

## CHAPTER 7

### NON-WAGE BENEFITS

In Chapter 6, statistics were given on wages and salaries as a measure of the monetary remuneration paid for employment in addition to non-wage costs such as payroll tax, superannuation and worker's compensation. In this chapter, attention is given to benefits other than wages, salaries and supplements, that may arise from employment. Such benefits may take a variety of forms including assistance with housing or medical expenses, participation in superannuation schemes and entitlements to sick and annual leave.

Information on these non-wage benefits is available from two household surveys. Data on the incidence of various types of benefit are obtained from a supplementary survey usually conducted during August. An irregular survey held as a supplement to the ABS monthly labour force survey obtains information on the amount and timing of paid annual and long-service leave.

#### SELECTED FEATURES

The most common employment benefits received by employees are sick leave, annual leave and long-service leave. However, the proportion of full time employees receiving these benefits in August 1988 continues the downward trend evident since August 1984.

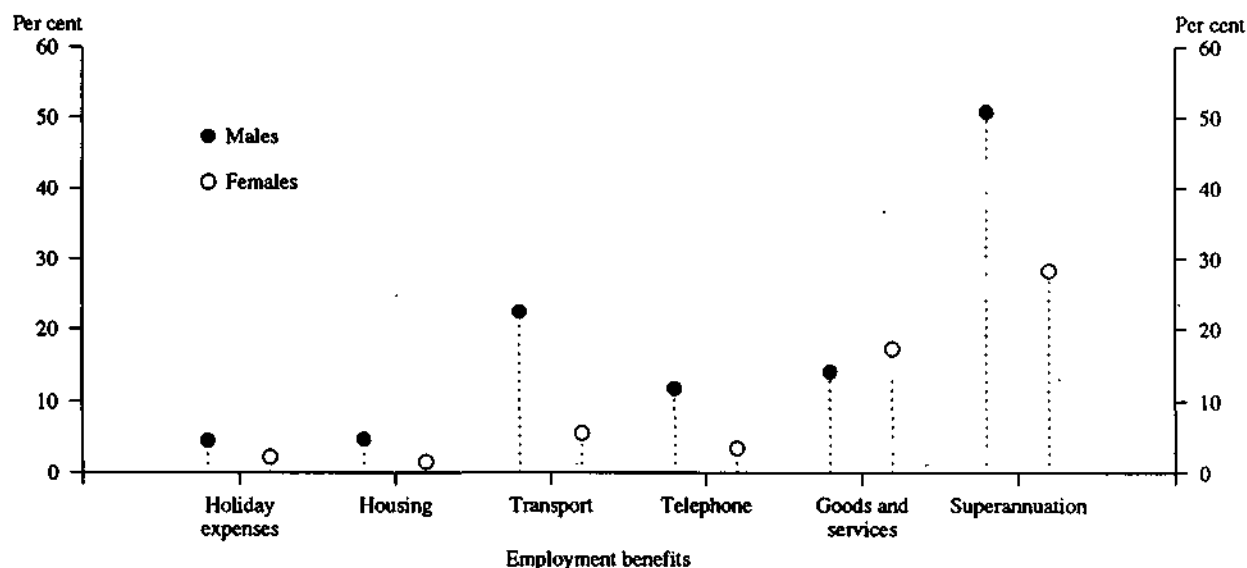
- both sick leave and annual leave, 91 per cent in 1988 compared with 93 per cent in 1984
- long-service leave, 73 per cent in 1988 compared with 76 per cent in 1984

Similarly for part-time employees there is an apparent downward trend in employees' receipt of leave benefits.

Other benefits for which the estimated proportion of employees receiving them varied significantly over the past four years include:

- *Entertainment allowance.* In August 1984, 6 per cent of full-time employees received an entertainment allowance; however for the most recent three years the estimate has been 2 per cent.
- *Superannuation.* For both full-time and part-time employees the proportions receiving a superannuation benefit have increased. The percentage of full-time employees increased from 46 per cent in 1984 to 49 per cent in 1988, while the corresponding estimates for part-time employees are 8 per cent and 10 per cent.
- *Goods and services.* Sixteen per cent of all employees received goods and services as an employment benefit in August 1988. Fewer full-time employees are receiving this benefit, as indicated by the most recent estimate of 15 per cent in 1988 compared with 22 per cent in August 1984. For part-time employees the proportion has varied between 20 per cent and 14 per cent with the August 1988 estimate being 17 per cent.

