



August 1992

# EMPLOYMENT BENEFITS AUSTRALIA



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**EMPLOYMENT BENEFITS  
AUSTRALIA  
AUGUST 1992**

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## CONTENTS

<i>Table</i>	<i>Page</i>
.. Summary of Findings	1
<b>Employees in main job including persons attending school —</b>	
1. Summary of selected benefits, full-time and part-time employees in main job, sex and whether attending school	4
2. Summary of selected characteristics, superannuation coverage and sex	5
<b>Employees in main job excluding persons attending school —</b>	
3. Type of benefit received and full-time and part-time employees in main job, August 1988 to August 1992	6
4. Summary of selected characteristics, standard and special benefits	7
Type of benefit received in main job —	
5. Full-time and part-time employees in main job and sex	8
6. Full-time and total employees in main job, industry and sector	9
7. Full-time and part-time employees in main job and occupation	10
8. Age and sex	11
9. Full-time and part-time employees in main job and permanent and casual employees	12
<b>Full-time employees in main job excluding persons attending school —</b>	
Type of benefit received and sex —	
10. Weekly earnings	13
11. Industry and sector	14
12. Occupation	16
13. Size of location (employees)	17
<b>Populations —</b>	
14. States and Territories of usual residence	18
.. Explanatory Notes	19
.. Technical Notes	21
.. Glossary	23
.. Special data services —	
Data items and how to order special tables from this survey	25

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### INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics, contact Mr Jon Havelock on Canberra (06) 252 6503 or Labour Force Inquiries in your ABS State office (see page 30 for contact numbers).*
- *for information about other ABS statistics and services please refer to the last page of this publication.*

### ADDITIONAL DATA ON REQUEST

The ABS offers a range of unpublished data from this survey upon request. An order form can be found on page 31.

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## SUMMARY OF FINDINGS

### Overview

In August 1992 there were 6,334,800 persons aged 15 and over employed as wage and salary earners in their main job. Some 158,700 of these employed persons were also attending school and more than 99 per cent of employees attending school were employed part-time in their main job.

In the ABS Survey of Employment Benefits, employed persons who also attended school were asked whether they received any of a selected group of 'standard' employment benefits (superannuation, sick leave, holiday leave and long-service leave). All other wage and salary earners in their main job were asked questions relating to the full range of employment benefits.

In this publication all reference to "Employees in main job" excludes persons attending school.

### Employment benefits received in main job, August 1988 to August 1992 (excluding persons attending school)

The proportion of employees working full-time who received one or more employment benefits shows little variation with 96 or 97 per cent being recorded for each year since August 1988.

For part-time employees the proportion who received one or more benefits has increased steadily from 55 per cent in August 1988 to 71 per cent in August 1992. This is primarily due to the increase in superannuation as an employment benefit for part-time employees.

Over the past five years, the proportion of full-time employees receiving sick leave benefits and the proportion receiving holiday leave benefits has remained within the range 91 to 93 per cent. For those working part-time, the proportion receiving these benefits has increased slightly from 31 per cent in August 1988 to 33 per cent in August 1992 (Table 3).

*Superannuation.* The proportion of employees working full-time in their main job receiving a superannuation benefit (i.e. belonging to a superannuation scheme or fund arranged by their employer) continued to increase. In July 1991 the proportion of such employees was 80 per cent and by August 1992 it had risen to 88 per cent.

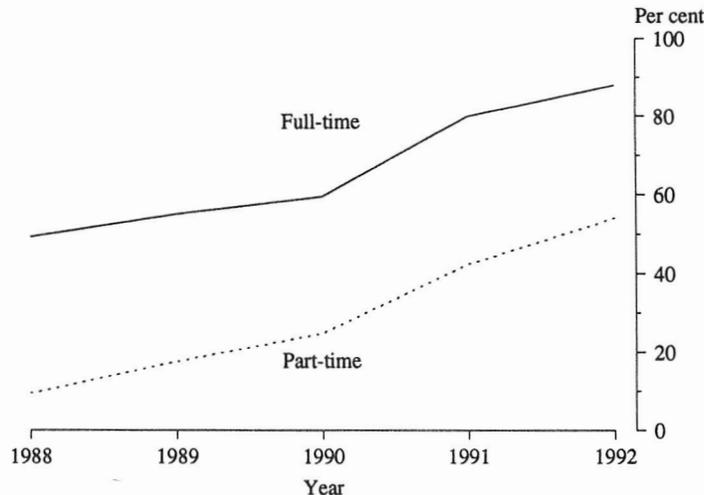
An increase was also recorded by employees working part-time. In August 1992, 54 per cent of employees working part-time in their main job received a superannuation benefit compared to 42 per cent in July 1991 (Table 3).

The proportion of full-time employees in the private sector receiving a superannuation benefit was 75 per cent in July 1991, and had increased to 85 per cent in August 1992. Full-time public sector employees recorded an increase in the proportion receiving a superannuation benefit from 91 per cent in July 1991 to 95 per cent in August 1992 (Table 6).

*Permanent/casual employees.* The proportion of casual employees working part-time and receiving a superannuation benefit in August 1992 was 39 per cent compared with 82 per cent of permanent part-time employees.

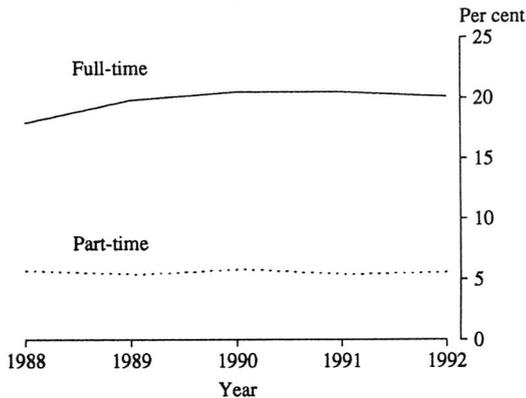
The proportion of casual employees working full-time and receiving a superannuation benefit was 45 per cent compared with 92 per cent of permanent full-time employees (Table 9).

DIAGRAM 1. PROPORTION OF EMPLOYEES RECEIVING A SUPERANNUATION BENEFIT IN MAIN JOB, AUGUST 1988 TO AUGUST 1992



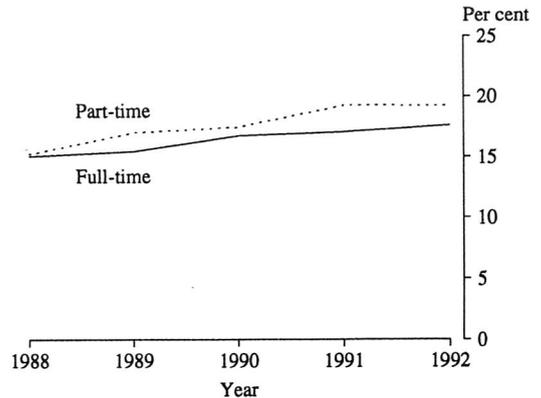
Source: Table 3

**DIAGRAM 2. PROPORTION OF EMPLOYEES RECEIVING A TRANSPORT BENEFIT IN MAIN JOB, AUGUST 1988 TO AUGUST 1992**



Source: Table 3

**DIAGRAM 3. PROPORTION OF EMPLOYEES RECEIVING A GOODS AND SERVICES BENEFIT IN MAIN JOB, AUGUST 1988 TO AUGUST 1992**



Source: Table 3

*Transport.* The proportion of employees in receipt of a transport benefit has remained steady near 20 per cent for full-time employees and close to 5 per cent for part-time employees in the past four years (Diagram 2).

*Goods and services.* The proportion of employees working full-time receiving a goods and services benefit has increased from 15 per cent in August 1988 to 18 per cent in August 1992. Similarly, the proportion of employees working part time and receiving this benefit has increased from 15 per cent in August 1988 to 19 per cent in August 1992 (Table 3, Diagram 3).

**Employment benefits in main job, August 1992 (excluding persons attending school)**

*Industry.* The percentage of full-time employees in main job in receipt of a superannuation benefit varied according to the industry of their main job. Those in the Agriculture, forestry, fishing and hunting industry group reported the

lowest level of receipt of a superannuation benefit (70%). In comparison, over 95 per cent of those in the Mining, Electricity, gas and water, Communication and Public administration and defence industry groups received a superannuation benefit (Table 6, Diagram 4).

*Occupation.* Para-professionals and Clerks working full-time recorded the highest receipt of a superannuation benefit (92%). For full-time employees the occupation group with the lowest proportion receiving a superannuation benefit was Labourers and related workers (83%) (Table 12).

Overall, 42 per cent of employees received a special benefit (i.e. a benefit other than leave or superannuation). Only two occupation groups recorded more than 50 per cent of employees receiving a special benefit — Managers and administrators (77%) and Salespersons and personal service workers (54%) (Table 4).

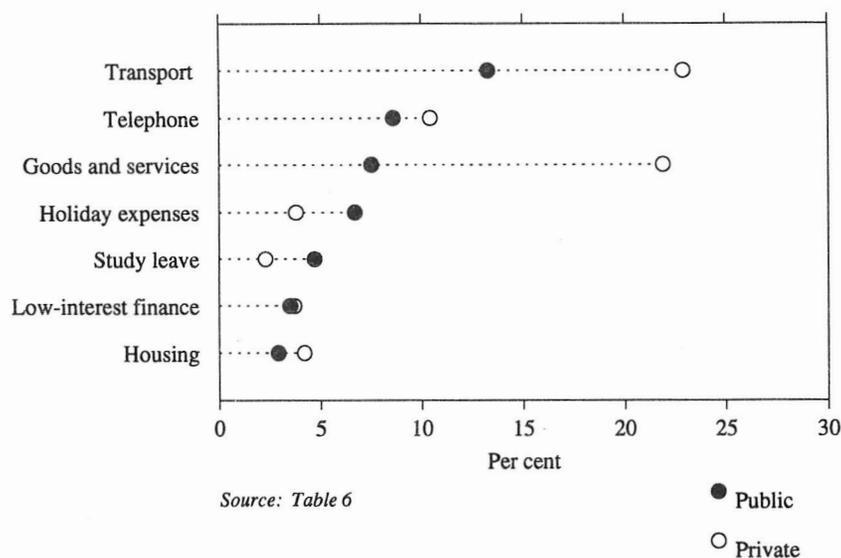
**DIAGRAM 4. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING A SUPERANNUATION BENEFIT AND INDUSTRY, AUGUST 1992**



Source: Table 11

● Males  
○ Females

DIAGRAM 5. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS, AUGUST 1992



*Weekly Earnings.* The proportion of full-time employees receiving one or more employment benefits increased as weekly earnings in their main job increased.

In August 1992, full-time employees earning \$640 or more per week comprised the highest earnings quartile. Compared to employees earning less than \$640 per week, full-time employees in the highest earnings quartile reported a greater proportion receiving each of the employment benefits, except a goods and services benefit. A goods and services benefit was received by 18 per cent of full-time employees overall and by 14 per cent of those earning \$640 or more per week.

The proportion of full-time employees earning \$640 or more per week receiving a transport benefit was 33 per cent and the proportion receiving a telephone benefit was 18 per cent. Overall, the proportion of full-time employees receiving these benefits was 20 and 10 per cent respectively (Table 10).

*Sector.* Public sector employees who worked full-time in their main job had a higher incidence of the most common employment benefits or 'standard benefits' than their private sector counterparts. These benefits include holiday leave (98% and 89% respectively), sick leave (98% and 88%), superannuation (95% and 85%) and long-service leave (95% and 71%).

Private sector employees who were full-time in their main job were more likely to have received benefits other than the 'standard' benefits. Included amongst these were goods and services (22% for private sector employees and 8% for public sector employees) and transport (23% and 13% respectively) (Table 11).

*Size of location.* The proportion of full-time employees in main job receiving leave benefits (sick, holiday and long-service) and the superannuation benefit increased with the size of the business location.

The proportion of male employees working in a business location with less than 10 employees and receiving a superannuation benefit was 75 per cent. For those working at locations with 100 employees or more, the proportion increased to 95 per cent. For females, 77 per cent of those at locations with less than 10 employees received a superannuation benefit while for locations with 100 employees or more, 93 per cent received a superannuation benefit.

