

Auckland Regional Household Labour Force Survey: Quarterly Overview – December 2021

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February 2022

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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.

In order to ensure information is seasonally aligned, rolling annual averages are used throughout this report 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.

It is useful to note that from the March 2020 quarter onwards, results have been affected to a greater or lesser extent by the effects of Covid-19 on the labour market, including border closures and lockdowns of various durations and levels of restriction.

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:

- **National and some regional data** released on Stats NZ website: www.stats.govt.nz
- **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/>
- **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://knowledgeauckland.org.nz/publications/auckland-economic-update-november-2021/>
- **Auckland Economic Quarterly** - an update on Auckland's economic challenges and opportunities including unemployment, housing, migration and more, prepared by the Chief Economist Unit, is available on the Knowledge Auckland website.

Also available at <https://www.aucklandcouncil.govt.nz/about-auckland-council/business-in-auckland/Pages/economic-advice.aspx>

2. Overview and highlights

For the December 2021 quarter, compared to the preceding quarter (not seasonally adjusted):

- Auckland's unemployment rate was at 3.0%, similar¹ to 3.1% at September 2021. This is the lowest recorded rate of unemployment since 2007.
- The number of people unemployed (29,400) was similar to September 2021 (30,900).
- The number of people employed (955,900) was also similar (slight decrease of 2200 or 0.2%).
- There was a slight rise in the number of people not in the labour force (NILF) (increase of 3600 to 382,600).
- The labour force participation rate (72.0%) was similar to September (72.3%).
- Average weekly hours worked was 37.8 (including full and part-timers), and the gap (5.6 hours) between males (40.5) and females (34.9) was the lowest ever recorded.
- The rate of young people aged 15 to 24 not in employment, education or training (NEET) was 10.7%, similar to September (10.6%) and to the rest of New Zealand (11.6%).

Over the year ended December 2021, compared to the year ended December 2020:

- The unemployment rate averaged 3.9%, compared to 4.9% in the 12 months to December 2020 – constituting a reduction of one fifth.
- The unemployment rate for those aged 20 to 24 averaged 7.7%, a quarter less than a year prior (10.5%).
- The unemployment rate for females of all ages averaged 3.9%, nearly a third lower than 5.4% a year prior. The rate for males averaged 3.8% (down from 4.5% a year prior), so the gap between males and females is currently minimal (0.1%).
- The unemployment rate for Pacific people (7.7%) was similar to the year before (8.1%). Rates for other main ethnic groups decreased by about a quarter: Māori (6.6%, down from 8.4%), Asian (3.8%, down from 5.4%) and European (2.9%, down from 3.7%).
- The labour force participation rate averaged 71.6%, slightly above 2020 (70.0%).
- The labour force participation rates for females (66.3%) and males (77.0%) were slightly above a year prior (64.6% and 75.7% respectively).
- Labour force participation rates rose slightly from a year prior for all ages, especially 15-19 (41.1% from 39.2%) and 20-24 (78.4% from 75.5%).
- Labour force participation rates were slightly above a year prior for European (72.7%), Māori (67.3%) and Pacific (63.4%) ethnicities, and more for Asian (75.0%).

¹ The definition of 'similar' 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 Sept 2021 (snapshot)	Quarter end Dec 2021 (snapshot)	Year end Dec 2020 (annual average)	Year end Dec 2021 (annual average)
Number employed	958.1	955.9	911.3	942.0
Number unemployed	30.9	29.4	47.3	37.9
Number not in the labour force (NILF)	379.0	382.6	410.0	388.7
Number in the working age population	1368.0	1367.9	1368.5	1368.5
Labour force participation rate (%)	72.3	72.0	70.0	71.6
Unemployment rate (%)	3.1	3.0	4.9	3.9

Note: Numbers are '000s of people.

