

Deloitte Access Economics

Wellbeing Report – Norfolk Island

Department of Regional
Australia, Regional
Development and Local
Government

27 April 2011

Contents

Executive Summary.....	i
1 Background.....	3
1.1 Study objectives and approach.....	3
1.2 Scope of this report.....	4
1.3 Report outline.....	4
2 Demographic profile	5
2.1 Gender and Age	5
2.2 Households and families	6
2.3 Origin and identity	7
2.4 Need for assistance.....	10
2.5 Education.....	11
3 Income and wealth	14
3.1 Total income	14
3.2 Income source by region	16
3.3 Government transfers.....	16
3.4 Non-cash trade	17
3.5 Measures of financial stress	18
3.6 Net wealth.....	20
4 Employment and work	22
4.1 Employed persons.....	22
4.2 Conditions of employment.....	24
4.3 Labour force participation.....	27
5 Dwelling characteristics.....	29
5.1 Dwelling size and ownership	29
5.2 Dwelling cost	30
5.3 Internet access.....	31
6 Lifestyles.....	32
6.1 Satisfaction.....	32
6.2 Participation in unpaid work	33
6.3 Retirement expectations.....	34
Conclusions.....	35
Limitation of our work	36

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Charts

Chart 2.1 : Age – Norfolk Island (2011) and rest of Australia (2006)	6
Chart 2.2 : Household composition – Norfolk Island (2011) and rest of Australia (2006)	7
Chart 2.3 : Citizenship – Norfolk Island (2011)	8
Chart 2.4 : Place of birth – Norfolk Island (2011)	8
Chart 2.5 : Year of first arrival in Norfolk Island by place of birth – Norfolk Island (2011)	10
Chart 2.6 : School completions – Norfolk Island (2011) and rest of Australia (2006).....	12
Chart 2.7 : Highest qualification* – Norfolk Island (2011) and rest of Australia (2006)	12
Chart 2.8 : Main field of study* – Norfolk Island (2011) and rest of Australia (2006).....	13
Chart 3.1 : Individual weekly income – Norfolk Island (2011) and rest of Australia (2006).....	15
Chart 3.2 : Income source by region – Norfolk Island (2011).....	16
Chart 3.3 : Non-cash trade – Norfolk Island (2011)	18
Chart 3.4 : Financial responsibilities – Norfolk Island (2011) and rest of Australia (2006)	19
Chart 3.5 : Shortage of money* – Norfolk Island (2011) and rest of Australia (2006)	20
Chart 4.1 : Employing industries* – Norfolk Island (2011) and rest of Australia (2006).....	23
Chart 4.2 : Occupations* – Norfolk Island (2011) and rest of Australia (2006).....	24
Chart 4.3 : Reason for part-time status* – Norfolk Island (2011) and rest of Australia (2006) ..	26
Chart 4.4 : Satisfaction with main job* – Norfolk Island (2011) and rest of Australia (2006).....	27
Chart 4.5 : Main activity for those NILF – Norfolk Island (2011)	28
Chart 5.1 : Dwelling tenure type – Norfolk Island (2011) and rest of Australia (2006)	29
Chart 5.2 : Housing loan repayments – Norfolk Island (2011) and rest of Australia (2006)	30
Chart 5.3 : Weekly rent – Norfolk Island (2011) and rest of Australia (2006).....	31
Chart 6.1 : Personal satisfaction – Norfolk Island (2011) and rest of Australia (2006).....	32
Chart 6.2 : Unpaid domestic work – Norfolk Island (2011) and rest of Australia (2006).....	33

Tables

Table 1.1 : Community survey coverage	3
Table 2.1 : Gender – Norfolk Island (2011) and rest of Australia (2006)	5
Table 2.2 : Family composition – Norfolk Island (2011) and rest of Australia (2006).....	7
Table 2.3 : Ancestry and identification – Norfolk Island (2011)	9
Table 2.4 : Migration – Norfolk Island (2011)	9
Table 2.5 : Year of first arrival in Norfolk Island – Norfolk Island (2011)	10

Table 2.6 : Need for assistance – Norfolk Island (2011) and rest of Australia (2006)	11
Table 2.7 : Educational participation – Norfolk Island (2011) and rest of Australia (2006)	11
Table 3.1 : Individual weekly income – Norfolk Island (2011) and rest of Australia (2006).....	15
Table 3.2 : Government transfers – Norfolk Island (2011).....	17
Table 3.3 : Ability to raise emergency funds* – Norfolk Island (2011)	20
Table 3.4 : Net wealth – Norfolk Island (2011).....	21
Table 4.1 : Employment status – Norfolk Island (2011) and rest of Australia (2006).....	22
Table 4.2 : Employer – Norfolk Island (2011)	24
Table 4.3 : Terms of employment – Norfolk Island (2011).....	25
Table 4.4 : Labour force participation – Norfolk Island (2011) and rest of Australia (2006)	28
Table 5.1 : Type of internet connection – Norfolk Island (2011) and rest of Australia (2006)....	31
Table 6.1 : Participation in unpaid work – Norfolk Island (2011) and rest of Australia (2006) ...	34

Executive Summary

Purpose and scope

The purpose of this report is to provide a comprehensive base of information on the economic and social wellbeing of the Norfolk Island population as at March 2011. As part of this, the report will draw high level comparisons between the circumstances of the population on Norfolk Island and those of the population elsewhere in Australia.

This report is designed to supplement the Basic Community Profile for Norfolk Island that has also been produced. It does this by highlighting the key findings, broadening the scope of data presented and specifying the validity of the results.

The process of generating the information presented here involved a comprehensive survey of Norfolk Island population and housing, conducted on Wednesday 9 March 2011. This 'Community Survey' captured over 80% of the Norfolk Island population and housing at that time, and therefore provides a robust data set on which to base the prescribed dimensions of this analysis.

Headline findings

The headline findings from the 'Community Survey' of Norfolk Island relate to age, employment, income and wealth and overall satisfaction with life.

Starting with the age profile of Norfolk Island, this is notably older than that of the rest of Australia. Indeed the median age on Norfolk Island is 46, compared to 37 in the rest of Australia. This may have implications for the level of health and community services required in future years, and the supply of local labour.

The labour force participation rate for Norfolk Island is significantly higher than that in the rest of Australia – 76.9% compared to 60.4% – particularly in the context of the age profile. This may reflect the lack of unemployment benefits on Norfolk Island, and employment conditions attached to particular immigration status.

Similarly, the unemployment rate on Norfolk Island is significantly lower than elsewhere in Australia, again reflecting the severe constraints those who are unemployed will face. Furthermore, the vast majority of those not in the labour force – which includes those 'marginally attached' – are retired (67%) and do not want a job (76%).

Underemployment has the potential to undo this otherwise positive picture of employment on Norfolk Island. Indeed one measure of underemployment is the proportion of part-time employees seeking to work more hours than they currently do, which suggests that underemployment on Norfolk Island may be more significant than it is elsewhere (51% as compared to 31%).

However, this is offset by the higher proportion of labour force participants on Norfolk Island who are full-time employed (67.6% compared to 60.7%) and the higher rate of labour force participation (and therefore the lower possible rate of persons 'marginally attached' to the labour force), as more significant indicators of any underemployment.

Median individual and household incomes on Norfolk Island (at \$600 and \$1000 per week) are comparable to elsewhere in Australia (at \$466 and \$1027 per week respectively). However, the distribution of these incomes around the median is more contracted than that seen in the rest of Australia, and as such there are fewer persons earning income at the bottom and top ends of the scale. At the bottom end this possibly reflects the limited income support provided through social security on Norfolk Island.

Despite this positive result for income on Norfolk Island, both the objective and the subjective measures of financial stress in this framework indicate levels are higher on Norfolk Island than elsewhere in Australia. Therefore, there is a financial tension on Norfolk Island that cannot be fully resolved (at least in the scope of this analysis). One possibility is that access to financial assets and credit is more constrained on Norfolk Island than elsewhere in Australia, meaning there is no buffer to manage temporary shortfalls.

Finally, in light of the status of each of the reported headline measures of wellbeing on Norfolk Island, the population has reported a high level of overall satisfaction with life. Indeed the median and mean score was 8 out of 10, and was equivalent to that reported elsewhere in Australia.

It is important to note that this score takes into account the elements of financial stress and a perceived lack of employment opportunities, suggesting the weights applied to these dimensions of life in the overall assessment are relatively low.

Areas for further study

This Wellbeing Report provides a solid base of information on the current economic and social condition of Norfolk Island. The content of the tables and charts – and therefore the basis of this analysis – is statistically significant and can be relied upon.

However, it is important to note that this is a snapshot at a point in time for Norfolk Island, and therefore might reveal a different perspective on wellbeing to trend estimates over a period of time. For instance, population decline can be an indicator of declining welfare in a region.

In anticipation of an economic development strategy for Norfolk Island being prepared, areas for further study would include:

- a deeper consideration of industries and employment on Norfolk Island (e.g. tourism);
- a more detailed analysis of the role of immigration in sustaining the population and driving business investment and other new income;
- a comparison of earnings to the cost of living on Norfolk Island;
- an understanding of the capacity of the Norfolk Island Administration to provide essential services to the Norfolk Island population (including infrastructure); and
- comparisons to the wellbeing of specific local government areas of Australia.

With this information at hand, possible strategies for the sustainable future of Norfolk Island could be better developed and assessed.

Deloitte Access Economics, April 2011

1 Background

1.1 Study objectives and approach

Deloitte Access Economics was engaged by the Department of Regional Australia, Regional Development and Local Government to design, implement and analyse a comprehensive and independent survey of the population and housing on Norfolk Island.

The design of the survey was guided by the analytical frameworks of two key information sources in Australian policy design:

1. The Australian Census of Population and Housing (Australian Census), and
2. The Melbourne Institute survey of Housing, Income and Labour Dynamics Australia (HILDA).

These frameworks were tailored for the specific circumstances and sensitivities of Norfolk Island, to the degree that a comparable base of data could be produced, and the burden on the Norfolk Island population would not discourage participation. The lines of inquiry under each framework were represented in two separate survey forms – a ‘Household Survey’ (based on the Australian Census) and an ‘Individual Survey’ (based on HILDA).

Implementation was conducted in a similar fashion to the Australian Census, with the notable exception that this ‘Community Survey’ was voluntary. As such, while all households on Norfolk Island that could be identified were visited and provided the opportunity to participate, the surveyors did not return to the households after ‘Survey Night’ (Wednesday 9 March 2011) to collect completed forms and identify households that had not participated.

Rather, participants were invited to return their completed surveys to a central location on Norfolk Island in the days immediately following ‘Survey Night’, and were not required to indicate the address of their residence. This process of voluntary and anonymous involvement achieved a response rate of around 80% (Table 1.1).

Table 1.1: Community survey coverage

Parameter	Participation	Population	Coverage
Households [^]	694	825	84%
Residents	1123	1370*	82%
General Entry Permits	139	156*	87%
Temporary Entry Permits	196	316*	62%
Population[~]	1489	1842*	81%
Individuals aged 18 and over	1139	1455*	78%

*Source: Norfolk Island Government population statistics at 4 March 2011.

[~]Population does not equal components where persons did not indicate immigration status on Norfolk Island.

[^]Households that were identified as inhabited during the week of 5 March to 12 March 2011 (and therefore received survey forms). Survey forms returned blank were counted as a non-response.

By way of analysing the findings, a Basic Community Profile database and a Wellbeing Report were produced. The content of these deliverables was aligned with that commonly produced for other regions of Australia, to enable policy makers to directly assess the economic and social conditions experienced by the Norfolk Island population against those experienced elsewhere in Australia. As part of this, statistics for the rest of Australia were collated from the 2006 Australian Census and HILDA (Wave 6 – 2006), as the most consistent and comparable figures to those produced for Norfolk Island.

