

Labour market outcomes for Māori declined over the year to December 2020. More Māori were unemployed, while the labour force participation rate also decreased over this period. There were more young people who were Not in Education, Employment or Training (NEET).

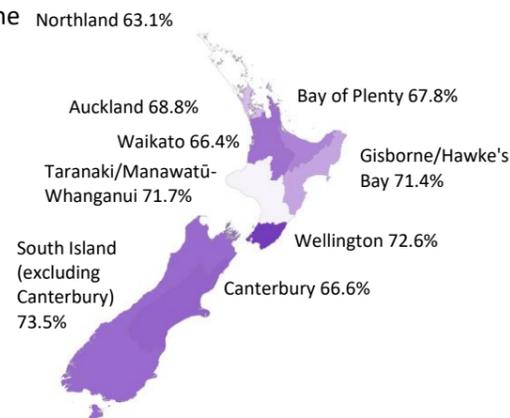
The employment rate fell despite an increase in employment of 5,100 to 369,500 workers over the year. Employment fell in Accommodation & food services.

The participation rate decreased to 69.0 per cent, down 0.3 percentage points (pp) from a year ago.

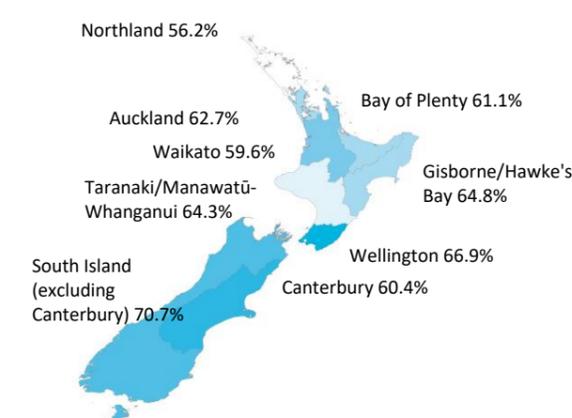
The unemployment rate increased by 0.6pp from a year ago to 9.0 per cent.

The Māori NEET rate was up 1.0pp to 19.7 per cent.

Labour force participation rate



Employment rate



National and regional labour markets

The gains in Māori employment (up 5,100) coincided with an increase in unemployment of 3,300 workers over the year to December 2020. The biggest falls in the employment rates were for Māori aged 65 years and over. The unemployment rate (9.0 per cent) continued to be higher than the national rate (4.9 per cent). Māori unemployment was 0.6pp lower than the rate for Pacific Peoples in the year to December 2020. The unemployment rate for wāhine Māori was 10.3 per cent, compared to 7.9 per cent for Māori men. However, the unemployment rate for Māori fell for those aged 25 to 34 and 55 to 64 years. The biggest increases in unemployment were for Māori aged 15 to 24 and 35 to 54 years.

The participation rate for Māori decreased by 0.3pp over the past year to 69.0 per cent, with the rate for males increasing to 73.7 per cent and the rate for females decreasing to 64.5 per cent. The participation rate for Māori fell for most age groups, with those aged 65 years and over having the strongest decrease down 5.0pp to 27.3 per cent.

Employment for Māori was up from December 2019 to December 2020 in six out of nine regions. Canterbury led the regions with employment growth of 10.3 per cent over the year, followed by Taranaki/Manawatū-Whanganui (up 6.1 per cent). The largest fall in employment for Māori, over the year to December 2020, was in the Wellington region (down 10.1 per cent). In Auckland, the working-age population, unemployment and employment grew, while within Auckland, the West Auckland region had the only fall in employment (down 3.2 per cent).

The biggest increase in the Māori employment rate was evident for Auckland (up 1.5pp to 62.7 per cent) over the year. The biggest fall in the employment rate was evident for Wellington (down 5.2pp to 66.9 per cent). The South Island (excluding Canterbury) region had the highest employment rate at 70.7 per cent, with the Northland region (56.2 per cent) having the lowest.

The participation rate increased in three out of nine regions, from December 2019 to December 2020. The strongest increase in the participation rate was in the Auckland region (up 2.6pp), followed by the Northland region (up 1.2pp). The largest decline was in the Wellington region (down 5.0pp).