CHART 7.1. ALL EMPLOYEES: SELECTED EMPLOYMENT BENEFITS RECEIVED, AUSTRALIA  
AUGUST 1988



Source: *Employment Benefits, Australia, August 1988* (6332.0).

TABLE 7.1. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND AGE, AUSTRALIA, AUGUST 1988 ('000)

Type of benefit received	Age group							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
Total employees	318.1	481.8	1,008.6	888.6	539.0	185.4	122.0	3,543.5
No benefits	78.2	51.3	56.0	33.9	20.8	10.4	15.5	266.0
Holiday expenses	*3.9	15.3	51.1	52.2	27.1	7.7	5.1	162.4
Low-interest finance	*1.7	11.2	41.1	45.1	17.8	*3.2	*2.0	122.2
Goods and services	56.5	86.0	166.1	113.0	56.0	17.5	8.9	504.1
Housing	7.7	12.7	49.9	50.1	33.5	7.0	5.8	166.8
Electricity	6.1	7.5	22.4	32.5	19.0	5.6	*3.9	97.0
Telephone	*3.2	11.4	99.6	161.8	99.9	27.0	19.4	422.3
Transport	20.5	69.5	233.3	260.6	142.1	46.4	25.8	798.2
Medical	5.5	13.0	47.7	41.6	25.2	4.1	*1.4	138.6
Union dues	*2.1	8.8	37.3	35.7	20.3	6.0	*2.9	113.1
Club fees	*0.4	*3.2	18.7	26.6	12.9	*2.1	*1.3	65.3
Entertainment allowance	*0.3	*3.3	23.3	37.0	23.9	*3.7	*2.7	94.3
Shares	*1.5	7.2	35.4	45.6	24.2	9.8	4.5	128.2
Study leave	4.2	14.1	36.3	14.3	4.9	*0.6	*0.0	74.4
Superannuation	37.1	154.2	515.8	564.8	350.0	118.8	62.2	1,802.9
Child care/education expenses	*0.0	*0.3	*2.6	6.6	*3.9	*0.3	*0.0	13.8
Sick leave	206.5	404.0	899.0	801.4	484.2	164.9	96.4	3,056.4
Annual leave	206.2	402.3	909.0	813.2	490.1	164.4	99.2	3,084.4
Long-service leave	125.3	295.6	735.0	687.4	419.6	144.6	83.7	2,491.2
FEMALES								
Total employees	310.0	421.1	686.0	652.9	359.0	81.8	47.5	2,558.4
No benefits	86.0	54.1	129.3	133.4	63.0	15.9	12.6	494.2
Holiday expenses	*2.2	15.4	22.2	11.5	5.2	*1.2	*0.3	58.0
Low-interest finance	4.6	11.8	25.0	8.4	*2.3	*1.0	*0.0	53.1
Goods and services	95.0	100.6	103.7	85.9	45.1	8.5	4.1	442.8
Housing	*2.1	7.6	10.2	12.1	4.8	*1.2	*2.1	40.2
Electricity	*1.1	5.3	7.3	10.5	5.4	*1.2	*2.2	33.0
Telephone	*1.4	4.7	24.4	32.8	17.6	*3.5	*3.9	88.4
Transport	4.4	16.5	44.2	47.3	21.9	4.7	4.6	143.5
Medical	*3.9	15.0	20.4	11.7	4.8	*1.4	*0.7	57.9
Union dues	*0.4	5.4	11.4	5.9	*2.8	*0.6	*0.6	26.9
Club fees	*0.7	*1.9	*3.8	*3.2	*1.6	*0.3	*0.0	11.4
Entertainment allowance	*0.3	*2.9	*3.3	*2.8	*1.1	*0.0	*0.0	10.4
Shares	*0.5	6.1	11.7	12.9	5.1	*2.3	*1.6	40.2
Study leave	*2.6	10.7	14.2	12.6	*3.2	*0.5	*0.3	44.1
Superannuation	26.6	109.3	222.9	194.9	129.7	28.5	11.4	723.3
Child care/education expenses	*0.0	*0.5	*2.2	*2.9	*0.3	*0.6	*0.0	6.5
Sick leave	165.8	332.9	490.8	441.4	250.9	58.0	28.4	1,768.3
Annual leave	166.0	333.3	490.0	445.2	255.8	58.3	28.1	1,776.8
Long-service leave	102.9	248.1	396.8	349.0	208.4	50.2	21.4	1,376.8
PERSONS								
Total employees	628.1	902.9	1,694.6	1,541.5	898.0	267.2	169.5	6,101.9
No benefits	164.1	105.4	185.2	167.2	83.8	26.3	28.1	760.2
Holiday expenses	6.1	30.6	73.3	63.8	32.4	8.8	5.3	220.4
Low-interest finance	6.4	23.0	66.1	53.5	20.1	4.2	*2.0	175.3
Goods and services	151.5	186.6	269.8	198.9	101.0	26.0	13.0	946.9
Housing	9.8	20.4	60.2	62.2	38.3	8.2	8.0	207.0
Electricity	7.2	12.9	29.7	43.0	24.4	6.8	6.1	130.1
Telephone	4.6	16.2	124.0	194.5	117.5	30.5	23.3	510.7
Transport	24.8	86.0	277.5	307.9	164.0	51.1	30.4	941.8
Medical	9.4	28.0	68.0	53.3	30.0	5.5	*2.1	196.4
Union dues	*2.5	14.2	48.7	41.7	23.1	6.6	*3.5	140.1
Club fees	*1.1	5.1	22.5	29.8	14.4	*2.4	*1.3	76.7
Entertainment allowance	*0.6	6.2	26.6	39.8	25.0	*3.7	*2.7	104.7
Shares	*2.1	13.3	47.1	58.4	29.3	12.1	6.1	168.3
Study leave	6.9	24.8	50.5	26.9	8.1	*1.1	*0.3	118.5
Superannuation	63.7	263.5	738.8	759.7	479.7	147.2	73.6	2,526.3
Child care/education expenses	*0.0	*0.8	4.8	9.6	4.2	*0.9	*0.0	20.3
Sick leave	372.3	737.0	1,389.7	1,242.9	735.1	222.9	124.9	4,824.7
Annual leave	372.2	735.6	1,399.0	1,258.4	745.9	222.7	127.4	4,861.2
Long-service leave	228.2	543.8	1,131.7	1,036.4	628.0	194.8	105.2	3,867.9