1.2 Scope of this report

The Australian Bureau of Statistics suggests that wellbeing relates to ‘the desire for optimal health, for better living conditions and improved quality of life’ (ABS, 2001). However, it is acknowledged that wellbeing is in many ways subjective and will differ according to an individual’s priorities.

Given these concepts of wellbeing, this report develops a basic snapshot of the current economic and social health of the population of Norfolk Island. In accordance with the analytical frameworks of the Australian Census and HILDA, this snapshot comprises the following dimensions:

1. the level of economic and social opportunity and freedom people enjoy;
2. the level of consumption possibilities;
3. the distribution of consumption possibilities; and
4. the level of economic risk people are required to bear.

These dimensions are presented here using commonly reported (and objective) headline metrics, though also more individual (subjective) measures where relevant.

1.3 Report outline

In accordance with the project brief, this report includes:

- an independent analysis of the information generated during the ‘Community Survey’ process;
- a comparative analysis of the economic and social situation on Norfolk Island as compared to elsewhere in Australia; and
- an outline of any limitations in the dataset and accordingly areas for further work – in anticipation of economic development strategy for Norfolk Island being prepared.

In light of these requirements, the report proceeds as follows:

- Section 2 – a demographic profile of Norfolk Island compared to rest of Australia.
- Section 3 – a profile of earnings on Norfolk Island compared to rest of Australia.
- Section 4 – employment and work on Norfolk Island compared to rest of Australia.
- Section 5 – dwelling characteristics on Norfolk Island compared to rest of Australia.
- Section 6 – measures of satisfaction with life on Norfolk Island.
- Conclusions – limitations of the findings and areas for further work.

2 Demographic profile

The following is a snapshot of the demographic profile of Norfolk Island at March 2011, as compared to the rest of Australia at August 2006.

2.1 Gender and Age

Norfolk Island has a similar gender profile to that of the rest of Australia, where both have a slightly higher proportion of females than males, as shown in Table 2.1.

Table 2.1: Gender – Norfolk Island (2011) and rest of Australia (2006)

	Males	Females
Norfolk Island	48%	52%
Rest of Australia	49%	51%

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,458 responses.

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

The age distribution of the Norfolk Island population is broadly similar in shape to that of the rest of Australia, as depicted in Chart 2.1. Both Norfolk Island and the rest of Australia demonstrate a spike in those aged 5-14 years, a trough in those aged 15-24 years and the bulk of the population aged 35 years and over.

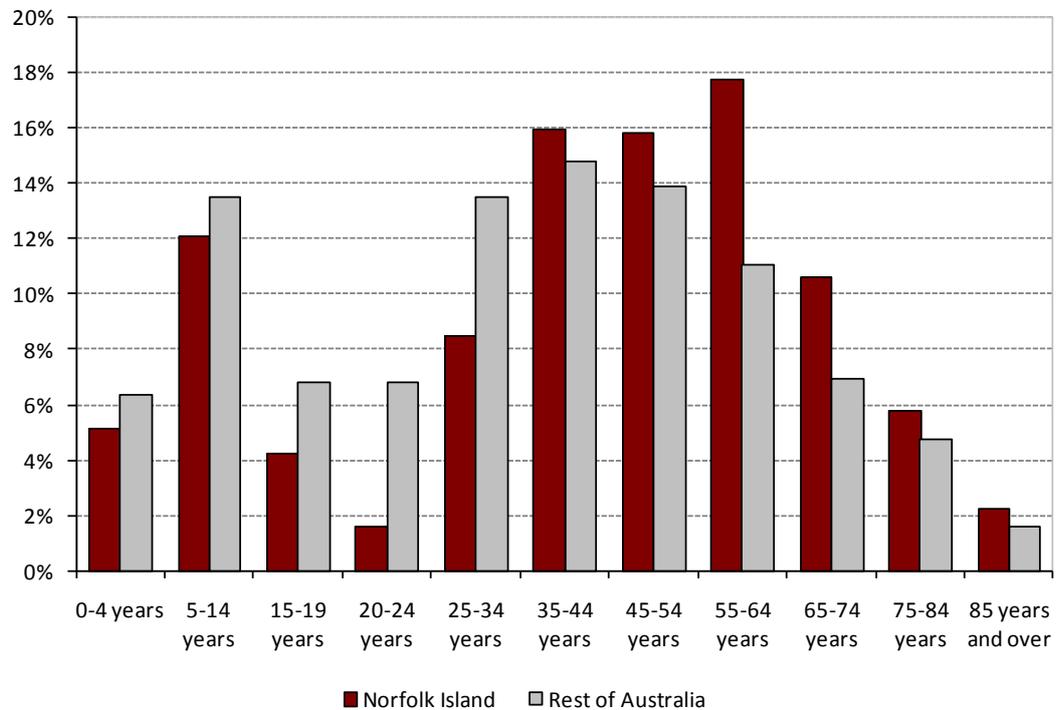
Overall, however, the age profile of Norfolk Island is notably older than that of the rest of Australia. Indeed the median age on Norfolk Island is 46, as compared to 37 in the rest of Australia.

The distinction is also notable in Norfolk Island's more pronounced gap in those aged 15-24 years, and population peak at age 55-64 years (rather than age 35-44 years). The rest of Australia has a higher proportion of people in each age bracket between 0 years and 34 years – for example, 20 to 24 year olds make up only 2% of the Norfolk Island population compared with 7% elsewhere – and accordingly a lower proportion of people in each age bracket 35 years and over.

Drawing on Australian Bureau of Statistics 'Estimate Resident Population' data for 2010, these distinctions in the age profile between the two regions remain.

Disaggregating this age profile by gender, the pictures are broadly consistent between Norfolk Island and the rest of Australia. One exception to this is males aged 25-29 years, who make up only 21% of that age bracket on Norfolk Island though 50% elsewhere in Australia. The other exception is males aged 80-84 years (59%) and 90-94 years (67%) who are over-represented compared to elsewhere in Australia at 41% and 28% respectively. Also, there are no males aged 95-99 years on Norfolk Island.

Chart 2.1: Age – Norfolk Island (2011) and rest of Australia (2006)



Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,435 responses.

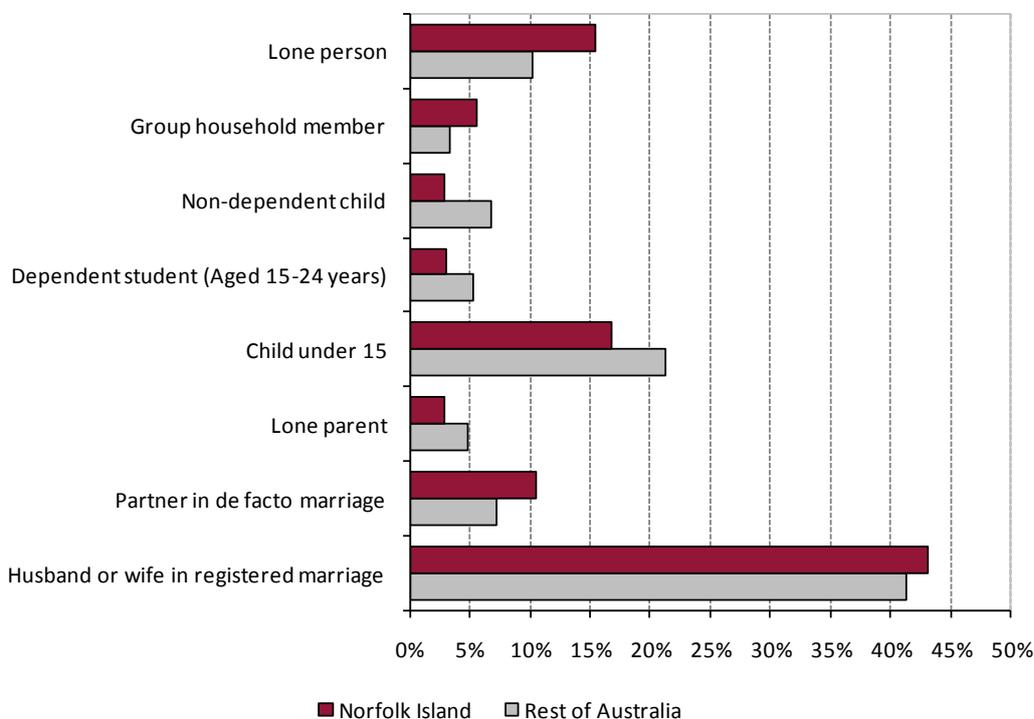
Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

2.2 Households and families

Household and family composition on Norfolk Island differs slightly from trends observed elsewhere in Australia.

Household composition on Norfolk Island depicts a greater prevalence of lone persons, group household members, partners in a de facto marriage and husbands or wives (Chart 2.2). Conversely, elsewhere in Australia there is seen to be a greater prevalence of children, dependent students and lone parents. Children under 15 and lone persons represent the most significant points of variation, with a differential between the regions of 5 percentage points in each case.

Chart 2.2: Household composition – Norfolk Island (2011) and rest of Australia (2006)



Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,468 responses.

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

Family composition on Norfolk Island is skewed toward older age couples with no children at home (Table 2.2). Indeed 57% of Norfolk Island families are couple families with no children, as compared to 38% of families elsewhere in Australia. Conversely, just 33% of Norfolk Island families are couple families with dependent children, dependent students and/or non-dependent children, compared to 46% of families elsewhere in Australia.

Table 2.2: Family composition – Norfolk Island (2011) and rest of Australia (2006)

Family type	Norfolk Island	Rest of Australia
Couple family with no children	57%	38%
Couple family with children under 15	27%	32%
Couple family with no children under 15	5%	14%
One parent family with children under 15	6%	9%
One parent family with no children under 15	4%	7%

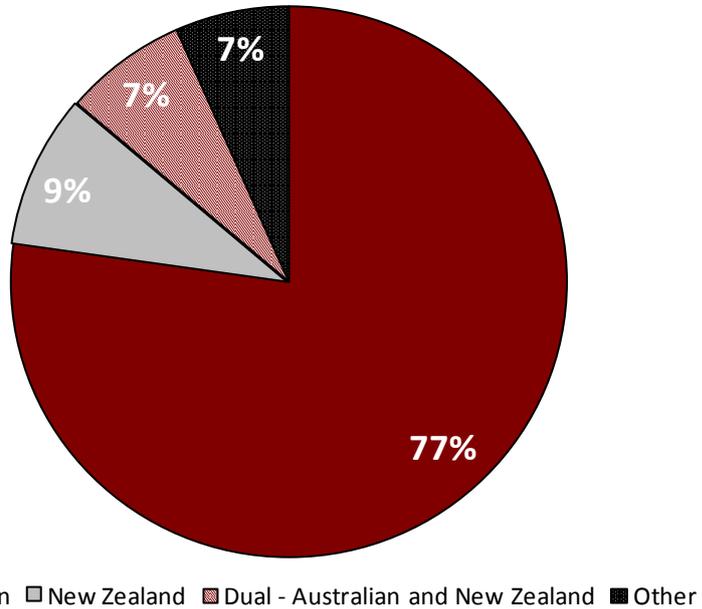
Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,468 responses.

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

2.3 Origin and identity

Beginning with citizenship, the vast majority (85%) of persons inhabiting Norfolk Island are Australian Citizens (Chart 2.3) – 7% of which are also New Zealand Citizens.

