5.4

Note: Numbers are '000s of people.

Table 2: Overview of rates for age, gender and ethnic groups (%) (annual averages)

	Year end Mar 2024 (annual average)	Year end Mar 2025 (annual average)	Year end Mar 2024 (annual average)	Year end Mar 2025 (annual average)
	Unemployment rate		Labour force participation rate	
Total	4.1	5.4	74.2	72.8
15-19 years	19.3	25.0	45.6	41.0
20-24 years	7.9	10.7	80.0	78.6
25-39 years	3.4	4.4	88.2	88.2
40-54 years	2.5	3.6	88.9	87.6
55 years +	2.7	3.1	52.3	51.5
Female	4.6	5.6	69.5	68.0
Male	3.7	5.1	79.0	77.7
European	3.3	3.9	75.4	73.5
Māori	9.2	11.5	69.2	66.7
Pacific	7.9	10.1	66.8	65.4
Asian	3.4	5.0	77.7	76.5

Note: Numbers are '000s of people.

3 Labour force status and unemployment rate by age

Labour force status by age group for the year ended March 2025 is shown in Table 3. Unemployment rates since 1996 are shown in Figure 1.

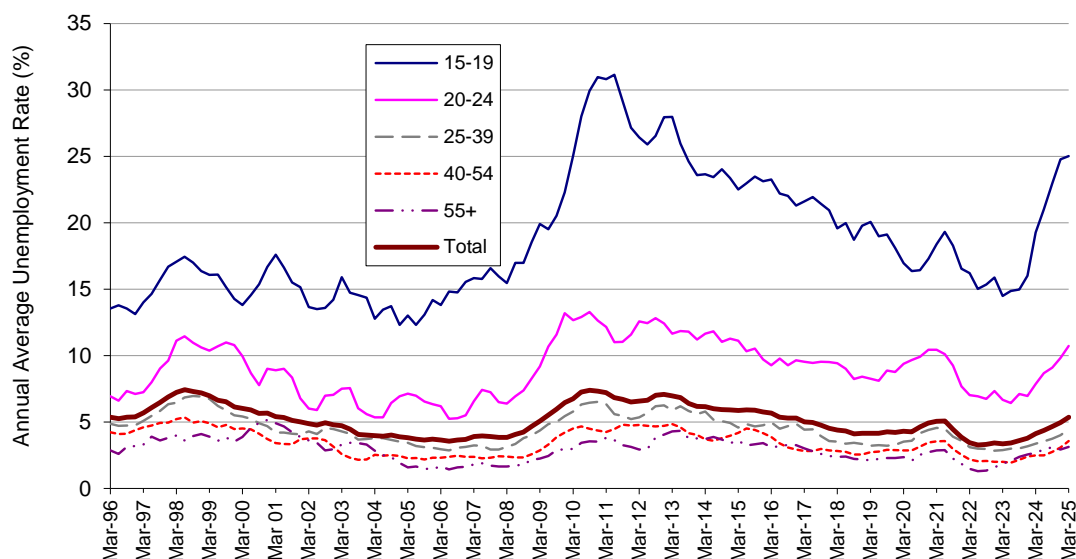
Table 3: Labour force status by age group, year ended March 2025 (annual averages)

	Total	15 to 19	20 to 24	25 to 39	40 to 54	55 and over
Number employed	1000.4	35.7	80.2	369.6	303.3	211.8
Number unemployed	56.8	11.9	9.6	17.2	11.2	6.8
Number not in the labour force	394.9	68.4	24.4	51.9	44.6	205.7
Number in the working age popn	1452.1	115.9	114.2	438.5	359.1	424.3
Labour force participation rate (%)	72.8	41.0	78.6	88.2	87.6	51.5
Unemployment rate (%)	5.4	25.0	10.7	4.4	3.6	3.1

Note: Numbers are '000s; numbers and rates are based on latest population estimates.

Annual average unemployment rates for the year ended March 2025 varied inversely to age: highest for those aged 15 to 19 years (25.0%) and 20 to 24 (10.7%), and lowest for ages 25 to 39 (4.4%), 40 to 54 (3.6%) and 55 and over (3.1%). Rates rose sharply (by more than half) over the last year or so for ages 15-19 and 20-24; other age groups had a similar proportional increase (ages 25-39 less so), but less in absolute terms, and more gradual - spread over the last two years or so. (But note, survey error margins can exceed 25% for some age groups).