Source: Employment Benefits, Australia, August 1988 (6334.0).

TABLE 7.2: ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND OCCUPATION, AUSTRALIA, AUGUST 1988  
('000)

Type of benefit received	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators and drivers	Labourers and related workers	
MALES									
Total employees	342.2	454.3	238.4	850.3	280.3	310.6	410.2	657.3	3,543.5
No benefits	8.3	16.8	8.1	47.8	10.2	40.2	27.4	107.3	266.0
Holiday expenses	20.8	21.0	13.3	29.1	16.7	19.1	18.7	23.7	162.4
Low-interest finance	28.3	17.5	5.9	10.1	28.0	14.6	9.6	8.1	122.2
Goods and services	57.3	41.6	22.4	122.2	32.5	76.8	55.6	95.8	504.1
Housing	36.7	29.4	14.6	25.0	9.6	7.1	15.0	29.5	166.8
Electricity	20.4	13.3	7.0	21.7	*3.8	*3.5	7.8	19.5	97.0
Telephone	129.1	66.6	40.0	80.5	21.1	34.8	22.3	27.9	422.3
Transport	193.8	104.5	58.5	173.8	31.9	98.2	58.8	78.8	798.2
Medical	27.8	24.3	8.7	19.6	18.5	13.9	12.4	13.4	138.6
Union dues	26.1	34.2	4.5	20.1	5.6	9.5	6.2	6.9	113.1
Club fees	28.4	16.0	*1.1	*3.4	4.4	9.5	*0.9	*1.6	65.3
Entertainment allowance	47.4	15.8	*2.1	*2.4	*3.8	21.6	*0.2	*1.1	94.3
Shares	33.6	17.7	6.9	26.8	9.2	9.7	13.5	10.9	128.2
Study leave	7.0	17.6	11.0	8.8	13.3	9.0	*2.1	5.6	74.4
Superannuation	218.6	296.7	165.5	361.4	196.4	99.5	214.5	250.3	1,802.9
Child care/education expenses	4.6	4.0	*1.2	*2.1	*0.4	*0.3	*0.9	*0.3	13.8
Sick leave	300.7	413.8	221.7	764.5	263.5	231.9	362.1	498.2	3,056.4
Annual leave	306.8	418.1	221.9	767.7	264.5	233.4	367.8	504.2	3,084.4
Long-service leave	234.1	361.9	201.4	591.6	243.4	170.3	299.8	388.6	2,491.2
FEMALES									
Total employees	70.2	327.5	183.4	81.3	871.1	594.0	89.4	341.5	2,558.4
No benefits	*3.5	46.3	23.2	17.7	112.0	174.4	13.3	103.8	494.2
Holiday expenses	*3.1	4.6	*2.3	*0.3	25.8	17.9	*0.5	*3.5	58.0
Low-interest finance	*1.6	4.1	*0.9	*0.8	31.2	13.7	*0.2	*0.7	53.1
Goods and services	19.9	20.3	13.9	21.4	104.5	198.8	20.3	43.8	442.8
Housing	4.0	8.7	*2.1	*0.8	14.2	5.2	*0.3	4.9	40.2
Electricity	*3.7	5.4	*1.0	*0.5	15.6	*3.4	*0.1	*3.4	33.0
Telephone	11.3	8.2	*3.9	*1.1	49.3	8.8	*0.3	5.6	88.4