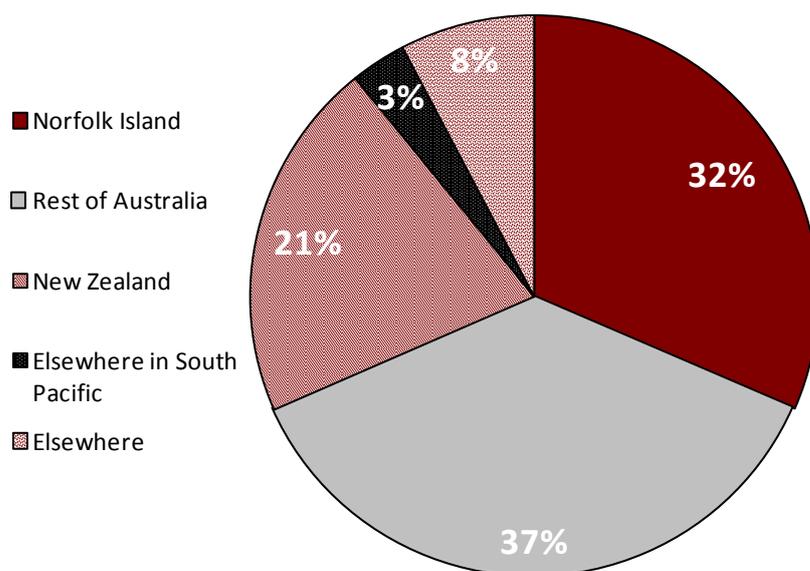
Chart 2.3: Citizenship – Norfolk Island (2011)



Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,421 responses.

Related to citizenship, place of birth indicates 68% of the population as being born in Australia (including Norfolk Island – 32%). New Zealand is the next most common response, at approximately 21% (Chart 2.4). Given only 32% of those currently residing on Norfolk Island were born there, immigration is clearly the key driver of population growth and sustainability.

Chart 2.4: Place of birth – Norfolk Island (2011)



Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,447 responses.

Beyond place of birth and citizenship, an individual's ancestry is a key determinant in how they identify themselves. In the context of the Community Survey, respondents were asked to indicate up to two ancestries, and up to three origins they most closely identify with.

Table 2.3 captures the findings from these two survey questions. Ancestry is predominately Australian (35%), though only just ahead of Pitcairn (31%). Identification is predominately Norfolk Islander (33%), followed closely by Australian (31%). These results also tend to suggest that while few if any of the current inhabitants of Norfolk Island were born on Pitcairn Island, a significant number still identify the connection.

Table 2.3: Ancestry and identification – Norfolk Island (2011)

	Ancestry	Identification
Pitcairn	31%	17%
Australian	35%	31%
New Zealander	18%	11%
English	8%	n/a
Norfolk Islander	n/a	33%
Other	8%	8%

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,438 and 1,445 responses respectively.

Bolstering this snapshot of the origin of Norfolk Islanders, migration patterns are presented in Table 2.4, based on place of usual residence one year ago and five years ago.

From this it can be seen that migration to Norfolk Island from New South Wales and Queensland continues to be more popular than from other states and territories of Australia. Also, migration to Norfolk Island from overseas looks to have declined in recent times, at least in relative terms (see also Chart 2.5).

Table 2.4: Migration – Norfolk Island (2011)

Usual Residence	1 Year Ago	5 Years Ago
Present address	83%	66%
Elsewhere on Norfolk Island	10%	16%
New South Wales	3%	5%
Queensland	2%	4%
Other Australia	1%	4%
Overseas	1%	6%

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,430 and 1,344 responses respectively.

The final dimension to the information presented above is the timing of first arrival to Norfolk Island – to live for one year or more – by those who were not born there. This is relevant to approximately 68% of the population of Norfolk Island (refer Chart 2.4).

In terms of the volume of persons arriving in each year, the trend looks to have been slightly cyclical over the last 10 years, although the majority of all arrivals (63%) have occurred prior to 2001 (Table 2.5).

Table 2.5: Year of first arrival in Norfolk Island – Norfolk Island (2011)

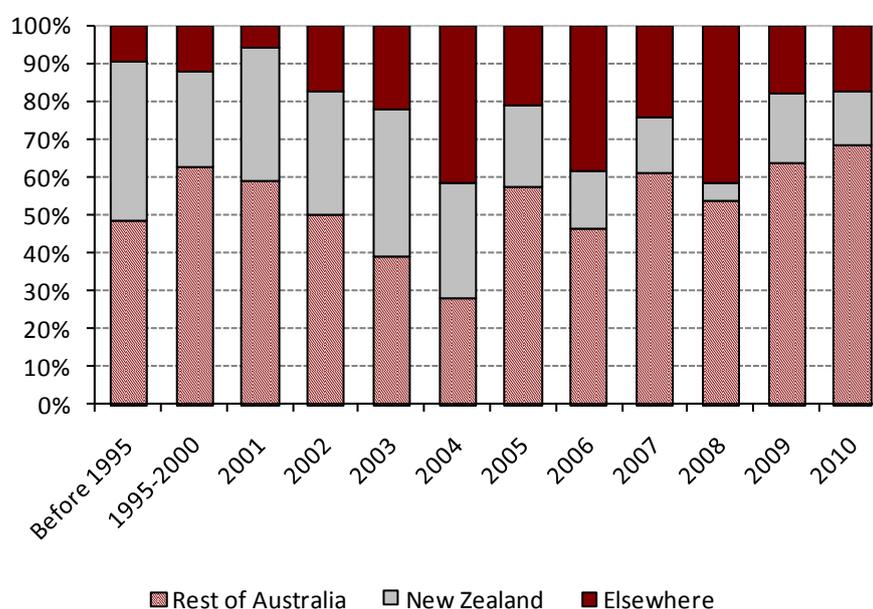
Pre-1995	1995-2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
49%	14%	2%	3%	3%	4%	2%	3%	4%	5%	4%	7%

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 938 responses.

Note: Figures for 2011 not included as not full-year figures.

In terms of where those persons who are arriving to live on Norfolk Island were born – and are therefore most likely arriving from – ‘rest of Australia’ has significantly increased, while New Zealand has fallen away and ‘Elsewhere’ is close to its long-term average (Chart 2.5).

Chart 2.5: Year of first arrival in Norfolk Island by place of birth – Norfolk Island (2011)



Source Norfolk Island: Basic Community Profile (Norfolk Island) - 919 responses.

Note: Figures for 2011 not included as not full-year figures.

2.4 Need for assistance

The Australian Bureau of Statistics defines ‘need for assistance’ as needing help or assistance in one or more of the three core activity areas of self-care, mobility and communications, because of a disability, long-term health condition (lasting six months or more), or old age. In light of this definition, the ‘need for assistance’ parameter provides an indication of the incidence of persons requiring carers.

Despite the significantly older age profile of Norfolk Island compared to elsewhere in Australia, persons residing on Norfolk Island have indicated they do not require assistance in any greater frequency than persons elsewhere in Australia – equal at approximately 1 in 25 persons (Table 2.6).

Table 2.6 : Need for assistance – Norfolk Island (2011) and rest of Australia (2006)

	Norfolk Island	Australia
Need for assistance	4.0%	4.4%
No need for assistance	96.0%	95.6%

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,293 responses.

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

2.5 Education

Education is summarised here according to current studies and completed studies.

Beginning with current students, in terms of the education participation rate within each respective age range, Norfolk Island outperforms the rest of Australia from 0-19 years of age. This is most pronounced for those preschool-aged, where Norfolk Island exceeds elsewhere in Australia by 25 percentage points.

Conversely, for those aged 20 years and above, Norfolk Island achieves less than half the participation rate of elsewhere in Australia. This inevitably reflects the lack of tertiary education institutions on Norfolk Island, and therefore that those persons who wish to attend these institutions will in most cases need to move away from Norfolk Island¹.

Table 2.7: Educational participation – Norfolk Island (2011) and rest of Australia (2006)

Age	Norfolk Island	Rest of Australia
0-4 years	44.0%	19.0%
5-14 years	96.0%	88.6%
15-19 years	77.4%	68.0%
20-24 years	12.5%	31.3%
25 years and over	2.1%	4.7%

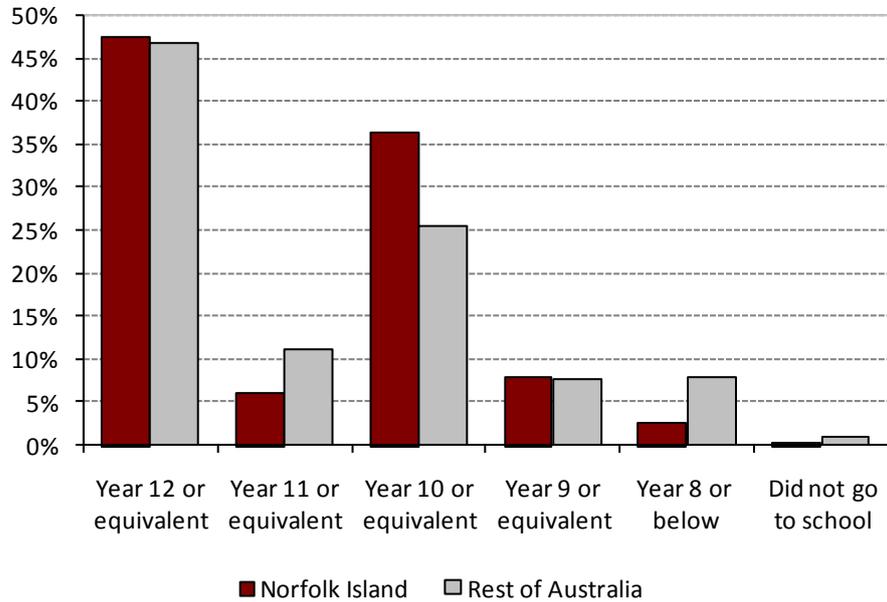
Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,426 responses.

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

In terms of school completions, Norfolk Island achieves comparable if not slightly better results to elsewhere in Australia, particularly for 'Year 12 or equivalent' and 'did not go to school' (Chart 2.6). Indeed 90% of those residing on Norfolk Island who attended or are attending school have completed Year 10 equivalent or higher, which compares to 83% elsewhere in Australia.

¹ Which implies they are unlikely to have been captured in the Community Survey

Chart 2.6: School completions – Norfolk Island (2011) and rest of Australia (2006)

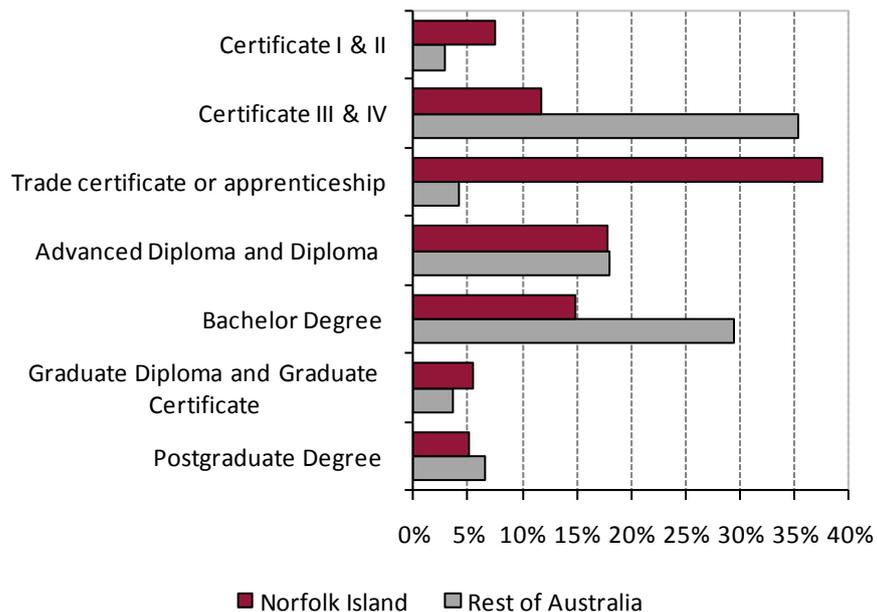


Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,145 responses.

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

For highest qualification completed, Norfolk Island is significantly over-represented in ‘Trade certificate or apprenticeship’ and significantly under-represented in ‘Certificate III or IV’ and ‘Bachelor Degree’ (Chart 2.7). Furthermore, only 43% of those on Norfolk Island who have completed a post-school qualification have achieved a Diploma or above, as compared to 58% of those elsewhere in Australia.

Chart 2.7: Highest qualification* – Norfolk Island (2011) and rest of Australia (2006)



* Excludes inadequately described qualifications

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 657 responses.