Figure 1: Unemployment rate by age (rolling annual average), 1996-2025



Labour force participation rates (LFPR) in the year ended March 2025 (72.8%) dropped back to 41.0 per cent for those aged 15 to 19 and remained at 78.6 per cent for ages 20 to 24 and 88.2% for ages 25 to 39 (all still slightly above 2016-2020). There were small falls for those aged 40 to 54 (87.6%) and 55 and over (51.5%), but still remaining near their 2023 record highs. Over the longer term, the LFPR for those aged 55 and over has doubled since June 1995 (26.2%), due at least in part to rising average retirement ages.

4 Labour force status and unemployment rate by gender

Table 4 shows labour force status for males and females for the year ended March 2025. Unemployment rates since 1996 are shown in Figure 2.

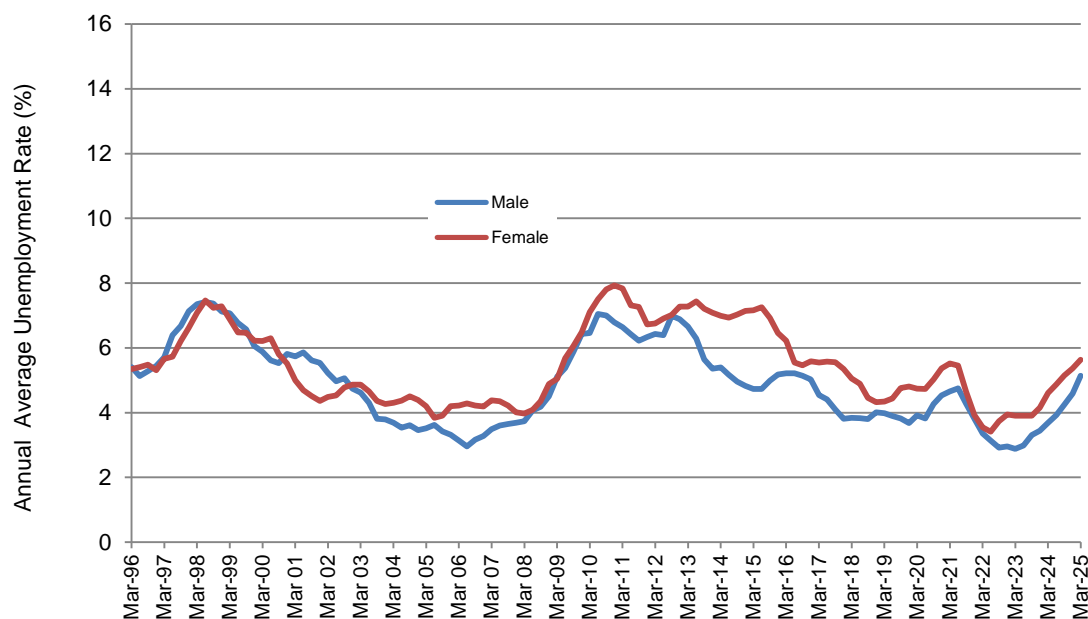
Table 4: Labour force status by gender, year ended March 2025 (annual averages)

	Total	Male	Female
Number employed	1000.4	528.1	472.3
Number unemployed	56.8	28.6	28.2
Number not in the labour force	394.9	159.6	235.3
Number in the working age popn	1452.1	716.3	735.8
Labour force participation rate (%)	72.8	77.7	68.0
Unemployment rate (%)	5.4	5.1	5.6

Note: Numbers are '000s; numbers and rates are based on latest population estimates.

The unemployment rate for the year ended March 2025 was higher for females (5.6%) than males (5.1%), and both were above record lows of 2022-2023 and 2005-2008, but below 2009-2015. The female-male unemployment rate differential (0.5%) fell below the 20-year average (0.8%), and remained well below the peak differential (2.5%, in 2015).

Figure 2 Unemployment rate by gender (rolling annual average), 1996-2025



The LFPR for females (68.0%) continued slowly declining from its record high (69.9% in 2023), and remained significantly lower than for males (77.7% - also declining slowly since its record high of 79.1%). The LFPR gender differential (9.7%) was similar to the bottom end of most of 2013 to 2021 (9% to 12%). Longer term it has halved since 1995 (19.0%), due to the male LFPR rising only slightly overall since 1995 (76.1%), while the female LFPR rose by a fifth (11% rise from 57.3% in 1995), the majority being since December 2013 (61.3%).

5 Labour force status and unemployment rate by ethnic group

Labour force status for the four main ethnic groups for the year ended March 2025 is shown in Table 5. Unemployment rates since 1996 are shown in Figure 3.