Transport	17.6	17.0	10.3	*3.4	53.5	28.9	*0.9	12.0	143.5
Medical	*3.6	5.7	*3.9	*0.9	26.6	12.9	*0.6	*3.6	57.9
Union dues	*2.2	10.1	*1.3	*0.4	7.3	*3.7	*0.6	*1.4	26.9
Club fees	*2.3	*3.5	*0.7	*0.1	*3.7	*0.9	*0.0	*0.2	11.4
Entertainment allowance	*1.7	*3.4	*0.7	*0.0	*1.7	*2.5	*0.1	*0.3	10.4
Shares	*3.7	*2.9	*0.9	*0.8	22.5	6.1	*1.1	*2.2	40.2
Study leave	*0.7	13.2	7.2	*0.7	12.2	7.9	*0.0	*2.2	44.1
Superannuation	27.4	139.9	50.4	14.4	313.5	75.1	35.5	67.1	723.3
Child care/education expenses	*0.2	*1.6	*0.5	*0.0	*1.9	*1.6	*0.3	*0.4	6.5
Sick leave	56.3	261.8	152.6	56.1	682.7	295.1	70.0	193.8	1,768.3
Annual leave	56.8	256.8	153.1	57.7	689.7	293.7	71.9	197.0	1,776.8
Long-service leave	37.9	233.7	132.5	28.5	537.2	205.0	50.4	151.7	1,376.8
PERSONS									
Total employees	412.4	781.8	421.8	931.6	1,151.3	904.6	499.6	998.8	6,101.9
No benefits	11.8	63.0	31.2	65.5	122.2	214.7	40.6	211.1	760.2
Holiday expenses	23.8	25.7	15.5	29.4	42.6	37.0	19.1	27.2	220.4
Low-interest finance	29.8	21.6	6.8	10.9	59.3	28.3	9.8	8.8	175.3
Goods and services	77.1	61.8	36.3	143.5	137.0	275.6	75.9	139.6	946.9
Housing	40.8	38.2	16.6	25.8	23.8	12.3	15.3	34.3	207.0
Electricity	24.1	18.7	7.9	22.3	19.4	6.9	7.9	22.9	130.1
Telephone	140.4	74.8	43.9	81.6	70.4	43.6	22.6	33.5	510.7
Transport	211.4	121.5	68.8	177.1	85.4	127.1	59.7	90.8	941.8
Medical	31.3	30.0	12.6	20.6	45.2	26.8	13.0	16.9	196.4
Union dues	28.2	44.3	5.8	20.6	12.9	13.2	6.8	8.3	140.1
Club fees	30.8	19.5	*1.8	*3.5	8.1	10.3	*0.9	*1.8	76.7
Entertainment allowance	49.1	19.2	*2.8	*2.4	5.5	24.1	*0.3	*1.3	104.7
Shares	37.3	20.6	7.7	27.6	31.7	15.9	14.6	13.1	168.3
Study leave	7.6	30.8	18.3	9.5	25.5	16.9	*2.1	7.8	118.5
Superannuation	246.0	436.6	215.9	375.8	509.8	174.7	250.0	317.4	2,526.3
Child care/education expenses	4.9	5.6	*1.7	*2.1	*2.3	*1.9	*1.2	*0.7	20.3
Sick leave	357.0	675.6	374.3	820.6	946.2	526.9	432.1	692.0	4,824.7
Annual leave	363.6	674.9	375.0	825.4	954.2	527.1	439.7	701.2	4,861.2
Long-service leave	272.0	595.6	333.9	620.1	780.6	375.3	350.2	540.2	3,867.9

