



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

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## Table of contents

1	Introduction .....	1
2	Overview and highlights .....	2
3	Labour force status and unemployment rate by age .....	4
4	Labour force status and unemployment rate by gender .....	5
5	Labour force status and unemployment rate by ethnic group.....	6
6	Employment by occupation.....	7
7	Employment by industry .....	8
8	Young people not in employment, education or training (NEET) overview and by age .	9
9	Young people not in employment, education or training (NEET) by ethnic group.....	10
10	Young people not in employment, education or training (NEET) by broad location .....	11
11	Young people not in employment, education or training (NEET) by local board area ..	12
12	Appendix: Definitions and technical notes .....	13

# 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). 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 for reporting across time (with some exceptions). As the HLFS is a sample survey, all statistics are subject to survey sampling error. Statistics presented 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. 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 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](http://www.stats.govt.nz)
- **Additional Auckland HLFS data** is available on request from the author: [Ross.Wilson@aucklandcouncil.govt.nz](mailto: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 December 2025 quarter, compared to the preceding quarter (September 2025)<sup>1</sup>:

- Auckland's unemployment rate was 6.4%, a little above September 2025<sup>2</sup>, and the second-highest rate since 2015.
- The number of people who were unemployed was 67,000 (+3,500, a 5.5% rise).
- The number of people employed rose to 984,300 (+8,800, a 0.9% rise).
- The number of people not in the labour force (NILF) fell 1.5% to 419,300 (-6,600).
- The labour force participation rate (LFPR) rose 0.8% to 71.5%: third lowest in four years, similar to 2016-2019, but note that LFPR 2021-2025 had been at record highs.

In addition, for the December 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 (12.2%) and a little above December 2024 (14.8%).

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

- The unemployment rate averaged 6.3%, higher than a year earlier (5.0%) by a quarter.
- The largest proportionate increase in unemployment rate was for those aged 25 to 39, rising from 4.0% to 5.3%, and 40 to 54 years, rising from 3.1% to 4.0%, although younger people had higher rates: 15 to 19 years (28.6%, up from 24.8%), 20 to 24 years (12.9%, was 9.8%); lowest was 55 years and over at 3.3% (was 2.9%).
- The unemployment rate for females averaged 6.6% (1.2% above a year prior (5.4%)). The rate for males averaged 5.9% (1.3% above 4.6% a year prior), so the gap between males and females (0.7%) stayed below the 20-year average (0.8%) and peak (2.5%).
- Unemployment rates rose for all main ethnic groups. Māori and Pacific rates remain higher than the others: Māori at 14.2% (up from 10.3%), Pacific peoples at 12.6% (was 9.4%); Asian rose to 5.4% (from 4.5%), European rose by the least to 4.3% (was 4.0%).
- The labour force participation rate (LFPR) fell to 71.6%, down from a year earlier (72.9%) but remaining higher than any time before 2022.
- The LFPR for females decreased (66.6%, down from 68.2%), remaining significantly lower than for males (76.6%, was 77.8%) but narrowing the gap a little to 10.0%.
- LFPRs fell for those aged 15 to 19 (down 3.7% to 38.5%), but much less so for all other ages: 20 to 24 (minimal +0.1% to 78.5%), 25-39 (87.1%, down 1.0%), 40-54 (86.8%, down 1.0%), and 55 and over (50.9%, down 0.4%).
- LFPRs fell most for Māori (64.6%, down 2.9%) and European (71.4%, down 2.6%), less for Asian (75.7%, down 0.7%); the LFPR for Pacific peoples rose (66.1%, up 1.3%).

In addition, over the year ended December 2025:

- The annual average NEET rate for Auckland was 14.9%, higher than the rest of New Zealand (12.3%), and a little above the year ended December 2024 (13.6%).
- Auckland NEET rates were highest for Māori (26.3%) and Pacific (22.3%) ethnicities, and for the Southern Initiative area (24.1%); one third (12,800) identified as European.
- Auckland's NEET rate was higher for those aged 20-24 (18.0%) than 15-19 (11.8%).

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<sup>1</sup> Results shown are not seasonally adjusted; they include Stats NZ revisions of previous data.

