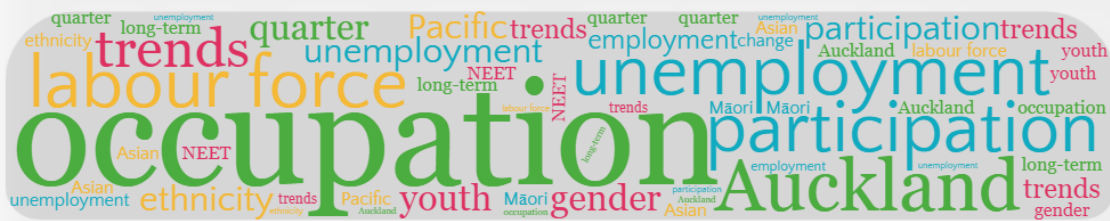


# Auckland Regional Household Labour Force Survey: Quarterly Overview as at December 2024

Ross Wilson



# Auckland Regional Household Labour Force Survey: Quarterly Overview as at December 2024

Ross Wilson

March 2025

Social and Economic Research and Evaluation team  
Strategic Advice and Research Unit  
Policy Department

© 2025 Auckland Council, New Zealand

Auckland Council disclaims any liability whatsoever in connection with any action taken in reliance of this document for any error, deficiency, flaw, or omission contained in it.

This document is licensed for re-use under the [Creative Commons Attribution 4.0 International licence](https://creativecommons.org/licenses/by/4.0/).

In summary, you are free to copy, distribute and adapt the material, as long as you attribute it to Auckland Council and abide by the other licence terms.



## 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) 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). 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](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 2024 quarter, compared to the preceding quarter (September 2024)<sup>1</sup>:

- Auckland's unemployment rate was 5.3%, similar<sup>2</sup> to 5.2% in September 2024, (the highest in four years, but lower than 2009 to 2016).
- The number of people who were unemployed rose slightly to 56,200 (+1800, up 3%).
- The number of people employed rose slightly to 1,000,000 (+1400).
- The number of people not in the labour force (NILF) rose to 399,900 (+4200, up 1%).
- The labour force participation rate (LFPR) fell to 72.5%, the lowest in nearly three years but still higher than 1995 to 2021. LFPR since 2021 have been at record levels.

In addition, for the December 2024 quarter:

- The rate of people aged 15 to 24 not in employment, education or training (NEET) was 14.8%, above the rest of New Zealand (13.1%) and above September 2024 (12.1%).

Over the year ended December 2024, compared to the year ended December 2023:

- The unemployment rate averaged 5.0%, higher than a year earlier (2023: 3.8%)
- The unemployment rate increase was highest for young people aged 15 to 19 (+8.8% to 22.9%) and to a lesser extent ages 20 to 24 (+2.8% to 9.8%); other ages rose less: 55 and over (+0.4% to 2.9%), 40 to 54 (+0.7% to 3.1%) and 25 to 39 (+0.8% to 4.0%)
- The unemployment rate for females averaged 5.4%, above the previous year (4.1%). The rate for males averaged 4.6% (above 3.4% a year prior), so the gap between males and females (0.8%) remained at the 20-year average (0.8%)
- Unemployment rates varied between the main ethnic groups, but rose for each of them: Māori (10.3%, up from 8.3%), Pacific peoples (9.3%, up by a third from 7.0%), European (3.9%, up from 2.8%), and Asian (4.5%, up from 3.4%)
- The labour force participation rate (LFPR) averaged 73.0%, down from a year earlier (74.5%) but remaining higher than any time before 2023
- The LFPR fell slightly more for females (68.3%, down 1.6% from 69.9%) than for males (77.9% down 1.2%)
- Labour force participation rates fell for those aged 15-19 (down 4.4% to 42.2%) and 20 to 24 (down 2.6% to 78.5%), but fell only slightly or no change for ages 25-39 (88.2%, no change), ages 40-54 (87.8%, down 1.3%) and ages 55+ (51.4%, down 1.2%)
- Labour force participation rates by ethnic group fell for Pacific peoples (64.9%, down 2.3%), Māori (67.5%, down 1.7%), European (74.1%, down 1.4%) and Asian (76.5%, down 1.6%). All have been at or near record levels since 2022.