The proportion of full-time employees receiving goods and services, telephone and transport benefits decreased as the size of location increased. For male employees working at locations with less than 10 employees, 19 per cent received a telephone benefit and 35 per cent received a transport benefit. These proportions decreased to 11 per cent and 21 per cent respectively for those working at locations with 100 employees or more (Table 13).

NOTE. Care should be taken when comparing estimates from this survey with those obtained from previous Employment Benefits surveys. Tables 3 - 13 of this publication are not strictly comparable with tabulations published before July 1991. In this publication wage and salary earners who are also attending school are excluded from tables headed "Employees in main job" and "Full-time employees in main job". Only Tables 1 and 2 of this publication provide details of "All employees" (including wage and salary earners attending school).

There was an elapsed time of only eleven months between the conduct of the August 1990 and July 1991 surveys and thirteen months between this survey (August 1992) and its predecessor (July 1991). The usual period between repeats of the Employment Benefits surveys is twelve months.

**TABLE 1. ALL EMPLOYEES IN MAIN JOB: SUMMARY OF SELECTED BENEFITS, FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB AND WHETHER ATTENDING SCHOOL, AUGUST 1992 ('000)**

Type of standard benefit received	Full-time in main job			Part-time in main job			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>EMPLOYEES IN MAIN JOB, NOT ATTENDING SCHOOL</b>									
<i>Total</i>	3,164.0	1,603.4	4,767.4	308.8	1,099.9	1,408.7	3,472.7	2,703.4	6,176.1
Superannuation	2,786.0	1,441.6	4,197.6	113.7	648.1	761.9	2,899.7	2,059.7	4,959.4
Holiday leave	2,877.9	1,485.1	4,362.9	60.3	400.0	460.3	2,938.2	1,885.1	4,823.2
Sick leave	2,864.1	1,479.0	4,343.1	62.1	409.1	471.2	2,926.1	1,888.1	4,814.3
Long-service leave	2,473.9	1,265.7	3,739.5	42.3	327.4	369.7	2,516.2	1,593.1	4,109.3
<b>EMPLOYEES IN MAIN JOB, ATTENDING SCHOOL</b>									
<i>Total</i>	*0.4	*0.2	*0.6	63.5	94.6	158.1	64.0	94.8	158.7
Superannuation	*0.0	*0.0	*0.0	3.5	7.5	11.0	3.5	7.5	11.0
Holiday leave	*0.0	*0.0	*0.0	*1.0	*2.0	*3.1	*1.0	82.0	*3.1
Sick leave	*0.0	*0.0	*0.0	*1.9	3.8	5.7	*1.9	3.8	5.7
Long-service leave	*0.0	*0.0	*0.0	*1.2	*1.5	*2.8	*1.2	*1.5	*2.8
<b>ALL EMPLOYEES IN MAIN JOB</b>									
<b>Total</b>	<b>3,164.4</b>	<b>1,603.6</b>	<b>4,768.0</b>	<b>372.3</b>	<b>1,194.5</b>	<b>1,566.8</b>	<b>3,536.7</b>	<b>2,798.1</b>	<b>6,334.8</b>
Superannuation	2,786.0	1,411.6	4,197.6	117.2	655.6	772.8	2,903.2	2,067.2	4,970.4
Holiday leave	2,877.9	1,485.1	4,362.9	61.3	402.0	463.3	2,939.2	1,887.1	4,826.3
Sick leave	2,864.1	1,479.0	4,343.1	64.0	412.9	476.9	2,928.0	1,891.9	4,819.9
Long-service leave	2,473.9	1,265.7	3,739.5	43.5	328.9	372.5	2,517.4	1,594.6	4,112.0

TABLE 2. ALL EMPLOYEES IN MAIN JOB: SUMMARY OF SELECTED CHARACTERISTICS  
AND SUPERANNUATION COVERAGE, AUGUST 1992  
(<sup>'000</sup>)

	<i>Covered by superannuation</i>			<i>Not covered by superannuation</i>	<i>Total</i>
	<i>Provided by current employer</i>	<i>Other source</i>	<i>Total</i>		
<b>MALES</b>					
<i>Total</i>	2,903.2	158.3	3,061.5	475.2	3,536.7
<i>Full-time/part-time —</i>					
Full-time	2,786.0	133.6	2,919.6	244.8	3,164.4
Part-time	117.2	24.7	141.9	230.4	372.3
<i>Permanent/casual —</i>					
Permanent employee	2,719.6	98.3	2,817.9	168.3	2,986.2
Casual employee	183.6	60.0	243.6	306.9	550.4
<i>Sector —</i>					
Public	862.4	18.1	880.5	43.5	924.1
Private	2,040.8	140.2	2,180.9	431.7	2,612.6
<i>Birthplace —</i>					
Born in Australia	2,146.2	119.8	2,266.0	360.3	2,626.3
Born outside Australia	757.0	38.5	795.5	114.9	910.4
Born in main English-speaking countries	333.7	21.3	355.0	42.2	397.2
Born in other countries	423.3	17.2	440.5	72.7	513.1
<b>FEMALES</b>					
<i>Total</i>	2,067.2	87.7	2,154.9	643.3	2,798.1
<i>Full-time/part-time —</i>					
Full-time	1,411.6	44.2	1,455.8	147.9	1,603.6
Part-time	655.6	43.5	699.1	495.4	1,194.5
<i>Permanent/casual —</i>					
Permanent employee	1,728.8	43.6	1,772.4	161.2	1,933.5
Casual employee	338.5	44.1	382.5	482.1	864.6
<i>Sector —</i>					
Public	674.1	20.0	694.1	98.4	792.6
Private	1,393.1	67.6	1,460.7	544.8	2,005.6
<i>Birthplace —</i>					
Born in Australia	1,573.6	69.9	1,643.4	515.5	2,158.9
Born outside Australia	493.7	17.8	511.4	127.8	639.2
Born in main English-speaking countries	233.4	10.4	243.8	58.0	301.8
Born in other countries	260.3	7.4	267.7	69.7	337.4
<b>PERSONS</b>					
<i>Total</i>	4,970.4	246.0	5,216.4	1,118.5	6,334.8
<i>Full-time/part-time —</i>					
Full-time	4,197.6	177.8	4,375.4	392.7	4,768.0
Part-time	772.8	68.2	841.0	725.8	1,566.8
<i>Permanent/casual —</i>					
Permanent employee	4,448.4	141.9	4,590.3	329.5	4,919.8
Casual employee	522.0	104.1	626.1	788.9	1,415.0
<i>Sector —</i>					
Public	1,536.5	38.2	1,574.7	142.0	1,716.7
Private	3,433.9	207.8	3,641.7	976.5	4,618.2
<i>Birthplace —</i>					
Born in Australia	3,719.7	189.7	3,909.4	875.8	4,785.2
Born outside Australia	1,250.7	56.3	1,306.9	242.7	1,549.6
Born in main English-speaking countries	567.1	31.7	598.8	100.2	699.0
Born in other countries	683.6	24.6	708.1	142.4	850.6

**TABLE 3. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME EMPLOYEES IN MAIN JOB AND PART-TIME EMPLOYEES IN MAIN JOB, AUGUST 1988 TO AUGUST 1992**

Type of benefit received	August 1988	August 1989	August 1990(a)	July 1991	August 1992	
<b>FULL-TIME EMPLOYEES IN MAIN JOB</b>						
<i>Total</i>	4,910.7	—'000— —per cent—	5,189.6	4,917.2	('000) 4,767.4	(per cent) 100.0
Superannuation	49.4	55.1	59.5	79.9	4,197.6	88.0
Holiday leave	92.2	92.1	92.8	92.0	4,362.9	91.5
Sick leave	91.5	91.5	92.1	91.5	4,343.1	91.1
Long-service leave	73.8	75.3	77.8	77.7	3,739.5	78.4
Goods and services	15.1	15.5	16.8	17.1	840.8	17.6
Transport	18.0	19.9	20.5	20.5	957.8	20.1
Telephone	9.5	9.7	10.0	10.2	470.1	9.9
Holiday expenses	4.3	4.3	4.5	4.7	222.2	4.7
Medical	3.9	4.1	4.2	4.4	186.6	3.9
Housing	3.9	3.8	3.9	3.7	180.3	3.8
Low-interest finance	3.5	3.1	3.1	3.6	172.1	3.6
Study leave	2.1	2.6	2.6	3.1	144.2	3.0
Shares	3.2	2.9	3.1	3.3	161.6	3.4
Union dues/prof. association	2.7	3.3	3.1	3.7	163.3	3.4
Electricity	2.4	2.2	2.3	2.4	125.7	2.6
Entertainment allowance	2.1	2.2	2.5	2.1	108.5	2.3
Club fees	1.5	1.8	1.9	2.2	88.4	1.9
Child care/education expenses	0.4	0.4	0.3	0.3	13.9	0.3
No benefits	3.9	3.5	3.0	2.9	122.7	2.6
<b>PART-TIME EMPLOYEES IN MAIN JOB</b>						
<i>Total</i>	1,051.2	—'000— —per cent—	1,215.3	1,253.3	('000) 1,408.7	(per cent) 100.0
Superannuation	9.6	17.8	24.9	42.3	761.9	54.1
Holiday leave	31.4	32.0	32.5	33.0	460.3	32.7
Sick leave	31.3	31.8	32.6	33.2	471.2	33.4
Long-service leave	22.8	26.2	25.2	25.3	369.7	26.2
Goods and services	15.3	17.1	17.5	19.3	270.2	19.2
Transport	5.7	5.4	5.8	5.4	78.9	5.6
Telephone	4.2	3.7	3.5	3.3	51.3	3.6
Holiday expenses	0.7	0.7	1.0	1.0	12.4	0.9
Medical	0.7	1.1	1.0	1.1	15.9	1.1
Housing	1.3	1.2	1.0	1.0	14.3	1.0
Low-interest finance	0.5	0.8	0.8	0.9	12.9	0.9
Study leave	1.4	1.8	1.7	2.4	33.0	2.3
Shares	1.0	0.5	0.8	0.7	13.3	0.9
Union dues/prof. association	0.5	0.6	0.6	0.8	7.6	0.5
Electricity	1.2	0.9	0.9	1.1	19.8	1.4
Entertainment allowance	*0.1	*0.2	0.1	*0.1	*2.4	*0.2
Club fees	*0.3	0.3	*0.3	0.3	3.7	0.3
Child care/education expenses	*0.3	*0.2	*0.2	*0.2	*2.6	*0.2
No benefits	45.3	42.7	39.0	33.6	407.6	28.9
<b>TOTAL</b>						
<i>Total</i>	5,961.9	—'000— —per cent—	6,404.9	6,170.4	('000) 6,176.1	(per cent) 100.0
Superannuation	42.4	48.1	52.9	72.2	4,959.4	80.3
Holiday leave	81.5	80.8	81.3	80.0	4,823.2	78.1
Sick leave	80.9	80.3	80.8	79.7	4,814.3	77.9
Long-service leave	64.8	66.0	67.8	67.1	4,109.3	66.5
Goods and services	15.1	15.8	17.0	17.6	1,111.0	18.0
Transport	15.8	17.2	17.7	17.4	1,036.7	16.8
Telephone	8.6	8.6	8.8	8.8	521.4	8.4
Holiday expenses	3.7	3.6	3.8	4.0	234.6	3.8
Medical	3.3	3.5	3.5	3.7	202.5	3.3
Housing	3.5	3.3	3.3	3.2	194.6	3.2
Low-interest finance	2.9	2.6	2.6	3.1	185.1	3.0
Study leave	2.0	2.5	2.4	3.0	177.2	2.9
Shares	2.8	2.4	2.7	2.8	174.9	2.8
Union dues/prof. association	2.3	2.8	2.6	3.1	170.9	2.8
Electricity	2.2	1.9	2.0	2.1	145.5	2.4
Entertainment allowance	1.8	1.8	2.0	1.7	110.9	1.8
Club fees	1.3	1.5	1.6	1.8	92.1	1.5
Child care/education expenses	0.3	0.3	0.3	0.3	16.6	0.3
No benefits	11.2	10.9	9.8	9.2	530.3	8.6

(a) The August 1990 survey excluded all persons aged 70 and over. See Explanatory Notes, paragraph 10 regarding the discontinuities in the series.

