

Linked Employer-Employee Data

*LEED Presentation to Official
Statistics System Seminar*

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Linked Employer-Employee Data (LEED)

- What is LEED?
- Why LEED?
- Objectives of LEED?
- What has been achieved to date?
- LEED and OSS principles
- LEED research
- Future Directions
- Who uses LEED?
- How to access and use LEED
- Benefits of LEED

LEED – what it is

- Data integration project
 - Linked Employer-Employee Data
 - Longitudinal data from April 1999–June 2006
 - Inland Revenue Employer Monthly Schedule records
 - Statistics NZ Business Frame
- Collaborative project
 - Statistics NZ
 - Inland Revenue
 - Department of Labour (DoL)
 - The Treasury
 - Ministry of Social Development (MSD)

LEED – what it is

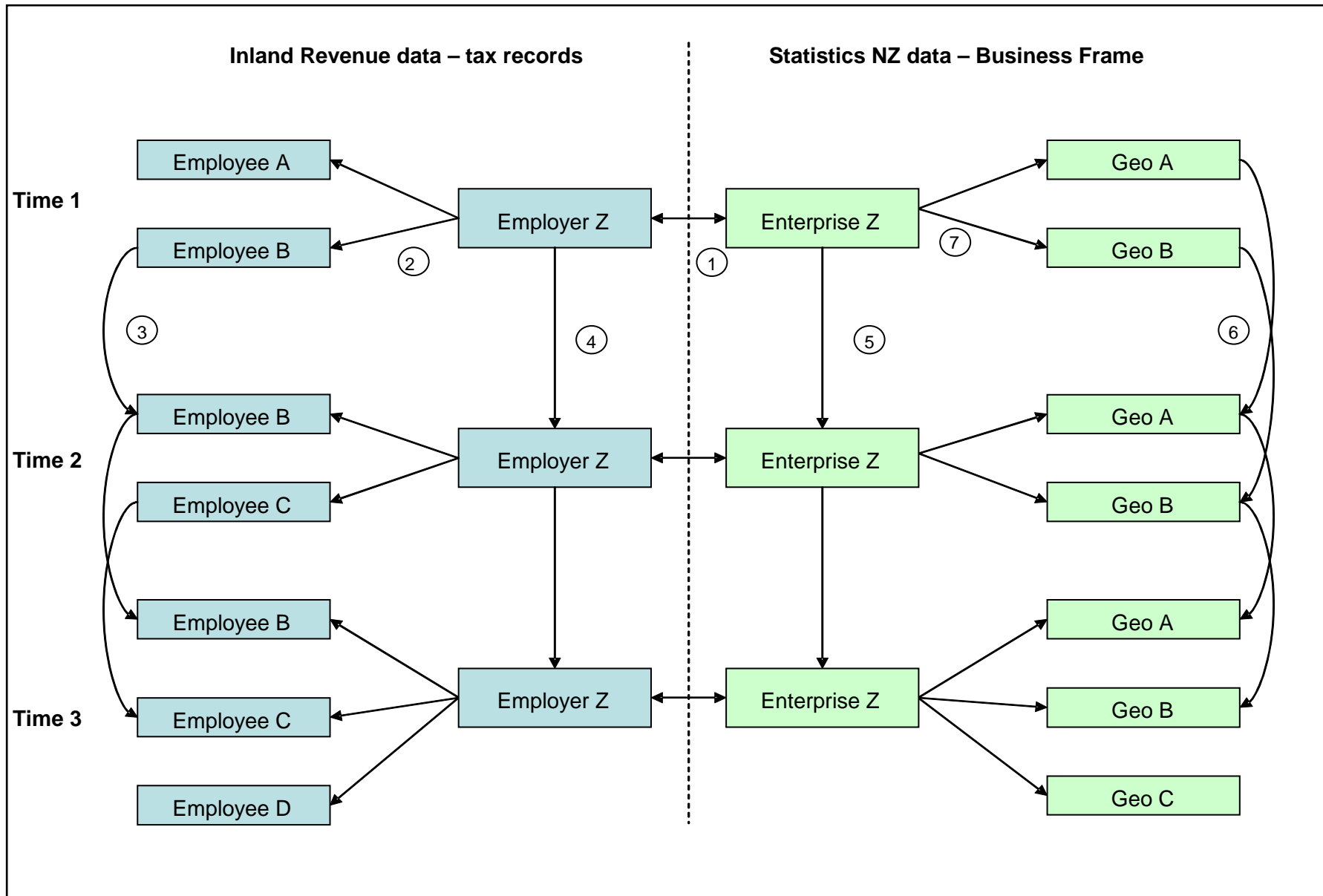
LEED produces statistics at a detailed level to help measure labour market dynamics at both the national and regional level