In addition, over the year ended December 2024:

- The annual average NEET rate for Auckland was 13.6%, a little above the rest of New Zealand (11.3%), and a little above the year ended December 2023 (11.6%).
- Auckland NEET rates were highest for Māori (22.2%) and Pacific (19.6%) ethnicities, and for the Southern Initiative area (21.9%).
- Auckland's NEET rate was higher for those aged 20-24 (16.4%) than 15-19 (10.8%).

---

<sup>1</sup> Results are not seasonally adjusted, and include Stats NZ revisions (usually minor) 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 2024 (snapshot)	Quarter end Dec 2024 (snapshot)	Year end Dec 2023 (annual average)	Year end Dec 2024 (annual average)
Number employed	998.6	1000.0	1007.8	1003.6
Number unemployed	54.4	56.2	39.6	52.4
Number not in the labour force (NILF)	395.7	399.9	359.4	390.0
Number in the working age population	1448.7	1456.2	1406.8	1445.9
Labour force participation rate (%)	72.7	72.5	74.5	73.0
Unemployment rate (%)	5.2	5.3	3.8	5.0

Note: Numbers are '000s of people.

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

	Year end Dec 2023	Year end Dec 2024	Year end Dec 2023	Year end Dec 2024
	Unemployment rate		Labour force participation rate	
<b>Total</b>	<b>3.8</b>	<b>5.0</b>	<b>74.5</b>	<b>73.0</b>
15-19 years	16.0	24.8	46.6	42.2
20-24 years	7.0	9.8	81.1	78.5
25-39 years	3.2	4.0	88.3	88.2
40-54 years	2.4	3.1	89.1	87.8
55 years +	2.5	2.9	52.6	51.4
Female	4.1	5.4	69.9	68.3
Male	3.4	4.6	79.1	77.9
European	2.8	3.9	75.5	74.1
Māori	8.3	10.3	69.2	67.5
Pacific	7.0	9.3	67.2	64.9
Asian	3.4	4.5	78.1	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 December 2024 is shown in Table 3. Unemployment rates since 1995 are shown in Figure 1.

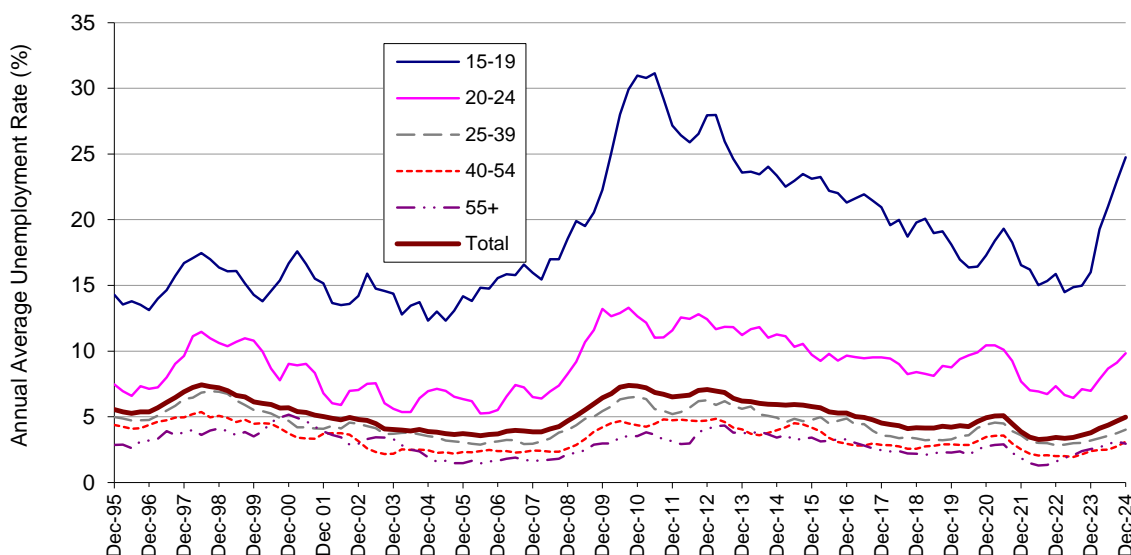
**Table 3: Labour force status by age group, year ended December 2024 (annual averages)**