TABLE 4. EMPLOYEES IN MAIN JOB: SUMMARY OF SELECTED CHARACTERISTICS,  
STANDARD AND SPECIAL BENEFITS, AUGUST 1992  
(\*000)

	Standard benefit		Special benefit		Standard and Special benefits		Total
	No standard benefit	One or more standard benefits	No special benefits	One or more special benefits	No benefits	One or more benefits	
<i>Full-time/part-time —</i>							
Full-time	188.5	4,578.9	2,561.9	2,205.5	122.7	4,644.7	4,767.4
Part-time	550.8	857.9	994.3	414.4	407.6	1,001.1	1,408.7
<i>Permanent/casual —</i>							
Permanent employee	..	4,913.3	2,701.6	2,211.6	..	4,913.3	4,913.3
Casual employee	739.3	523.5	854.5	408.3	530.3	732.5	1,262.8
<i>Sector —</i>							
Public	91.9	1,623.7	1,165.9	549.7	82.0	1,633.6	1,715.6
Private	647.4	3,813.1	2,390.2	2,070.3	448.4	4,012.1	4,460.5
<i>Birthplace —</i>							
Born in Australia	577.1	4,063.5	2,648.7	1,991.9	414.8	4,225.7	4,640.6
Born outside Australia	162.2	1,373.3	907.5	628.1	115.5	1,420.0	1,535.5
Born in main English-speaking countries	77.6	614.6	379.7	312.5	58.3	634.0	692.2
Born in other countries	84.6	758.7	527.8	315.6	57.3	786.1	843.3
<i>Age group —</i>							
15-24	254.9	1,014.3	760.3	508.9	168.6	1,100.6	1,269.2
25-34	176.2	1,533.1	940.1	769.2	130.1	1,579.2	1,709.3
35-44	154.9	1,486.8	925.4	716.3	115.8	1,525.9	1,641.7
45-54	88.1	1,027.1	657.7	457.5	65.6	1,049.5	1,115.2
55-59	33.2	242.3	171.7	103.7	25.8	249.6	275.4
60 and over	32.0	133.3	100.9	64.4	24.4	140.9	165.3
<i>Weekly earnings(\$)</i> —							
Under 160	365.1	248.9	417.6	196.4	262.3	351.7	614.0
160 and under 320	183.0	822.0	670.8	334.2	135.8	869.2	1,005.0
320 " 480	105.1	1,741.0	1,155.8	690.2	73.9	1,772.2	1,846.0
480 " 640	49.1	1,362.6	759.7	652.0	35.7	1,376.0	1,411.7
640 " 800	17.0	645.2	333.2	329.0	10.5	651.7	662.2
800 " 960	7.3	296.2	127.1	176.3	4.2	299.2	303.5
960 and over	12.6	321.1	92.0	241.7	7.9	325.8	333.7
<i>Occupation —</i>							
Managers and administrators	26.9	419.6	102.5	344.0	11.5	435.0	446.5
Professionals	77.0	840.1	559.6	357.5	59.4	857.8	917.1
Para-professionals	27.8	411.4	281.9	157.3	23.1	416.1	439.2
Tradespersons	66.5	798.8	504.5	360.8	49.5	815.8	865.3
Clerks	101.4	1,047.6	735.7	413.3	79.8	1,069.1	1,148.9
Salespersons and personal service workers	223.9	710.1	424.0	510.0	135.4	798.7	934.0
Plant and machine operators, and drivers	41.4	414.8	281.0	175.3	31.7	424.5	456.2
Labourers and related workers	174.4	794.4	667.1	301.7	140.0	828.7	968.8
<i>Industry —</i>							
Agriculture, forestry, fishing and hunting	29.7	98.7	60.6	67.9	19.0	109.4	128.4
Mining	*2.3	82.2	25.1	59.3	*1.6	82.9	84.4
Manufacturing	60.6	958.3	595.7	423.1	46.5	972.4	1,018.9
Electricity, gas and water	*1.1	103.6	61.6	43.1	*1.1	103.7	104.7
Construction	51.9	240.6	148.8	143.8	36.7	255.8	292.5
Wholesale and retail trade	202.3	973.5	488.5	687.3	111.6	1,064.3	1,175.9
Transport and storage	27.2	263.3	128.9	161.6	21.4	269.1	290.5
Communication	3.7	111.2	49.6	65.3	*3.0	111.9	114.9
Finance, property and business services	65.7	665.6	341.4	390.0	50.3	681.1	731.4
Public administration and defence	13.1	333.5	247.5	99.1	11.2	335.4	346.6
Community services	140.0	1,271.1	1,103.9	307.2	122.8	1,288.3	1,411.1
Recreation, personal and other services	141.6	335.1	304.5	172.2	105.2	371.5	476.8
<b>Total</b>	<b>739.3</b>	<b>5,436.8</b>	<b>3,556.2</b>	<b>2,619.9</b>	<b>530.3</b>	<b>5,645.7</b>	<b>6,176.1</b>
Males	302.0	3,170.7	1,780.6	1,692.1	212.2	3,260.6	3,472.7
Females	437.3	2,266.1	1,775.5	927.8	318.2	2,385.2	2,703.4

TABLE 5. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES, AUGUST 1992

Type of benefit received	Males		Females		Persons	
	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)
<b>FULL-TIME EMPLOYEES IN MAIN JOB</b>						
<i>Total</i>	3,164.0	100.0	1,603.4	100.0	4,767.4	100.0
Superannuation	2,786.0	88.1	1,411.6	88.0	4,197.6	88.0
Holiday leave	2,877.9	91.0	1,485.1	92.6	4,362.9	91.5
Sick leave	2,864.0	90.5	1,479.0	92.2	4,343.1	91.1
Long-service leave	2,473.9	78.2	1,265.7	78.9	3,739.5	78.4
Goods or services	531.6	16.8	309.2	19.3	840.8	17.6
Transport	827.2	26.1	130.6	8.1	957.8	20.1
Telephone	406.0	12.8	64.1	4.0	470.1	9.9
Holiday expenses	157.2	5.0	65.0	4.1	222.2	4.7
Medical	135.6	4.3	51.0	3.2	186.6	3.9
Housing	149.4	4.7	31.0	1.9	180.3	3.8
Low-interest finance	111.4	3.5	60.7	3.8	172.1	3.6
Study leave	91.8	2.9	52.5	3.3	144.2	3.0
Shares	128.1	4.0	33.4	2.1	161.6	3.4
Union dues/prof. association	132.1	4.2	31.2	1.9	163.3	3.4
Electricity	99.9	3.2	25.8	1.6	125.7	2.6
Entertainment allowance	93.7	3.0	14.8	0.9	108.5	2.3
Club fees	67.7	2.1	20.7	1.3	88.4	1.9
Child care/education expenses	10.5	0.3	*3.4	*0.2	13.9	0.3
No benefits	80.5	2.5	42.2	2.6	122.7	2.6
<b>PART-TIME EMPLOYEES IN MAIN JOB</b>						
<i>Total</i>	308.8	100.0	1,099.9	100.0	1,408.7	100.0
Superannuation	113.7	36.8	648.1	58.9	761.9	54.1
Holiday leave	60.3	19.5	400.0	36.4	460.3	32.7
Sick leave	62.1	20.1	409.1	37.2	471.2	33.4
Long-service leave	42.3	13.7	327.4	29.8	369.7	26.2
Goods or services	51.4	16.7	218.8	19.9	270.2	19.2
Transport	18.6	6.0	60.4	5.5	78.9	5.6
Telephone	9.6	3.1	41.7	3.8	51.3	3.6
Holiday expenses	*3.0	*1.0	9.3	0.8	12.4	0.9
Medical	*2.5	*0.8	13.4	1.2	15.9	1.1
Housing	*2.9	*0.9	11.4	1.0	14.3	1.0
Low-interest finance	*0.4	*0.1	12.5	1.1	12.9	0.9
Study leave	12.3	4.0	20.6	1.9	33.0	2.3
Shares	*0.8	*0.3	12.5	1.1	13.3	0.9
Union dues/prof. association	*2.8	*0.9	4.9	0.4	7.6	0.5
Electricity	3.5	1.1	16.2	1.5	19.8	1.4
Entertainment allowance	*0.7	*0.2	*1.7	*0.2	*2.4	*0.2
Club fees	*1.8	*0.6	*2.0	*0.2	3.7	0.3
Child care/education expenses	*0.3	*0.1	*2.4	*0.2	*2.6	*0.2
No benefits	131.6	42.6	276.0	25.1	407.6	28.9
<b>TOTAL</b>						
<b>Total</b>	<b>3,472.7</b>	<b>100.0</b>	<b>2,703.4</b>	<b>100.0</b>	<b>6,176.1</b>	<b>100.0</b>
Superannuation	2,899.7	83.5	2,059.7	76.2	4,959.4	80.3
Holiday leave	2,938.2	84.6	1,885.1	69.7	4,823.2	78.1
Sick leave	2,926.1	84.3	1,888.1	69.8	4,814.3	77.9
Long-service leave	2,516.2	72.5	1,593.1	58.9	4,109.3	66.5
Goods or services	583.1	16.8	527.9	19.5	1,111.0	18.0
Transport	845.7	24.4	191.0	7.1	1,036.7	16.8
Telephone	415.6	12.0	105.8	3.9	521.4	8.4
Holiday expenses	160.3	4.6	74.3	2.7	234.6	3.8
Medical	138.1	4.0	64.4	2.4	202.5	3.3
Housing	152.2	4.4	42.4	1.6	194.6	3.2
Low-interest finance	111.8	3.2	73.3	2.7	185.1	3.0
Study leave	104.1	3.0	73.1	2.7	177.2	2.9
Shares	128.9	3.7	46.0	1.7	174.9	2.8
Union dues/prof. association	134.9	3.9	36.0	1.3	170.9	2.8
Electricity	103.5	3.0	42.0	1.6	145.5	2.4
Entertainment allowance	94.5	2.7	16.5	0.6	110.9	1.8
Club fees	69.5	2.0	22.7	0.8	92.1	1.5
Child care/education expenses	10.8	0.3	5.8	0.2	16.6	0.3
No benefits	212.2	6.1	318.2	11.8	530.3	8.6

TABLE 6. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED, FULL-TIME AND TOTAL, INDUSTRY AND SECTOR, AUGUST 1992  
('000)