<sup>2</sup> 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 Sep 2025 (snapshot)	Quarter end Dec 2025 (snapshot)	Year end Dec 2024 (annual average)	Year end Dec 2025 (annual average)
Number employed	975.8	984.3	1001.3	982.0
Number unemployed	63.5	67.0	52.6	65.5
Number not in the labour force (NILF)	425.9	419.3	391.1	415.9
Number in the working age population	1465.3	1470.6	1445.0	1463.4
Labour force participation rate (%)	70.9	71.5	72.9	71.6
Unemployment rate (%)	6.1	6.4	5.0	6.3

**Note:** Numbers are '000s of people except where indicated as percentages (%).

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

	Year end Dec 2024 (annual average)	Year end Dec 2025 (annual average)	Year end Dec 2024 (annual average)	Year end Dec 2025 (annual average)
	Unemployment rate		Labour force participation rate	
<b>Total</b>	<b>5.0</b>	<b>6.3</b>	<b>72.9</b>	<b>71.6</b>
15-19 years	24.8	28.6	42.2	38.5
20-24 years	9.8	12.9	78.4	78.5
25-39 years	4.0	5.3	88.1	87.1
40-54 years	3.1	4.0	87.8	86.8
55 years +	2.9	3.3	51.3	50.9
Female	5.4	6.6	68.2	66.6
Male	4.6	5.9	77.8	76.6
European	4.0	4.3	74.0	71.4
Māori	10.3	14.2	67.5	64.6
Pacific	9.4	12.6	64.8	66.1
Asian	4.5	5.4	76.4	75.7

**Note:** Results by ethnic group are not mutually exclusive as people can choose more than one ethnic identity.

### 3 Labour force status and unemployment rate by age

Labour force status by age group for the year ended December 2025 is shown in Table 3. Unemployment rates since 1995 are shown in Figure 1.

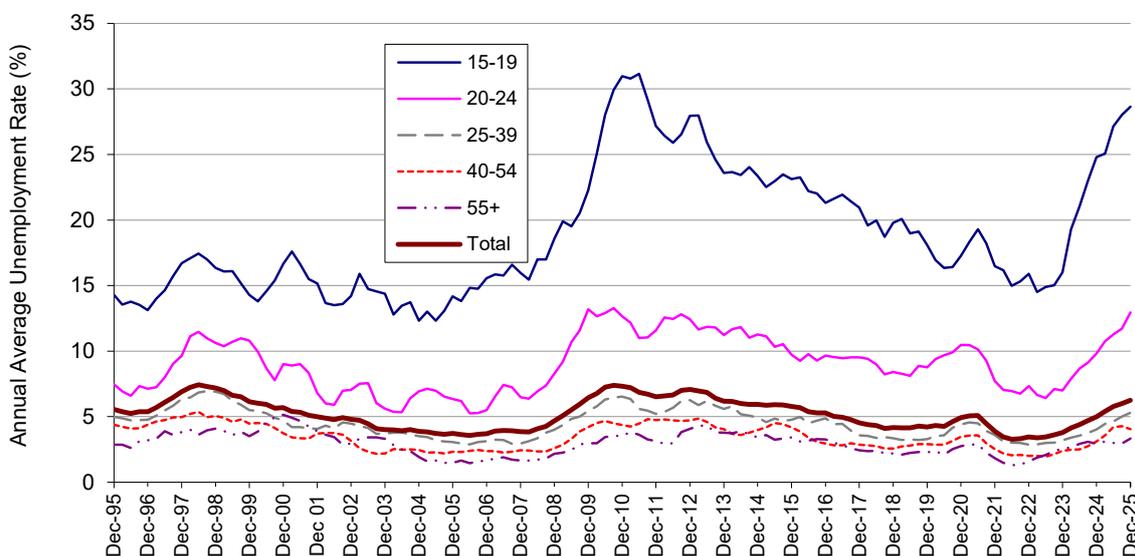
**Table 3: Labour force status by age group, year ended December 2025 (annual averages)**

	Total	15 to 19	20 to 24	25 to 39	40 to 54	55 and over
Number employed	982.0	34.3	80.2	353.7	302.4	211.4
Number unemployed	65.5	13.8	11.9	19.8	12.7	7.3
Number not in the labour force	415.9	76.9	25.2	55.3	47.8	210.8
Number in the working age popn	1463.4	124.9	117.3	428.8	362.9	429.5
Labour force participation rate (%)	71.6	38.5	78.5	87.1	86.8	50.9
Unemployment rate (%)	6.3	28.6	12.9	5.3	4.0	3.3

**Note:** Numbers are '000s, rates (%) are percentages; numbers and rates are based on latest population estimates.

Annual average unemployment rates for the year ended December 2025 varied inversely to age: highest for those aged 15 to 19 years (28.6%) and 20 to 24 (12.9%), and lowest for ages 25 to 39 (5.3%), 40 to 54 (4.0%) and 55 and over (3.3%). Since June 2023, rates doubled for ages 40-54, 20-24 and (nearly) 15-19; for ages and 25-39 they rose by four-fifths, and for ages 55 and over by more than half. (But note survey error margins can exceed 25% for some groups.)