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

	Year end Dec 2020	Year end Dec 2021	Year end Dec 2020	Year end Dec 2021
	Unemployment rate		Labour force participation rate	
Total	4.9	3.9	70.0	71.6
15-19 years	17.3	16.5	39.2	41.1
20-24 years	10.5	7.7	75.5	78.4
25-39 years	4.4	3.6	85.2	86.0
40-54 years	3.5	2.5	86.8	87.6
55 years +	2.7	1.8	49.0	50.1
Female	5.4	3.9	64.6	66.3
Male	4.5	3.8	75.7	77.0
European	3.7	2.9	71.4	72.7
Māori	8.4	6.6	66.5	67.3
Pacific	8.1	7.7	62.7	63.4
Asian	5.4	3.8	72.4	75.0

Note: During the lockdowns of 2020 and 2021, many people may not have met 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 employed due to government wage subsidies, with or without reductions in hours and pay. In addition, survey response rates sometimes fell, which may introduce bias.

3. Labour force status and unemployment rate by age

Labour force status by age group for the year ended December 2021 is shown in Table 3. Unemployment rates since 1995 are shown in Figure 1.

Table 3: Labour force status by age, year ended December 2021 (annual averages)

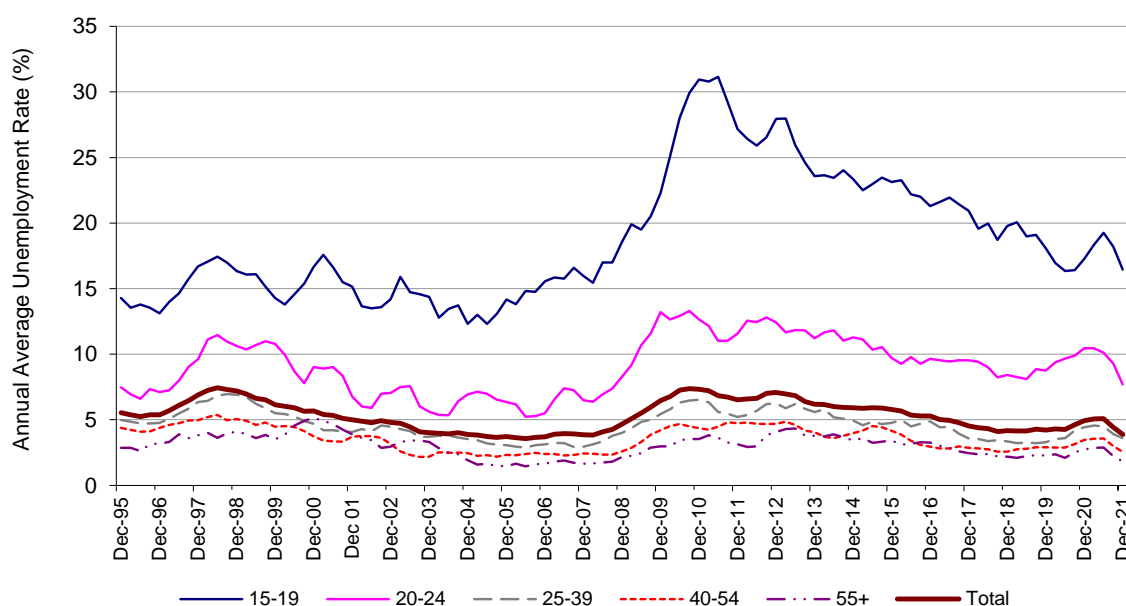
	Total	15 to 19 years	20 to 24 years	25 to 39 years	40 to 54 years	55 years and over
Number employed	942.0	36.5	86.3	324.7	294.1	200.3
Number unemployed	37.9	7.2	7.2	12.1	7.7	3.8
Number not in the labour force	388.7	62.6	25.7	54.7	42.6	203.1
Number in the working age popn	1368.5	106.3	119.3	391.5	344.3	407.2
Labour force participation rate (%)	71.6	41.1	78.4	86.0	87.6	50.1
Unemployment rate (%)	3.9	16.5	7.7	3.6	2.5	1.8

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

The annual average unemployment rates for the year ended December 2021 were below the year ended September 2021, and below a year ago, for all age groups (slightly less proportionate change for those aged 15 to 19). The unemployment rate continued to vary based on age and was highest for those aged 15 to 19 years (16.5%), and was lowest for those aged 55 and over (1.8%).