	Total	15 to 19	20 to 24	25 to 39	40 to 54	55 and over
Number employed	1003.6	36.7	80.3	372.1	305.7	208.8
Number unemployed	52.4	12.1	8.8	15.6	9.8	6.3
Number not in the labour force	390.0	66.7	24.4	52.0	43.8	203.0
Number in the working age popn	1445.9	115.5	113.4	439.7	359.3	418.1
Labour force participation rate (%)	73.0	42.2	78.5	88.2	87.8	51.4
Unemployment rate (%)	5.0	24.8	9.8	4.0	3.1	2.9

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

Annual average unemployment rates for the year ended December 2024 were highest for those aged 15 to 19 years (24.8%), and lowest for those aged 40 to 54 (3.1%) and 55 and over (2.9%). Rates have been rising for the last year or so for all age groups, especially ages 15-19 and 20-24. Unemployment rates for all age groups were at or above the modest rates seen just before Covid, and approaching the 2021 recent peak (exceeding it for ages 15-19) – but less so for ages 40-54 (but note, survey error margins can exceed 25% for some age groups).

**Figure 1: Unemployment rate by age (rolling annual average), 1995-2024**



Labour force participation rates (LFPR) in the year ended December 2024 (73.0%) dropped back to 42.2 per cent for those aged 15 to 19 and 78.5 per cent for ages 20 to 24, both still slightly above 2016-2020. There were minimal falls for those aged 25 to 39 (88.2%), 40 to 54 (87.8%) and 55 and over (51.4%), which remained near their recent record highs. Over the longer term, the LFPR for those aged 55 and over has doubled in the 40 years 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 December 2024. Unemployment rates since 1995 are shown in Figure 2.

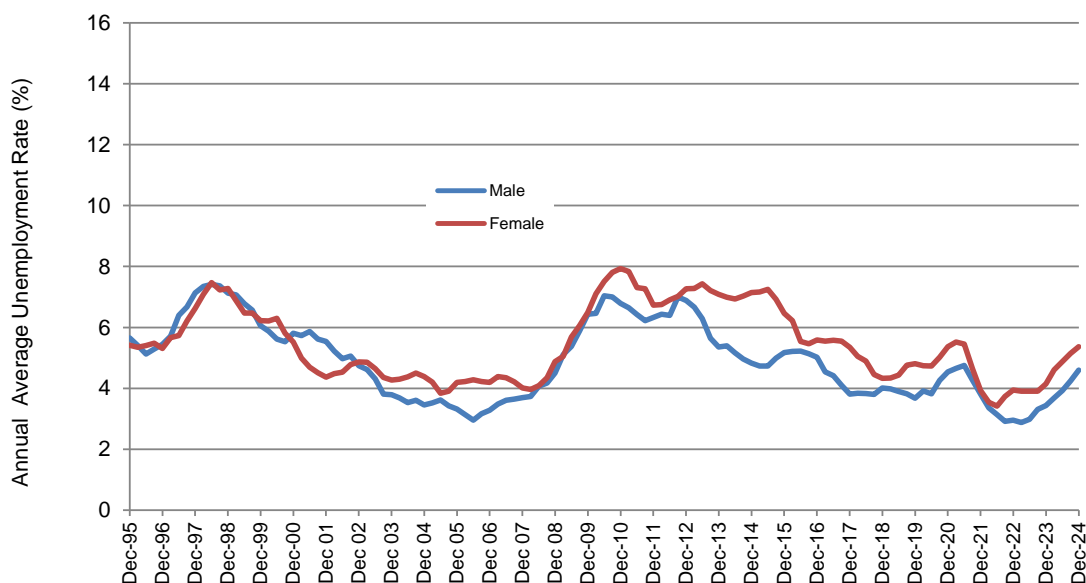
**Table 4: Labour force status by gender, year ended December 2024 (annual averages)**

	Total	Male	Female
Number employed	1003.6	529.3	474.3
Number unemployed	52.4	25.5	26.9
Number not in the labour force	390.0	157.5	232.4
Number in the working age popn	1445.9	712.3	733.6
Labour force participation rate (%)	73.0	77.9	68.3
Unemployment rate (%)	5.0	4.6	5.4

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

The unemployment rate for the year ended December 2024 was higher for females (5.4%) than males (4.6%), and both were above record lows of 2022-2023 and 2005-2008. The female-male unemployment rate differential (0.8%) remained similar to the 20-year average (0.8%), and still remained well below the peak differential (2.5%, in 2015).