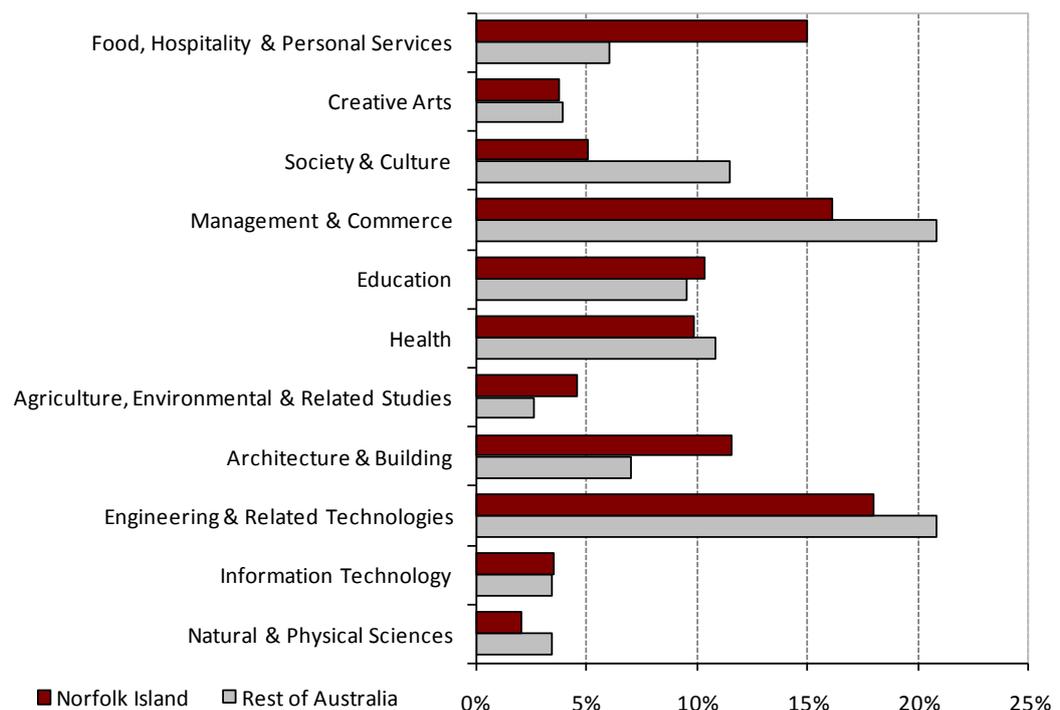
Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

Despite the relatively lower levels of achievement in post-school studies, Norfolk Island nonetheless exhibits a higher rate of completion of post-school studies compared to the rest of Australia – 58%² of those aged 15 years and over as compared to 41%³.

As depicted in Chart 2.8, almost half of those persons with post-school qualifications on Norfolk Island are trained in either ‘engineering and related technologies’ (18%), ‘management and commerce’ (16%) or ‘food, hospitality and personal services’ (15%).

Comparing this educational profile to the rest of Australia, Norfolk Island is over-represented in ‘food, hospitality and personal services’ and ‘architecture and building’. Conversely, Norfolk Island is under-represented in ‘society and culture’, ‘management and commerce’ and ‘engineering and related technologies’.

Chart 2.8: Main field of study* – Norfolk Island (2011) and rest of Australia (2006)



* Relates to highest qualification completed and excludes mixed-field programmes.

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 588 responses.

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

² Basic Community Profile (Norfolk Island)

³ 2006 Census Community Profile Series – Basic Community Profile (Australia)

3 Income and wealth

In this section, gross average incomes, income sources, non-cash trade, measures of financial stress and net wealth on Norfolk Island are presented. Where meaningful, this is compared to the circumstances of the rest of Australia.

At this point it is important to note the differences in income arrangements on Norfolk Island compared to elsewhere in Australia. That is, on Norfolk Island persons will: hold multiple jobs (37%⁴); pay no income tax on earnings (90%); participate in non-cash trade (20%).

It is also important to note that the cost of living on Norfolk Island was outside the scope of this Wellbeing Report, and therefore a complete picture of the consumption possibilities the population face is not available.

In line with the practise of the Australian Bureau of Statistics, gross income reported in this section includes all wages and salaries, pensions and allowances and other income (including investments and the like), and these figures are gross figures (before tax).

3.1 Total income

Chart 3.1 below depicts the income distribution for Norfolk Island as compared to the rest of Australia. Evident from this chart is earnings on Norfolk Island are relatively more concentrated toward the middle of the distribution.

For example, 25% of Norfolk Islanders earning income fall within the \$600-\$799 per week category as compared to 12% of earners elsewhere in Australia. Furthermore, over half of Norfolk Islanders have earnings that fall within the middle three earnings brackets – \$400 to \$999 per week – compared to 35% of other Australians.

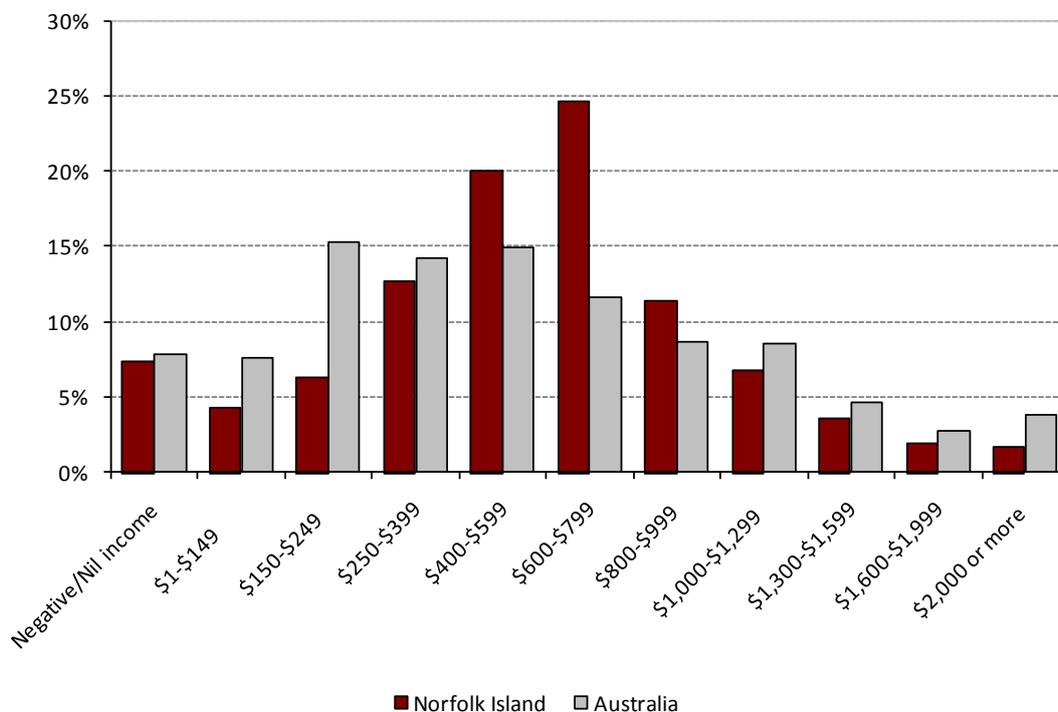
In contrast, the income distribution for the rest of Australia is more evenly spread across the earnings brackets, with a higher proportion of people earning incomes at both the lower and upper ends of the distribution. For example, 8% and 4% of earners elsewhere in Australia sit within the \$1-149 per week and \$2,000 or more per week categories respectively, this compares to 4% and 2% respectively for Norfolk Island.

As a result of this distribution, median individual income on Norfolk Island March 2011 is \$600 per week, and median household income is \$1,000 per week. This compares to median individual income at August 2006 in the rest of Australia of \$466 per week, and median household income of \$1,027 per week.

Both Norfolk Island and the rest of Australia comprise 7-8% negative or nil income earners.

⁴ Which compares to 8% elsewhere in Australia (Source: HILDA – Wave 6, 2006)

Chart 3.1: Individual weekly income – Norfolk Island (2011) and rest of Australia (2006)



Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,098 responses.

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

Other dimensions to earnings on Norfolk Island relate to gender and age (Table 3.1).

Gender-based income disparities are similar across Norfolk Island and the rest of Australia. That is, the difference in the proportion of female and male income earners receiving less than \$600 per week is 21% for both Norfolk Island and the rest of Australia.

Proportionately more earners are 35 years and older on Norfolk Island than elsewhere in Australia – in fact 17% more – directly reflecting the age profile of Norfolk Island.

Table 3.1: Individual weekly income – Norfolk Island (2011) and rest of Australia (2006)

Income earners	Norfolk Island	Australia
Less than \$600 p/w (male)	39%	49%
Less than \$600 p/w (female)	60%	70%
Less than 35 years of age	17%	34%
Greater than 35 years of age	83%	66%

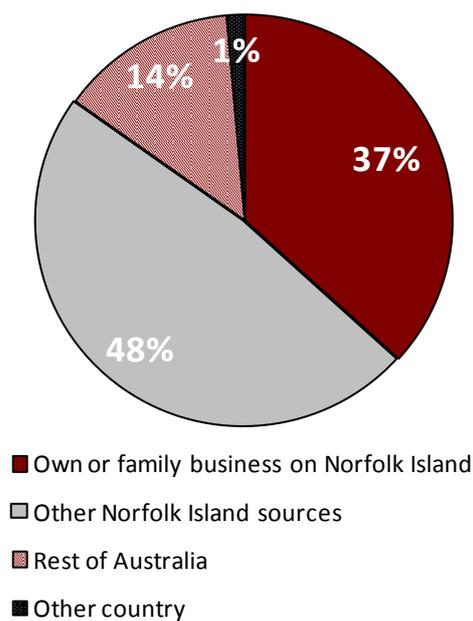
Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,098 responses

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

3.2 Income source by region

The regional split of income sources reported by those earning income on Norfolk Island is presented in Chart 3.2. This suggests 85% of all income is derived internally, a high proportion of which is derived from an own or family businesses on Norfolk Island (37%).

Chart 3.2: Income source by region – Norfolk Island (2011)



Source Norfolk Island: Basic Community Profile (Norfolk Island) - 725 responses.

3.3 Government transfers

The receipt of pensions and other government allowances on Norfolk Island is outlined in Table 3.2, in terms of both the count of persons receiving regular payments and the average value of that payment.

Excluding 'other' payments, a total 60 transfers (to 43 persons) by the Australian Government to persons residing on Norfolk Island were reported, at an average \$300 per week. This translates to around \$935,000 per annum. 899 persons (93%) indicated that they currently receive no pensions or allowances from the Australian Government.

Excluding 'other' payments, a total 63 transfers (to 59 persons) by the Norfolk Island Government to persons residing on Norfolk Island were reported, at an average \$258 per week. This translates to around \$845,000 per annum. 925 persons (94%) indicated that they currently receive no pensions or allowances from the Norfolk Island Government.

Transfers from the New Zealand Government to persons on Norfolk Island are negligible, reported here to be approximately \$28,000 per annum. Indeed 970 persons (99%) indicated that they currently receive no pensions or allowances from the New Zealand Government.

Table 3.2: Government transfers – Norfolk Island (2011)

Source	Australian Government	Norfolk Island Government	New Zealand Government
Service Pension (DVA)	21 (\$325 p/w)	-	-
Disability Pension (DVA)	20 (\$268 p/w)	-	-
Widow's Pension (DVA)	12 (\$392 p/w)	-	-
Age Pension	7 (\$263 p/w)	55 (\$259 p/w)	-
Disability Payment	-	7 (\$253 p/w)	-
Other	20 (\$266 p/w)	5 (\$238 p/w)	6 (\$90 p/w)
None	899	923	970

Source Norfolk Island: Extended Community Profile (Norfolk Island) – 970, 987 and 976 responses respectively.

Note: A single person may receive more than one transfer. Therefore a count of total transfers is not equivalent to a count of total persons receiving transfers.