Labour force participation rates (LFPR) varied from 41.1 per cent for those aged 15 to 19, to 87.6 per cent for those aged 40 to 54. While there have not been significant changes by age group since 2017, there have been in the longer-term data. For example, LFPR have almost doubled for those aged 55 and over (from 26.8% in September 1995 to 50.1% in December 2021), and fell for those aged 15 to 19 (after peaking at 57.4% in March 1998).

Figure 1: Unemployment rate by age (rolling annual average), 1995-2021



4. Labour force status and unemployment rate by gender

Labour force status for males and females for the year ended December 2021 is shown in Table 4. Unemployment rates since 1995 are shown in Figure 2.

Table 4: Labour force status by gender, year ended December 2021 (annual averages)

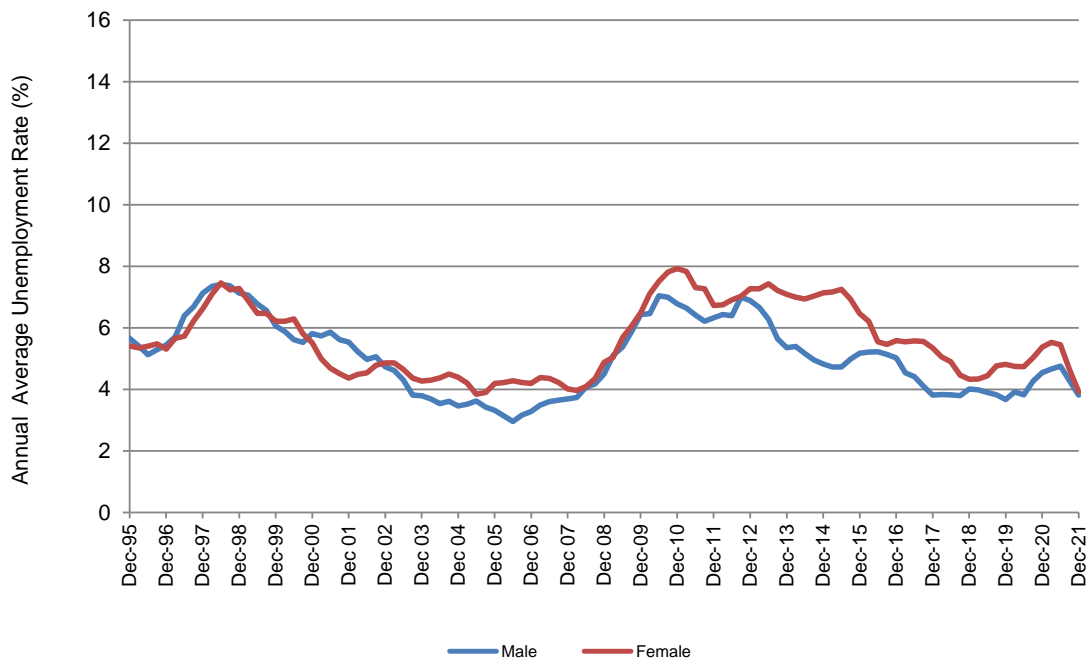
	Total	Male	Female
Number employed	942.0	498.4	443.6
Number unemployed	37.9	19.8	18.1
Number not in the labour force	388.7	154.4	234.3
Number in the working age popn	1368.5	672.5	696.0
Labour force participation rate (%)	71.6	77.0	66.3
Unemployment rate (%)	3.9	3.8	3.9

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

The annual average unemployment rate for the year ended December 2021 was similar for females (3.9%) and males (3.8%). The gender gap (0.1%) is currently insignificant, unlike most of the last ten years – especially 2013-2015, when it peaked at 2.5% (June 2015).