Inland Revenue Employer Monthly Schedules (EMS)

- Monthly data supplied to Inland Revenue by employers
- Lists all employees/earnings/deductions
- Employers and employees identified by unique IRD number
- Enables linking of employee data to employer data

Statistics NZ Business Frame (BF)

- A list of New Zealand businesses
- Provides basis of business surveys
- Structured by enterprise and geographic units
- BF has standard industrial classification code ANZSIC06



Why LEED?

- The LEED project is an innovative development aimed at successfully integrating existing employer and employee information to provide new insights into the operation of the labour market.
- Understanding labour market processes and outcomes is central to the development and monitoring of programmes aimed at building high-quality working lives for New Zealanders.
- The LEED initiative follows the successful development of similar datasets by a number of European and North American countries such as the USA, France, Sweden and Germany.

Objectives of LEED

- To provide new official statistics that inform debate, decision-making and research, both within government and by the wider population, without increasing respondent load.
- To provide new measures of labour market dynamics.
- To understand business and labour market outcomes through job-flow statistics.
- To provide an insight into the relationship between business performance and work force compositions and the dynamics and outcomes of employees' labour market, through worker flow statistics.
- To measure worker stability in the labour market through employment tenure statistics.

Published LEED statistics

Quarterly releases (job level)

- Detailed statistics measuring labour market dynamics
- Focus is on 'jobs' (a unique employer-employee pair)
- Measures include:
 - Total earnings
 - Mean and median earnings for continuing jobs, and new hires
 - Total filled jobs
 - Worker accessions and separations
 - Job creation and destruction
 - Worker turnover rates
- Published 12 months after reference quarter
- Hard copy Hot Off The Press plus Table Builder facility online.

Published LEED statistics

Annual release (person level)

- Uses LEED's longitudinal nature to present new statistics on:
 - Sources of income
 - Income transitions
 - Job tenure
 - Multiple job holdings
 - Self-employment
- Person-level statistics
 - Cover approximately 96 percent of working population
 - Include salaries and wages, self-employment income, paid parental leave, ACC payments, NZ Superannuation and income-tested benefits.

Modes of Dissemination

- HOTP (Hot Off The Press) plus a media release
 - High-level results
- INFOS (Information Network for Official Statistics)
 - detailed series (1- and 2-way)
- Table Builder
 - detailed tables (1-, 2- and 3-way)
- Analytical reports
 - Ad hoc descriptive reports (Statistics NZ)
- Research reports
 - as per research programme (external collaboration)

LEED meets the following Official Statistics principles

- Relevance
- Integrity
- Quality
- Coherence
- Accessibility
- Efficiency
- Protection of respondent
- Minimising respondent load

Research using LEED

Agency involvement and decision making

- The LEED research programme is established as a collaborative, inter-agency endeavour.
- All researchers must be seconded to Statistics NZ to work on LEED, and researchers from different agencies are able to work on projects jointly.
- Decisions about programme content and priorities are made on a consensus basis.
- Proposals for the content of the programme are developed by the researchers and approved by the management of each participating agency and the LEED steering group.

LEED – future directions

- Adding new administrative data to LEED
 - Benefit-to-work transitions
 - education data (Employment Opportunities from Tertiary Education feasibility study)
- Enhancement or replacement of existing Statistics NZ surveys, eg. wages data from the Quarterly Employment Survey
- Continue with and expand research programme
 - refine existing papers (longer time series)
 - explore additional topics.