Source: Employment Benefits, Australia, August 1988 (6334.0).

TABLE 73. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB, AUSTRALIA, AUGUST 1988

Type of benefit received	Weekly earnings in main job (\$)								Total
	Under 120	120 and under 200	200 and under 280	280 and under 360	360 and under 440	440 and under 520	520 and under 600	600 and over	
MALES									
Total employees	153.1	171.0	290.0	642.8	690.7	515.6	369.8	710.5	3,543.5
No benefits	91.7	28.8	31.6	34.8	28.9	17.6	11.6	21.0	266.0
Holiday expenses	*1.0	*2.0	6.8	19.8	27.7	26.8	22.0	56.2	162.4
Low-interest finance	*0.5	*1.2	5.5	12.0	16.3	24.2	17.6	44.8	122.2
Goods and services	28.8	25.5	42.3	102.0	99.9	66.9	51.0	87.8	504.1
Housing	7.8	8.7	17.4	23.9	20.1	21.1	16.4	51.4	166.8
Electricity	5.3	9.0	17.1	11.5	13.1	11.6	6.5	22.7	97.0
Telephone	9.1	11.0	24.4	33.9	52.9	67.8	59.5	163.8	422.3
Transport	11.0	20.8	39.1	83.0	128.8	139.4	100.4	275.7	798.2
Medical	*2.3	*3.4	7.8	11.2	14.6	23.8	20.8	54.4	138.6
Union dues	*1.8	*2.5	4.6	10.0	16.3	16.0	12.9	49.0	113.1
Club fees	*2.0	*0.8	*2.8	*3.7	5.7	7.1	9.1	34.0	65.3
Entertainment allowance	*1.1	*0.7	*1.9	4.4	7.8	12.1	13.4	52.9	94.3
Shares	*1.9	*2.2	5.1	12.2	15.7	22.3	17.5	51.2	128.2
Study leave	*2.7	*2.1	4.7	8.0	11.1	14.5	12.4	18.8	74.4
Superannuation	—	7.9	23.3	74.5	273.7	347.5	320.1	245.8	1,802.9
Child care/education expenses	*0.6	*0.5	*1.4	*0.8	*1.3	*2.3	*0.9	5.8	13.8
Sick leave	22.3	121.6	225.0	576.9	635.4	476.7	345.8	652.7	3,056.4
Annual leave	22.0	122.6	231.2	580.2	640.3	479.8	346.6	661.8	3,084.4
Long-service leave	10.8	66.1	147.3	445.4	518.3	418.1	306.4	578.9	2,491.2
FEMALES									
Total employees	361.3	373.8	453.3	563.1	352.3	209.5	124.4	120.7	2,558.4
No benefits	218.5	114.4	75.9	44.0	19.1	10.5	4.5	7.4	494.2
Holiday expenses	*1.3	*2.7	5.8	13.5	14.7	8.4	5.9	5.6	58.0
Low-interest finance	*0.4	*1.8	9.0	11.9	14.7	8.3	*2.9	4.1	53.1
Goods and services	68.8	79.2	83.4	108.6	54.8	26.4	8.8	12.9	442.8
Housing	6.1	6.4	4.1	6.2	6.3	6.9	*2.8	*1.5	40.2
Electricity	5.1	4.7	5.6	5.7	4.5	4.7	*2.0	*0.8	33.0
Telephone	12.9	11.1	17.4	15.7	9.5	7.9	6.2	7.8	88.4