Type of benefit received	Industry												Sector		
	Agri- culture, forestry, fishing and hunting	Mining	Manu- facturing	Electri- city, gas and water	Construc- tion	Whole- sale and retail trade	Transport and storage	Communi- cation	Finance, property and business services	Public admini- stration and defence	Comm- unity services	Recrea- tion, personal and other services	Total	Public	Private
FULL-TIME EMPLOYEES IN MAIN JOB															
Total	95.9	81.6	928.9	102.1	257.3	840.0	259.4	108.8	586.8	314.3	948.0	244.4	4,767.4	1,425.1	3,342.3
Superannuation	67.1	77.5	844.0	97.4	196.8	711.1	230.7	105.6	516.1	300.2	859.1	192.1	4,197.6	1,348.4	2,849.2
Holiday leave	60.5	78.1	872.0	100.9	202.7	764.1	233.9	107.3	533.7	309.1	894.2	206.5	4,362.9	1,393.0	2,969.9
Sick leave	59.3	77.9	867.5	101.0	198.1	760.6	231.7	107.2	530.8	309.2	895.0	204.9	4,343.1	1,394.6	2,948.5
Long-service leave	34.9	73.2	762.7	98.7	165.9	576.1	208.8	104.8	450.5	301.2	829.3	133.5	3,739.5	1,355.1	2,384.4
Goods or services	20.6	13.6	193.4	7.5	19.8	319.9	37.1	21.0	74.4	8.8	54.5	70.3	840.8	106.3	734.5
Transport	23.4	27.2	156.2	20.2	103.2	221.0	78.8	24.1	143.4	42.7	81.1	36.8	957.8	189.9	767.9
Telephone	22.6	12.6	69.3	17.9	37.8	75.7	27.2	45.5	69.2	26.7	51.9	13.8	470.1	122.4	347.7
Holiday expenses	*2.1	16.0	23.0	*2.6	4.3	18.4	73.9	3.6	38.2	7.1	21.1	12.2	222.2	96.1	126.1
Medical	*2.9	18.9	42.2	*0.3	*3.0	18.2	4.7	*0.5	71.6	*2.9	19.4	*2.2	186.6	33.3	153.4
Housing	29.9	24.6	12.6	4.3	10.8	15.8	8.5	*1.5	20.0	7.3	36.2	8.8	180.3	40.7	139.6
Low-interest finance	*0.8	9.1	12.3	4.1	*1.5	7.6	4.0	*0.7	120.9	*1.8	7.7	*1.6	172.1	50.0	122.1
Study leave	*1.7	*1.3	19.4	5.0	6.1	10.7	4.1	*2.7	28.5	20.8	41.9	*2.1	144.2	66.6	77.6
Shares	4.4	11.3	51.4	*1.0	9.8	24.3	5.3	*0.0	48.5	*0.0	*3.3	*2.2	161.6	9.5	152.1
Union dues/prof. association	*1.6	4.5	22.3	*1.0	15.1	21.6	7.8	*2.0	57.4	4.3	18.4	7.1	163.3	20.5	142.8
Electricity	23.2	14.4	8.0	3.6	13.3	15.0	6.5	*1.1	13.1	*1.5	19.2	6.8	125.7	15.9	109.8
Entertainment allowance	*0.8	*2.5	22.7	*0.1	*2.7	24.6	6.2	*1.1	32.1	*2.4	7.5	5.8	108.5	11.5	97.0
Club fees	*1.1	*2.8	10.9	*0.8	*2.6	12.0	*2.5	*1.8	35.9	*2.6	10.0	5.3	88.4	11.4	76.9
Child care/education expenses	*0.3	*1.1	*1.5	*0.0	*0.7	*0.9	*0.3	*0.0	*3.0	*1.3	4.6	*0.2	13.9	*2.8	11.1
No benefits	7.6	*1.2	19.7	*0.2	20.8	18.6	8.0	*1.2	13.4	*1.6	20.0	10.3	122.7	13.7	109.0
TOTAL															
Total	128.4	84.4	1,018.9	104.7	292.5	1,175.9	290.5	114.9	731.4	346.6	1,411.1	476.8	6,176.1	1,715.6	4,460.5
Superannuation	83.5	79.8	895.7	99.0	208.5	859.4	243.8	109.0	602.6	320.9	1,165.2	291.9	4,959.4	1,536.5	3,422.9
Holiday leave	63.2	79.0	895.9	101.6	210.0	836.5	239.7	110.1	599.1	321.3	1,131.4	235.6	4,823.2	1,542.1	3,281.1
Sick leave	61.4	78.8	890.5	101.6	203.9	838.5	237.0	109.7	595.0	321.4	1,143.5	233.0	4,814.3	1,556.0	3,258.3
Long-service leave	35.7	74.4	781.4	99.4	170.6	627.2	212.9	107.5	494.4	312.8	1,038.0	155.0	4,109.3	1,498.2	2,611.1
Goods or services	25.5	13.8	210.9	7.5	21.5	482.1	39.5	21.9	85.5	9.6	75.9	117.2	1,111.0	120.1	990.9
Transport	25.9	27.2	165.3	20.2	109.0	235.7	83.3	24.3	158.1	47.7	97.3	42.8	1,036.7	203.5	833.2
Telephone	26.3	12.9	74.0	17.9	44.0	86.5	29.1	46.3	77.9	27.2	62.0	17.2	521.4	127.4	394.0
Holiday expenses	*2.3	16.0	23.6	*2.6	4.3	20.8	75.7	3.6	40.7	7.2	23.2	14.6	234.6	99.1	135.5
Medical	3.8	19.2	42.8	*0.3	4.3	19.1	4.7	*0.5	78.5	*3.1	23.5	*2.7	202.5	37.8	164.7
Housing	33.5	24.9	13.5	4.3	12.4	17.7	8.5	*1.5	21.5	7.4	39.4	10.0	194.6	41.9	152.7
Low-interest finance	*0.8	9.1	12.3	4.1	*1.8	8.4	4.0	*0.7	131.9	*1.8	8.0	*2.2	185.1	54.9	130.2
Study leave	*2.5	*1.3	20.1	5.0	6.7	17.8	4.8	*2.7	31.0	21.3	54.4	9.7	177.2	74.7	102.5
Shares	5.5	11.4	52.5	*1.0	11.1	26.5	5.4	*0.0	54.8	*0.0	4.0	*2.6	174.9	10.8	164.1
Union dues/prof. association	*2.2	4.5	23.1	*1.0	15.1	22.0	7.8	*2.0	60.0	4.3	20.6	8.3	170.9	21.3	149.6
Electricity	26.2	14.7	8.9	3.6	16.9	18.0	7.2	*1.1	18.1	*1.6	21.5	7.6	145.5	16.1	129.4
Entertainment allowance	*0.8	*2.5	23.0	*0.1	*3.0	24.7	6.2	*1.1	32.8	*2.4	8.1	6.2	110.9	11.5	99.4
Club fees	*1.7	*2.9	11.2	*0.8	*2.6	12.2	*2.5	*1.8	37.2	*2.8	11.0	5.5	92.1	11.9	80.2
Child care/education expenses	*0.3	*1.1	*1.5	*0.0	*0.7	*1.5	*0.3	*0.0	3.7	*1.3	5.8	*0.2	16.6	*3.3	13.2
No benefits	19.0	*1.6	46.5	*1.1	36.7	111.6	21.4	*3.0	50.3	11.2	122.8	105.2	530.3	82.0	448.4

TABLE 7. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED, FULL-TIME AND PART-TIME EMPLOYEES AND OCCUPATION, AUGUST 1992 ('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	
FULL-TIME EMPLOYEES IN MAIN JOB									
Total	424.8	758.1	343.0	805.6	860.2	502.5	412.4	660.8	4,767.4
Superannuation	365.2	684.1	315.6	698.1	791.4	422.3	369.7	551.2	4,197.6
Holiday leave	375.7	712.0	328.2	732.1	824.8	447.0	372.2	571.0	4,362.9
Sick leave	373.9	713.3	327.4	728.2	823.3	442.1	369.7	565.3	4,343.1
Long-service leave	305.8	642.5	311.5	603.1	734.0	345.7	325.9	471.0	3,739.5
Goods or services	89.9	76.2	32.6	141.1	130.7	178.7	69.5	122.1	840.8
Transport	230.2	157.5	61.1	163.4	82.7	126.5	62.1	74.4	957.8
Telephone	142.3	86.9	36.9	68.7	46.0	41.5	22.7	25.1	470.1
Holiday expenses	22.5	29.3	17.1	26.9	43.8	39.0	20.2	23.4	222.2
Medical	26.2	35.6	13.4	17.6	53.1	15.3	12.8	12.7	186.6
Housing	37.2	37.1	14.2	21.9	15.8	12.0	15.7	26.3	180.3
Low-interest finance	26.4	21.8	4.8	11.8	68.0	28.5	6.5	4.3	172.1
Study leave	11.9	47.3	19.4	13.7	33.6	8.6	*2.1	7.6	144.2
Shares	35.3	22.8	4.5	19.7	35.6	15.8	16.4	11.4	161.6
Union dues/prof. association	34.0	60.7	8.0	16.5	9.4	13.7	10.1	10.8	163.3
Electricity	26.5	25.4	6.2	19.1	11.1	8.3	10.0	19.2	125.7
Entertainment allowance	46.0	20.5	4.0	4.1	7.7	24.1	*0.8	*1.3	108.5
Club fees	29.8	26.5	*3.3	4.0	10.0	12.1	*1.1	*1.6	88.4
Child care/education expenses	4.2	4.4	*1.2	*1.1	*1.6	*0.4	*0.2	*0.7	13.9
No benefits	8.3	11.9	5.2	24.3	13.5	14.2	14.4	31.0	122.7
PART-TIME EMPLOYEES IN MAIN JOB									
Total	21.7	159.1	96.2	59.7	288.7	431.5	43.8	308.0	1,408.7
Superannuation	14.2	82.7	68.7	24.5	182.4	211.7	19.2	158.5	761.9
Holiday leave	8.5	58.1	57.3	13.0	116.0	108.6	7.3	91.5	460.3
Sick leave	8.5	63.8	58.6	12.0	116.3	114.3	6.4	91.4	471.2
Long-service leave	5.7	51.0	52.1	8.8	86.6	87.4	6.2	71.9	369.7
Goods or services	4.3	11.0	5.6	9.4	35.9	156.8	6.7	40.6	270.2
Transport	5.3	9.2	5.4	*2.7	28.3	17.8	*1.8	8.4	78.9
Telephone	6.1	5.0	*2.6	*0.9	24.7	6.3	*0.7	5.0	51.3
Holiday expenses	*0.6	*1.3	*1.1	*0.0	*2.3	5.3	*0.2	*1.7	12.4
Medical	*0.8	*1.0	*1.4	*0.2	6.5	4.6	*0.3	*1.1	15.9
Housing	*2.4	*1.7	*0.3	*0.0	5.9	*1.3	*0.0	*2.7	14.3
Low-interest finance	*0.3	*0.5	*0.0	*0.0	4.7	7.1	*0.0	*0.4	12.9
Study leave	*0.2	4.7	3.9	*1.1	4.2	12.6	*0.6	5.7	33.0
Shares	*0.9	*0.3	*0.3	*0.0	8.3	*3.4	*0.0	*0.1	13.3
Union dues/prof. association	*0.6	*3.3	*0.7	*0.3	*0.6	*1.0	*0.0	*1.2	7.6
Electricity	*1.7	*2.5	*0.2	*0.0	11.2	*2.4	*0.2	*1.7	19.8
Entertainment allowance	*0.5	*0.5	*0.3	*0.0	*1.0	*0.0	*0.0	*0.2	*2.4
Club fees	*0.5	*1.4	*0.4	*0.0	*0.7	*0.4	*0.0	*0.3	3.7
Child care/education expenses	*0.0	*0.9	*0.3	*0.0	*1.3	*0.2	*0.0	*0.0	*2.6
No benefits	*3.2	47.5	18.0	25.2	66.4	121.1	17.3	109.0	407.6
TOTAL									
Total	446.5	917.1	439.2	865.3	1,148.9	934.0	456.2	968.8	6,176.1
Superannuation	379.4	766.8	384.3	722.6	973.8	634.0	388.9	709.7	4,959.4
Holiday leave	384.1	770.1	385.5	745.1	940.8	555.6	379.5	662.5	4,823.2
Sick leave	382.3	777.0	385.9	740.1	939.7	556.5	376.1	656.6	4,814.3
Long-service leave	311.4	693.5	363.6	611.9	820.6	433.1	332.2	542.8	4,109.3
Goods or services	94.3	87.3	38.2	150.5	166.6	335.4	76.2	162.7	1,111.0
Transport	235.5	166.7	66.4	166.1	111.0	144.3	63.9	82.7	1,036.7
Telephone	148.4	91.9	39.5	69.6	70.7	47.8	23.4	30.1	521.4
Holiday expenses	23.1	30.7	18.1	26.9	46.0	44.3	20.4	25.0	234.6
Medical	27.0	36.6	14.8	17.8	59.6	19.9	13.1	13.8	202.5
Housing	39.5	38.8	14.6	21.9	21.7	13.3	15.7	29.0	194.6
Low-interest finance	26.7	22.4	4.8	11.8	72.6	35.6	6.5	4.7	185.1
Study leave	12.1	52.0	23.3	14.8	37.8	21.2	*2.7	13.2	177.2
Shares	36.3	23.1	4.8	19.7	43.9	19.2	16.4	11.5	174.9
Union dues/prof. association	34.6	64.0	8.7	16.8	10.0	14.8	10.1	12.0	170.9
Electricity	28.2	27.8	6.3	19.1	22.2	10.6	10.2	20.9	145.5
Entertainment allowance	46.5	21.0	4.3	4.1	8.7	24.1	*0.8	*1.4	110.9
Club fees	30.3	27.9	3.7	4.0	10.7	12.5	*1.1	*1.9	92.1
Child care/education expenses	4.2	5.3	*1.5	*1.1	*2.9	*0.6	*0.2	*0.7	16.6
No benefits	11.5	59.4	23.1	49.5	79.8	135.4	31.7	140.0	530.3