The labour force participation rate (LFPR) for females (66.3%) was similar to the record highs of 2018-2020, and remained significantly lower than for males (77.0%). The LFPR gender gap (10.7%) is broadly similar to most of 2013 to 2021 (9% to 12%), but longer term it is over a third lower than 1995 (19.0%). This is due to the male LFPR remaining largely unchanged over that period while the female LFPR rose (from 57.3%).

Figure 2 Unemployment rate by gender (rolling annual average), 1995-2021



5. Labour force status and unemployment rate by ethnic group

Labour force status for the four main ethnic groups for the year ended December 2021 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 2021 (annual average)

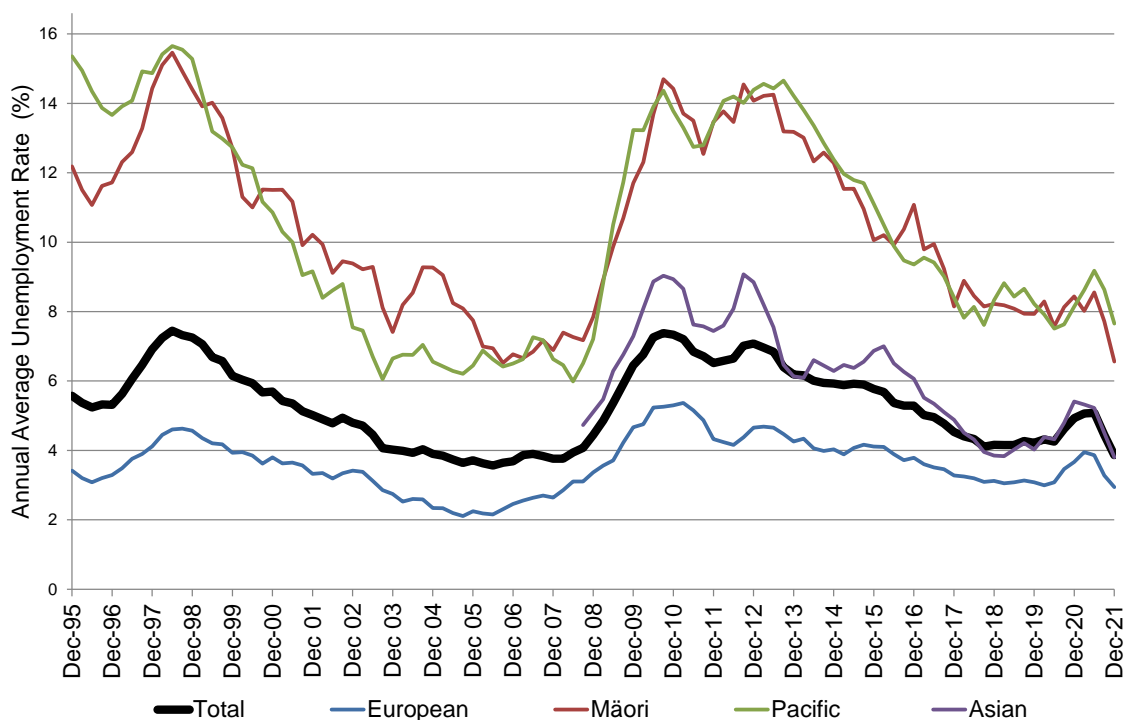
	Total	European	Māori	Pacific	Asian
Number employed	942.0	524.8	84.8	105.3	283.0
Number unemployed	37.9	15.9	6.0	8.7	11.2
Number not in the labour force	388.7	202.9	44.2	65.8	98.2
Number in the working age popn	1,368.5	743.6	134.9	179.8	392.4
Labour force participation rate (%)	71.6	72.7	67.3	63.4	75.0
Unemployment rate (%)	3.9	2.9	6.6	7.7	3.8

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 re-revised population estimates.