Transport	14.9	14.6	22.1	25.6	16.7	20.1	12.6	17.1	143.5
Medical	*2.3	4.4	9.8	14.3	11.7	7.2	4.4	*3.8	57.9
Union dues	*1.3	*0.7	*2.4	5.0	5.0	4.8	*2.5	5.2	26.9
Club fees	*0.7	*1.3	*1.5	*0.2	*1.9	*2.7	*1.6	*1.7	11.4
Entertainment allowance	*0.5	*0.1	*0.6	*1.6	*1.2	*2.3	*1.1	*2.9	10.4
Shares	*3.4	*2.2	4.8	9.8	9.2	5.1	*2.6	*3.1	40.2
Study leave	4.5	*2.8	5.5	8.1	6.1	6.3	5.3	5.6	44.1
Superannuation	14.1	35.8	100.2	183.9	149.7	103.3	68.8	67.5	723.3
Child care/education expenses	*1.5	*0.6	*1.2	*1.4	*0.7	*0.4	*0.4	*0.4	6.5
Sick leave	46.2	183.1	320.9	480.4	319.3	192.1	117.2	109.0	1,768.3
Annual leave	41.7	187.3	329.3	483.5	318.3	193.4	115.7	107.6	1,776.8
Long-service leave	32.2	113.4	223.4	376.0	265.3	166.5	106.0	94.0	1,376.8
PERSONS									
Total employees	514.4	544.8	743.4	1,205.9	1,043.0	725.0	494.2	831.2	6,101.9
No benefits	310.2	143.1	107.5	78.8	48.0	28.0	16.1	28.4	760.2
Holiday expenses	*2.4	4.8	12.6	33.3	42.4	35.2	27.9	61.8	220.4
Low-interest finance	*0.9	*3.0	14.5	23.9	31.0	32.6	20.5	48.9	175.3
Goods and services	97.6	104.7	125.6	210.6	154.7	93.3	59.7	100.7	946.9
Housing	13.9	15.1	21.5	30.0	26.4	28.0	19.2	52.9	207.0
Electricity	10.4	13.7	22.7	17.2	17.6	16.3	8.5	23.6	130.1
Telephone	22.0	22.1	41.8	49.6	62.4	75.7	65.7	171.6	510.7
Transport	25.9	35.3	61.2	108.5	145.5	159.5	113.0	292.8	941.8
Medical	4.6	7.8	17.6	25.5	26.4	31.0	25.2	58.2	196.4
Union dues	*3.1	*3.2	7.0	15.1	21.2	20.8	15.4	54.2	140.1
Club fees	*2.7	*2.1	4.3	4.0	7.6	9.8	10.6	35.7	76.7
Entertainment allowance	*1.6	*0.8	*2.5	6.0	9.0	14.5	14.4	55.8	104.7
Shares	5.4	4.5	9.9	22.0	24.9	27.4	20.0	54.3	168.3
Study leave	7.1	5.0	10.2	16.1	17.2	20.8	17.7	24.4	118.5
Superannuation	22.0	59.1	174.7	457.6	497.2	423.5	314.6	577.6	2,526.3
Child care/education expenses	*2.1	*1.2	*2.6	*2.2	*2.0	*2.7	*1.3	6.3	20.3
Sick leave	68.6	304.7	546.0	1,057.3	954.7	668.8	463.0	761.7	4,824.7
Annual leave	63.7	309.9	560.4	1,063.7	958.5	673.2	462.3	769.4	4,861.2
Long-service leave	43.0	179.4	370.7	821.4	783.6	584.5	412.4	672.9	3,867.9

Source: Employment Benefits, Australia, August 1988 (6334.0).