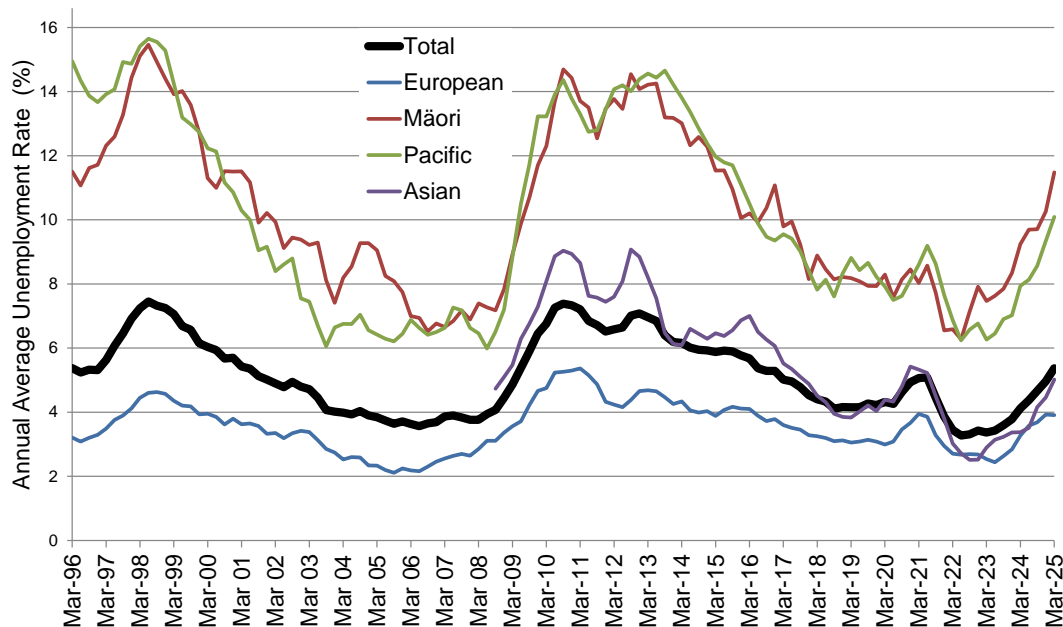
Table 5: Labour force status by ethnic group, year ended March 2025 (annual average)

	Total	European	Māori	Pacific	Asian
Number employed	1,000.4	500.3	89.6	106.0	355.1
Number unemployed	56.8	20.4	11.6	11.9	18.8
Number not in the labour force	394.9	187.8	50.7	62.5	114.8
Number in the working age popn	1,452.1	708.5	151.9	180.4	488.6
Labour force participation rate (%)	72.8	73.5	66.7	65.4	76.5
Unemployment rate (%)	5.4	3.9	11.5	10.1	5.0

Notes: Numbers are '000s; sums may exceed totals due to respondents selecting multiple ethnic groups. "Other ethnicities" not shown. These numbers are indicative only as sub-sample sizes are small. Data is based on latest population estimates.

Unemployment rates for the year ended March 2025 were a fourth higher than a year prior for Māori (11.5%, up from 9.2%) and Pacific peoples (10.1%, up from 7.9%), a fifth for European (3.9%, up from 3.3%) and half for Asian (5.0%, up from 3.4%). As Figure 3 shows, Māori and Pacific rates have been quite similar since 1999, and the gap between European and Asian rates closed from 4% during 2010 to 2012, to around 1% from 2019 onwards.

Figure 3: Unemployment rate by ethnic group (rolling annual average), 1996-2025



Note: Asian Ethnic Group was included in Other (not shown) until December Quarter 2007.

LFPR varied from 65.5 per cent for Pacific peoples (up from 55.6% in 2013) and 66.7 per cent for Māori, to European 73.5 per cent and Asian 76.5 per cent (65.1% in 2013). LFPR rates were 2 per cent below a year ago for European and Maori, and 1 per cent for Pacific and Asian.

6 Employment by occupation

Auckland's largest occupational categories in the quarter ended 31 March 2025 were Professionals (27.4% of Auckland's total employment), and Managers (24.0%), together constituting half of all employment, followed by Clerical and Administrative Workers (10.0%) and Technicians and Trades Workers (9.7%) (see Table 6).