TABLE 8. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND AGE, AUGUST 1992  
(<sup>'000</sup>)

Type of benefit received	Age group							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
<b>MALES</b>								
<i>Total</i>	190.0	477.2	972.7	898.4	635.3	173.7	125.4	3,472.7
Superannuation	109.1	357.4	832.6	791.7	570.7	147.8	90.3	2,899.7
Holiday leave	124.6	368.7	847.5	797.2	561.6	146.3	92.2	2,938.2
Sick leave	125.7	367.9	844.0	792.7	559.4	146.3	90.2	2,926.1
Long-service leave	88.4	287.3	719.2	706.9	505.8	132.7	75.9	2,516.2
Goods or services	41.3	105.5	192.5	135.7	75.5	19.2	13.3	583.1
Transport	14.0	52.9	229.0	285.1	192.7	44.5	27.5	845.7
Telephone	*2.6	8.4	87.2	162.1	113.1	25.8	16.3	415.6
Holiday expenses	*2.8	19.5	54.8	47.1	27.4	5.5	*3.2	160.3
Medical	*2.9	13.2	45.3	43.0	25.0	4.6	4.1	138.1
Housing	*2.5	9.8	46.1	50.0	32.9	6.1	4.8	152.2
Low-interest finance	*1.3	11.4	37.0	35.3	24.1	*2.0	*0.7	111.8
Study leave	5.1	20.2	44.5	26.1	7.4	*0.6	*0.2	104.1
Shares	*0.5	6.6	34.0	45.5	30.5	8.0	3.9	128.9
Union dues/prof. association	*1.3	7.3	39.8	49.3	26.4	6.3	4.5	134.9
Electricity	*2.2	6.0	27.3	34.8	22.9	5.2	5.0	103.5
Entertainment allowance	*0.6	*3.4	25.9	37.0	20.7	4.6	*2.2	94.5
Club fees	*0.4	3.6	21.0	22.8	15.8	4.1	*1.8	69.5
Child care/education expenses	*0.0	*0.2	*2.6	4.9	*3.0	*0.0	*0.0	10.8
No benefits	32.1	46.6	52.6	29.6	23.0	10.5	17.8	212.2
<b>FEMALES</b>								
<i>Total</i>	157.5	444.5	736.6	743.3	479.8	101.7	39.9	2,703.4
Superannuation	79.9	321.8	574.4	579.4	399.3	78.5	26.5	2,059.7
Holiday leave	80.0	319.8	533.2	508.9	352.9	67.3	22.8	1,885.1
Sick leave	79.4	319.4	532.2	513.2	354.7	67.1	22.1	1,888.1
Long-service leave	51.6	254.2	463.7	432.0	317.2	57.5	16.8	1,593.1
Goods or services	59.6	127.7	144.9	110.9	66.0	13.2	5.7	527.9
Transport	*3.3	22.7	58.7	63.7	30.4	7.6	4.6	191.0
Telephone	*1.1	4.9	32.7	35.4	24.1	5.0	*2.8	105.8
Holiday expenses	*1.5	19.7	27.4	15.7	8.2	*1.5	*0.4	74.3
Medical	*1.5	13.3	23.5	15.6	8.5	*1.7	*0.3	64.4
Housing	*1.2	9.1	11.7	10.4	7.0	*1.7	*1.4	42.4
Low-interest finance	*1.4	18.2	29.4	16.7	6.1	*1.3	*0.1	73.3
Study leave	7.4	15.9	24.5	16.0	7.7	*1.5	*0.2	73.1
Shares	*0.5	6.0	15.5	12.6	8.7	*1.7	*1.0	46.0
Union dues/prof. association	*0.7	3.6	15.9	11.2	3.5	*1.1	*0.1	36.0
Electricity	*1.2	5.4	14.2	11.8	6.8	*1.4	*1.1	42.0
Entertainment allowance	*0.0	*2.0	6.2	6.2	*1.9	*0.3	*0.0	16.5
Club fees	*0.3	*2.4	10.6	7.3	*1.6	*0.3	*0.3	22.7
Child care/education expenses	*0.2	*0.4	*2.1	*1.9	*1.3	*0.0	*0.0	5.8
No benefits	33.4	56.4	77.5	86.2	42.7	15.3	6.6	318.2
<b>PERSONS</b>								
<i>Total</i>	347.5	921.7	1,709.3	1,641.7	1,115.2	275.4	165.3	6,176.1
Superannuation	189.0	679.2	1,407.0	1,371.2	970.1	226.2	116.8	4,959.4
Holiday leave	204.7	688.5	1,380.8	1,306.1	914.5	213.6	115.0	4,823.2
Sick leave	205.1	687.3	1,376.2	1,305.9	914.1	213.4	112.3	4,814.3
Long-service leave	140.0	541.5	1,182.9	1,138.9	823.1	190.2	92.7	4,109.3
Goods or services	100.9	233.2	337.5	246.6	141.4	32.5	19.0	1,111.0
Transport	17.3	75.6	287.7	348.8	223.1	52.1	32.1	1,036.7
Telephone	3.7	13.3	119.9	197.4	137.2	30.8	19.1	521.4
Holiday expenses	4.3	39.2	82.2	62.8	35.5	7.1	3.6	234.6
Medical	4.4	26.5	68.8	58.6	33.5	6.3	4.3	202.5
Housing	3.7	18.9	57.8	60.3	39.8	7.8	6.2	194.6
Low-interest finance	*2.7	29.7	66.4	52.1	30.2	*3.3	*0.8	185.1
Study leave	12.5	36.1	69.0	42.1	15.0	*2.1	*0.4	177.2
Shares	*1.0	12.6	49.5	58.1	39.1	9.7	4.9	174.9
Union dues/prof. association	*2.0	11.0	55.7	60.5	29.8	7.3	4.6	170.9
Electricity	*3.4	11.5	41.5	46.6	29.8	6.6	6.1	145.5
Entertainment allowance	*0.6	5.4	32.0	43.2	22.5	4.9	*2.2	110.9
Club fees	*0.7	6.0	31.5	30.1	17.3	4.4	*2.1	92.1
Child care/education expenses	*0.2	*0.6	4.6	6.8	4.3	*0.0	*0.0	16.6
No benefits	65.5	103.0	130.1	115.8	65.6	25.8	24.4	530.3

TABLE 9. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED, FULL-TIME AND PART-TIME EMPLOYEES AND PERMANENT AND CASUAL EMPLOYEES, AUGUST 1992

Type of benefit received	Permanent employees		Casual employees		Total	
	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)
<b>FULL-TIME EMPLOYEES IN MAIN JOB</b>						
<i>Total</i>	4,414.5	100.0	352.9	100.0	4,767.4	100.0
Superannuation	4,038.8	91.5	158.8	45.0	4,197.6	88.0
Holiday leave	4,362.9	98.8	..	..	4,362.9	91.5
Sick leave	4,343.1	98.4	..	..	4,343.1	91.1
Long-service leave	3,715.6	84.2	24.0	6.8	3,739.5	78.4
Goods or services	792.4	18.0	48.4	13.7	840.8	17.6
Transport	876.7	19.9	81.1	23.0	957.8	20.1
Telephone	419.4	9.5	50.7	14.4	470.1	9.9
Holiday expenses	217.8	4.9	4.4	1.3	222.2	4.7
Medical	182.2	4.1	4.4	1.2	186.6	3.9
Housing	154.7	3.5	25.7	7.3	180.3	3.8
Low-interest finance	168.3	3.8	3.8	1.1	172.1	3.6
Study leave	138.9	3.1	5.4	1.5	144.2	3.0
Shares	150.3	3.4	11.3	3.2	161.6	3.4
Union dues/prof. association	148.1	3.4	15.2	4.3	163.3	3.4
Electricity	98.7	2.2	27.0	7.6	125.7	2.6
Entertainment allowance	106.4	2.4	*2.2	*0.6	108.5	2.3
Club fees	83.1	1.9	5.3	1.5	88.4	1.9
Child care/education expenses	13.3	0.3	*0.6	*0.2	13.9	0.3
No benefits	..	..	122.7	34.8	122.7	2.6
<b>PART-TIME EMPLOYEES IN MAIN JOB</b>						
<i>Total</i>	498.7	100.0	910.0	100.0	1,408.7	100.0
Superannuation	408.6	81.9	353.3	38.8	761.9	54.1
Holiday leave	460.3	92.3	..	..	460.3	32.7
Sick leave	471.2	94.5	..	..	471.2	33.4
Long-service leave	329.6	66.1	40.1	4.4	369.7	26.2
Goods or services	84.0	16.8	186.2	20.5	270.2	19.2
Transport	38.2	7.7	40.7	4.5	78.9	5.6
Telephone	22.4	4.5	28.8	3.2	51.3	3.6
Holiday expenses	7.9	1.6	4.4	0.5	12.4	0.9
Medical	12.3	2.5	3.6	0.4	15.9	1.1
Housing	5.5	1.1	8.8	1.0	14.3	1.0
Low-interest finance	11.5	2.3	*1.5	*0.2	12.9	0.9
Study leave	12.1	2.4	20.8	2.3	33.0	2.3
Shares	7.6	1.5	5.7	0.6	13.3	0.9
Union dues/prof. association	4.5	0.9	*3.2	*0.3	7.6	0.5
Electricity	8.2	1.7	11.5	1.3	19.8	1.4
Entertainment allowance	*1.7	*0.3	*0.7	*0.1	*2.4	*0.2
Club fees	*2.1	*0.4	*1.6	*0.2	3.7	0.3
Child care/education expenses	*1.4	*0.3	*1.2	*0.1	*2.6	*0.2
No benefits	..	..	407.6	44.8	407.6	28.9
<b>TOTAL</b>						
<i>Total</i>	4,913.3	100.0	1,262.8	100.0	6,176.1	100.0
Superannuation	4,447.4	90.5	512.1	40.5	4,959.4	80.3
Holiday leave	4,823.2	98.2	..	..	4,823.2	78.1
Sick leave	4,814.3	98.0	..	..	4,814.3	77.9
Long-service leave	4,045.2	82.3	64.0	5.1	4,109.3	66.5
Goods or services	876.4	17.8	234.6	18.6	1,111.0	18.0
Transport	914.9	18.6	121.8	9.6	1,036.7	16.8
Telephone	441.9	9.0	79.5	6.3	521.4	8.4
Holiday expenses	225.7	4.6	8.9	0.7	234.6	3.8
Medical	194.5	4.0	8.0	0.6	202.5	3.3
Housing	160.2	3.3	34.4	2.7	194.6	3.2
Low-interest finance	179.8	3.7	5.3	0.4	185.1	3.0
Study leave	151.0	3.1	26.2	2.1	177.2	2.9
Shares	157.9	3.2	17.0	1.3	174.9	2.8
Union dues/prof. association	152.6	3.1	18.3	1.5	170.9	2.8
Electricity	107.0	2.2	38.5	3.0	145.5	2.4
Entertainment allowance	108.0	2.2	*2.9	*0.2	110.9	1.8
Club fees	85.2	1.7	6.9	0.5	92.1	1.5
Child care/education expenses	14.8	0.3	*1.8	*0.1	16.6	0.3
No benefits	..	..	530.3	42.0	530.3	8.6

TABLE 10. FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED  
AND WEEKLY EARNINGS, AUGUST 1992  
(\*000)