TABLE 7.4. ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED, INDUSTRY AND SECTOR, AUSTRALIA, AUGUST 1988 ('000)

Type of benefit received	Agri- culture, forestry, fishing and hunting	Mining	Manu- facturing	Electri- city, gas and water	Construc- tion	Whole- sale and retail trade	Transport and storage
Total	131.8	89.9	1,127.6	113.6	334.2	1,232.8	299.0
No benefits	35.5	*2.4	70.0	*0.9	36.2	209.5	23.2
Holiday expenses	*1.6	10.8	24.1	*1.3	4.8	22.8	83.3
Low-interest finance	*1.6	5.0	17.3	*2.0	*2.3	9.0	4.6
Goods and services	20.9	11.5	193.9	8.6	19.2	429.2	36.5
Housing	40.0	24.9	14.1	*3.2	15.6	21.8	8.1
Electricity	31.7	13.3	7.7	4.5	13.4	16.4	4.0
Telephone	32.1	12.2	67.6	16.2	55.3	91.7	25.6
Transport	30.4	28.2	156.9	19.6	129.1	215.4	80.2
Medical	6.3	19.7	34.1	*0.1	5.5	27.8	5.9
Union dues	*2.6	5.3	21.4	*0.9	16.5	19.7	7.4
Club fees	*1.7	*2.0	11.2	*0.5	*3.4	15.7	*3.3
Entertainment allowance	*1.6	*2.1	16.1	*0.0	4.4	29.2	5.4
Shares	*3.5	10.0	56.3	*0.4	13.4	31.4	5.1
Study leave	*1.1	*1.1	13.7	*3.9	4.3	11.9	5.6
Superannuation	25.5	63.8	548.7	91.1	133.1	279.5	158.4
Child care/education expenses	*1.4	*1.8	*3.1	*0.0	*0.7	*2.8	*0.5
Sick leave	71.5	84.2	1,005.6	112.4	260.3	839.7	261.3
Annual leave	74.5	85.0	1,018.8	111.9	263.4	842.8	262.7
Long-service leave	33.6	76.7	814.3	110.9	193.5	575.8	225.0

Type of benefit received	Communi- cation	Finance, property and business services	Public admini- stration and defence	Communi- sity services	Recrea- tion, personal and other services	Total(a)	Sector	
							Public	Private
Total	132.7	673.9	322.5	1,238.4	405.4	6,101.9	1,692.7	4,382.0
No benefits	*2.3	66.6	13.5	166.3	133.9	760.2	97.3	655.6
Holiday expenses	6.2	32.9	8.5	15.1	9.0	220.4	106.1	113.3
Low-interest finance	*1.3	113.3	4.3	13.5	*1.1	175.3	54.3	120.3
Goods and services	19.2	59.1	6.0	63.7	79.0	946.9	104.8	840.2
Housing	*3.7	23.5	7.5	37.3	7.2	207.0	50.6	156.3
Electricity	*2.9	13.2	*2.7	14.6	5.7	130.1	20.1	109.8
Telephone	49.9	75.5	16.2	52.3	16.1	510.7	121.1	389.0
Transport	16.3	125.0	29.3	75.4	35.8	941.8	185.9	752.6
Medical	*0.7	69.7	*1.1	22.5	*3.0	196.4	43.2	152.6
Union dues	*1.9	41.1	*3.1	14.4	5.7	140.1	17.0	122.9
Club fees	*0.8	26.3	*0.5	5.9	5.5	76.7	6.3	70.4
Entertainment allowance	*0.8	27.2	*3.1	7.3	7.4	104.7	13.4	91.1
Shares	*0.5	40.3	*0.0	*2.8	4.6	168.3	*0.9	166.9
Study leave	*2.0	20.1	12.3	36.1	6.4	118.5	52.2	65.6
Superannuation	114.7	283.3	246.2	517.4	64.4	2,526.3	1,073.4	1,446.2
Child care/education expenses	*0.2	*2.3	*0.0	6.8	*0.8	20.3	*1.3	19.0
Sick leave	128.8	555.4	300.3	1,000.2	205.0	4,824.7	1,553.5	3,253.9
Annual leave	129.6	566.0	300.7	997.1	208.7	4,861.2	1,544.8	3,298.8
Long-service leave	126.0	423.3	293.4	876.5	118.9	3,867.9	1,488.1	2,368.2

(a) Includes 27,200 persons for whom sector could not be determined.

Source: *Employment Benefits, Australia, August 1988* (6334.0).