Between the December 2024 and March 2025 quarters, the minimal (3400 or 0.3%) decrease in total employment included changes in the numbers employed in the following occupations:

- Community and Personal Service Workers (- 5,700, a 7% fall; share fell 0.5%; but reversing recent rise)
- Clerical and Administrative Workers (-3800, a 4% fall, and 0.4% fall in their share)

Table 6: Employment by occupation – comparison to preceding quarter (quarterly data)

Occupation (ANZSCO 1-digit)	December 2024 quarter	March 2025 quarter	December 2024 quarter	March 2025 quarter
	Number		Share (%)	
Managers	237.3	239.1	23.8	24.0
Professionals	270.9	272.7	27.1	27.4
Technicians and Trades Workers	97.2	96.4	9.7	9.7
Community and Personal Service Workers	86.1	80.4	8.6	8.1
Clerical and Administrative Workers	103.5	99.7	10.4	10.0
Sales Workers	72.6	72.2	7.3	7.3
Machinery Operators and Drivers	55.4	56.0	5.5	5.6
Labourers	67.9	70.0	6.8	7.0
Total	999.0	995.6	100.0	100.0

Notes: Numbers are '000s. Total includes not elsewhere included. Data is based on latest population estimates.

Between the March 2024 (not shown) and March 2025 quarters, the 11,300 decrease in total employment (a fall of 1%) included notable changes in the numbers employed in the following occupations:

- Technicians and Trades Workers (-12,400 a fall of 11%)
- Managers (-10,800 a fall of 4%)
- Labourers (+9,600 a rise of 16%)
- Sales Workers (-7,800, a fall of 10%).
- Clerical and Administrative Workers (-7,900, a fall of 7%).

In addition (not shown), full-time employment fell (-18,600 or 2.2% fall) and part-time employment rose (+7,300 or 4.4% rise), between the March 2024 and March 2025 quarters. The part-time share rose from 16.7% to 17.6% of total employment, similar or slightly above most of the last seven years 2018-2024, but substantially lower than most of the post-Global Financial Crisis (GFC) period 2009-2017 (mostly 18.5% to 21.8%).

7 Employment by industry

In the quarter ended 31 March 2025, Auckland's largest sectors in terms of employment were Professional, Scientific and Technical Services (115,700 people; 11.6% of total employment), Construction (106,700 people; 10.7% of total employment), and Health Care and Social Assistance (92,300 people; 9.3% of total employment) (see Table 7).

Between the December 2024 and March 2025 quarters, the most notable changes in the number of people employed (-3400) were in Wholesale Trade (+7,800, an 8% rise, but reversing a previous fall), Financial and Insurance Services (-4,200, a 4% fall, but reversing the previous rise) and Manufacturing (-4,100, a 4% fall, but reversing the previous rise).

Between the March 2024 (not shown) and March 2025 quarters (-11,300, a fall of 1.1%), there were notable changes in the numbers employed in Health Care and Social Assistance (-10,900, a fall of 11%), Retail Trade (-5900, a fall of 7%) and Accommodation and Food Services (+4900, a rise of 10%).

In the March 2025 quarter, the industries with the highest proportions working part time were Accommodation and Food Services (39.9%) and Arts and Recreation Services (29.0%); the lowest was Electricity Gas Water and Waste Services (6.9%).

Table 7: Employment by industry – comparison to preceding quarter (quarterly data)

Industry (ANZSIC06)	December 2024 quarter	March 2025 quarter	December 2024 quarter	March 2025 quarter
	Number employed		Share (%)	
Primary Industries	8.5	9.5	0.9	1.0
Manufacturing	88	83.9	8.8	8.4
Electricity Gas Water and Waste Services	10.5	10.1	1.1	1.0
Construction	98.7	106.7	9.9	10.7
Wholesale Trade	44	51.8	4.4	5.2
Retail Trade	86.3	83.4	8.6	8.4
Accommodation and Food Services	56.2	56.1	5.6	5.6
Transport Postal and Warehousing	49.3	52.8	4.9	5.3
Information Media and Telecommunications	17.6	18.6	1.8	1.9
Financial and Insurance Services	58.4	54.2	5.8	5.4
Rental Hiring and Real Estate Services	30	27.9	3.0	2.8
Professional, Scientific and Technical Services	114.8	115.7	11.5	11.6
Administrative and Support Services	37.8	34.8	3.8	3.5
Public Administration and Safety	53.3	50.6	5.3	5.1
Education and Training	72	71.1	7.2	7.1
Health Care and Social Assistance	93.6	92.3	9.4	9.3
Arts and Recreation Services	22.7	21.4	2.3	2.1
Other Services	42.4	41.2	4.2	4.1
Total	999	995.6	100.0	100.0

Notes: Numbers are '000s. Total includes "Not elsewhere included". Data is based on latest population estimates.