**Figure 1: Unemployment rate by age (rolling annual average), 1995-2025**



Labour force participation rates (LFPR) in the year ended December 2025 fell slightly for most ages, to 38.5% for those aged 15 to 19 and 78.5% (unchanged) for ages 20 to 24 (both similar to 2016-2020). There were slight falls for those aged 25 to 39 (87.1%) 40 to 54 (86.8%) and 55 and over (50.9%), but these rates remain near their 2023 record highs. Over the longer term, the LFPR for those aged 55 and over is nearly double that of June 1995 (26.2%).

## 4 Labour force status and unemployment rate by gender

Table 4 shows labour force status for males and females for the year ended December 2025. Unemployment rates since 1995 are shown in Figure 2.

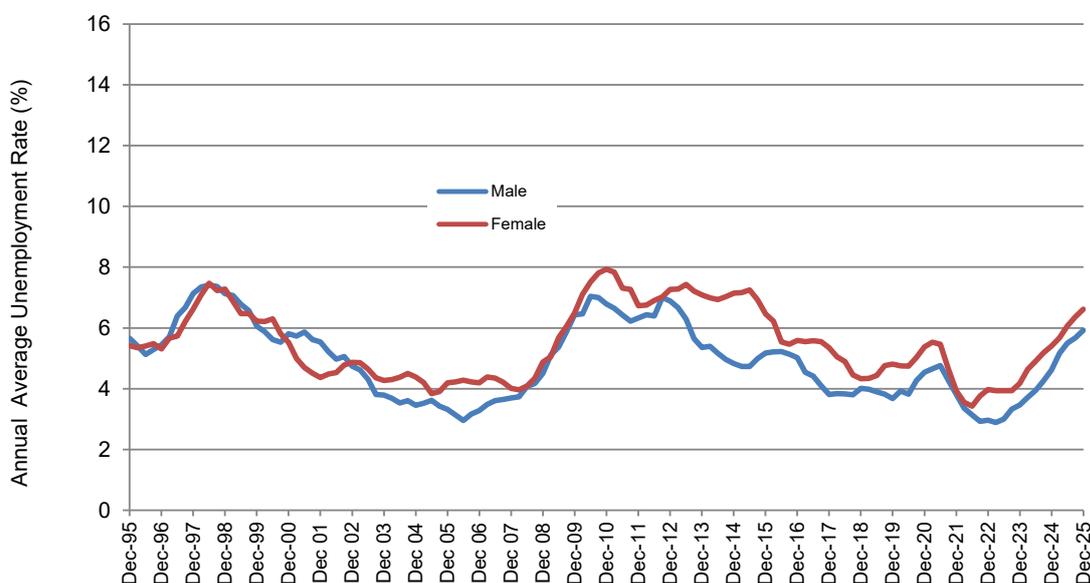
**Table 4: Labour force status by gender, year ended December 2025 (annual averages)**

	Total	Male	Female
Number employed	982.0	522.9	459.1
Number unemployed	65.5	33.0	32.6
Number not in the labour force	415.9	169.3	246.5
Number in the working age popn	1463.4	725.2	738.3
Labour force participation rate (%)	71.6	76.6	66.6
Unemployment rate (%)	6.3	5.9	6.6

**Note:** Numbers are '000s, rates (%) are percentages; numbers and rates are based on latest population estimates.

The unemployment rate for the year ended December 2025 (6.3%) was higher for females (6.6%) than males (5.9%); both were above record lows of 2022-2023 and 2005-2008, but a little below 2010-2012 rates for males and 2010-2014 rates for females. The female-male unemployment rate differential (0.7%) remained similar to 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), 1995-2025**



The LFPR (71.6% total) continued declining for females (66.6%) from a record high of 69.9% in 2023, and remained significantly lower than for males (76.6% - also still declining since its record high of 79.1%). The LFPR gender differential (10.0%) was broadly similar to 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 has risen by a sixth (9% rise from 57.3% in 1995), the majority of growth being from December 2013 (61.3%) to 2023.