**Figure 2 Unemployment rate by gender (rolling annual average), 1995-2024**



The LFPR for females (68.3%) continued slowly declining from its record high (69.9% in 2023), and remained significantly lower than for males (77.9% - also declining slowly since its record high of 79.1%). The LFPR gender differential (9.6%) 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 December 2024 is shown in Table 5. Unemployment rates since 1995 are shown in Figure 3.

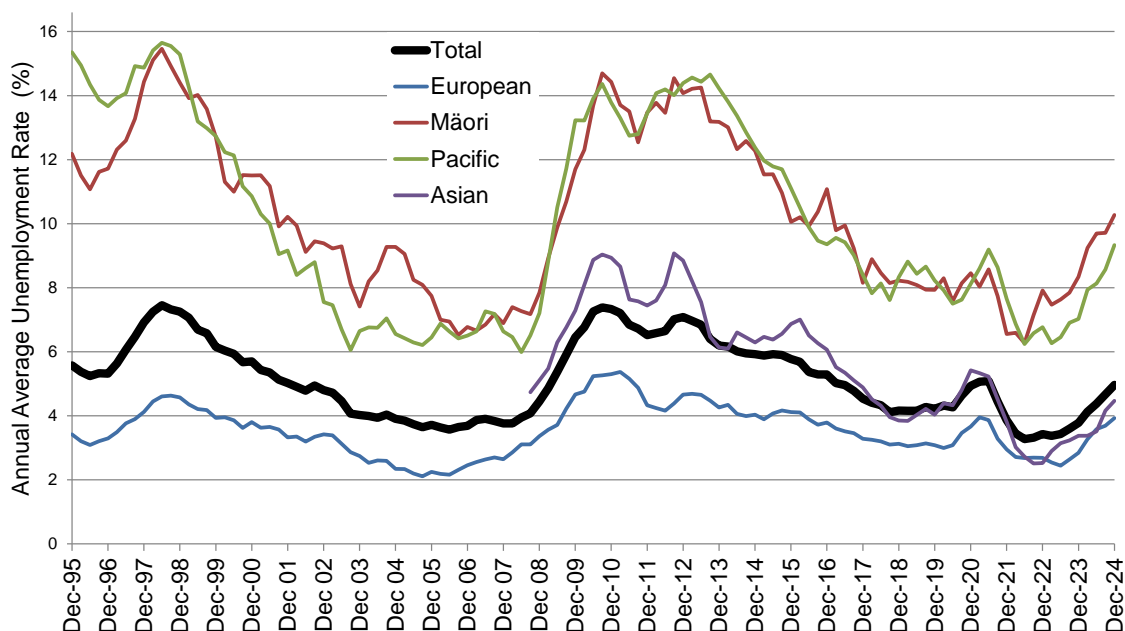
**Table 5: Labour force status by ethnic group, year ended December 2024 (annual average)**

	Total	European	Māori	Pacific	Asian
Number employed	1,003.6	506.5	91.8	105.0	350.6
Number unemployed	52.4	20.7	10.5	10.8	16.4
Number not in the labour force	390.0	184.3	49.1	62.6	112.7
Number in the working age popn	1,445.9	711.5	151.4	178.4	479.6
Labour force participation rate (%)	73.0	74.1	67.5	64.9	76.5
Unemployment rate (%)	5.0	3.9	10.3	9.3	4.5

**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 December 2024 were a third higher than a year prior for all ethnic groups: Māori (10.3%, up from 8.3%), Pacific peoples (9.3%, up from 7.0%), Asian (4.5%, up from 3.4%), and European (3.9%, up from 2.8%). As Figure 3 shows, all ethnic groups' unemployment rates were rising after 2022, and the gap between European and Asian rates had closed. Māori, Pacific and Asian rates remain well below 2010-2012 and 1998 peaks.

**Figure 3: Unemployment rate by ethnic group (rolling annual average), 1995-2024**



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

LFPR varied by ethnicity, from 64.9 per cent for Pacific peoples (up from 55.6% in 2013) and 67.5 per cent for Māori, to European 74.1 per cent and Asian 76.5 per cent (65.1% in 2013). LFPR rates were around 2 per cent (1.4%-2.3%) below the previous year for all groups.