The annual average unemployment rates for the year ended December 2021 were lower than a year prior for all broad ethnic groups, from Pacific peoples (7.7%, down slightly from 8.1%) and Māori (6.6%, down from 8.4%) to Asians (3.8%, down from 5.4%) and Europeans (2.9%, down from 3.7%). As Figure 3 shows, unemployment rates have not been this low since 2008 or earlier, across all groups.

Labour force participation rates varied by ethnicity, from 63.4 per cent for Pacific peoples to 75.0 per cent for Asians (up from 72.4% a year earlier and 65.1% in 2013). Rates were above a year earlier for all groups: more so for Asians, less so for Pacific peoples.

Figure 3: Unemployment rate by ethnic group (rolling annual average), 1995-2021



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

6 Employment by occupation

Auckland's largest occupational categories in the December 2021 quarter (not year), were Professionals (27.0% of Auckland's total employment), and Managers (23.9%), followed by Clerical and Administrative Workers (10.6%) and Technicians and Trades Workers (10.1%) (see Table 6).

Between the September 2021 and December 2021 quarters, there were no significant increases or decreases in the numbers employed in any occupations, so their shares of the total also had no major changes.

In addition, between the September 2021 and December 2021 quarters, there was no significant change overall in part-time share of total employment; however, there were slight changes for the following occupations:

- Labourers (25.3%, down from 28.8%)
- Sales Workers (31.4%, up from 28.3%).

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

Occupation (ANZSCO 1-digit)	September 2021 quarter	December 2021 quarter	September 2021 quarter	December 2021 quarter
	Number		Share (%)	
Managers	224.6	228.1	23.4	23.9
Professionals	258.1	258.0	26.9	27.0
Technicians and Trades Workers	94.3	96.1	9.8	10.1
Community and Personal Service Workers	81.2	78.9	8.5	8.3
Clerical and Administrative Workers	101.8	101.5	10.6	10.6
Sales Workers	73.9	74.1	7.7	7.8
Machinery Operators and Drivers	53.4	50.1	5.6	5.2
Labourers	59.4	57.2	6.2	6.0
Total	958.1	955.9	100.0	100.0

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

7 Employment by industry

In the December 2021 quarter, Auckland's largest sectors in terms of employment were Professional, Scientific and Technical Services (105,400 people; 11.0% of total employment), Construction (100,200 people; 10.5% of total employment) and Health Care and Social Assistance (91,500 people; 9.6% of total employment). (See Table 7)

Between the September 2021 and December 2021 quarters, there were notable increases in the number of people employed in:

- Wholesale Trade (+6000, a rise of 14.3%)
- Rental Hiring and Real Estate Services (+4400, a rise of 17.5%).

Between the September 2021 and December 2021 quarters, notable decreases were recorded in the numbers employed in two industries:

- Transport Postal and Warehousing (-6200, a fall of 12.1%)
- Manufacturing (-5700, down 7.0%).

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

Industry (ANZSIC06)	September 2021 quarter	December 2021 quarter	September 2021 quarter	December 2021 quarter
	Number		Share (%)	
Primary Industries	7.2	7.8	0.8	0.8
Manufacturing	81.0	75.3	8.5	7.9
Electricity Gas Water and Waste Services	5.9	6.3	0.6	0.7
Construction	99.4	100.2	10.4	10.5
Wholesale Trade	42.1	48.1	4.4	5.0
Retail Trade	79.9	81.4	8.3	8.5
Accommodation and Food Services	53.1	52.6	5.5	5.5
Transport Postal and Warehousing	51.3	45.1	5.4	4.7
Information Media and Telecommunications	21.5	20.8	2.2	2.2
Financial and Insurance Services	46.7	43.6	4.9	4.6
Rental Hiring and Real Estate Services	25.1	29.5	2.6	3.1
Professional, Scientific and Technical Services	107.5	105.4	11.2	11.0
Administrative and Support Services	32.2	33.9	3.4	3.5
Public Administration and Safety	48.5	52.3	5.1	5.5
Education and Training	79.5	80.2	8.3	8.4
Health Care and Social Assistance	93.3	91.5	9.7	9.6
Arts and Recreation Services	19.5	21.8	2.0	2.3
Other Services	43.2	41.1	4.5	4.3
Total	958.1	955.9	100.0	100.0