Type of benefit received	Weekly earnings in main job (\$)							Total
	Under 160	160 and under 320	320 and under 480	480 and under 640	640 and under 800	800 and under 960	960 and over	
<b>MALES</b>								
Total	47.0	261.4	942.6	916.3	468.4	236.5	291.7	3,164.0
Superannuation	19.6	191.9	821.6	831.4	435.2	220.5	265.9	2,786.0
Holiday leave	22.7	208.9	860.9	851.9	445.2	223.1	265.2	2,877.9
Sick leave	21.5	207.4	853.5	849.8	442.2	224.4	265.3	2,864.0
Long-service leave	11.8	145.1	701.2	760.2	408.3	202.4	244.9	2,473.9
Goods or services	6.9	44.9	175.7	155.7	70.9	30.7	46.8	531.6
Transport	14.4	43.8	154.9	229.9	150.1	88.4	145.7	827.2
Telephone	11.2	25.0	59.9	102.6	71.3	46.4	89.5	406.0
Holiday expenses	*1.1	5.5	30.8	45.4	29.0	17.2	28.2	157.2
Medical	*1.0	7.8	16.1	36.3	24.8	14.8	34.9	135.6
Housing	7.9	19.0	30.8	30.7	22.7	13.9	24.4	149.4
Low-interest finance	*1.2	4.5	18.3	32.0	21.1	10.2	24.0	111.4
Study leave	*0.3	4.8	13.7	30.8	19.4	11.3	11.4	91.8
Shares	*2.4	5.6	21.6	33.6	20.7	13.3	30.9	128.1
Union dues/prof. association	3.8	5.9	19.5	25.8	22.2	14.6	40.4	132.1
Electricity	8.4	16.4	24.8	17.3	11.8	6.5	14.7	99.9
Entertainment allowance	*0.0	*1.2	7.4	21.9	16.6	15.4	31.2	93.7
Club fees	*1.3	*2.2	6.8	11.9	10.0	8.7	26.8	67.7
Child care/education expenses	*0.1	*0.4	*1.2	*1.4	*3.2	*1.6	*2.6	10.5
No benefits	8.0	16.8	23.2	18.7	6.6	*2.9	4.4	80.5
<b>FEMALES</b>								
Total	31.5	211.8	661.9	427.5	177.3	59.4	34.1	1,603.4
Superannuation	11.7	163.1	590.0	395.3	165.5	55.2	30.7	1,411.6
Holiday leave	15.9	178.1	621.3	410.7	169.6	57.7	31.7	1,485.1
Sick leave	15.3	176.9	616.9	410.1	170.7	57.7	31.4	1,479.0
Long-service leave	6.8	123.9	520.1	373.2	159.5	53.0	29.2	1,265.7
Goods or services	5.8	49.4	149.7	72.3	20.8	6.8	4.4	309.2
Transport	4.4	10.6	36.8	38.3	20.4	10.2	9.8	130.6
Telephone	4.5	9.0	13.6	15.9	10.0	5.5	5.7	64.1
Holiday expenses	*0.4	5.2	20.0	25.8	7.6	*2.8	*3.2	65.0
Medical	*0.5	*2.7	19.2	20.4	3.7	*1.6	*2.9	51.0
Housing	5.2	7.5	6.0	7.6	*3.0	*1.3	*0.3	31.0
Low-interest finance	*0.2	5.0	28.6	19.2	4.6	*1.5	*1.7	60.7
Study leave	*1.3	4.5	11.9	22.2	6.6	4.1	*1.9	52.5
Shares	*0.7	3.5	13.3	9.8	*2.4	*2.1	*1.7	33.4
Union dues/prof. association	*0.2	*2.4	5.6	6.9	7.5	4.2	4.4	31.2
Electricity	4.7	6.4	5.8	5.5	*1.7	*1.4	*0.2	25.8
Entertainment allowance	*0.6	*0.0	*1.2	4.0	*3.4	*2.0	3.7	14.8
Club fees	*0.3	*0.6	*3.1	5.9	4.4	*3.2	*3.1	20.7
Child care/education expenses	*0.0	*0.7	*0.3	*0.8	*0.5	*0.5	*0.6	*3.4
No benefits	6.8	11.8	13.6	6.3	*1.7	*0.7	*1.3	42.2
<b>PERSONS</b>								
Total	78.5	473.2	1,604.5	1,343.8	645.6	295.9	325.8	4,767.4
Superannuation	31.3	354.9	1,411.6	1,226.7	600.8	275.6	296.6	4,197.6
Holiday leave	38.6	387.0	1,482.3	1,262.6	614.9	280.8	296.8	4,362.9
Sick leave	36.8	384.3	1,470.4	1,259.9	612.9	282.1	296.7	4,343.1
Long-service leave	18.6	269.0	1,221.4	1,133.3	567.8	255.4	274.1	3,739.5
Goods or services	12.8	94.3	325.4	228.0	91.7	37.4	51.2	840.8
Transport	18.8	54.4	191.7	268.2	170.5	98.6	155.6	957.8
Telephone	15.7	34.0	73.5	118.5	81.3	51.9	95.2	470.1
Holiday expenses	*1.5	10.7	50.8	71.2	36.6	20.0	31.4	222.2
Medical	*1.5	10.5	35.3	56.7	28.5	16.3	37.7	186.6
Housing	13.1	26.5	36.9	38.3	25.8	15.2	24.7	180.3
Low-interest finance	*1.4	9.5	46.8	51.3	25.7	11.7	25.7	172.1
Study leave	*1.5	9.3	25.6	53.0	26.0	15.4	13.3	144.2
Shares	*3.1	9.1	34.8	43.4	23.2	15.4	32.5	161.6
Union dues/prof. association	4.0	8.3	25.2	32.6	29.7	18.8	44.8	163.3
Electricity	13.1	22.8	30.6	22.8	13.6	7.9	14.9	125.7
Entertainment allowance	*0.6	*1.2	8.6	25.9	20.0	17.4	34.9	108.5
Club fees	*1.6	*2.8	9.9	17.8	14.4	11.9	29.9	88.4
Child care/education expenses	*0.1	*1.1	*1.6	*2.2	3.6	*2.0	*3.2	13.9
No benefits	14.7	28.6	36.9	25.0	8.3	3.5	5.7	122.7

TABLE 11. FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED, INDUSTRY AND SECTOR, AUGUST 1992  
(\*000)

Type of benefit received	Industry												Sector		
	Agriculture, forestry, fishing and hunting	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport and storage	Communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total	Public	Private
<b>MALES</b>															
Total	79.5	75.9	723.8	91.1	238.9	571.3	214.9	79.8	324.2	211.9	412.9	139.9	3,164.0	877.5	2,286.5
Superannuation	56.8	72.3	658.3	86.7	181.7	484.6	191.5	79.0	280.0	203.9	381.5	109.7	2,786.0	840.8	1,945.1
Holiday leave	51.0	72.9	683.9	90.1	187.2	521.6	192.6	79.5	282.6	208.9	390.2	117.5	2,877.9	863.2	2,014.7
Sick leave	50.2	73.0	681.9	90.0	183.2	519.1	191.4	79.3	281.6	209.3	389.2	115.8	2,864.0	863.0	2,001.1
Long-service leave	29.2	68.2	603.5	87.9	154.7	392.0	172.7	78.0	237.1	204.5	366.7	79.4	2,473.9	844.0	1,629.9
Goods or services	18.0	12.5	140.0	7.3	18.3	190.2	30.8	15.1	37.0	6.6	20.1	35.8	531.6	68.4	463.3
Transport	21.3	25.3	142.3	19.6	98.8	192.6	69.4	22.9	116.4	36.5	55.2	26.8	827.2	162.6	664.6
Telephone	18.9	11.8	63.5	17.9	33.7	67.6	24.8	37.2	59.1	22.4	38.4	10.6	406.0	104.1	301.9
Holiday expenses	*1.9	14.5	20.0	*2.2	4.2	13.1	53.1	*2.4	21.3	5.4	12.0	7.1	157.2	73.3	84.0
Medical	*2.6	17.7	36.1	*0.3	*2.8	14.0	*3.4	*0.0	43.6	*1.5	12.0	*1.7	135.6	20.3	115.4
Housing	24.6	23.4	11.6	4.3	9.2	13.5	8.0	*1.5	16.5	7.3	24.3	5.2	149.4	31.9	117.5
Low-interest finance	*0.8	8.8	11.3	*3.4	*1.5	5.9	3.5	*0.7	67.0	*1.5	6.3	*0.6	111.4	30.1	81.3
Study leave	*1.4	*1.2	15.2	3.9	5.6	8.3	*3.0	*2.1	18.5	12.6	19.1	*0.8	91.8	39.4	52.3
Shares	3.9	10.4	45.4	*1.0	8.5	19.9	4.5	*0.0	30.9	*0.0	*1.8	*1.6	128.1	4.0	124.1
Union dues/prof. association	*1.3	4.1	18.7	*1.0	14.6	17.5	6.5	*1.7	46.5	*3.4	11.6	5.3	132.1	13.8	118.3
Electricity	19.4	13.4	7.5	*3.3	11.3	12.3	6.0	*0.6	10.5	*1.2	10.8	3.7	99.9	9.3	90.7
Entertainment allowance	*0.8	*2.5	20.2	*0.1	*2.6	22.6	5.6	*0.4	27.2	*1.6	6.3	3.9	93.7	9.4	84.3
Club fees	*0.8	*2.3	8.2	*0.8	*2.3	9.8	*2.0	*1.8	28.5	*1.8	4.7	4.7	67.7	8.8	58.9
Child care/education expenses	*0.2	*1.1	*1.2	*0.0	*0.7	*0.9	*0.3	*0.0	*2.5	*1.0	*2.6	*0.0	10.5	*1.8	8.7
No benefits	5.7	*0.8	13.5	*0.2	19.8	11.0	7.4	*0.2	8.7	*1.0	6.6	5.7	80.5	5.9	74.6
<b>FEMALES</b>															
Total	16.4	5.7	205.1	11.1	18.4	268.7	44.4	29.0	262.7	102.4	535.1	104.5	1,603.4	547.7	1,055.8
Superannuation	10.2	5.1	185.7	10.7	15.1	226.5	39.2	26.6	236.1	96.3	477.6	82.3	1,411.6	507.5	904.1
Holiday leave	9.5	5.2	188.2	10.9	15.4	242.5	41.2	27.8	251.1	100.2	504.0	89.1	1,485.1	529.8	955.2
Sick leave	9.1	4.8	185.6	11.0	14.9	241.6	40.2	27.8	249.2	99.9	505.8	89.1	1,479.0	531.6	947.4
Long-service leave	5.7	5.0	159.2	10.9	11.2	184.1	36.1	26.7	213.4	96.6	462.7	54.2	1,265.7	511.2	754.5
Goods or services	*2.5	*1.1	53.4	*0.2	*1.4	129.7	6.3	5.9	37.5	*2.2	34.4	34.5	309.2	37.9	271.2
Transport	*2.1	*1.9	13.8	*0.5	4.5	28.3	9.3	*1.2	27.0	6.2	25.9	9.9	130.6	27.4	103.3
Telephone	3.8	*0.8	5.7	*0.0	4.1	8.1	*2.4	8.3	10.1	4.3	13.4	*3.2	64.1	18.3	45.8
Holiday expenses	*0.2	*1.5	*3.0	*0.4	*0.1	5.2	20.8	*1.2	16.9	*1.6	9.1	5.0	65.0	22.9	42.1
Medical	*0.3	*1.2	6.2	*0.0	*0.1	4.1	*1.3	*0.5	28.0	*1.4	7.4	*0.4	51.0	13.0	38.0
Housing	5.3	*1.2	*1.0	*0.0	*1.7	*2.3	*0.5	*0.0	3.6	*0.0	11.9	3.6	31.0	8.9	22.1
Low-interest finance	*0.0	*0.3	*0.9	*0.8	*0.0	*1.7	*0.4	*0.0	53.9	*0.3	*1.4	*1.0	60.7	19.9	40.8
Study leave	*0.3	*0.1	4.2	*1.1	*0.5	*2.5	*1.1	*0.6	10.0	8.3	22.8	*1.3	52.5	27.2	25.3
Shares	*0.4	*0.8	6.0	*0.0	*1.3	4.4	*0.8	*0.0	17.6	*0.0	*1.4	*0.6	33.4	5.5	28.0
Union dues/prof. association	*0.3	*0.4	3.6	*0.0	*0.6	4.1	*1.4	*0.3	10.9	*0.9	6.9	*1.8	31.2	6.7	24.5
Electricity	3.8	*1.0	*0.5	*0.4	*2.0	*2.7	*0.5	*0.4	*2.6	*0.3	8.4	*3.1	25.8	6.7	19.1
Entertainment allowance	*0.0	*0.0	*2.5	*0.0	*0.1	*2.0	*0.6	*0.7	5.0	*0.8	*1.2	*1.9	14.8	*2.1	12.7
Club fees	*0.3	*0.4	*2.7	*0.0	*0.3	*2.3	*0.6	*0.0	7.5	*0.8	5.3	*0.6	20.7	*2.6	18.1
Child care/education expenses	*0.2	*0.0	*0.3	*0.0	*0.0	*0.0	*0.0	*0.0	*0.5	*0.3	*2.0	*0.2	*3.4	*1.0	*2.4
No benefits	*1.9	*0.4	6.3	*0.0	*1.0	7.6	*0.6	*1.1	4.7	*0.6	13.3	4.6	42.2	7.8	34.4