## 6 Employment by occupation

Auckland’s largest occupational categories in the quarter ended 31 December 2024 were Professionals (27.1% of Auckland’s total employment), and Managers (23.7%), followed by Clerical and Administrative Workers (10.4%) and Technicians and Trades Workers (9.7%) (see Table 6).

Between the September 2024 and December 2024 quarters, the minimal (1400) increase in total employment included changes in the numbers employed in the following occupations:

- Labourers (+6600, a 10.7% rise, but seasonal and volatile; their share rose +0.6%)
- Community and Personal Service Workers (+ 6400, an 8.0% rise; share rose +0.6%)
- Managers (-5600, only a 2.3% fall but 0.6% fall in their share)
- Clerical and Administrative Workers (-5200, a 4.8% fall, and 0.5% fall in their share)

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

Occupation (ANZSCO 1-digit)	September 2024 quarter	December 2024 quarter	September 2024 quarter	December 2024 quarter
	Number		Share (%)	
Managers	242.9	237.3	24.3	23.7
Professionals	275.0	271.1	27.5	27.1
Technicians and Trades Workers	99.7	97.3	10.0	9.7
Community and Personal Service Workers	79.8	86.2	8.0	8.6
Clerical and Administrative Workers	108.7	103.5	10.9	10.4
Sales Workers	70.0	72.8	7.0	7.3
Machinery Operators and Drivers	52.3	55.5	5.2	5.6
Labourers	61.5	68.1	6.2	6.8
<b>Total</b>	<b>998.6</b>	<b>1000.0</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 2023 (not shown) and December 2024 quarters, the 20,600 decrease in total employment (a fall of 2.0%) included notable changes in the numbers employed in the following occupation:

- Sales Workers (-18,800, a fall of 20.5%).
- Comm Clerical and Administrative Workers (-15,600, a fall of 13.1%)
- Technicians and Trades Workers (-13,300 a fall of 12.0%)
- Community and Personal Service Workers (+11,000 a rise of 14.6%).

In addition (not shown), full-time employment fell (-25,000 or 2.9% fall) and part-time employment rose (+4,400 or 2.6% rise), between the December 2023 and December 2024 quarters. The part-time share rose from 16.9% to 17.7% of total employment, the highest-equal December since 2017, 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 December 2024, Auckland’s largest sectors in terms of employment were Professional, Scientific and Technical Services (114,900 people; 11.5% of total employment), Construction (98,800 people; 9.9% of total employment), and Health Care and Social Assistance (93,600 people; 9.4% of total employment) (see Table 7).

Between the September 2024 and December 2024 quarters, the most notable changes in the number of people employed (+1400) were in Financial and Insurance Services (+6300, a 12.1% rise) and Health Care and Social Assistance (-6400, a 6.4% fall),

Between the December 2023 (not shown) and December 2024 quarters (-20,600, a fall of 2.0%), there were notable changes in the numbers employed in the following industries:

- Retail Trade (-9400, a fall of 9.8%)
- Construction (-9000, a fall of 8.3%)
- Health Care and Social Assistance (-8600, a fall of 8.4%)
- Financial and Insurance Services (+8800, a rise of 17.7%)

In the December 2024 quarter, the industries with the highest proportions working part time were Accommodation and Food Services (37.6%) and Arts and Recreation Services (35.2%); the lowest was Electricity Gas Water and Waste Services (6.7%).