## 5 Labour force status and unemployment rate by ethnic group

Labour force status for the four main ethnic groups for the year ended December 2025 is shown in Table 5. Unemployment rates since 1995 are shown in Figure 3.

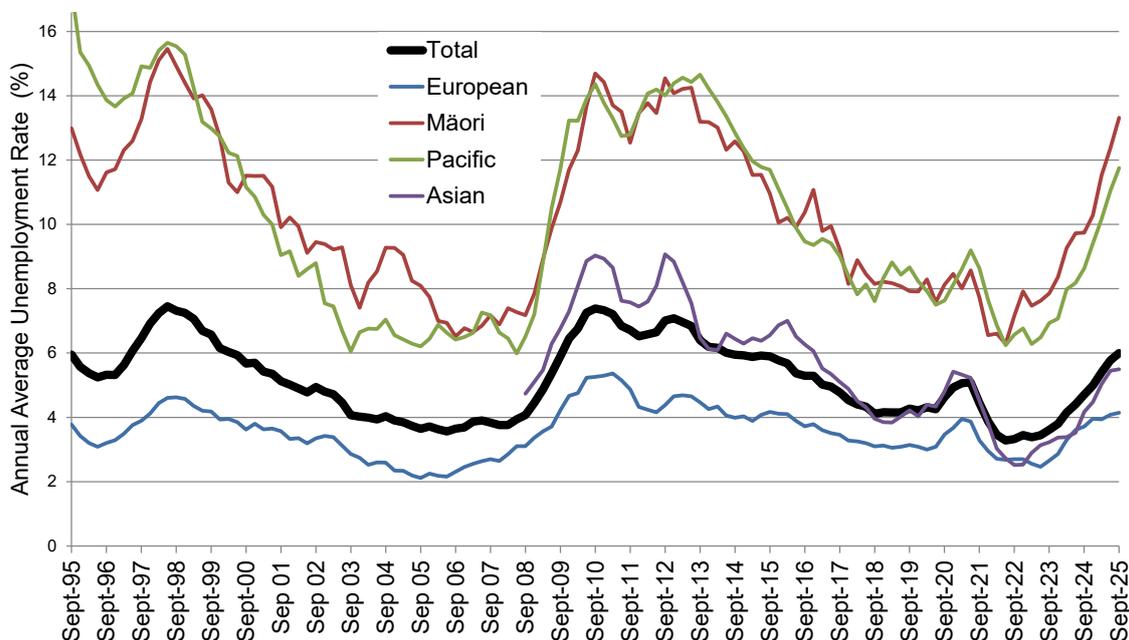
**Table 5: Labour force status by ethnic group, year ended December 2025 (annual average)**

	Total	European	Māori	Pacific	Asian
Number employed	982.0	484.7	88.3	112.0	353.7
Number unemployed	65.5	21.5	14.6	16.2	20.3
Number not in the labour force	415.9	202.7	56.3	65.6	119.8
Number in the working age popn	1,463.4	708.9	159.2	193.8	493.7
Labour force participation rate (%)	71.6	71.4	64.6	66.1	75.7
Unemployment rate (%)	6.3	4.3	14.2	12.6	5.4

**Notes:** Numbers are '000s, rates (%) are percentages; 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 December 2025 (6.3%) were higher than a year prior, for all ethnic groups. The rate rose by a third or more for Māori (14.2%, up from 10.3%) and Pacific peoples (12.6%, up from 9.4%), and by less for Asian (5.4%, up from 4.5%) and European (4.3%, up from 4.0%). As Figure 3 shows, Māori and Pacific rates have been similar since 1999, and Asian rates fell to around 1% above European rates from 2019 onwards.

**Figure 3: Unemployment rate by ethnic group (rolling annual average), 1995-2025**



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

LFPR varied from 64.6 per cent for Māori and 66.1 per cent for Pacific peoples (up from 55.6% in 2013), to European 71.4 per cent and Asian 75.7 per cent (65.1% in 2013). LFPR were slightly below a year ago for European (-3%) and Māori (-3%), but not Asian (-1%) or Pacific (+1%).

## 6 Employment by occupation

Auckland’s largest occupational categories in the December 2025 quarter were Professionals (27.9% of Auckland’s total employment), and Managers (24.3%), together constituting half of all employment, followed by Technicians and Trades Workers (10.0%) and Clerical and Administrative Workers (9.3%) (see Table 6).