8 Young people not in employment, education or training (NEET) by age

In the quarter ended 31 March 2025, the overall percentage of young people (aged 15 to 24) who were not in employment, education or training (NEET) in Auckland (15.9%) was a little above the rest of New Zealand (13.5%) over the same period (see Table 11). However, quarterly NEET rates are typically subject to substantial seasonal effects, while annual averages are not. In the year ended March 2025, the annual average NEET rate for Auckland (14.0%) was a little above the rest of New Zealand (12.8%) over the same period.

Statistics for the year ended March 2025 for young people (aged 15 to 24, and split by age: 15-19 years and 20-24 years) in Auckland who were NEET are shown in Table 8. NEET rates since 2006 are shown in Figure 4.

The NEET rate for the year ended March 2025 (14.0%) varied by age group from 11.0 per cent for those aged 15 to 19 (1.5% above a year earlier), to 16.9 per cent for those aged 20 to 24 (2.0% above a year earlier).

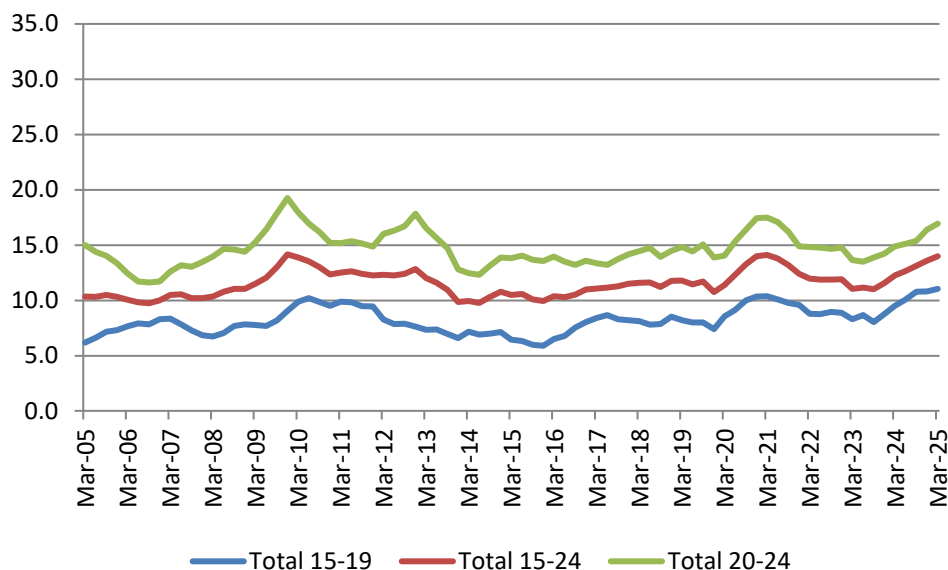
Table 8: NEET statistics by age, year ended March 2025 (annual averages)

	Total 15-24 years	15-19 years	20-24 years
Number in the selected population	230.1	115.9	114.2
Number NEET	32.2	12.8	19.4
NEET rate (%)	14.0	11.0	16.9
NEET rate (%) a year earlier	12.3	9.5	14.9

Note: Numbers are '000s; numbers and rates are based on latest population estimates.

The annual average NEET rate for the year ended March 2025 was slightly above the peaks seen during Covid (2021) and post-GFC (2010) for ages 15 to 19, and slightly below those years' peaks (and 2012/2013) for ages 20 to 24. NEET rates since 2018 have tended to move similarly for both age groups, falling from 2021 to 2023, but mostly rising after 2023.

Figure 4: NEET rate (%) by age (rolling annual average), 2006-2025



9 Young people not in employment, education or training (NEET) by ethnic group

NEET statistics for those aged 15-24 for the four main ethnic groups for the year ended March 2025 are shown in Table 9. NEET rates since 2006 are shown in Figure 5.

The annual average NEET rates for the year ended March 2025 were a quarter higher than a year prior for Asian youths (10.9%, +2.2% and overtaking European), and also rose for European (10.4%, +1.7%) and Pacific (20.2%, +2.3%); Māori remained the highest (23.1%, - 0.4%). NEET youths numbered 32,200 in total, of whom over a third identified as European (11,400), while Pacific (9,700) and Māori (9,300) comprised nearly a third each; nearly a quarter identified as Asian (7,400) (summing to more than the total – see Table 9 Notes).