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

Industry (ANZSIC06)	September 2024 quarter	December 2024 quarter	September 2024 quarter	December 2024 quarter
	Number employed		Share (%)	
Primary Industries	8.4	8.5	0.8	0.9
Manufacturing	83.7	88.1	8.4	8.8
Electricity Gas Water and Waste Services	8.3	10.5	0.8	1.1
Construction	101.2	98.8	10.1	9.9
Wholesale Trade	44.5	44.0	4.5	4.4
Retail Trade	85.7	86.5	8.6	8.7
Accommodation and Food Services	53.2	56.4	5.3	5.6
Transport Postal and Warehousing	49.3	49.4	4.9	4.9
Information Media and Telecommunications	19.7	17.6	2.0	1.8
Financial and Insurance Services	52.1	58.4	5.2	5.8
Rental Hiring and Real Estate Services	30.7	30.0	3.1	3.0
Professional, Scientific and Technical Services	115.7	114.9	11.6	11.5
Administrative and Support Services	36.4	37.9	3.6	3.8
Public Administration and Safety	54.1	53.4	5.4	5.3
Education and Training	76.7	72.0	7.7	7.2
Health Care and Social Assistance	100	93.6	10.0	9.4
Arts and Recreation Services	22.8	22.7	2.3	2.3
Other Services	41.7	42.4	4.2	4.2
<b>Total</b>	<b>998.6</b>	<b>1000</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.

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

In the quarter ended 31 December 2024, the overall percentage of young people (aged 15 to 24) who were not in employment, education or training (NEET) in Auckland (14.8%) was a little above the rest of New Zealand (13.1%) 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 2024, the annual average NEET rate for Auckland (13.6%) was a little above the rest of New Zealand (12.3%) over the same period.

Statistics for the year ended December 2024 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 2005 are shown in Figure 4.

The NEET rate for the year ended December 2024 (13.1%) varied by age group from 10.8 per cent for those aged 15 to 19 (2.0% above a year earlier), to 16.4 per cent for those aged 20 to 24 (2.2% above a year earlier).

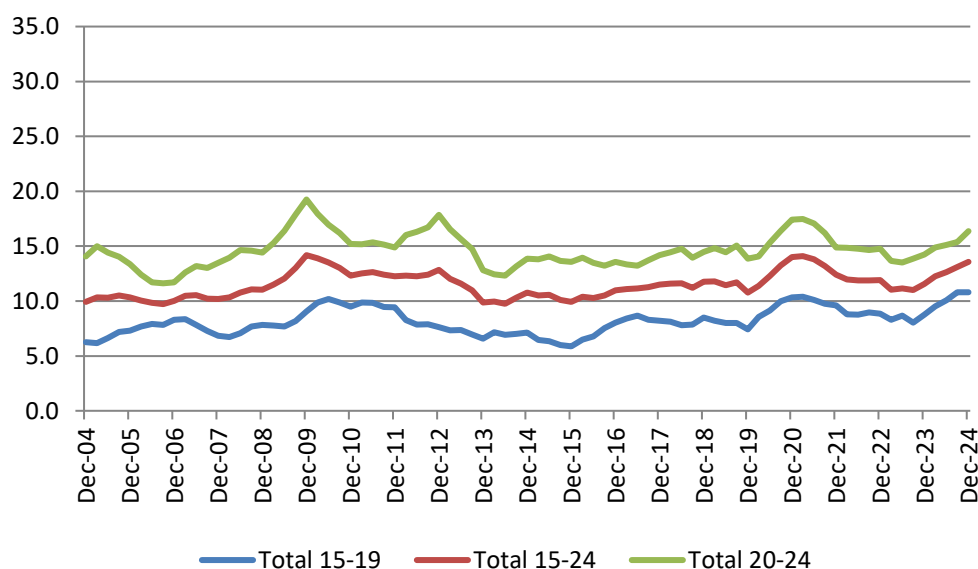
**Table 8: NEET statistics by age, year ended December 2024 (annual averages)**

	Total 15-24 years	15-19 years	20-24 years
Number in the selected population	228.9	115.5	113.4
Number NEET	31.1	12.5	18.6
NEET rate (%)	13.6	10.8	16.4
NEET rate (%) a year earlier	11.6	8.8	14.2

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

The annual average NEET rate for the year ended December 2024 was slightly above the peaks seen during Covid (2021) and post-GFC (2010) for ages 15 to 19, and slightly above 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 through 2024.

**Figure 4: NEET rate (%) by age (rolling annual average), 2005-2024**



## 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 2024 are shown in Table 9. NEET rates since 2005 are shown in Figure 5.

The annual average NEET rates for the year ended December 2024 were a third higher than a year prior for Asian youths (11.2%, +3.1% and overtaking European), and also rose for Māori (22.2%, +0.9%) and Pacific (19.6%, +1.8%), and European (10.0%, +1.6%). The number of NEET youths totalled 31,1000, of whom over a third identified as European (10,900), while Pacific (9,400) and Māori (8,900) comprised nearly a third each; also, a quarter identified as Asian (7,400) (summing to more than the total – see Table 9 Notes).