Notes: Numbers are '000s, rounded to nearest hundred. Total includes "Not elsewhere included". Data is based on re-revised population estimates.

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

For the quarter ended December 2021, the overall percentage of young people (aged 15 to 24) who were not in employment, education or training (NEET) in Auckland (10.7%) was similar to the New Zealand average (11.3%) over the same period. Note that quarterly NEET rates are typically subject to substantial seasonal effects. For the year ended December 2021, the annual average NEET rate for Auckland (12.4%) was similar to the New Zealand average (11.9%) over the same period.

NEET statistics by age group for the year ended December 2021 are shown in Table 8. NEET rates since 2004 are shown in Figure 4.

Table 8: NEET statistics by age, year ended December 2021 (annual averages)

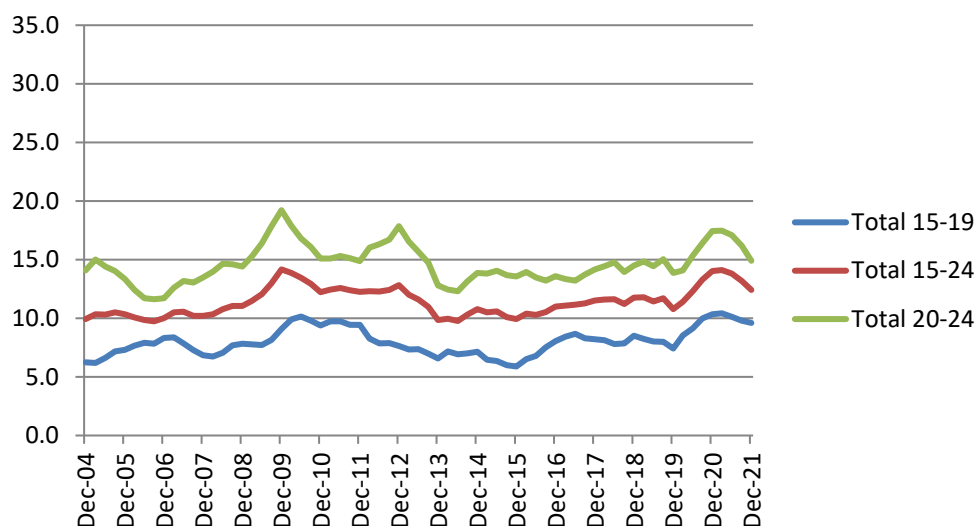
	Total 15-24 years	15-19 years	20-24 years
Number in the selected population	225.6	106.3	119.3
Number NEET	28.0	10.2	17.8
NEET rate (%)	12.4	9.6	14.9
NEET rate (%) a year earlier	14.0	10.3	17.4

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

The annual average NEET rates for the year ended December 2021 were below the year ended September 2021, and below a year ago, for both age groups. However, the fall was only slight for those aged 15 to 19.

The NEET rate varies by age group, from 9.6% for those aged 15 to 19, to 14.9% for those aged 20 to 24.

Figure 4: NEET rate (%) by age (rolling annual average), 2004-2021



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 December 2021 are shown in Table 9. NEET rates since 2004 are shown in Figure 5.