Labour Demand

People unemployed ('000)	Unemployment rate	Employment rate
▲ 36.7 up 9.9% from a year ago 26.0% of total unemployed in NZ (141.0)	▲ 9.0% up 0.6pp from a year 4.1pp above NZ average (4.9%)	▼ 62.7% down 0.7pp from a year ago 4.4pp below NZ average (67.1%)

Labour supply and participation

Working age population ('000)	Total labour force ('000)	Labour force participation rate
▲ 588.9 up 2.5% from a year ago 14.4% of total WAP in NZ (4,092.2)	▲ 406.2 up 2.1% from a year ago 14.1% of the total labour force in NZ (2,887.7)	▼ 69.0% down 0.3pp from a year ago 1.6pp below NZ average (70.6%)

Employment by region

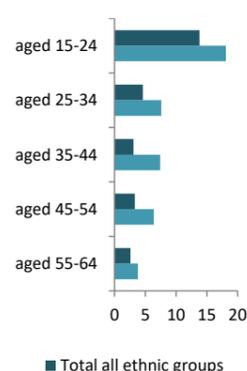
Region	Dec-2020	Change	
		Annual	Three-year
Northland	28,500	▲ 5.6%	▲ 17.8%
Auckland	83,300	▲ 3.3%	▲ 8.7%
Waikato	46,200	▼ 0.2%	▼ 3.3%
Bay of Plenty	40,200	▲ 1.3%	▲ 18.9%
Gisborne/Hawke's Bay	35,800	▼ 3.2%	▲ 1.1%
Taranaki/Manawatū-Whanganui	41,600	▲ 6.1%	▲ 3.0%
Wellington	34,800	▼ 10.1%	▼ 6.7%
Canterbury	26,700	▲ 10.3%	▼ 10.7%
South Island (excluding Canterbury)	32,300	▲ 2.2%	▲ 18.8%
South Auckland [#]	26,900	▲ 0.4%	▲ 14.0%
West Auckland [#]	15,300	▼ 3.2%	▼ 14.0%
Rest of Auckland [#]	41,100	▲ 7.9%	▲ 16.5%
Total Māori employment	369,500	▲ 1.4%	▲ 4.8%
Total New Zealand employment	2,746,700	▲ 0.7%	▲ 4.2%

Unemployment and employment rates by age groups

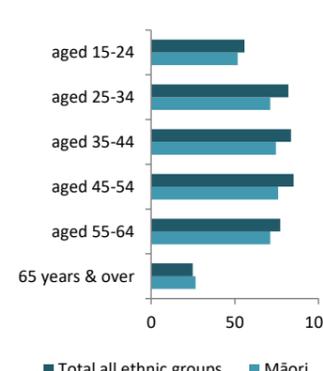
The unemployment rate for Māori (9.0 per cent) was higher than all New Zealanders (4.9 per cent), with the biggest difference for Māori aged 35-44 (4.3pp above the national average of 3.1 per cent for that age group).

The employment rate for Māori (62.7 per cent) was lower than the total of all ethnic groups (67.1 per cent). The employment rate was lower for most age groups, except for people aged 65 years and over. The biggest difference in the employment rate was for Māori aged 25-34 years (10.8pp below the national rate of 82.0 for that age group).

Unemployment rate (%)



Employment rate (%)

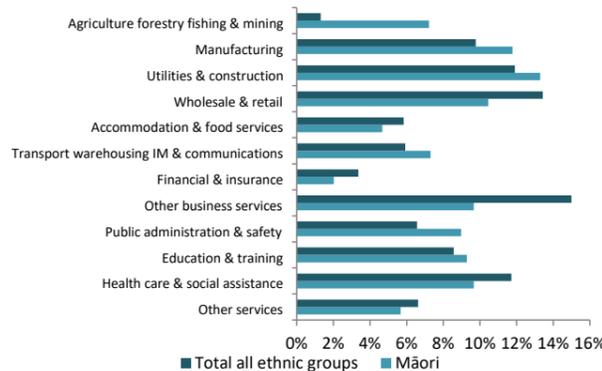


Unemployment and employment rates by age group

Age groups	Dec-2020	Change (percentage points)	
		Annual	Three-year
Māori	Unemployment rate		
aged 15-24 years	18.1	▲ 2.6pp	▲ 1.4pp
aged 25-34 years	7.6	▼ 1.1pp	▼ 2.0pp
aged 35-44 years	7.4	▲ 0.6pp	▲ 0.8pp
aged 45-54 years	6.4	▲ 1.7pp	n/c
aged 55-64 years	3.8	▼ 1.1pp	▲ 0.3pp
Māori	Employment rate		
aged 15-24 years	51.7	▼ 0.6pp	▼ 1.2pp
aged 25-34 years	71.2	▼ 1.3pp	▼ 0.2pp
aged 35-44 years	74.6	▼ 1.0pp	▼ 4.0pp
aged 45-54 years	75.8	▼ 1.5pp	▼ 2.8pp
aged 55-64 years	71.2	▲ 4.3pp	▼ 1.3pp

Industry employment

Proportion of Māori and All peoples employed in industries



The industries employing the most Māori workers in December 2020 were Utilities & construction, Manufacturing and Wholesale & retail.