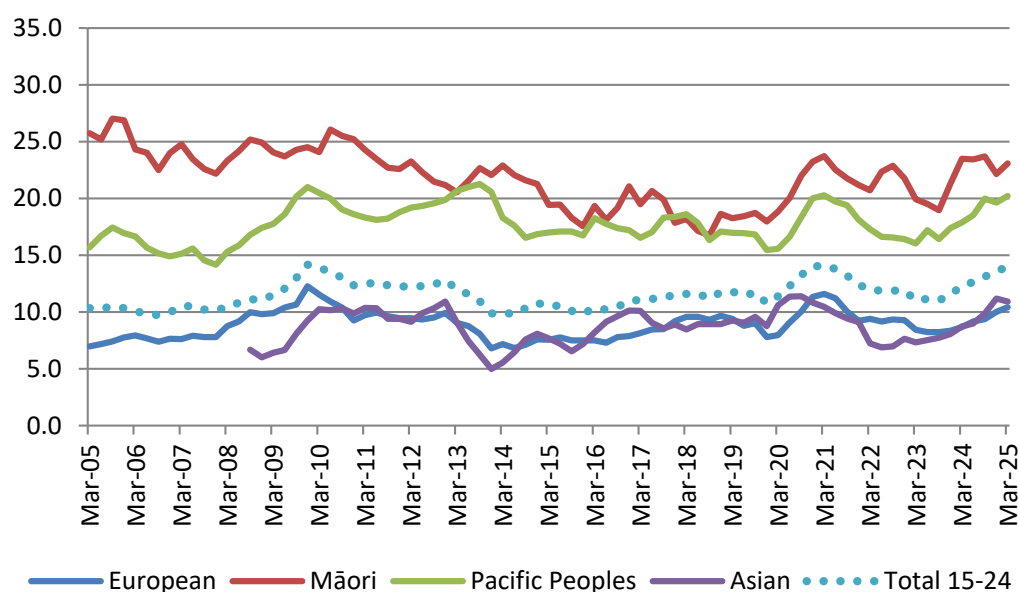
Table 9: NEET statistics by ethnic group, year ended March 2025 (annual average)

	Total	European	Māori	Pacific	Asian
Number in the selected population	230.1	109.1	40.1	47.8	67.4
Number NEET	32.2	11.4	9.3	9.7	7.4
NEET rate (%)	14.0	10.4	23.1	20.2	10.9
NEET rate (%) a year earlier	12.3	8.7	23.5	17.9	8.7

Notes: Numbers are '000s; sums may exceed totals due to respondents selecting multiple ethnic groups. "Other ethnicities" not shown. These numbers are indicative only as sub-sample sizes are small. Data is based on latest population estimates.

Since 2010 European and Asian rates have been similar, and somewhat below Pacific which is slightly below Māori; rates across all ethnic groups have tended to follow broadly similar movements, although with minor variations. (Maori NEET is a little more erratic - but survey sampling error margins of up to a third add considerable uncertainty.) Rates peaked in 2021 then fell sharply- a little earlier for Asians, and the Māori fall was temporarily reversed in 2022. The uptrend from 2023 began earlier for Asians and was completed faster for Māori.

Figure 5: NEET rate (%) by ethnic group (rolling annual average), 2006-2025



Note: Asian Ethnic Group was included in Other (not shown) until December Quarter 2007.

10 Young people not in employment, education or training (NEET) by broad location

NEET statistics for those aged 15-24 for Auckland and New Zealand for the year ended March 2025 are shown in Table 10. NEET rates since 2007 are shown in Figure 6.

NEET rates for the year ended March 2025 were much higher for the Southern Initiative area (TSI)³ (22.4%) than for the rest of Auckland (11.7%) and the rest of New Zealand (12.2%). Both Auckland areas were above a year earlier, especially TSI (+3.0%); the rest of New Zealand was unchanged. A third of Auckland's NEETs (32,200) were in the Southern Initiative area (11,100).