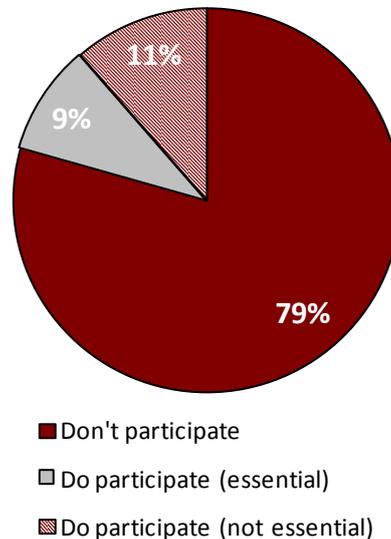
'Other' Australian included Commonwealth Super Scheme and Family Assistance payments. 'Other' Norfolk Island included 'Health Care Levy Exemption' and 'Social Services'. 'Other' New Zealand included 'Disability', 'Defence' and 'Serving Spouse' payments.

In light of these government expenditures, 106 persons indicated they had or expected to pay Australian income tax for FY2009-10, at an average \$8,235 per payer⁵. Conversely, a total 939 persons (90%) indicated that they had not and did not expect to pay Australian income tax for the 2009-10 financial year.

3.4 Non-cash trade

Non-cash trade, otherwise known as barter, will typically prevail as a form of subsistence where income-based consumption possibilities are low. In the case of Norfolk Island, 1 in every 5 persons participates in non-cash trade, and it is an essential source of goods and services for approximately 1 in every 10 persons (Chart 3.3).

⁵ 77 of the 106 who paid/expected to pay tax indicated a paid/expected value.

Chart 3.3: Non-cash trade – Norfolk Island (2011)

Source Norfolk Island: Extended Community Profile (Norfolk Island) - 1049 responses.

3.5 Measures of financial stress

In order to shed some light on the cost of living and the level of financial responsibility Norfolk Islanders face – and therefore add a further dimension to the distribution of incomes/consumption possibilities – the population were asked in the survey to:

1. state their comfort with current financial responsibilities;
2. indicate their ability to meet financial responsibilities in the past 12 months; and
3. indicate their ability to raise funds in an emergency.

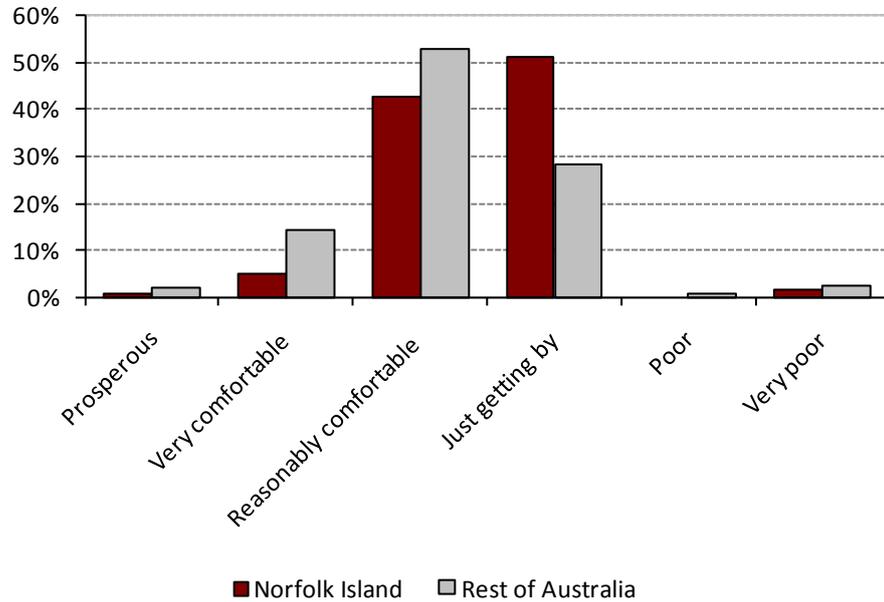
This line of inquiry therefore includes both objective and subjective measures.

Starting with the level of comfort around current financial responsibilities – 43% of persons on Norfolk Island are at least ‘reasonably comfortable’, while 51% are ‘just getting by’ (Chart 3.4). Those who indicated they were ‘prosperous’ were approximately equal to those who indicated they were ‘very poor’, at approximately 1% of persons⁶.

On the other hand, almost 70% of persons in the rest of Australia were at least ‘reasonably comfortable’ with their current financial responsibilities (at 2006). The key distinctions between Norfolk Island and the rest of Australia being those ‘just getting by’ (51% compared to 28%) and those ‘reasonably comfortable’ (43% compared to 53%).

⁶ It is important to note that the responses here are entirely subjective, with no benchmarks or definitions having been provided.

Chart 3.4: Financial responsibilities – Norfolk Island (2011) and rest of Australia (2006)



Source Norfolk Island: Extended Community Profile (Norfolk Island) - 1102 responses.

Source Rest of Australia: HILDA – Wave 6 (2006)

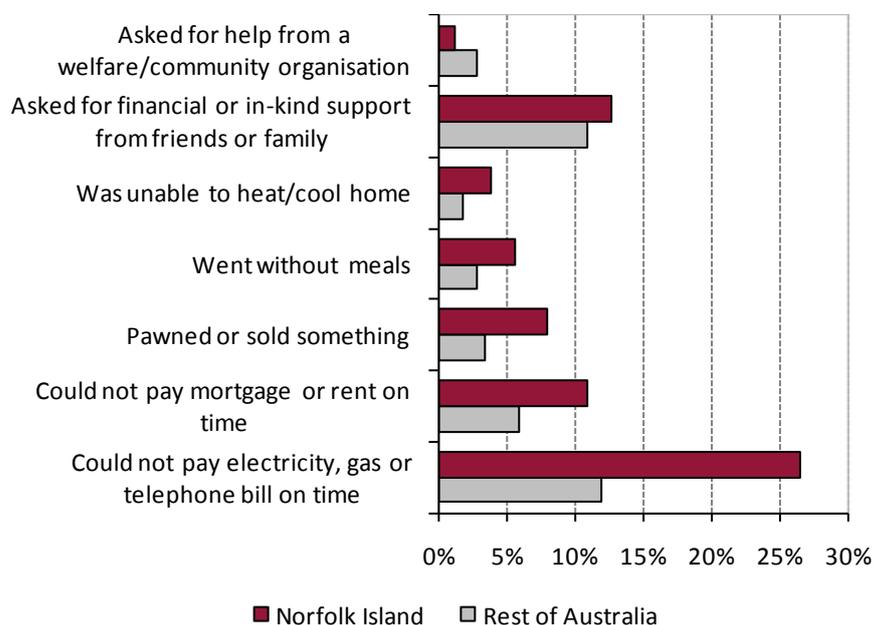
A more objective measure of financial stress is the frequency among the population of particular events that are a result of a shortage of money in the past 12 months (Chart 3.5).

Over one-quarter of the population of Norfolk Island indicated they had missed an electricity, gas or telephone bill in the past 12 months due to a shortage of money. In addition, 17% of persons received financial or in-kind support from family and 11% could not pay their mortgage or rent on time⁷.

Elsewhere in Australia, only 12% of persons indicated they had missed an electricity, gas or telephone bill in the past 12 months due to a shortage of money, while only 6% of persons could not pay their mortgage or rent on time. Based on these results and those at Chart 3.4 above, levels of financial stress on Norfolk Island are higher than elsewhere in Australia (see also section 5.2 on dwelling cost).

⁷ 434 persons out of a total sample of 1139 persons⁷ provided a response at this question, which implies 62% of the population experienced none of these events at all in the past 12 months.

Chart 3.5: Shortage of money* – Norfolk Island (2011) and rest of Australia (2006)



*Proportion of population who have had this experience in the past 12 months (due to money).

Source Norfolk Island: Extended Community Profile (Norfolk Island) - 434 persons responded (1014 responses).

Source Rest of Australia: HILDA – Wave 6 (2006)

Finally, in terms of a person’s ability to raise \$3000 in a week in the case of an emergency, the findings are presented in Table 3.3. This suggests 80% of the Norfolk Island population could raise the funds within a one week period, albeit with varying degrees of sacrifice more than half the time. Conversely, 20% of persons could not raise this amount of money within the given period.

Table 3.3: Ability to raise emergency funds* – Norfolk Island (2011)

Response	Norfolk Island
Could easily raise the money	32%
Could raise the money, but would involve some sacrifices	31%
Would have to do something drastic to raise the money	17%
Could not raise the money	20%

* Share of population

Source Norfolk Island: Extended Community Profile (Norfolk Island) - 1100 responses.

3.6 Net wealth

Persons on Norfolk Island were asked whether or not they held any monetary assets in the form of: property; cash; retirement funds; own business; equities. If so, they were asked to indicate their personal share of the net value⁸ of that asset, and the proportion of that value held on Norfolk Island (as opposed to elsewhere in Australia and in another country).

⁸ That is, less any outstanding borrowings against it

Findings are presented in Table 3.4, from which it can be seen that 66% of the population own property, while only 9% of the population hold equities. The average value of property held was \$444,000, while the average value of equities held was \$84,000. Of those figures, 87% and 17% of the value respectively was held on Norfolk Island, while 10% and 79% respectively was held elsewhere in Australia⁹.

13% of respondents to this question indicated they do not currently hold any monetary assets¹⁰.

As might be expected, the majority of retirement funds and equities are held in accounts elsewhere in Australia, while the majority of cash, property and own businesses are held on Norfolk Island. Possibly more surprising is that only 50% of persons reported a cash holding, and only 28% of persons reported accumulated retirement funds. Also, asset holdings look relatively modest given the prevalence of self-funded retirement on Norfolk Island and the lack of a safety net (in the form of a comprehensive domestic pension).

At this point it is important to qualify these results, recognising the difficulty survey participants might have had in responding to these net wealth questions. In particular, it is possible that: in valuing property and business responders have not had relevant benchmarks/transactions on which to base their estimates; individuals may have provided joint-holding asset values; individuals may not have indicated negative balances and/or net-off all borrowings from these asset types.

The implication is that there is likely to be a larger error term attached to these findings – compared to elsewhere in this analysis. Nonetheless the results are statistically significant, and do reveal some concerning financial circumstances.

Table 3.4: Net wealth – Norfolk Island (2011)

Asset type	Average value (\$000)	Asset reliance[^]	Population share[*]	Share held on Norfolk Island	Share held elsewhere in Australia
Property	444	72%	66%	87%	10%
Cash	70	9%	50%	82%	13%
Retirement funds	95	6%	28%	30%	63%
Own business	248	11%	19%	81%	10%
Equities	84	2%	9%	17%	79%

[^] The proportion of the value of all asset holdings that held in that form

^{*} The proportion of the population aged 18 years and over who reported a holding of the respective asset type

Source Norfolk Island: Extended Community Profile (Norfolk Island) - 972 persons responded.

⁹ With the balance held in another country

¹⁰ Source Norfolk Island: Extended Community Profile (Norfolk Island) - 972 responses

4 Employment and work

The following is a snapshot of the circumstances in employment and work on Norfolk Island as at March 2011, compared to the situation elsewhere in Australia at August 2006.

It is worth noting that the Australian labour market is currently in a similar position to where it was in August 2006 – approaching full employment.

4.1 Employed persons

Table 4.1 below shows the employment status of the Norfolk Island labour force at 2011, alongside that of the labour force in the rest of Australia at 2006.

From this it can be seen that approximately 28% of the labour force is employed part-time in both Norfolk Island and the rest of Australia. However, a greater proportion of the labour force on Norfolk Island is employed full-time – 67.7% as compared to 60.7%.

Further disaggregating these results, females on Norfolk Island are better represented among the full-time employed and less represented among the part-time employed, compared to elsewhere in Australia.