Between the September 2025 and December quarters, the small rise in total employment (+8,500 or +0.9%) included changes in the numbers employed in the following occupations:

- Professionals (+11,400, a 4% rise)
- Clerical and Administrative Workers (-7,300, a 7% fall)

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

Occupation (ANZSCO 1-digit)	September 2025 quarter	December 2025 quarter	September 2025 quarter	December 2025 quarter
	Number		Share (%)	
Managers	234.1	239.6	24.0	24.3
Professionals	263.6	275.0	27.0	27.9
Technicians and Trades Workers	96.2	98.5	9.9	10.0
Community and Personal Service Workers	86.0	84.0	8.8	8.5
Clerical and Administrative Workers	99.1	91.8	10.2	9.3
Sales Workers	70.1	71.3	7.2	7.2
Machinery Operators and Drivers	55.9	52.3	5.7	5.3
Labourers	62.6	64.3	6.4	6.5
<b>Total</b>	<b>975.8</b>	<b>984.3</b>	<b>100.0</b>	<b>100.0</b>

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

Between the December 2024 and December 2025 quarters, the 11,100 decrease in total employment (a fall of 1.1%) included notable changes in the numbers employed in the following occupations:

- Clerical and Administrative Workers (-11,300, a fall of 11%).
- Professionals (+5,500, a rise of 2%)

Full-time employment fell (-9,000 or 1.1%) and part-time employment also fell (-2,100 or 1.2%) between the December 2024 and December 2025 quarters. The part-time share was unchanged at 17.7% of total employment, similar or slightly above most of the seven years from 2018 to 2024, but substantially lower than most of the post-Global Financial Crisis (GFC) period 2009 to 2017 (mostly 18.5% to 21.8%).

## 7 Employment by industry

In the December 2025 quarter, Auckland’s largest sectors in terms of employment were Professional, Scientific and Technical Services (111,700 people; 11.3% of total employment), Construction (98,100 people; 10.0% of total employment), and Health Care and Social Assistance (95,700 people; 9.7% of total employment) (see Table 7).

Between the September 2025 and December 2025 quarters, the most notable changes in the number of people employed (+8,500) were in Professional, Scientific and Technical Services (+6,500, a 6% rise but reversing prior falls), Wholesale Trade (-4,800, a 10% fall but reversing an earlier rise) and Primary Industries (+3,200, a 30% rise).

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

Industry (ANZSIC06)	Sept 2025 quarter	Dec 2025 quarter	Sept 2025 quarter	Dec 2025 quarter
	Number employed		Share (%)	
Primary Industries	10.8	14.0	1.1	1.4
Manufacturing	83.7	85.1	8.6	8.6
Electricity Gas Water and Waste Services	10.2	11.8	1.0	1.2
Construction	97	98.1	9.9	10.0
Wholesale Trade	47.6	42.8	4.9	4.3
Retail Trade	85.7	83.5	8.8	8.5
Accommodation and Food Services	55.2	53.8	5.7	5.5
Transport Postal and Warehousing	56.9	56.2	5.8	5.7
Information Media and Telecommunications	17.6	18.5	1.8	1.9
Financial and Insurance Services	53.7	53.6	5.5	5.4
Rental Hiring and Real Estate Services	23.5	25	2.4	2.5
Professional, Scientific and Technical Services	105.2	111.7	10.8	11.3
Administrative and Support Services	35.7	38.1	3.7	3.9
Public Administration and Safety	53.1	51.0	5.4	5.2
Education and Training	68.6	67.2	7.0	6.8
Health Care and Social Assistance	92.8	95.7	9.5	9.7
Arts and Recreation Services	21.3	22.9	2.2	2.3
Other Services	41.8	43.6	4.3	4.4
<b>Total</b>	<b>975.8</b>	<b>984.3</b>	<b>100.0</b>	<b>100.0</b>

**Notes:** Numbers are ‘000s. Total includes “Not elsewhere included”. Data is based on latest population estimates.

Between the December 2024 and December 2025 quarters, there were notable changes in the numbers employed in Transport Postal and Warehousing (+7,000, a rise of 14%), Primary Industries (+5,500, a 65% rise), Rental Hiring and Real Estate Services (-4,800, a fall of 16%), Financial and Insurance Services (-4,400, a fall of 7%) and Education and Training (-4,600, a 6% fall).