Over the year, employment grew in five out of twelve industry groups. The strongest annual growth was in Public administration & safety (18.3 per cent or 4,800 workers), followed by Financial & insurance (16.9 per cent or 1,000 workers), and Utilities & construction (9.6 per cent or 4,100 workers).

Note: The sum of employment by industry may not equal total employed due to rounding. The smaller estimates are subject to large sampling errors..

*Includes Rental, Hiring & Real Estate Services, Administrative & Support Services, and Professional, Scientific & Technical Services.

**Includes Arts and recreation services, and Other services.

South Auckland is derived from the Auckland wards of Manukau, Manurewa-Papakura, West Auckland is derived from the Auckland wards of Waitākere and Whau. The remaining Auckland wards comprise Rest of Auckland.

Employment by industry

Industry	Dec-2020	Annual change	Three-year change
Agriculture forestry fishing & mining	25,300	↓ 1.7%	↓ 6.3%
Manufacturing	41,200	↓ 5.7%	↓ 9.6%
Utilities & construction	46,500	↑ 9.6%	↑ 0.7%
Wholesale & retail	36,600	↓ 10.0%	↓ 11.3%
Accommodation & food services	16,400	↓ 19.9%	↓ 23.1%
Transport warehousing IM & communications	25,500	↓ 8.4%	↑ 15.3%
Financial & insurance	7,100	↑ 16.9%	↑ 4.9%
Other business services*	33,800	↑ 1.1%	↑ 14.8%
Public administration & safety	31,400	↑ 18.3%	↑ 45.4%
Education & training	32,500	↑ 0.5%	↑ 0.1%
Health care & social assistance	33,800	↓ 5.4%	↓ 7.6%
Other services**	19,800	↓ 10.9%	↑ 15.0%
Total Māori Employed (including Not Specified)	369,500	↑ 1.4%	↑ 4.8%

Occupational representation

Māori employed in skilled occupations totals 197,900 in December 2020, an increase of 4,900 workers (up 2.5 per cent) from a year ago.

53.6% of Māori were in Skilled* occupations#

18.1% of Māori were in Unskilled occupations

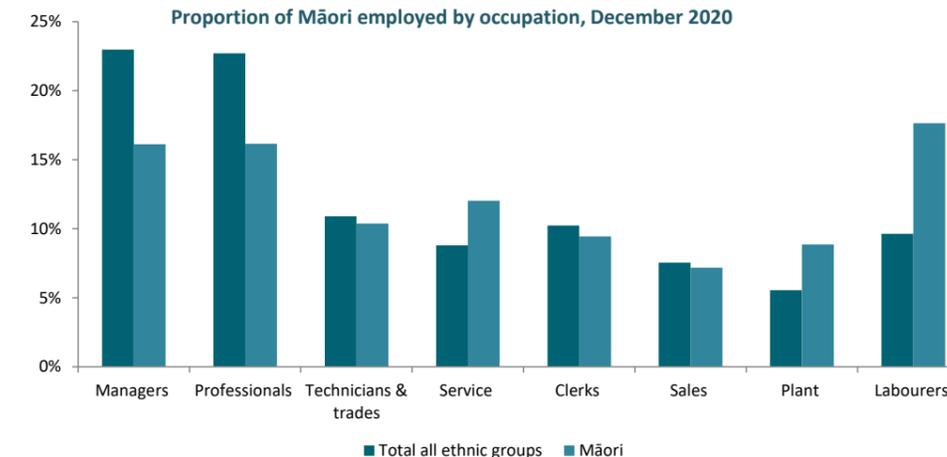
Over the year, employment in half the occupation groups increased. The biggest increases in employment were for Labourers (up 14.7 per cent or 8,300 workers), Managers (up 2.9 per cent or 1,700 workers), and Services (up 3.4 per cent or 1,500 workers). These occupation groups make up most of the total increase in Māori employment for December 2020. In contrast, the biggest falls in employment were for Plant workers (down 15.5 per cent or 6,000 workers) and Sales (down 4.5 per cent or 1,300 workers).

* Includes those in skill levels 1, 2 and 3 according to ANZSCO skill levels (Highly skilled, Skilled and Semi-skilled). Weighted by skill levels derived from 4 digit ANZSCO occupations in the 2018 Census. Skilled occupations predominantly include Managers, Professionals, Technicians and trades workers, and some Service workers such as Sports peoples and Health care occupations.

#Total employment includes not specified

About 53.6 per cent of Māori employed in New Zealand were in Skilled occupations, compared to 66.2 per cent of all workers nationally. There were more Māori in Low skilled and Unskilled occupations, compared to all workers. There were 26.1 per cent of Māori in Low skilled occupations (compared to 19.9 per cent for all workers) and 18.1 per cent in Unskilled occupations (compared to 12.2 per cent).