Table 4.1: Employment status – Norfolk Island (2011) and rest of Australia (2006)

Employment status	Norfolk Island (2011)	Rest of Australia (2006)
Employed full-time	67.6%	60.7%
<i>Males</i>	76.5%	72.6%
<i>Females</i>	59.3%	46.7%
Employed part-time	27.8%	27.9%
<i>Males</i>	19.0%	16.2%
<i>Females</i>	36.2%	41.7%
Employed, away from work	2.5%	6.2%
<i>Males</i>	2.3%	6.0%
<i>Females</i>	2.5%	6.3%

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,144 responses

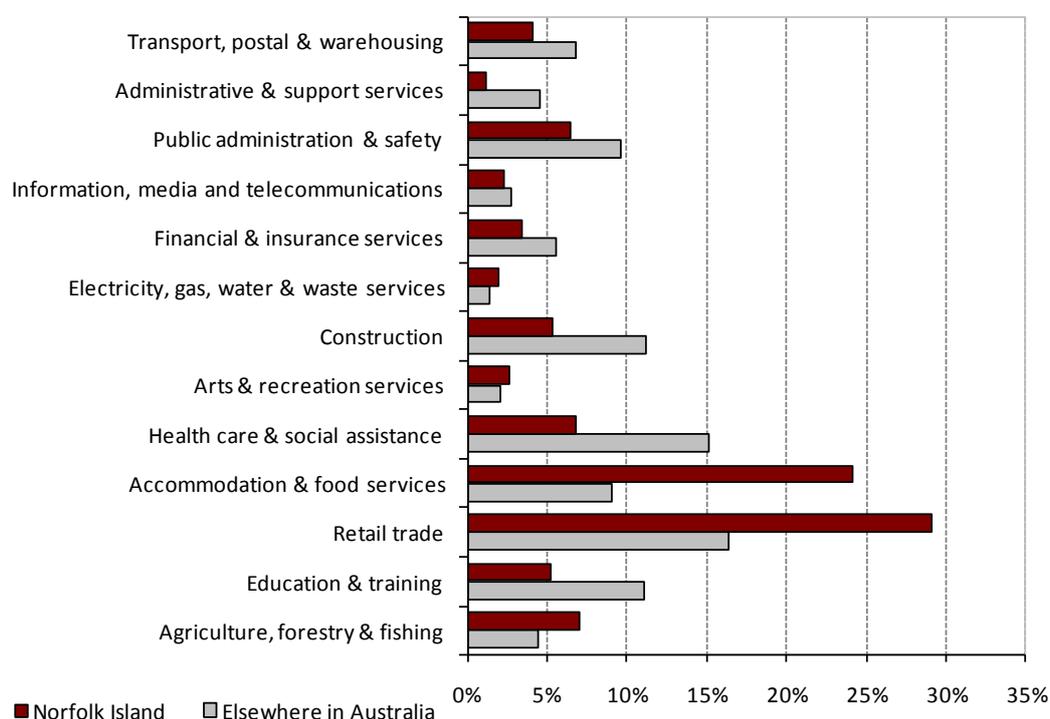
Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

Allocating these employed persons across industries, Norfolk Island's key employers are 'retail trade' (29%) and 'accommodation and food services' (24%) – see Chart 4.1. Compared to elsewhere in Australia, Norfolk Island employs relatively fewer persons in 'health care and social assistance', 'education and training' and 'construction'.

It is important to note that in the rest of Australia a number of key employing industries exist that are not presented here as they were not relevant to Norfolk Island – for example manufacturing¹¹.

Also, while the public sector looks to employ only 6% of the Norfolk Island workforce (when the question is framed in this way), it in fact employs just over one quarter of the total workforce. This makes it the second largest employer after retail trade (see Table 4.2 – where the question is asked more directly).

Chart 4.1: Employing industries* – Norfolk Island (2011) and rest of Australia (2006)



* Excludes inadequately defined industries and: mining; manufacturing; wholesale trade; rental, hiring and real estate services; professional and technical services.

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 649 responses

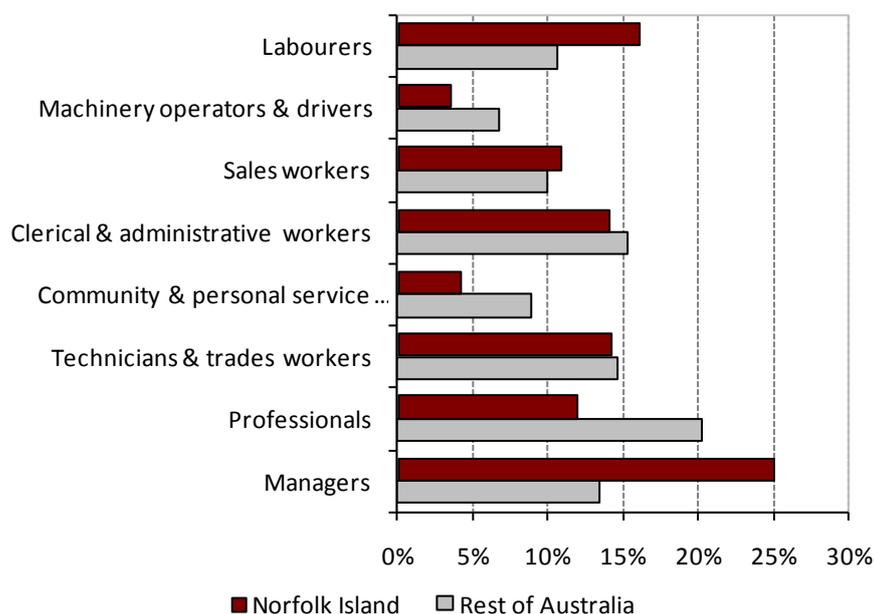
Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

In terms of the occupational breakdown of employed persons, the Norfolk Island workforce is characterised by managers¹² (25%) and to a lesser extent labourers (16%), clerical and administrative workers (14%) and technicians and trades workers (14%) – see Chart 4.2. Elsewhere in Australia, managers are far less common (13%) and professionals far more common (20%). Again this is a reflection of the prevalence of own and family businesses on Norfolk Island.

¹¹ Also excludes: mining; wholesale trade; rental, hiring and real estate; professional and technical services. The totals have been adjusted accordingly.

¹² Including owner operators

Chart 4.2: Occupations* – Norfolk Island (2011) and rest of Australia (2006)



* Excludes inadequately defined occupations

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 826 responses

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

Employed persons were asked who they were employed by in their main job. Table 4.2 summarises the responses – working for a private employer is the most common response at just under half the workforce (45%).

Table 4.2: Employer – Norfolk Island (2011)

Employer	Proportion of Workforce
Norfolk Island Administration	26%
Private employer	45%
Own or family business	29%

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 834 responses

4.2 Conditions of employment

By way of further contextualising employment on Norfolk Island, presented in this section are the conditions upon and around that employment.

Table 4.3 summarises a range of commonly reported terms of employment. Nearly half the workforce is employed on a permanent or on-going basis (45%), and only 13% are casually employed. Reflecting the level of permanent or on-going employment, 49% of the workforce hold paid leave entitlements¹³.

¹³ Those in casual or fixed-term employment would typically have a loading on their base rate of pay to reflect some entitlement – though this was not asked in the survey.

Table 4.3: Terms of employment – Norfolk Island (2011)

Employment terms	Proportion of Workforce
Fixed-term contract	13%
Casual employment	13%
Permanent or on-going employment	45%
Working in own or family business	28%
Total	100%
Paid leave entitlements	49%
No paid leave entitlements	23%
Working in own or family business	28%
Total	100%

Source Norfolk Island: Extended Community Profile (Norfolk Island) - 858 and 833 responses respectively.

In order to reveal the level of underemployment on Norfolk Island, part-time workers (those working less than 35 hours per week in all jobs) were asked the main reason for their part-time status and whether or not they would prefer to work more hours than they currently do.

Chart 4.3 reveals that 28% of part-time workers on Norfolk Island could not find full-time work, while 23% simply preferred not to work full-time. This compares to only 7% of part-time workers in the rest of Australia not finding full-time work, and 21% who preferred to work part-time.

Other key differences in the reasoning between the two regions were 'caring for children' (13% compared to 23%), 'going to school, college or university' (0% compared to 23%), and 'involved in voluntary work' (4% compared to 0%) – each consistent with findings elsewhere in this report.

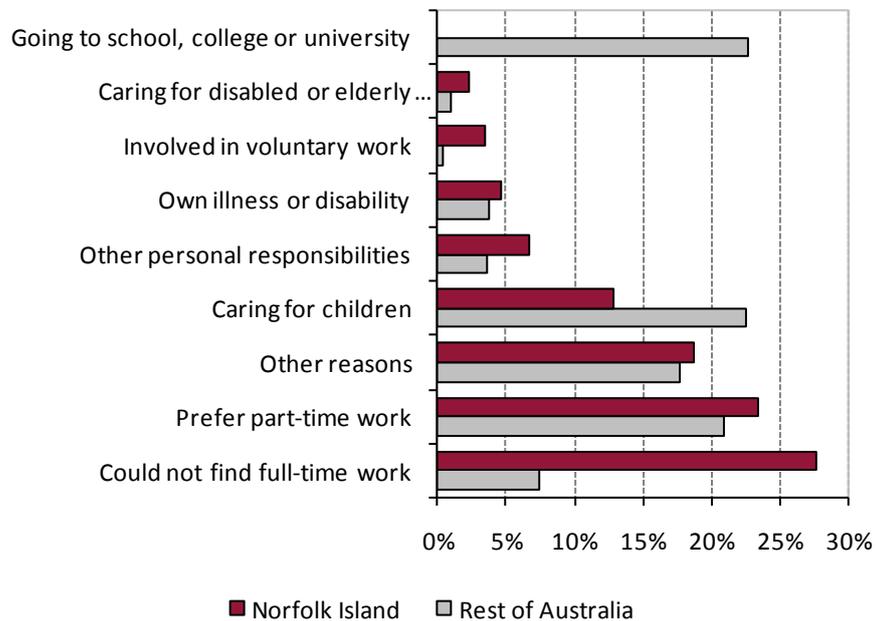
Furthermore, 51% of those part-time employed on Norfolk Island wished to work more hours than they currently do, 44% wished to work about the same hours as they currently do, and 6% sought to work less¹⁴. Elsewhere in Australia, only 31% of those part-time employed wished to work more hours than they currently do, 61% wished to work about the same, while 8% hoped to work less¹⁵.

As one measure of underemployment, the proportion of part-time employees on Norfolk Island who have sought or are seeking to work more hours than they currently do, suggests it may be more significant than it is elsewhere in Australia. However, this is offset by the higher proportion of labour force participants on Norfolk Island who are full-time employed and the higher rate of labour force participation (and therefore the lower possible rate of persons 'marginally attached' to the labour force), as more significant indicators of any underemployment.

¹⁴ Source Norfolk Island: Extended Community Profile (Norfolk Island) – 258 responses.

¹⁵ Source rest of Australia: HILDA – Wave 6 (2006)

Chart 4.3: Reason for part-time status* – Norfolk Island (2011) and rest of Australia (2006)



*Note: For Norfolk Island this question was asked of persons aged 18 years and over only, while for the rest of Australia persons aged 15 years and over are captured. This will at least partly explain the ‘going to school, college or university’ result.