Who uses LEED?

- Government agencies such as DoL and MED
- Combined Trade Unions
- Business NZ
- 26 subscribers to LEED HOTP receive hard copies
- 70 subscribers have the HOTP emailed out to them
- Regional and territorial authorities
- Many other users log into the Statistics New Zealand LEED site and make use of Table Builder to gather specific statistics of a longitudinal nature.

Findings from latest regional LEED release

- One third of all filled jobs were in the Auckland region (580,950)
- Greatest growth in filled jobs was in Northland
- Northland and Otago regions had the greatest growth in earnings between 2001 and 2006
- Gisborne had the highest average quarterly worker turnover rate in 2006 (21.6 percent)

How to access and use LEED

- Table Builder is a clever tool to access LEED data to three dimensions
- Latest quarterly release has a tutorial on how to use Table Builder
- Table Builder can be accessed through the LEED web page
<http://www.stats.govt.nz/leed>
- LEED data is FREE!

Table Builder Tables – Annual



[Products & services](#) > [Table builder](#) > LEED annual tables

LEED Annual Tables

[Part One: Source of Income](#) | [Part Two: Income Transitions](#) | [Part Three: Income Source Spells and Job Tenure](#) | [Part Four: Holders of Multiple Jobs](#) | [Part Five: Self-employment](#)

Part One: Sources of Income

[Table 1.1: Source of Taxable Income](#)

[Table 1.2: Median Annual Earnings](#)

[Table 1.3: Source of Taxable Income by Proportion](#)

[Table 1.4-01: Main Source of Taxable Income by Secondary Source of Taxable Income \(person counts\)](#)

[Table 1.4-02: Main Source of Taxable Income by Secondary Source of Taxable Income \(median income\)](#)

[Table 1.5: Main Earnings Source by Industry](#)

Part Two: Income Transitions

[Table 2.1: Flows Between Main Taxable Income Sources 1-year](#)

[Table 2.2: Flows Between Main Taxable Income Sources 5-year](#)

[Table 2.3: Flows Between Taxable Income Bands 1-year](#)

[Table 2.4: Flows Between Taxable Income Bands 5-year](#)

[Tables 2.5: Flows Between Taxable Income Deciles 1-year](#)

[2001](#) | [2002](#) | [2003](#) | [2004](#) | [2005](#)

[Tables 2.6: Flows Between Taxable Income Deciles 5-year](#)

[Table 2.7: Flows Between Earnings Bands 1-year](#)

[Table 2.8: Flows Between Earnings Bands 5-year](#)

[Tables 2.9: Flows Between Earnings Deciles 1-year](#)

LEED Table Builder – sources of income

Reports | Table 1.1: Source of Taxable Income ⓘ | Help

Actions ▾

OTHER:

Age ⓘ	Total Age							
Sex	Total Sex							
Region ⓘ	Total Region							
Income source ⓘ	Wages and Salaries	Self-Employment	Paid Parental Leave	Accident Compensation	Student Allowance	Income Tested Benefit	New Zealand Superannuation	Total people
Tax year	↕	↕	↕	↕	↕	↕	↕	↕
2000	1,784,148	589,803	0	68,466	80,673	642,243	472,326	2,785,002
2005	2,078,652	570,240	21,471	82,185	73,113	513,933	496,908	3,028,653