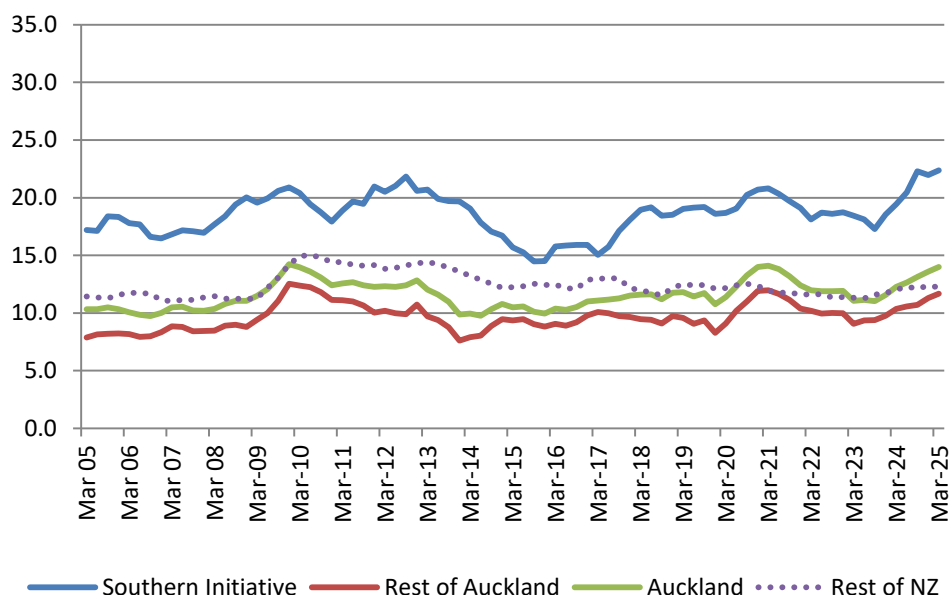
Table 10: NEET statistics by location, year ended March 2025 (annual average)

	Total Auckland	Southern Initiative	Rest of Auckland	Rest of NZ	New Zealand
Number in the selected population	230.1	49.5	180.6	439.8	669.9
Number NEET	32.2	11.1	21.1	53.8	86.0
NEET rate (%)	14.0	22.4	11.7	12.2	12.8
NEET rate (%) a year earlier	12.3	19.4	10.4	12.0	12.1

Notes: Numbers are '000s; numbers and rates are based on latest population estimates. Rest of NZ is New Zealand excluding Total Auckland.

As Figure 6 shows, NEET rates (rolling annual average) in the TSI have always been substantially higher than the rest of Auckland and New Zealand, although the difference narrowed during 2015-2017. From 2011 to 2018 Auckland NEET rate was a little below the Rest of New Zealand, but in 2021 it was higher and again from 2024 onwards. The TSI rate rose particularly sharply in 2024 to a record level exceeding 2010, but then flattened.

Figure 6: NEET rate (%) by location (rolling annual average), 2006-2025



³ The Southern Initiative was established by Auckland Council for four local board areas in South Auckland. The area is made up of the Māngere-Ōtāhuhu, Ōtara-Papatoetoe, Manurewa, and Papakura Local Board areas.

11 Young people not in employment, education or training (NEET) by local board area

Indicative NEET rates for the various local board areas for the latest quarter and year are shown in Table 11. Due to small sub-sample sizes, this information is not always available for some local board areas ('..S'/blank), and is never available for Great Barrier (not listed). The other local board NEET levels and rates have varying error margins (18% to 56%; e.g. at 56% error margin, '10% NEET rate' could be anywhere between 4.4% and 15.6%).

Table 11: NEET statistics by local board area – quarter and year ended March 2025

Local board area	Population Age 15-24 (000)	Quarterly NEET (000)	Quarterly NEET rate (%)	Annual average NEET Rate (%)
Rodney	4.3	..S	..S	..S
Hibiscus and Bays	14.8	..S	..S	8.0
Upper Harbour	13.1	1.0	7.9	10.3
Kaipātiki	13.2	1.9	14.3	13.7
Devonport-Takapuna	9.7	1.5	15.4	16.2
Henderson-Massey[W]	18.9	3.6	18.9	20.0
Waitākere Ranges [W]	9.5	1.7	17.8	14.3
Waiheke	..S	..S	..S	..S
Waitematā	11.5	1.4	11.9	10.9
Whau [W]	12.7	3.1	24.2	48.6
Albert-Eden	12.8	2.0	15.3	15.6
Puketāpapa	7.1	1.4	19.4	18.5
Ōrākei	15.3	1.3	8.7	9.5
Maungakiekie-Tāmaki	14.5	3.5	24.2	16.4
Howick	17.5	1.5	8.5	13.0
Māngere-Ōtāhuhu [*]	9.6	2.5	26.4	32.1
Ōtara-Papatoetoe [*]	14.8	4.0	26.9	23.1
Manurewa [*]	17.4	3.5	20.1	18.5
Papakura [*]	10.2	2.0	19.2	20.9
Franklin	10.1	..S	..S	..S
Southern Initiative [*]	52.0	12.0	23.0	22.4
Rest of Auckland [*]	186.5	25.9	13.9	11.7
Western Initiative [W]	41.1	8.3	20.3	17.0
Auckland total	238.4	37.9	15.9	14.0
Rest of New Zealand	433.7	58.7	13.5	12.2
Total New Zealand	672.1	96.6	14.4	12.8

Notes: Data is based on latest population estimates. Any finer geography than Auckland total is below the design level of the survey; local board area estimates should be treated as indicative only and used with caution...S = data suppressed due to base numbers being too small (e.g. NEET below 1000 for the quarter (quarterly) or for all of the four quarters (annual average)). [*] The Southern Initiative is made up of the Māngere-Ōtāhuhu, Ōtara-Papatoetoe, Manurewa and Papakura Local Boards. [W] = Western Initiative area.