In the December 2025 quarter, the industries with the highest proportions working part time (17.7% overall) were Arts and Recreation Services (40%) and Accommodation and Food Services (39%); the lowest was Electricity Gas Water and Waste Services (7%).

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

In the December 2025 quarter, the overall percentage of young people aged 15 to 24 who were not in employment, education or training (NEET) in Auckland (15.9%) was above the rest of New Zealand (12.2%) 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 December 2025, the annual average NEET rate for Auckland (14.9%) was above the rest of New Zealand (12.3%) over the same period.

Statistics for the year ended December 2025 for young people aged 15 to 24 split by age (15-19 years and 20-24 years) in Auckland who were NEET are shown in Table 8. NEET rates since 2004 are shown in Figure 4.

The NEET rate for the year ended December 2025 (14.9%) varied by age group from 11.8 per cent for those aged 15 to 19 (1.0% above a year earlier), to 18.0 per cent for those aged 20 to 24 (1.6% above a year earlier).

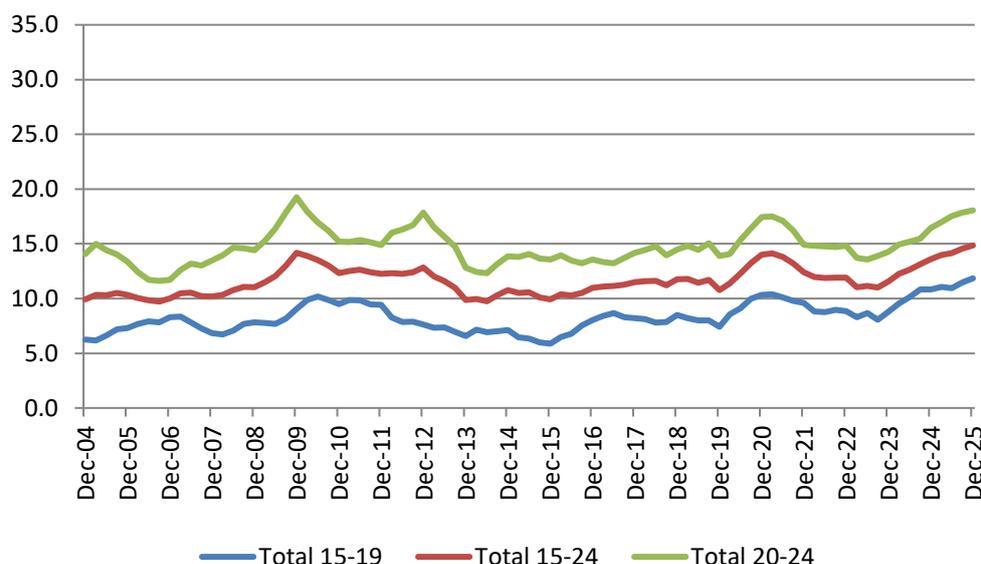
**Table 8: NEET statistics by age, year ended December 2025 (annual averages)**

	Total 15-24 years	15-19 years	20-24 years
Number in the selected population	242.3	124.9	117.3
Number NEET	36.0	14.8	21.2
NEET rate (%)	14.9	11.8	18.0
NEET rate (%) a year earlier	13.6	10.8	16.4

**Note:** Numbers are '000s, rates (%) are percentages; numbers and rates are based on latest population estimates.

The annual average NEET rate for the year ended December 2025 was similar to the peaks seen during Covid (2021) and post-GFC (2009-2010) for those aged 20 to 24, and a little above then for ages 15 to 19. Since 2018, NEET rates tended to move similarly for both age groups (within survey sample error margins), falling from 2021 to 2023, then rising after 2023.

**Figure 4: NEET rate (%) by age (rolling annual average), 2004-2025**



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

NEET statistics for young people aged 15 to 24 across the four main ethnic groups for the year ended December 2025 are shown in Table 9. Figure 5 shows NEET rates since 2004.

The annual average NEET rate for the year ended December 2025 was slightly higher than the year before for most main ethnic groups. Māori remained the highest (26.3%, a 4.2% rise), a little above Pacific (22.3%, +2.8%). Lowest were European (10.9%, +0.9%) and Asian (10.7%, down 0.4%). There were 36,000 young people who were NEET, of whom a third identified as European (12,800), followed by Pacific (11,700) and Māori (11,500), then Asian (7,200) (summing to more than the total – see Table 9 Notes).