LEED Table Builder – sources of income

Table 1.1: Source of Taxable Income

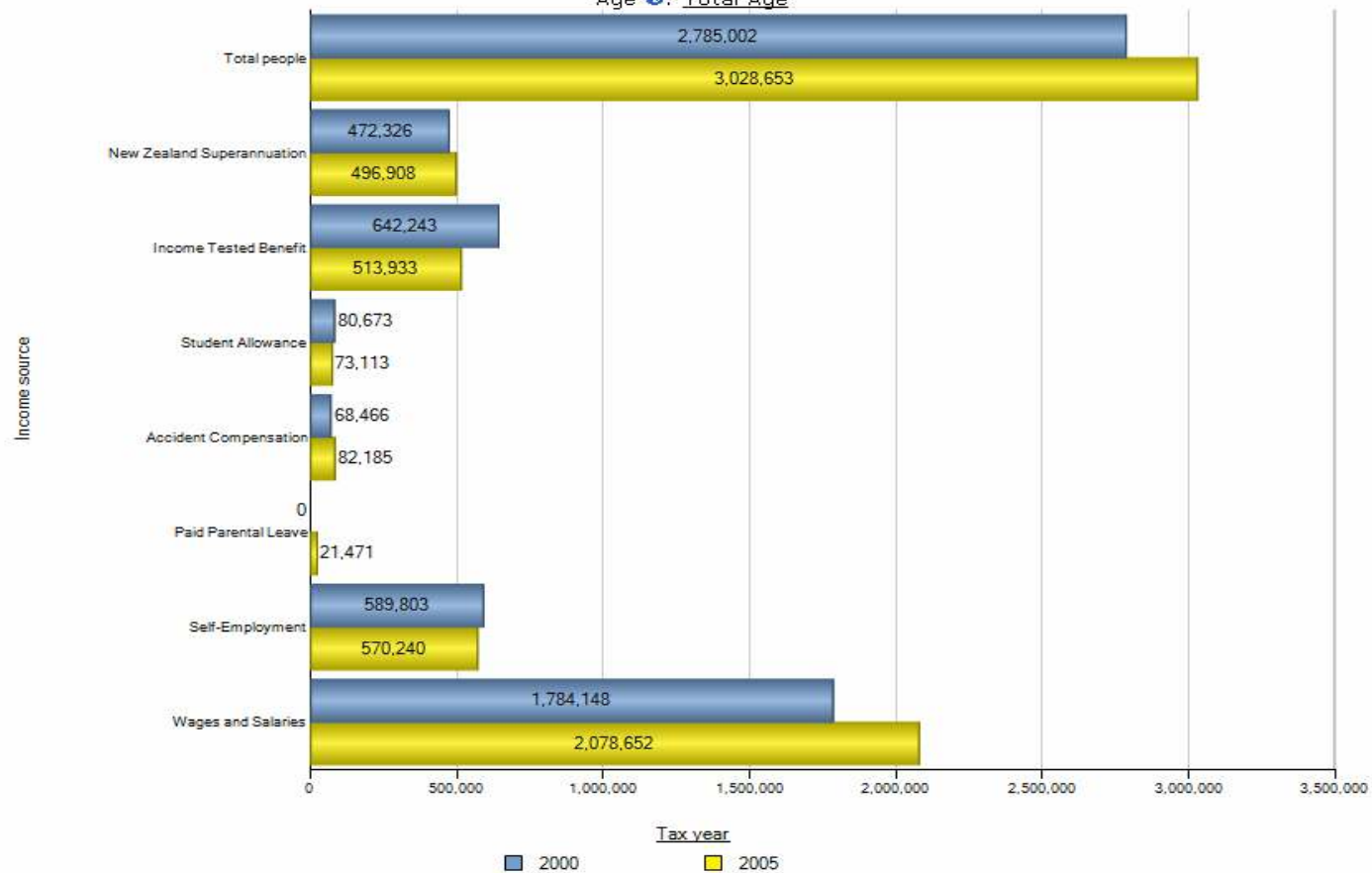
Help



Region: Total Region

Sex: Total Sex

Age: Total Age



Benefits of the LEED project

- New statistics produced at a detailed level with no increase in respondent burden
- Close working relationships with Statistics NZ stakeholders, eg. DoL
- Enabled data integration skills to be developed within Statistics NZ
- Responding to needs of users
- Development of Longitudinal Business Frame and increased use of LEED data by other Statistics NZ areas.

For further information:

<http://www.stats.govt.nz/leed>

Information Centre

- **Phone:** 0508 525 525 (toll-free in New Zealand)
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- **Email:** info@stats.govt.nz
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