12 Appendix: Definitions and technical notes

Definitions used in the HLFS

Employed: Those HLFS respondents who during their survey reference week had either:

- worked for one hour or more for pay or profit, as employee/employer/self employed
- worked without pay for one hour or more for a relative's farm or business
- had a job but were temporarily not at work.

Labour force: Members of the working-age population who during their survey reference week were classified as 'employed' or 'unemployed'.

Labour force participation rate (LFPR): The total labour force expressed as a percentage of the working-age population.

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

Not in the labour force (NILF): Any person who is neither employed nor unemployed. This category includes, for example:

- retired persons
- persons with personal or family responsibilities such as childcare, unpaid housework
- persons attending educational institutions
- persons permanently unable to work due to physical or mental handicaps
- persons who were not actively seeking work (see note below regarding unemployed).

Significant difference: The HLFS is a sample survey, so all statistics are subject to survey sampling error – the random variation between the sample and the total population. For a difference to be statistically significant, it must exceed this margin of error (see also technical note on sampling errors).

Unemployed: Unemployed persons are those in the working-age population who 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. (Note: 'Actively sought work' does not include people whose only job search method was to look at job advertisements in newspapers or online.)

Unemployment rate (UER): The number of unemployed expressed as a percentage of the labour force.

Working age population (WAP): total population (i.e. of all labour force statuses) aged 15 or over (including over 65), who have or propose to live in New Zealand for at least 12 months, but excluding institutionalised people (in prison, or long-term residents of homes for older people, hospitals, and psychiatric institutions); sometimes restricted to a particular specified sub-group such as by gender or ethnicity – and sometimes also for a sub-group defined by age e.g. youth (aged 15-24).

Technical notes

HLFS survey sampling: Households are sampled on a statistically representative basis from areas throughout New Zealand, and information is obtained for each member of the household aged 15 or older. Each quarter, one-eighth of the households in the sample are rotated out and replaced by a new set of households.

Seasonality and annual averages: In order to ensure information is seasonally aligned, rolling annual averages are used throughout most of this report for reporting across time. Remaining quarterly data in this report will be subject to seasonality (and may differ from some of the HLFS headline numbers published by Stats NZ that are ‘seasonally adjusted’).

Revisions: The survey and some back-data were revised by Stats NZ in October 2020 and again in January 2021 to match revised regional population estimates. There are also ongoing minor revisions to recent population backdata due to revisions of migration estimates. In addition, the survey and all back-data since 2009 was revised in June 2016 when ‘searching online ads only’ was redefined from ‘official unemployed’ to ‘looking at job ads only’ (i.e. not actively seeking employment, therefore Not In Labour Force). This overview uses the revised data, but back-data for before 2009 still uses the old definition.

Sampling errors: As the HLFS is a sample survey, all statistics are subject to survey sampling error. Statistics presented here at the sub-sample (e.g. local board or ethnic groups) and sub-variable (e.g. NEET for ages 15-24) levels are also subject to additional sampling errors and should be treated as indicative only. Note also that in some cases a difference can be significant for a sample but not for any of its component sub-samples (e.g. ethnic groups).

Survey questionnaire changes: In June 2016, the HLFS questionnaire was changed to identify more self-employed people (who would previously have been Not In Labour Force and/or NEET), and to include members of the armed forces living in private dwellings (previously not part of ‘Working Age Population’). Consequently, employment and unemployment rates and other affected data prior to June 2016 are not fully compatible with later periods.

For further information

Technical notes on the HLFS on Stats NZ website:

<https://datainfolplus.stats.govt.nz/item/nz.govt.stats/6a13af44-0057-4a63-835a-c1a0c6f8ef91>

2020 and 2021 Covid-19 impacts:

<https://www.stats.govt.nz/methods/covid-19-and-labour-market-statistics-in-the-june-2020-quarter>

<https://www.stats.govt.nz/methods/covid-19-and-labour-market-statistics-in-the-december-2021-quarter>

Stats NZ Guide to unemployment statistics (Third edition)

<https://www.stats.govt.nz/assets/Reports/Guide-to-unemployment-statistics-third-edition/guide-unemployment-statistics-third-edition.pdf>

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