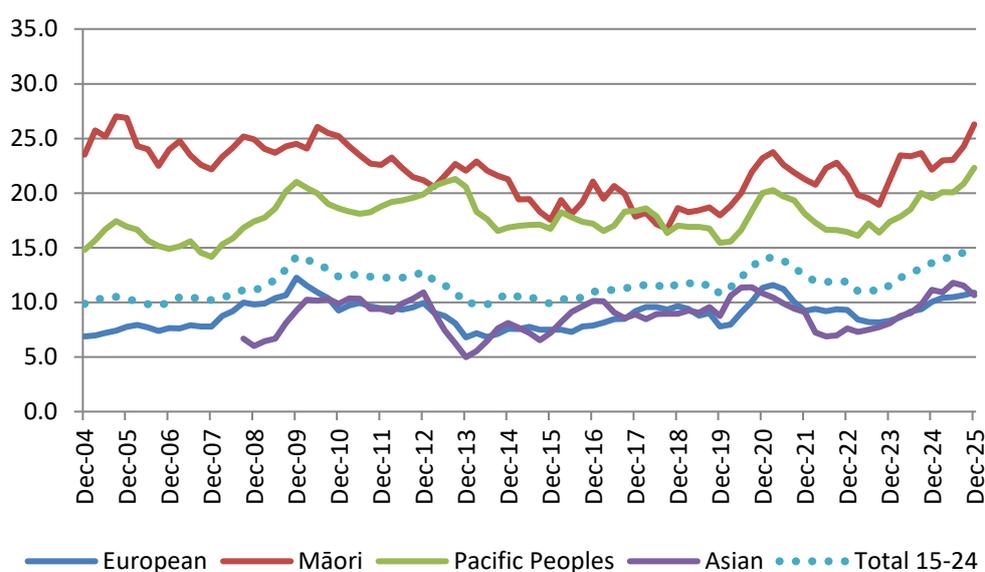
**Table 9: NEET statistics by ethnic group, year ended December 2025 (annual average)**

	Total	European	Māori	Pacific	Asian
Number in the selected population	242.3	117.6	43.6	52.3	67.8
Number NEET	36.0	12.8	11.5	11.7	7.2
NEET rate (%)	14.9	10.9	26.3	22.3	10.7
NEET rate (%) a year earlier	13.6	10.0	22.1	19.5	11.1

**Notes:** Numbers are '000s, rates (%) are percentages; 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, rates across all ethnic groups have tended to follow broadly similar movements, although with minor variations. Māori NEET is more erratic, however survey sampling error margins of up to a third add considerable uncertainty to these results. Rates peaked in 2021 then fell sharply, but a little earlier for Asians, and slower for Europeans. The uptrend from 2023, returning to 2021 levels, began earlier for Asians and for them has now flattened.

**Figure 5: NEET rate (%) by ethnic group (rolling annual average), 2004-2025**



**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 December 2025 are shown in Table 10. NEET rates since 2004 are shown in Figure 6.

NEET rates for the year ended December 2025 were much higher for the Southern Initiative area (TSI)<sup>3</sup> (24.1%) than for the rest of Auckland (12.1%), which was similar to the rest of New Zealand (12.3%). Both Auckland areas were slightly above a year earlier (TSI +2.1%, rest of Auckland +0.8%) and the rest of New Zealand was unchanged (+0.0%). A third of Auckland's NEETs (36,000) were in Southern Initiative area (13,100).