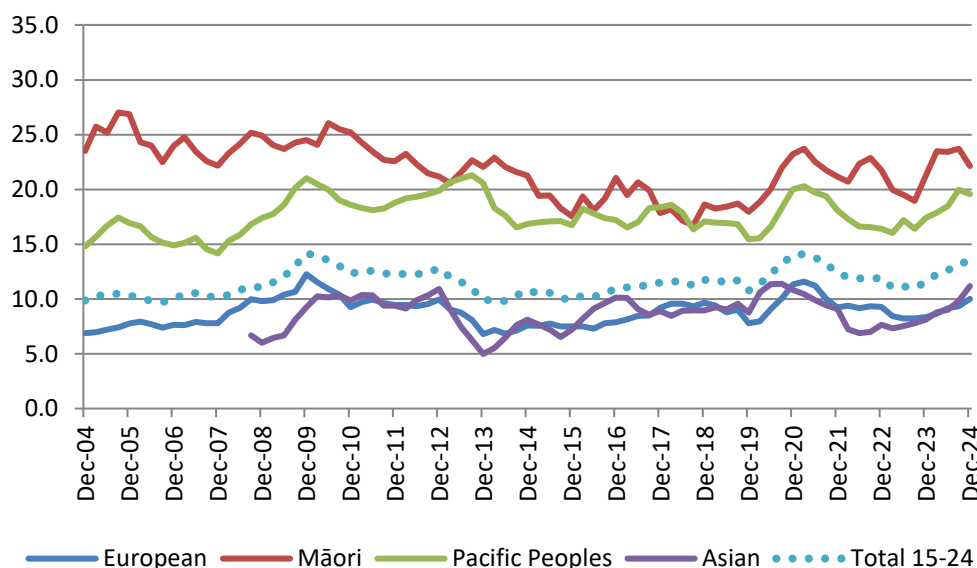
**Table 9: NEET statistics by ethnic group, year ended December 2024 (annual average)**

	Total	European	Māori	Pacific	Asian
Number in the selected population	228.9	108.4	40.0	47.8	66.4
Number NEET	31.1	10.9	8.9	9.4	7.4
NEET rate (%)	13.6	10.0	22.2	19.6	11.2
NEET rate (%) a year earlier	11.6	8.4	21.3	17.4	8.1

**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.

NEET rates across all ethnic groups spiked up in 2020 to levels comparable to 2009 (post-GFC), then fell to 2018-2019 levels, although less clearly so for Māori. Rates during the last two years for Pacific peoples and for Asian show a sharp uptrend, while European rates had been still trending down late 2023 until rising in 2024; rates for Māori had been fluctuating around a general downtrend after 2020, followed by a major uptick then flat/down in recent quarters - but survey sampling error margins of up to a third add considerable uncertainty.

**Figure 5: NEET rate (%) by ethnic group (rolling annual average), 2005-2024**



**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 2024 are shown in Table 10. NEET rates since 2005 are shown in Figure 6.

NEET rates for the year ended December 2024 were again markedly higher for the Southern Initiative area (TSI)<sup>3</sup> (21.9%) than for the rest of Auckland (11.3%) and the rest of New Zealand (12.3%). Both Auckland areas were above a year earlier; the rest of New Zealand, less so. A third of total Auckland NEETs (31,100) were in the Southern Initiative area (10,800).