TABLE 7.5. FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED, INDUSTRY AND SECTOR, AUSTRALIA, AUGUST 1988 ('000)

Type of benefit received	Agriculture, forestry, fishing and hunting	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage
Total	96.9	88.1	1,040.2	111.6	301.8	856.6	277.0
No benefits	15.2	*1.6	26.6	*0.4	24.0	22.8	9.6
Holiday expenses	*1.5	10.6	23.6	*1.3	4.8	21.2	81.9
Low-interest finance	*1.6	5.0	17.3	*2.0	*2.0	8.8	4.6
Goods and services	16.6	11.5	179.1	8.6	18.8	287.1	35.9
Housing	36.0	24.6	13.4	*3.2	13.0	19.4	8.0
Electricity	27.5	13.3	6.3	4.5	10.3	14.8	*3.7
Telephone	27.5	12.1	64.4	16.2	44.9	83.8	23.6
Transport	25.7	27.9	150.4	19.6	119.9	202.9	78.6
Medical	5.0	19.7	34.0	*0.1	4.6	27.4	5.9
Union dues	*2.3	5.3	21.2	*0.9	15.5	18.7	7.4
Club fees	*1.3	*2.0	11.0	*0.5	*3.1	15.7	*3.3
Entertainment allowance	*1.3	*2.1	15.9	*0.0	4.2	29.2	5.4
Shares	*3.1	10.0	55.4	*0.4	11.3	29.3	4.9
Study leave	*0.7	*1.1	12.7	*3.9	*3.8	8.3	5.3
Superannuation	22.8	63.5	537.6	90.4	127.5	268.9	155.8
Child care/education expenses	*0.9	*1.8	*3.1	*0.0	*0.5	*2.4	*0.3
Sick leave	66.5	83.6	983.6	111.1	251.1	783.5	257.5
Annual leave	69.0	84.5	993.8	110.7	252.7	793.0	258.9
Long-service leave	31.2	76.1	800.2	109.7	187.2	539.9	223.1

Type of benefit received	Communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total(a)	Sector	
							Public	Private
Total	125.2	556.5	296.2	879.7	227.4	4,857.2	1,461.8	3,375.3
No benefits	*0.4	17.0	*2.4	21.9	18.6	160.6	12.9	144.7
Holiday expenses	6.0	30.9	8.4	14.4	7.9	212.4	104.2	107.3
Low-interest finance	*1.3	109.5	4.3	13.1	*0.9	170.3	53.1	116.4
Goods and services	19.0	53.1	5.4	49.1	49.1	733.3	98.0	633.6
Housing	*3.5	22.4	7.5	34.8	5.7	191.5	49.7	141.7
Electricity	*2.9	10.5	*2.7	14.1	4.3	114.8	19.8	94.8
Telephone	49.1	66.9	15.3	46.2	13.5	463.4	118.0	344.8
Transport	16.2	114.9	26.7	62.4	31.6	876.9	176.5	697.4
Medical	*0.7	66.9	*1.1	20.5	*2.7	188.5	41.2	146.7
Union dues	*1.9	40.7	*3.1	12.3	4.9	134.3	16.9	117.2
Club fees	*0.8	25.7	*0.5	4.8	4.2	72.7	6.1	66.6
Entertainment allowance	*0.8	26.6	*3.1	7.3	7.0	103.1	13.4	89.6
Shares	*0.5	35.7	*0.0	*2.4	4.6	157.7	*0.9	156.5
Study leave	*2.0	18.3	11.9	32.0	*3.0	103.0	50.5	52.1
Superannuation	113.7	269.6	240.2	476.7	55.5	2,422.0	1,042.7	1,372.8
Child care/education expenses	*0.2	*2.0	*0.0	5.6	*0.7	17.4	*1.2	16.2
Sick leave	124.2	507.2	291.0	836.2	188.4	4,483.8	1,438.4	3,030.1
Annual leave	124.6	515.4	291.6	835.4	193.0	4,522.8	1,434.4	3,072.5
Long-service leave	121.8	397.3	283.0	743.2	106.3	3,619.0	1,384.1	2,224.7

(a) Includes 20,100 persons for whom sector could not be determined.

Source: *Employment Benefits, Australia, August 1988* (6334.0).