Source Norfolk Island: Extended Community Profile (Norfolk Island) – 256 responses

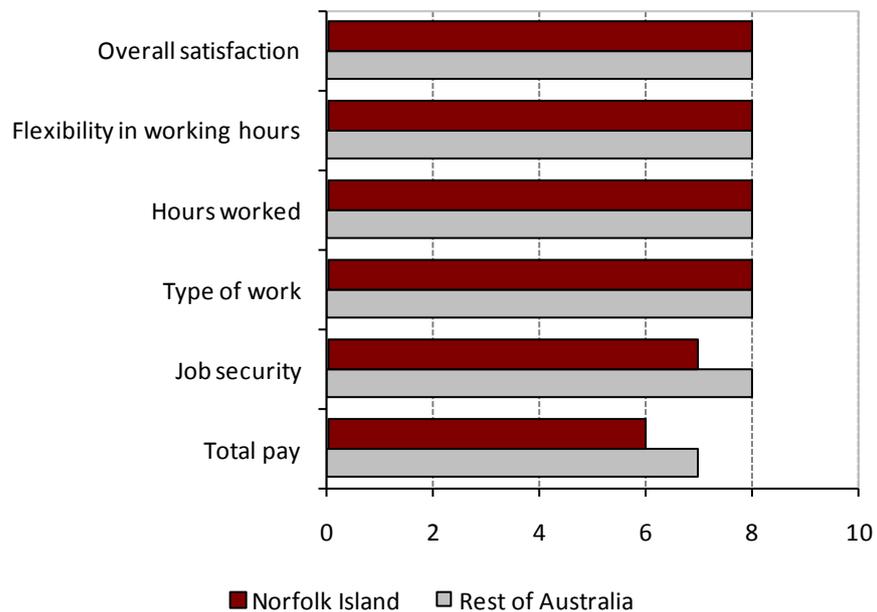
Source Rest of Australia: HILDA – Wave 6 (2006)

In light of the level of employment on Norfolk Island and in the rest of Australia, and the conditions around these roles, Chart 4.4 summarises employed persons’ satisfaction with different aspects of their main job (defined as the job they work the most hours in).

For Norfolk Island, these median scores (out of 10) clearly indicate a high level of overall satisfaction in main job. Median scores for ‘total pay’ and ‘job security’ are a little lower than the other dimensions to job satisfaction, though appear to have less weight in the overall satisfaction measure.

In the rest of Australia, the results are largely comparable to those observed for Norfolk Island. Although satisfaction with ‘job security’ and ‘total pay’ scores slightly higher elsewhere in Australia, the ‘overall satisfaction’ median and mean scores are equal at ‘8’, reinforcing the notion that these dimensions to employment on Norfolk Island are relatively less important.

Chart 4.4: Satisfaction with main job* – Norfolk Island (2011) and rest of Australia (2006)



*Median score out of 10 – where ‘10’ indicates completely satisfied and ‘0’ indicates completely dissatisfied.
 Source Norfolk Island: Extended Community Profile (Norfolk Island) – response ranged from 590-606 persons.
 Source Rest of Australia: HILDA – Wave 6 (2006)

4.3 Labour force participation

Norfolk Island demonstrates a significantly higher labour force participation rate than the rest of Australia, at 76.9% compared to 60.4% (see Table 4.4). Breaking this down by gender:

- for males on Norfolk Island the labour force participation rate is 79.2% as compared to 66.6% for males elsewhere in Australia; and
- for females on Norfolk Island the labour force participation rate is 75.2% as compared to 54.4% for females elsewhere in Australia.

Females are therefore proportionately greater participants in the labour force on Norfolk Island than they are elsewhere in Australia.

In terms of unemployment, Norfolk Island again significantly outperforms elsewhere in Australia, with an unemployment rate of just 2.0%. Disaggregating by gender, the result is slightly better for females on Norfolk Island than males – the reverse is true for elsewhere in Australia.

Table 4.4: Labour force participation – Norfolk Island (2011) and rest of Australia (2006)

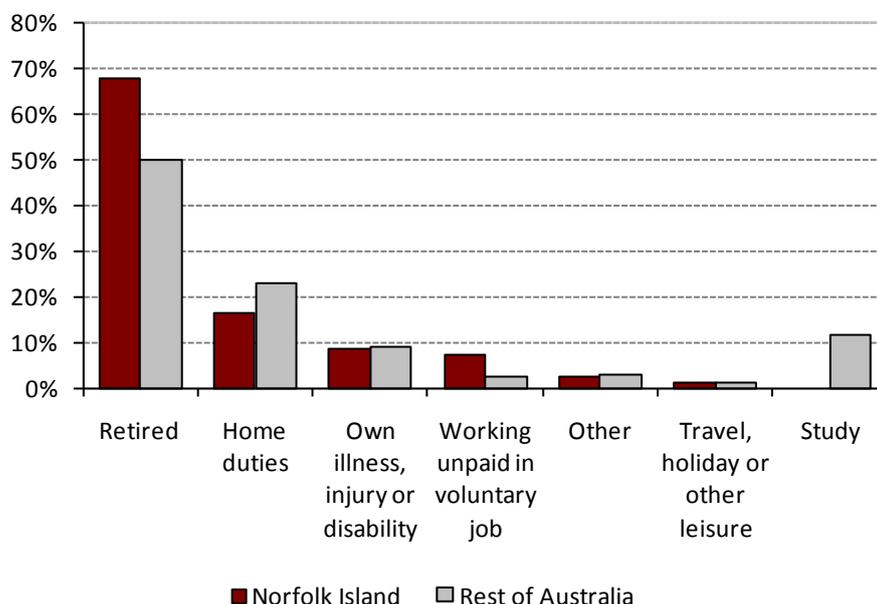
	Norfolk Island	Rest of Australia
Labour force participation rate	76.9%	60.4%
<i>Males</i>	79.2%	66.6%
<i>Females</i>	75.2%	54.4%
Unemployment rate	2.0%	5.2%
<i>Males</i>	2.1%	5.2%
<i>Females</i>	2.0%	5.3%

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 1,144 responses

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

For those not in the labour force, the following elaborates on their lack of participation. Starting with their main activity since they last worked or looked for work, the majority of persons are retired (67% and 50%). Beyond this, 16% and 23% are participating in home duties, 0% and 11% are studying, and 7% and 3% are doing voluntary work, for Norfolk Island and the rest of Australia respectively.

Chart 4.5: Main activity for those NILF – Norfolk Island (2011)



Source Norfolk Island: Extended Community Profile (Norfolk Island) – 146 responses

Source Rest of Australia: HILDA – Wave 6 (2006)

Furthermore, 76% of these persons on Norfolk Island who are not in the labour force do not want a job, 17% might consider a job and only 8% would actually like a job¹⁶. This compares to 80% of persons elsewhere in Australia who are not in the labour force and do not want a job, 4% who might consider a job and 16% who would actually like a job¹⁷.

¹⁶ Source Norfolk Island: Extended Community Profile (Norfolk Island) – 132 responses

¹⁷ Source Rest of Australia: HILDA – Wave 6 (2006)

5 Dwelling characteristics

The following is a snapshot of dwelling characteristics on Norfolk Island, which provide an indication of housing asset wealth and liabilities, as well as social connectivity.

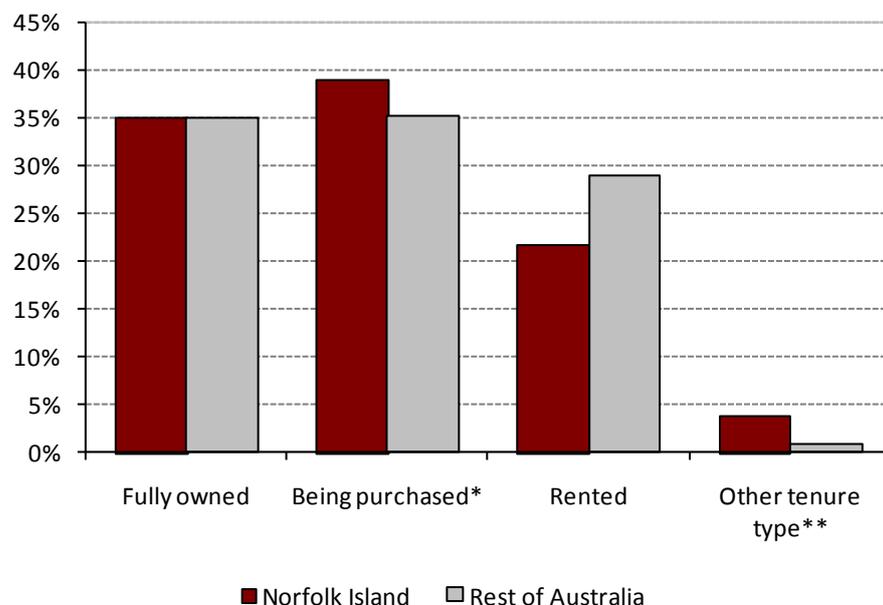
It should be noted that the response rates to these questions were much lower than that achieved in other areas of this report. However, sample sizes remain significant.

5.1 Dwelling size and ownership

The average household size on Norfolk Island is 2.1 persons, with an average 0.8 persons per bedroom. In the rest of Australia, the average household size is 2.6 persons, with an average of 1.1 persons per bedroom. This directly reflects the prevalence of couple families with no children on Norfolk Island.

The profile of dwelling tenure type on Norfolk Island is broadly similar to that of the rest of Australia, where the majority of households either fully own their dwelling or are purchasing their dwelling, usually under a mortgage (see Chart 5.1). However, the rest of Australia has a higher proportion of renting households than does Norfolk Island – 29% as compared to 22%.

Chart 5.1: Dwelling tenure type – Norfolk Island (2011) and rest of Australia (2006)



* For Norfolk Island, 'Being purchased' refers solely to households 'Owned with mortgage', for Australia it includes dwellings being purchase under a 'rent/buy scheme'. ** For Norfolk Island, 'Other tenure type' refers solely to households 'Being occupied rent free', for Australia it includes dwellings 'Being occupied under a life tenure scheme'.

Source Norfolk Island: Basic Community Profile (Norfolk Island) - 563 responses

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

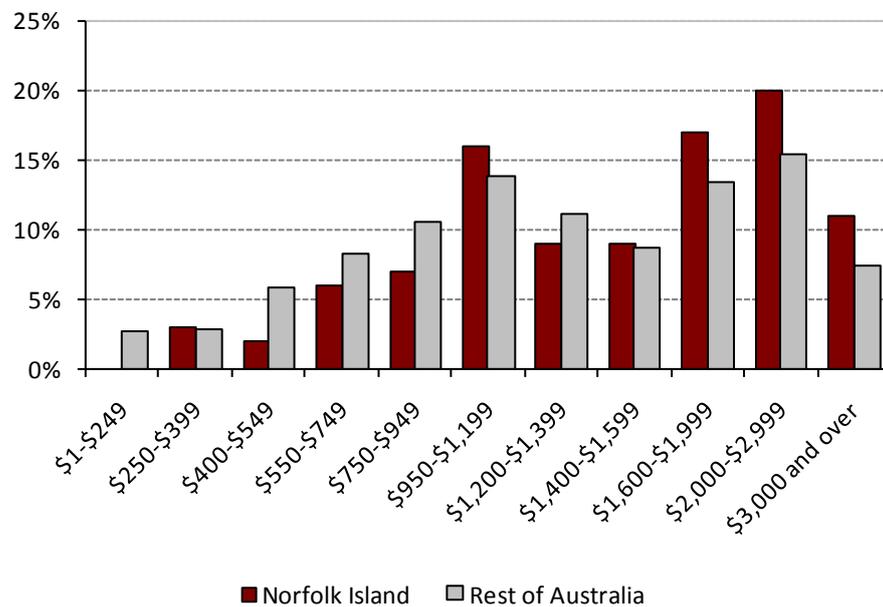
5.2 Dwelling cost

Chart 5.2 depicts the potentially concerning trend of a higher proportion of Norfolk Island households with relatively more expensive housing loan repayments, than is the case in the rest of Australia. That is, nearly half (48%) of Norfolk Island households have monthly housing loan repayments in the top-three most expensive groupings, compared to just over one-third (36%) of households elsewhere in Australia.

At the other end of the scale, there are no Norfolk Island households with housing loan repayments of \$249 per month or less, compared to 3% elsewhere in Australia. Similarly, 30% of households elsewhere in Australia have monthly loan repayments of \$750 or less, compared to only 18% on Norfolk Island.

A common benchmark used in determining mortgage stress is where the ratio of housing loan repayment to household gross income is greater than 0.3. Based on the relatively small sample available here¹⁸, approximately 57% of mortgaged households on Norfolk Island are currently sitting above this threshold, and therefore potentially experiencing mortgage stress.