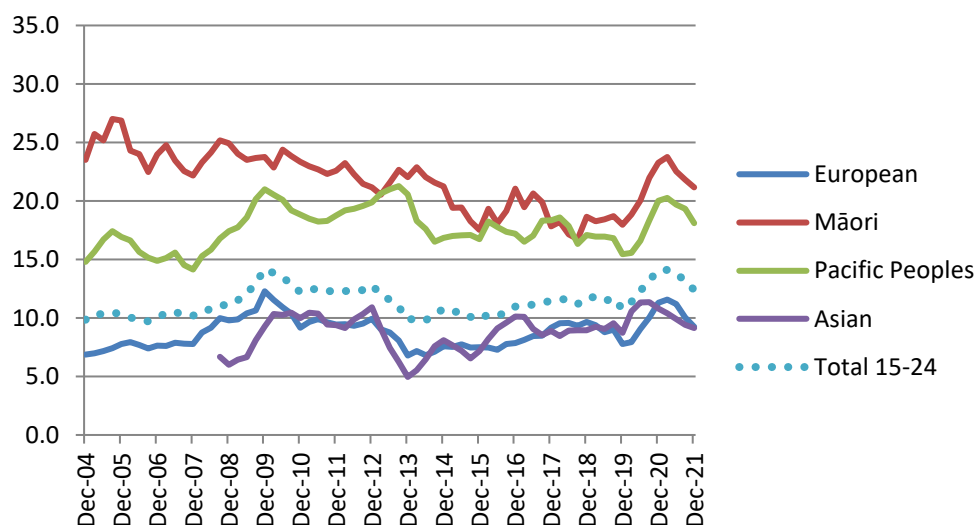
Table 9: NEET statistics by ethnic group, year ended December 2021 (annual average)

	Total	European	Māori	Pacific	Asian
Number in the selected population	225.6	116.0	35.9	48.7	59.0
Number NEET	28.0	10.7	7.6	8.8	5.4
NEET rate (%)	12.4	9.2	21.2	18.1	9.1
NEET rate (%) a year earlier	14.0	11.3	23.3	20.0	10.8

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 re-revised population estimates.

The annual average NEET rates for the year ended December 2021 were lower than a year prior for all broad ethnic groups, from Māori (21.2%, down from 23.3%) and Pacific peoples (18.1%, down from 20.0%), to Europeans (9.2%, down from 11.3%) and Asians (9.1%, down from 10.8%). As Figure 5 shows, NEET rates across all ethnic groups spiked up in 2020 to levels comparable to 2009 (post-GFC), but have since been falling towards pre-Covid levels.

Figure 5: NEET rate (%) by ethnic group (rolling annual average), 2004-2021



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 broad areas of Auckland and New Zealand for the year ended December 2021 are shown in Table 10. NEET rates since 2004 are shown in Figure 6.

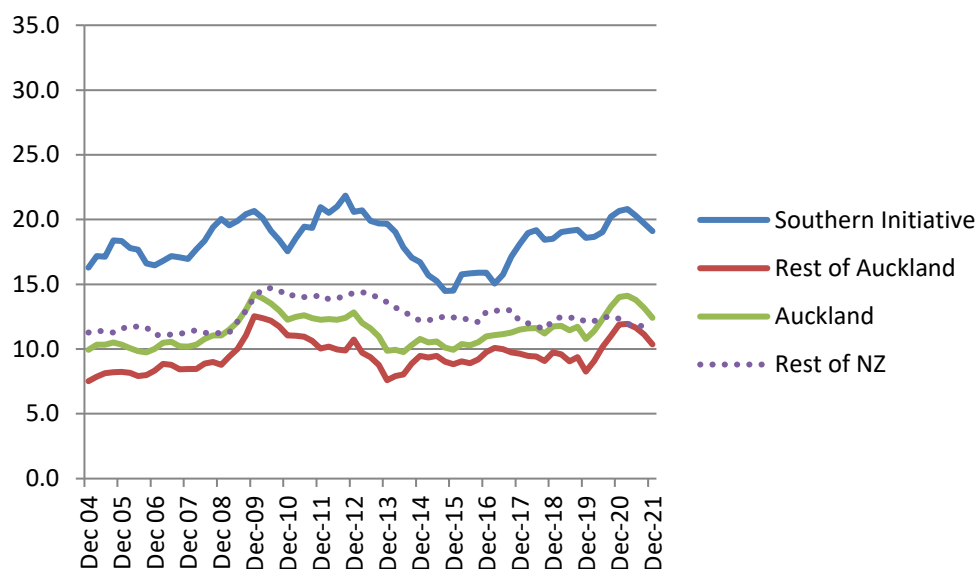
Table 10: NEET statistics by location, year ended December 2021 (annual average)