TABLE 11. FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED, INDUSTRY AND SECTOR, AUGUST 1992  
('000)—continued

Type of benefit received	Industry												Sector		
	Agri- culture, forestry, fishing and hunting	Mining	Manu- facturing	Electri- city, gas and water	Construc- tion	Whole- sale and retail trade	Transport and storage	Communi- cation	Finance, property and business services	Public admini- stration and defence	Comm- unity services	Recrea- tion, personal and other services	Total	Public	Private
	PERSONS														
<b>Total</b>	<b>95.9</b>	<b>81.6</b>	<b>928.9</b>	<b>102.1</b>	<b>257.3</b>	<b>840.0</b>	<b>259.4</b>	<b>108.8</b>	<b>586.8</b>	<b>314.3</b>	<b>948.0</b>	<b>244.4</b>	<b>4,767.4</b>	<b>1,425.1</b>	<b>3,342.3</b>
Superannuation	67.1	77.5	844.0	97.4	196.8	711.1	230.7	105.6	516.1	300.2	859.1	192.1	4,197.6	1,348.4	2,849.2
Holiday leave	60.5	78.1	872.0	100.9	202.7	764.1	233.9	107.3	533.7	309.1	894.2	206.5	4,362.9	1,393.0	2,969.9
Sick leave	59.3	77.9	867.5	101.0	198.1	760.6	231.7	107.2	530.8	309.2	895.0	204.9	4,343.1	1,394.6	2,948.5
Long-service leave	34.9	73.2	762.7	98.7	165.9	576.1	208.8	104.8	450.5	301.2	829.3	133.5	3,739.5	1,355.1	2,384.4
Goods or services	20.6	13.6	193.4	7.5	19.8	319.9	37.1	21.0	74.4	8.8	54.5	70.3	840.8	106.3	734.5
Transport	23.4	27.2	156.2	20.2	103.2	221.0	78.8	24.1	143.4	42.7	81.1	36.8	957.8	189.9	767.9
Telephone	22.6	12.6	69.3	17.9	37.8	75.7	27.2	45.5	69.2	26.7	51.9	13.8	470.1	122.4	347.7
Holiday expenses	*2.1	16.0	23.0	*2.6	4.3	18.4	73.9	3.6	38.2	7.1	21.1	12.2	222.2	96.1	126.1
Medical	*2.9	18.9	42.2	*0.3	*3.0	18.2	4.7	*0.5	71.6	*2.9	19.4	*2.2	186.6	33.3	153.4
Housing	29.9	24.6	12.6	4.3	10.8	15.8	8.5	*1.5	20.0	7.3	36.2	8.8	180.3	40.7	139.6
Low-interest finance	*0.8	9.1	12.3	4.1	*1.5	7.6	4.0	*0.7	120.9	*1.8	7.7	*1.6	172.1	50.0	122.1
Study leave	*1.7	*1.3	19.4	5.0	6.1	10.7	4.1	*2.7	28.5	20.8	41.9	*2.1	144.2	66.6	77.6
Shares	4.4	11.3	51.4	*1.0	9.8	24.3	5.3	*0.0	48.5	*0.0	*3.3	*2.2	161.6	9.5	152.1
Union dues/prof. association	*1.6	4.5	22.3	*1.0	15.1	21.6	7.8	*2.0	57.4	4.3	18.4	7.1	163.3	20.5	142.8
Electricity	23.2	14.4	8.0	3.6	13.3	15.0	6.5	*1.1	13.1	*1.5	19.2	6.8	125.7	15.9	109.8
Entertainment allowance	*0.8	*2.5	22.7	*0.1	*2.7	24.6	6.2	*1.1	32.1	*2.4	7.5	5.8	108.5	11.5	97.0
Club fees	*1.1	*2.8	10.9	*0.8	*2.6	12.0	*2.5	*1.8	35.9	*2.6	10.0	5.3	88.4	11.4	76.9
Child care/education expenses	*0.3	*1.1	*1.5	*0.0	*0.7	*0.9	*0.3	*0.0	*3.0	*1.3	4.6	*0.2	13.9	*2.8	11.1
No benefits	7.6	*1.2	19.7	*0.2	20.8	18.6	8.0	*1.2	13.4	*1.6	20.0	10.3	122.7	13.7	109.0

TABLE 12. FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND OCCUPATION, AUGUST 1992 ('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	
<b>MALES</b>									
<i>Total</i>	346.5	477.0	213.8	751.3	265.4	245.4	359.6	505.0	3,164.0
Superannuation	298.2	431.2	198.3	654.3	252.9	206.7	323.9	420.3	2,786.0
Holiday leave	306.3	445.8	202.7	682.7	259.1	216.1	325.7	439.5	2,877.9
Sick leave	303.6	445.3	203.1	679.2	259.4	214.0	324.7	434.8	2,864.0
Long-service leave	251.2	397.1	194.0	572.2	242.7	167.7	288.4	360.6	2,473.9
Goods or services	68.1	52.0	22.4	123.3	39.7	79.7	55.8	90.7	531.6
Transport	208.5	134.4	50.4	162.1	44.8	100.1	59.9	67.1	827.2
Telephone	128.0	76.8	33.2	67.3	21.6	34.2	22.0	22.9	406.0
Holiday expenses	19.6	20.3	13.8	26.2	19.9	17.9	19.3	20.1	157.2
Medical	24.0	30.4	10.1	17.6	22.5	7.6	12.3	11.3	135.6
Housing	32.1	28.9	12.7	21.2	9.3	6.9	15.4	22.9	149.4
Low-interest finance	24.2	17.6	4.1	11.4	32.3	12.0	6.2	3.7	111.4
Study leave	8.8	31.0	11.4	12.6	15.3	4.8	*1.8	6.2	91.8
Shares	32.7	19.8	4.1	19.1	15.6	11.1	15.5	10.2	128.1
Union dues/prof. association	30.1	46.8	6.5	16.2	4.0	10.1	9.8	8.5	132.1
Electricity	23.6	19.1	5.0	18.2	3.6	4.6	9.7	16.1	99.9
Entertainment allowance	42.2	17.3	3.6	3.7	5.0	20.0	*0.8	*1.3	93.7
Club fees	27.1	18.8	*2.1	3.8	5.3	8.4	*1.1	*1.1	67.7
Child care/education expenses	3.7	*3.4	*0.7	*0.9	*1.0	*0.4	*0.2	*0.2	10.5
No benefits	6.8	6.4	*2.9	22.5	*2.4	5.8	12.0	21.8	80.5
<b>FEMALES</b>									
<i>Total</i>	78.3	281.0	129.2	54.4	594.8	257.1	52.8	155.8	1,603.4
Superannuation	66.9	252.8	117.3	43.9	538.5	215.6	45.7	130.8	1,411.6
Holiday leave	69.4	266.2	125.5	49.4	565.7	231.0	46.5	131.4	1,485.1
Sick leave	70.3	267.9	124.3	49.0	563.9	228.1	45.0	130.5	1,479.0
Long-service leave	54.6	245.4	117.4	30.9	491.3	178.1	37.6	110.4	1,265.7
Goods or services	21.8	24.2	10.2	17.8	90.9	99.0	13.7	31.4	309.2
Transport	21.7	23.1	10.6	*1.3	37.9	26.4	*2.2	7.3	130.6
Telephone	14.3	10.1	3.7	*1.4	24.3	7.3	*0.7	*2.2	64.1
Holiday expenses	*2.9	9.0	*3.2	*0.7	23.8	21.1	*0.9	*3.3	65.0
Medical	*2.2	5.2	*3.3	*0.0	30.6	7.7	*0.5	*1.4	51.0
Housing	5.1	8.3	*1.5	*0.8	6.5	5.2	*0.3	*3.4	31.0
Low-interest finance	*2.2	4.2	*0.7	*0.5	35.7	16.5	*0.2	*0.7	60.7
Study leave	*3.2	16.3	8.0	*1.1	18.4	3.9	*0.3	*1.3	52.5
Shares	*2.7	*3.0	*0.4	*0.6	20.0	4.7	*0.9	*1.2	33.4
Union dues/prof. association	3.9	13.9	*1.5	*0.3	5.4	3.6	*0.3	*2.3	31.2
Electricity	*2.9	6.2	*1.1	*0.9	7.5	3.7	*0.4	*3.1	25.8
Entertainment allowance	3.8	*3.2	*0.4	*0.4	*2.7	4.2	*0.0	*0.0	14.8
Club fees	*2.7	7.7	*1.2	*0.3	4.7	3.7	*0.0	*0.5	20.7
Child care/education expenses	*0.5	*1.0	*0.5	*0.2	*0.6	*0.0	*0.0	*0.5	*3.4
No benefits	*1.5	5.4	*2.3	*1.8	11.1	8.5	*2.3	9.2	42.2
<b>PERSONS</b>									
<i>Total</i>	424.8	758.1	343.0	805.6	860.2	502.5	412.4	660.8	4,767.4
Superannuation	365.2	684.1	315.6	698.1	791.4	422.3	369.7	551.2	4,197.6
Holiday leave	375.7	712.0	328.2	732.1	824.8	447.0	372.2	571.0	4,362.9
Sick leave	373.9	713.3	327.4	728.2	823.3	442.1	369.7	565.3	4,343.1
Long-service leave	305.8	642.5	311.5	603.1	734.0	345.7	325.9	471.0	3,739.5
Goods or services	89.9	76.2	32.6	141.1	130.7	178.7	69.5	122.1	840.8
Transport	230.2	157.5	61.1	163.4	82.7	126.5	62.1	74.4	957.8
Telephone	142.3	86.9	36.9	68.7	46.0	41.5	22.7	25.1	470.1
Holiday expenses	22.5	29.3	17.1	26.9	43.8	39.0	20.2	23.4	222.2
Medical	26.2	35.6	13.4	17.6	53.1	15.3	12.8	12.7	186.6
Housing	37.2	37.1	14.2	21.9	15.8	12.0	15.7	26.3	180.3
Low-interest finance	26.4	21.8	4.8	11.8	68.0	28.5	6.5	4.3	172.1
Study leave	11.9	47.3	19.4	13.7	33.6	8.6	*2.1	7.6	144.2
Shares	35.3	22.8	4.5	19.7	35.6	15.8	16.4	11.4	161.6
Union dues/prof. association	34.0	60.7	8.0	16.5	9.4	13.7	10.1	10.8	163.3
Electricity	26.5	25.4	6.2	19.1	11.1	8.3	10.0	19.2	125.7
Entertainment allowance	46.0	20.5	4.0	4.1	7.7	24.1	*0.8	*1.3	108.5
Club fees	29.8	26.5	*3.3	4.0	10.0	12.1	*1.1	*1.6	88.4
Child care/education expenses	4.2	4.4	*1.2	*1.1	*1.6	*0.4	*0.2	*0.7	13.9
No benefits	8.3	11.9	5.2	24.3	13.5	14.2	14.4	31.0	122.7