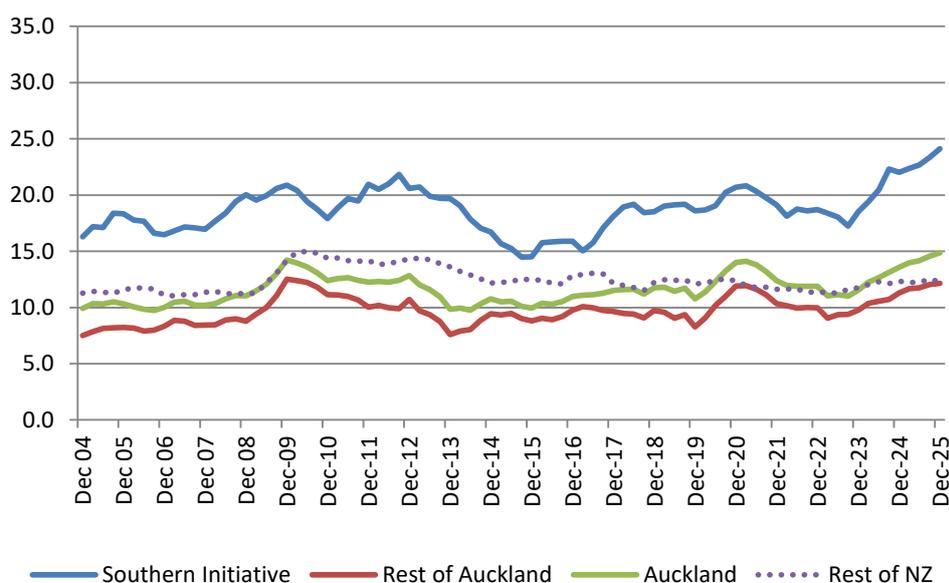
**Table 10: NEET statistics by location, year ended December 2025 (annual average)**

	Total Auckland	Southern Initiative	Rest of Auckland	Rest of NZ	New Zealand
Number in the selected population	242.3	54.4	187.9	438.9	681.2
Number NEET	36.0	13.1	22.8	54.0	90.0
NEET rate (%)	14.9	24.1	12.1	12.3	13.2
NEET rate (%) a year earlier	13.6	22.0	11.3	12.3	12.8

**Notes:** Numbers are '000s, rates (%) are percentages; 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 2005 to 2018 Auckland NEET rate was similar or below Rest of New Zealand, but in 2021-2022 it was higher and again from 2024 onwards. The TSI rate rose sharply in 2024 to a record level exceeding 2010, and rising further since then.

**Figure 6: NEET rate (%) by location (rolling annual average), 2004-2025**



<sup>3</sup> 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. For further information go to [www.tsi.nz](http://www.tsi.nz).

## 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 December 2025

Local board area	Population Age 15-24 (000)	Quarterly NEET (000)	Quarterly NEET rate (%)	Annual average NEET Rate (%)
Rodney	8.2	1.0	12.4	14.0
Hibiscus and Bays	16.6	1.2	7.3	7.4
Upper Harbour	10.5	1.1	10.1	9.3
Kaipātiki	10.7	1.4	13.5	12.9
Devonport-Takapuna	8.9	..S	..S	15.6
Henderson-Massey [W]	19.8	3.4	17.4	17.8
Waitākere Ranges [W]	10.6	1.1	10.6	15.7
Waiheke	..S	..S	..S	..S
Waitematā	10.6	..S	..S	11.9
Whau [W]	11.9	2.6	21.9	89.2
Albert-Eden	11.6	1.9	16.2	14.8
Puketāpapa	7.4	1.3	17.6	17.8
Ōrākei	14.1	1.5	10.5	9.6
Maungakiekie-Tāmaki	15.1	3.3	22.0	19.4
Howick	20.2	2.1	10.4	8.8
Māngere-Ōtāhuhu [*S]	9.8	1.4	14.6	23.0
Ōtara-Papatoetoe [*S]	16.6	5.1	30.6	28.7
Manurewa [*S]	16.7	3.5	21.0	23.7
Papakura [*S]	13.9	3.8	27.4	19.5
Franklin	6.6	1.1	16.4	13.1
Southern Initiative [*S]	57.0	13.8	24.2	24.1
Rest of Auckland [*S]	182.8	24.3	13.3	12.1
Western Initiative [W]	42.3	7.2	16.9	18.0
<b>Auckland total</b>	<b>239.8</b>	<b>38.1</b>	<b>15.9</b>	<b>14.9</b>
Rest of New Zealand	445.4	54.5	12.2	12.3
<b>Total New Zealand</b>	<b>685.2</b>	<b>92.6</b>	<b>13.5</b>	<b>13.2</b>

**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)). [\*S] 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:** 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 (so including over 65), who live, or propose to live, in New Zealand for at least 12 months. Excludes long term (six weeks or more) residents of homes for older people, hospitals, and psychiatric institutions, and people in prison. Includes but does not sample people residing in: non-private dwellings (e.g. hotels, motels, hostels, military camp); non-permanent dwellings (eg people in tents or caravans not permanently sited); ships, boats; islands (except Waiheke), e.g. Great Barrier, Kawau, Chatham, and Stewart islands.

## 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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