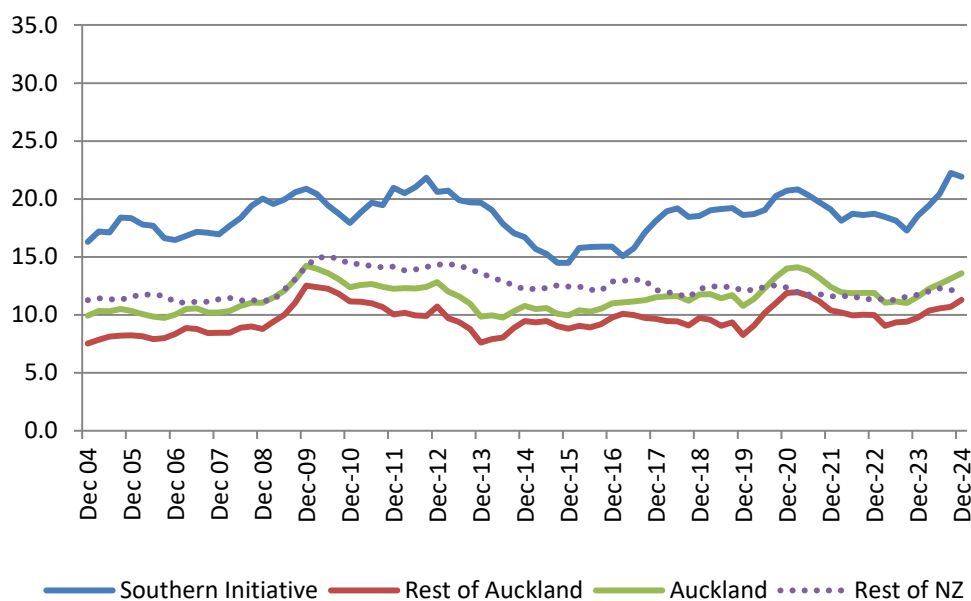
**Table 10: NEET statistics by location, year ended December 2024 (annual average)**

	Total Auckland	Southern Initiative	Rest of Auckland	Rest of NZ	New Zealand
Number in the selected population	228.9	49.1	179.9	441.4	670.3
Number NEET	31.1	10.8	20.3	54.4	85.5
NEET rate (%)	13.6	21.9	11.3	12.3	12.8
NEET rate (%) a year earlier	11.6	18.6	9.8	11.7	11.7

**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 rose more sharply in 2024 than the rest of Auckland, to slightly above the peaks of 2020 and 2009 while the rest of Auckland remained slightly below those years. The rest of New Zealand saw little change, remaining well below its 2010 peak and most subsequent levels. NEET rates during 2021 and 2022 showed downtrends for all three locations, but less so for the rest of New Zealand, with levels similar to rest of Auckland in both 2021 and late 2024.

**Figure 6: NEET rate (%) by location (rolling annual average), 2005-2024**



<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.

## 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 2024

Local board area	Population Age 15-24 (000)	Quarterly NEET (000)	Quarterly NEET rate (%)	Annual average NEET Rate (%)
Rodney	5.0	..S	..S	..S
Hibiscus and Bays	14.6	1.3	8.6	8.3
Upper Harbour	10.7	..S	..S	12.8
Kaipātiki	12.2	1.6	13.1	14.3
Devonport-Takapuna	9.5	..S	..S	..S
Henderson-Massey[W]	19.5	4.7	24.2	19.8
Waitākere Ranges [W]	9.7	..S	..S	13.9
Waiheke	..S	..S	..S	..S
Waitematā	13.2	..S	..S	9.6
Whau [W]	11.3	2.0	17.9	14.2
Albert-Eden	12.0	1.8	14.9	13.4
Puketāpapa	7.5	..S	..S	15.7
Ōrākei	14.2	1.2	8.8	9.3
Maungakiekie-Tāmaki	14.8	2.5	16.9	15.0
Howick	14.9	2.6	17.5	14.5
Māngere-Ōtāhuhu [*]	10.6	3.8	35.8	33.8
Ōtara-Papatoetoe [*]	17.0	3.1	18.2	21.9
Manurewa [*]	15.3	2.2	14.5	16.9
Papakura [*]	8.7	1.7	20.0	21.3
Franklin	8.9	..S	..S	12.7
Southern Initiative [*]	51.6	10.8	21.0	21.9
Rest of Auckland [*]	179.0	23.2	13.0	11.3
Western Initiative [W]	40.4	7.4	18.2	16.0
<b>Auckland total</b>	<b>230.6</b>	<b>34.0</b>	<b>14.8</b>	<b>13.6</b>
Rest of New Zealand	444.1	58.0	13.1	12.3
<b>Total New Zealand</b>	<b>674.7</b>	<b>92.1</b>	<b>13.6</b>	<b>12.8</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)). [\*] 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>

Queries to [Ross.wilson@aucklandcouncil.govt.nz](mailto:Ross.wilson@aucklandcouncil.govt.nz)