Chart 5.2: Housing loan repayments – Norfolk Island (2011) and rest of Australia (2006)



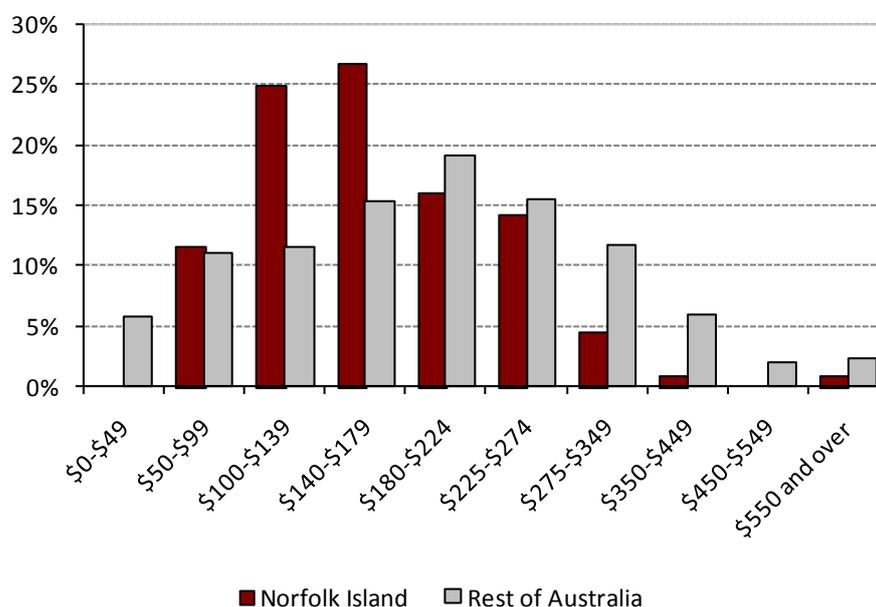
Source Norfolk Island: Basic Community Profile (Norfolk Island) - 100 responses

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

Chart 5.3 shows that, generally, renting on Norfolk Island is less costly than elsewhere in Australia. Only 2% of Norfolk Island households pay rent of more than \$350 per week, compared to 10% of households elsewhere in Australia. Indeed the majority (52%) of Norfolk Island households pay rent of between \$100 and \$179 per week.

¹⁸ 79 households

Chart 5.3: Weekly rent – Norfolk Island (2011) and rest of Australia (2006)



Source Norfolk Island: Basic Community Profile (Norfolk Island) – 112 responses

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

5.3 Internet access

A high proportion of Norfolk Island households have an internet connection – 81%¹⁹ compared to 63%²⁰ for the rest of Australia – which suggests a high level of social connectivity on Norfolk Island. However, the rest of Australia data was collected in 2006, and it is likely that today a higher proportion of these households would have a connection.

Similarly, Table 5.1 shows 79% of Norfolk Island households with an internet connection have a broadband connection, compared to 64% of their rest of Australia counterparts. Again, the proportion of households elsewhere in Australia with a broadband internet connection is likely to have increased since 2006. Also, given the nature of the broadband connection on Norfolk Island, it is likely that broadband speeds achieved are lower than those achieved elsewhere in Australia.

Table 5.1: Type of internet connection – Norfolk Island (2011) and rest of Australia (2006)

Internet connection	Norfolk Island	Rest of Australia
Broadband	79%	64%
Dial-up	16%	35%
Other	5%	1%

Source Norfolk Island: Basic Community Profile (Norfolk Island) – 444 responses

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

¹⁹ Source Norfolk Island: Basic Community Profile (Norfolk Island) – 551 responses

²⁰ Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

6 Lifestyles

In light of the various welfare metrics that were presented earlier, this section summarises the reported level of satisfaction²¹ among the population, along with other complimentary measures of lifestyle choice.

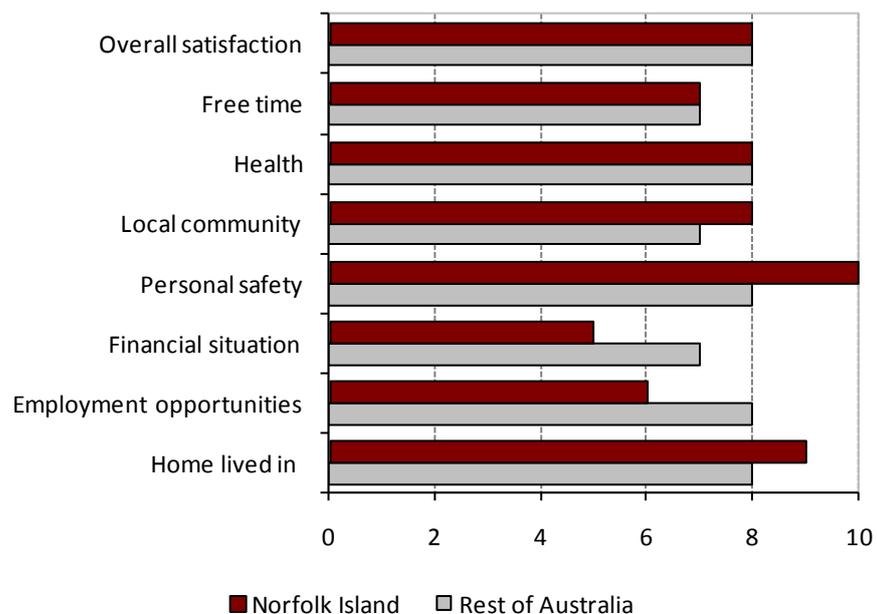
6.1 Satisfaction

Chart 6.1 summarises the levels of personal satisfaction among the population. From these median scores (out of 10) it can be seen that persons in both locations are highly satisfied with the overall quality of their life ('8').

For Norfolk Island, 'personal safety' and 'home lived in' score the highest, while 'financial situation' and 'employment opportunities' score the lowest. Compared to elsewhere in Australia, there is a notable gap in satisfaction around 'personal safety', 'financial situation' and 'employment opportunities', favouring the rest of Australia for the latter two.

These results suggest that while 'financial situation' and 'employment opportunities' on Norfolk Island are perceived to be ok, this does not affect the perception of a high quality of life. It also suggests that compared to elsewhere in Australia, these dimensions to satisfaction with life are relatively less important.

Chart 6.1: Personal satisfaction – Norfolk Island (2011) and rest of Australia (2006)



Source Norfolk Island: Extended Community Profile (Norfolk Island) – response ranged from 1010-1096 persons.

Source Rest of Australia: HILDA – Wave 6 (2006)

²¹ Satisfaction levels are a highly subjective measure, though can make for an interesting contrast against the highly objective measures of welfare that are typically reported.

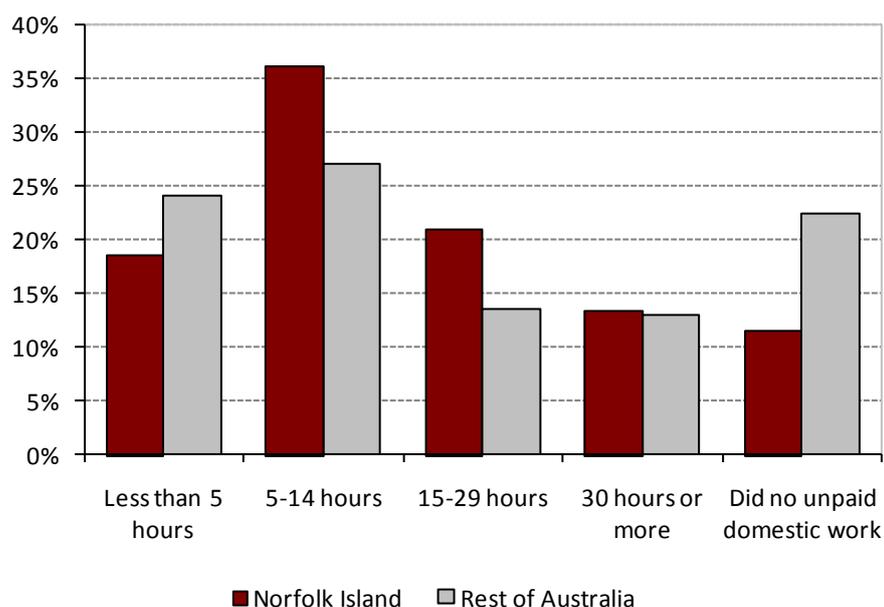
6.2 Participation in unpaid work

Participation in unpaid work is typically a lifestyle choice, reflecting how an individual values the allocation of their time and efforts. In accordance with the Australian Census framework, participation in unpaid work is measured in three ways:

- unpaid domestic work;
- unpaid assistance to a person with a disability; and
- voluntary work for an organisation or group.

Norfolk Island exhibits a greater rate of participation in unpaid domestic work than elsewhere in Australia – 89% of persons as compared to 78% (Chart 6.2). Furthermore, those who do participate on average perform a greater number of hours, with 70% of persons on Norfolk Island participating in 5 hours per week or more, as compared to only 54% of persons elsewhere in Australia.

Chart 6.2: Unpaid domestic work – Norfolk Island (2011) and rest of Australia (2006)



Source Norfolk Island: Basic Community Profile (Norfolk Island) – 1,130 responses

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

For ‘unpaid assistance to a person with a disability’ and ‘voluntary work for an organisation or group’, Table 6.1 compares Norfolk Island to the rest of Australia. From this it can be seen that again Norfolk Island demonstrates a greater rate of participation in unpaid work than elsewhere in Australia.

Indeed, 17% of the Norfolk Island population provides unpaid assistance to a person with a disability and 48% are volunteers for an organisation or group, as compared to 11% and 20% respectively for persons elsewhere in Australia.

Table 6.1: Participation in unpaid work – Norfolk Island (2011) and rest of Australia (2006)

Participation type	Norfolk Island	Rest of Australia
Provided unpaid assistance to a person with a disability	17%	11%
Did not provide unpaid assistance to a person with a disability	83%	89%
Total	100%	100%
Volunteer	48%	20%
Not a volunteer	52%	80%
Total	100%	100%

Source Norfolk Island: Basic Community Profile (Norfolk Island) – 1,123 and 1,149 responses respectively

Source Rest of Australia: 2006 Census Community Profile Series – Basic Community Profile (Australia)

6.3 Retirement expectations

Retirement expectations on Norfolk Island are skewed toward never retiring – subject to health – when compared to elsewhere in Australia. Indeed 43% of currently employed persons on Norfolk Island indicated they did not expect to retire²², as compared to just 13% of persons elsewhere in Australia²³.

As for the remaining 57% and 87% of employed persons on Norfolk Island and in the rest of Australia, the expected retirement age was broadly similar at 65 years and 63 years respectively.

²² Source Norfolk Island: Extended Community Profile (Norfolk Island) – 913 responses

²³ Source Rest of Australia: HILDA – Wave 6 (2006)

Conclusions

This Wellbeing Report provides a solid base of information on the current economic and social condition of Norfolk Island. The contents of the tables and charts – and therefore the basis of this analysis – is statistically significant and can be relied upon.

However, it is important to note that this is a snapshot at a point in time for Norfolk Island, and therefore might reveal a different perspective on wellbeing to trend estimates over a period of time. For instance, population decline can be an indicator of declining welfare in a region.

In anticipation of an economic development strategy for Norfolk Island being prepared, areas for further study would include:

- a deeper consideration of industries and employment on Norfolk Island (e.g. tourism);
- a more detailed analysis of the role of immigration in sustaining the population and driving business investment and other new income;
- a comparison of earnings to the cost of living on Norfolk Island;
- an understanding of the capacity of the Norfolk Island Administration to provide essential services to the Norfolk Island population (including infrastructure); and
- comparisons to the wellbeing of specific local government areas of Australia.

With this information at hand, possible strategies for the sustainable future of Norfolk Island could be better developed and assessed.

Limitation of our work

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