	Total Auckland	Southern Initiative	Rest of Auckland	Rest of NZ	New Zealand
Number in the selected population	225.6	52.6	172.9	420.2	645.8
Number NEET	28.0	10.1	17.9	48.7	76.7
NEET rate (%)	12.4	19.1	10.4	11.6	11.9
NEET rate (%) a year earlier	14.0	20.7	11.9	12.3	12.9

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

The annual average NEET rates for the year ended December 2021 were lower than a year prior for all the broad areas shown, and were higher for Southern Initiative (20.7%) than for Rest of Auckland (11.9%) and Rest of New Zealand (12.3%). As Figure 6 shows, NEET rates in Auckland spiked up in 2020 then fell in 2021, but the increase was less pronounced in the Southern Initiative area, and largely absent in Rest of New Zealand.

Figure 6: NEET rate (%) by location (rolling annual average), 2004-2021



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'), 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 2021

Local board area	Population Age 15-24(000)	Quarterly NEET (000)	Quarterly NEET rate (%)	Annual average NEET Rate (%)
Rodney	4.8	..S	..S	..S
Hibiscus and Bays	17.3	1.5	8.8	9.0
Upper Harbour	7.7	..S	..S	22.1
Kaipātiki	12.3	..S	..S	14.6
Devonport-Takapuna	12.6	..S	..S	11.5
Henderson-Massey[W]	14.8	2.3	15.7	13.1
Waitākere Ranges [W]	8.1	..S	..S	18.3
Waiheke	..S	..S	..S	..S
Waitematā	9.4	..S	..S	14.0
Whau [W]	11.6	1.6	13.5	21.4
Albert-Eden	12.8	1.2	9.6	9.7
Puketāpapa	3.6	..S	..S	22.9
Ōrākei	8.8	..S	..S	13.4
Maungakiekie-Tāmaki	13.2	2.9	21.6	15.8
Howick	18.8	..S	..S	10.1
Māngere-Ōtāhuhu [*]	8.3	..S	..S	24.3
Ōtara-Papatoetoe [*]	14.2	2.0	14.3	18.2
Manurewa [*]	13.3	2.9	21.7	19.7
Papakura [*]	8.0	1.3	16.5	21.8
Franklin	13.3	1.7	12.7	8.4
Southern Initiative [*]	43.8	7.2	16.5	19.1
Rest of Auckland [*]	169.0	15.5	9.2	10.4
Western Initiative [W]	34.5	4.5	13.1	13.2
Auckland total	212.8	22.7	10.7	12.4
Rest of New Zealand	430.7	50.1	11.6	11.6
Total New Zealand	643.4	72.8	11.3	11.9

Notes: Data is based on latest re-revised 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.

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: 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: Any person who is neither employed nor unemployed. This category includes, for example:

- retired persons
- persons with personal or family responsibilities such as child care, unpaid house work
- 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 was re-revised by Stats NZ in October 2020 and again in January 2021 to match re-revised regional population estimates. Also, 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:

<http://archive.stats.govt.nz/survey-participants/a-z-of-our-surveys/household-labour-force-survey.aspx>

June 2016 questionnaire changes:

http://archive.stats.govt.nz/browse_for_stats/income-and-work/employment_and_unemployment/improving-labour-market-statistics.aspx#gsc.tab=0

2020 Covid-19 impacts:

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

2021 Covid-19 impacts:

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