Proportion of Māori employed by occupation, December 2020



Youth NEET (Not in Education, Employment or Training) rate

As at December 2020, there were about 148,600 Māori aged 15-24 years. Of these, about 29,300 people were NEET, higher than a year ago (27,000 people). Of those young Māori (aged 15 to 24 years) who were NEET, 10,800 were unemployed and not in education; 6,700 were not in the labour force, not in education but were care giving and 11,800 were or not in labour force, not in education and not caregiving in December 2020.

The NEET rate for Māori aged 15-19 years fell by 0.2pp to 14.5 per cent over the year to December 2020, but grew for Māori aged 20-24 years (by 2.4pp). Overall, Māori have higher NEET rates than other ethnic groups.

NEET rate by ethnic group

Ethnic group	NEET rate	Change (percentage points)	
	Dec-2020	Annual	Three-year
European	11.0	↑ 1.0pp	↑ 1.5pp
Māori	19.7	↑ 1.0pp	↑ 3.2pp
Pacific Peoples	19.2	↑ 3.5pp	↑ 2.1pp
Asian	7.7	↓ 2.5pp	↓ 5.1pp
Total All Ethnic Groups	12.9	↑ 0.5pp	↑ 0.9pp

NEET rate by gender

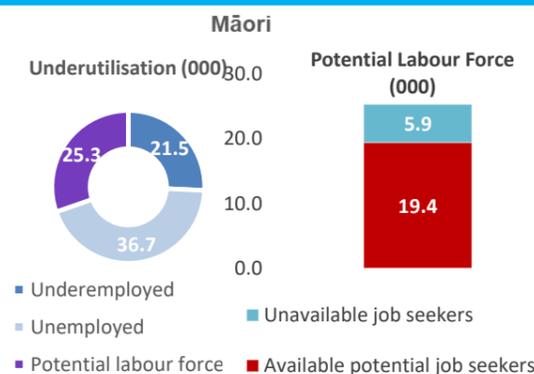
Gender	Dec-2020	Annual	Three-year
Male	15.0	↓ 3.8pp	↑ 3.2pp
Female	24.9	↑ 6.3pp	↑ 3.3pp
Total Māori	19.7	↑ 1.0pp	↑ 3.2pp

Underutilisation rate*

There were 83,500 who were underutilised in the working-age population in the December 2020 quarter. This includes those who are officially unemployed (36,700 people), underemployed (21,500 people) and in the potential labour force (25,300 people).

Over the year to December 2020, the underutilisation rate for Māori was higher than other ethnic groups. More Māori females are underutilised as a proportion of the extended labour force, compared to Māori males.

*People who are underutilised as a proportion of the extended labour force provides a more detailed picture of the workforce. Those people who are underutilised are those who are underemployed, officially unemployed and potentially in the labour force. Underemployed are those who are employed part-time (working fewer than 30 hours per week) and have the desire and availability to increase their hours. The potential labour force includes people who would like a job but are not currently actively seeking one (available job seekers) and people who are currently looking for a job but are not available to start quite yet (unavailable job seekers).



Underutilisation rate by ethnic group

Ethnic group	Underutilisation rate	Change (percentage points)	
	Dec-2020	Annual	Three-year
European	10.8	↑ 1.4pp	↓ 0.3pp
Māori	19.3	↑ 1.2pp	↓ 2.2pp
Pacific Peoples	18.0	↑ 2.2pp	↓ 0.4pp
Asian	12.1	↑ 3.1pp	↓ 0.9pp
Total All Ethnic Groups	12.3	↑ 1.9pp	↓ 0.3pp

Māori Underutilisation rate by gender

Gender	Dec-2020	Annual	Three-year
Male	15.7	↓ 0.1pp	↓ 1.3pp
Female	23.3	↑ 2.7pp	↓ 2.9pp
Total Māori	19.3	↑ 1.2pp	↓ 2.2pp

This document reports key labour market information for Māori for the year to December 2020. Most data is sourced from Household Labour Force Survey (HLFS) released quarterly by Statistics New Zealand. Data comparisons now use unadjusted data that has not been annualised, so that the effects of COVID-19 can be seen clearly. Unadjusted data for the same quarter in a year is used to address seasonal variation concerns. The population base underlying the Household Labour Force Survey was reweighted in September 2020. The other data sources are Income data derived from the Income Survey and adjusted by the Consumer Price Index, and skill levels derived from the Household Labour Force Survey and weighted by skill levels derived from 4 digit ANZSCO occupations in the 2018 Census. For the purposes of this factsheet "total response" data is used. This means that Māori refers to everyone who has selected that ethnic group, regardless of whether they have also selected another group. The subnational estimates (eg regional breakdown or ethnic group) are subject to larger sampling errors than the national estimates. Therefore, caution is needed when using and interpreting subnational estimates.