TABLE 13. FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED  
AND SIZE OF LOCATION, AUGUST 1992  
(\*000)

Type of benefit received	Size of location (employees)					Total
	Less than 10	10-19	20-99	100 or more	Don't know	
<b>MALES</b>						
<i>Total</i>	764.0	391.0	851.0	1,111.6	46.3	3,164.0
Superannuation	569.3	337.4	778.9	1,060.3	40.1	2,786.0
Holiday leave	589.7	355.0	811.1	1,080.5	41.6	2,877.9
Sick leave	579.9	354.1	812.2	1,076.5	41.3	2,864.0
Long-service leave	393.3	288.5	727.9	1,031.8	32.3	2,473.9
Goods or services	136.7	70.5	126.6	192.4	5.4	531.6
Transport	267.8	105.9	209.6	235.4	8.5	827.2
Telephone	145.2	41.3	93.3	122.3	4.0	406.0
Holiday expenses	21.9	13.5	38.4	81.6	*1.9	157.2
Medical	17.3	11.8	27.3	77.6	*1.6	135.6
Housing	65.3	16.4	24.2	42.0	*1.4	149.4
Low-interest finance	16.6	15.4	24.1	54.2	*1.1	111.4
Study leave	14.0	7.7	24.0	45.3	*0.7	91.8
Shares	30.6	12.7	28.0	55.8	*1.1	128.1
Union dues/prof. association	49.6	17.1	29.0	35.8	*0.7	132.1
Electricity	58.0	8.4	11.0	22.0	*0.7	99.9
Entertainment allowance	23.3	11.0	24.8	33.4	*1.2	93.7
Club fees	17.6	8.1	19.6	22.1	*0.4	67.7
Child care/education expenses	*2.7	*1.8	*1.6	4.4	*0.0	10.5
No benefits	46.0	10.7	12.4	9.6	*1.9	80.5
<b>FEMALES</b>						
<i>Total</i>	356.5	197.2	470.9	557.5	21.4	1,603.4
Superannuation	272.8	173.6	430.0	518.7	16.6	1,411.6
Holiday leave	305.1	181.0	445.4	536.7	16.7	1,485.1
Sick leave	300.1	180.3	444.1	538.0	16.6	1,479.0
Long-service leave	196.0	144.6	398.0	513.4	13.6	1,265.7
Goods or services	90.1	34.5	79.2	102.8	*2.5	309.2
Transport	46.7	16.8	33.4	33.2	*0.7	130.6
Telephone	29.4	6.2	12.3	15.2	*1.1	64.1
Holiday expenses	9.9	7.2	18.6	28.6	*0.7	65.0
Medical	8.7	5.3	11.2	24.5	*1.2	51.0
Housing	15.3	*3.0	7.5	4.5	*0.8	31.0
Low-interest finance	12.0	8.2	21.1	18.6	*0.8	60.7
Study leave	9.1	4.8	11.0	26.9	*0.6	52.5
Shares	9.4	3.7	9.7	10.5	*0.2	33.4
Union dues/prof. association	6.0	3.8	7.8	12.8	*0.8	31.2
Electricity	14.2	*2.7	4.6	3.8	*0.5	25.8
Entertainment allowance	*3.2	*1.6	4.4	5.3	*0.3	14.8
Club fees	6.2	*1.7	6.3	6.2	*0.2	20.7
Child care/education expenses	*0.6	*0.2	*0.5	*2.0	*0.0	*3.4
No benefits	17.7	5.1	8.1	9.0	*2.2	42.2
<b>PERSONS</b>						
<i>Total</i>	1,120.6	588.2	1,321.9	1,669.1	67.7	4,767.4
Superannuation	842.2	510.9	1,208.9	1,579.0	56.6	4,197.6
Holiday leave	894.8	536.0	1,256.5	1,617.2	58.3	4,362.9
Sick leave	879.9	534.4	1,256.3	1,614.5	57.9	4,343.1
Long-service leave	589.3	433.1	1,125.9	1,545.2	46.0	3,739.5
Goods or services	226.8	105.0	205.8	295.2	8.0	840.8
Transport	314.5	122.6	243.0	268.6	9.1	957.8
Telephone	174.6	47.5	105.6	137.4	5.0	470.1
Holiday expenses	31.7	20.6	57.0	110.2	*2.7	222.2
Medical	26.0	17.1	38.6	102.2	*2.8	186.6
Housing	80.6	19.4	31.7	46.5	*2.2	180.3
Low-interest finance	28.6	23.6	45.2	72.8	*1.9	172.1
Study leave	23.1	12.5	35.0	72.2	*1.3	144.2
Shares	40.0	16.3	37.6	66.4	*1.3	161.6
Union dues/prof. association	55.5	20.9	36.8	48.5	*1.5	163.3
Electricity	72.2	11.0	15.6	25.8	*1.1	125.7
Entertainment allowance	26.5	12.6	29.2	38.8	*1.5	108.5
Club fees	23.8	9.8	25.9	28.3	*0.6	88.4
Child care/education expenses	*3.3	*2.0	*2.1	6.5	*0.0	13.9
No benefits	63.7	15.8	20.5	18.6	4.1	122.7

**TABLE 14. POPULATIONS BY STATES AND TERRITORIES OF USUAL RESIDENCE  
(\*000)**

	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia</i>
<i>Population 1:</i>									
All employees in main job (including persons attending school)	2,159.2	1,623.1	1,074.4	508.9	611.8	155.3	64.9	137.1	6,334.8
<i>Population 2:</i>									
Employees in main job (excluding persons attending school)	2,112.9	1,576.7	1,042.2	498.2	597.9	152.1	63.1	133.0	6,176.1
<i>Population 3:</i>									
Employees in main job who worked full-time in their main job (excluding persons attending school)	1,666.4	1,216.9	792.7	364.3	457.8	111.8	52.2	105.2	4,767.4
<i>Population 4:</i>									
Employees in main job who received one or more benefits (excluding persons attending school)	1,932.3	1,452.7	939.3	454.7	546.9	138.5	58.1	123.2	5,645.7
<i>Population 5:</i>									
Employees in main job who were provided with paid sick leave by their employer (excluding persons attending school)	1,664.7	1,266.6	759.2	371.9	479.5	114.1	50.7	107.6	4,814.3
<i>Population 6:</i>									
Employees in main job who were provided with paid holiday leave by their employer (excluding persons attending school)	1,663.1	1,275.7	765.1	366.9	480.9	114.2	50.0	107.4	4,823.2
<i>Population 7:</i>									
Employees in main job whose employer/ industry provided long-service leave (excluding persons attending school)	1,386.2	1,104.4	637.3	348.7	391.8	104.2	40.8	95.9	4,109.3
<i>Population 8:</i>									
Employees in main job who received a superannuation benefit (excluding persons attending school)	1,655.3	1,294.8	839.5	408.3	473.1	126.1	51.1	111.3	4,959.4
<i>Population 9:</i>									
Employees in main job who were covered by superannuation (excluding persons attending school)	1,743.4	1,342.5	883.9	428.2	505.3	131.7	55.2	115.2	5,205.4

## EXPLANATORY NOTES

### Introduction

The monthly population survey (which is described in *The Labour Force, Australia* (6203.0)) comprises the monthly labour force survey and supplementary topics. This publication contains some results of a supplementary survey run in association with the August 1992 labour force survey conducted throughout Australia.

2. Of the respondents to the labour force survey, those who fell within the scope of the supplementary survey were asked additional questions. They were asked about a range of employment benefits provided to them by employers.

### Scope

3. The scope of this supplementary survey was the same as that used for the labour force survey (described in full in *The Labour Force, Australia* (6203.0)), except that it was restricted to persons who were employed wage and salary earners ('employees') in their main job excluding persons on workers' compensation and persons who worked solely for payment in kind.

### Coverage

4. In the population survey, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection. See *The Labour Force, Australia* (6203.0) for more details.

### Definitions

5. Definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0).

6. Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview (i.e. the reference week).

### Results of the survey

7. The estimates in this publication refer to information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

8. Results of similar surveys, conducted in February to May 1979 and annually since August 1983 have been given in previous issues of this publication.

9. It is proposed that this survey will be conducted next in August 1994.

### Discontinuities in the series

10. The estimates for this survey are not strictly comparable with those obtained from the August 1990 survey. The scope of the 1991 and 1992 surveys and surveys run prior to August 1990 included all persons aged 15 and over. In August 1990, the survey excluded persons aged 70 and over.

11. Care should be taken when comparing estimates from this survey with those obtained from previous Employment Benefits surveys. Tables 3 to 13 in this publication exclude school students who were also wage and salary earners. For surveys run prior to July 1991 wage and salary earners also attending school were included in all tabulations of total employees, but were assumed not to receive benefits other than leave and goods and services benefits.

12. Care should also be taken when comparing 1990 and 1991, and 1991 and 1992 employment benefits data. There was an elapsed time of eleven months between August 1990 and July 1991, and thirteen months between repeats of the survey (July 1991 to August 1992). The usual period between Employment Benefits surveys is twelve months.

### Estimation procedure

13. The estimates of employees aged 15 and over are derived from the population survey by use of a ratio estimation procedure, which ensures that the estimates conform to an independently estimated distribution of the population for each capital city and remainder of State by age, sex and labour force status, rather than to the corresponding distribution within the sample itself.

### Reliability of the estimates

14. Estimates in this publication are subject to sampling and non-sampling errors. For more information refer to the Technical Notes, page 21.

### Related publications

15. Other ABS publications which may be of interest include:

*The Labour Force, Australia* (6203.0) — issued monthly

*Weekly Earnings of Employees (Distribution), Australia* (6310.0) — issued annually

*Average Weekly Earnings, Australia, 1941 - 1990* (6350.0) — issued irregularly

*Trade Union Members, Australia* (6325.0) — issued two-yearly

*How Workers Get their Training, Australia* (6278.0) — issued irregularly

*Employer Training Expenditure, Australia* (6353.0) — issued irregularly

*Major Labour Costs, Australia* (6348.0) — issued annually

*Annual and Long-Service Leave Taken, Australia, May 1988 to April 1989* (6317.0) — issued irregularly

*Superannuation, Australia* (6319.0) — issued irregularly

*Directory of Superannuation Related Statistics* (1131.0) — issued irregularly

16. Also available on request from the Labour Force Section is a booklet entitled *A Guide to Superannuation Statistics from ABS Household and Employer Surveys*.

17. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

#### Symbols and other usages

- \* subject to sampling variability too high for most practical uses. See the Technical Notes, page 21
- . . . not applicable

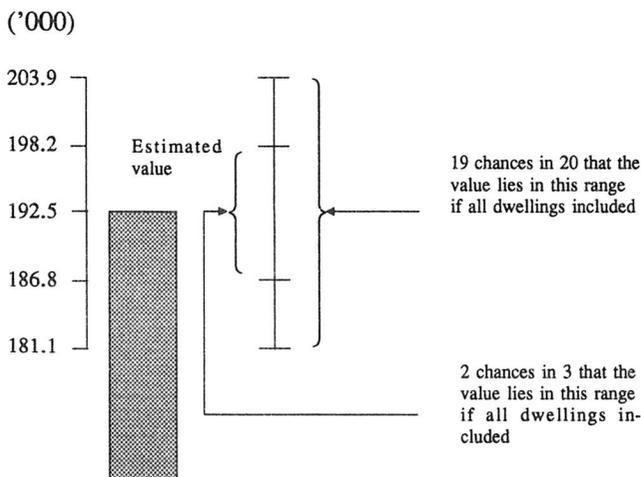
18. Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

## TECHNICAL NOTES

Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability, that is, they may differ from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

2. Space does not allow for the separate indication of the standard errors of all estimates in this publication. A table of standard errors for general application is given on the following page. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics these numbers will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude.

3. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 8 shows the estimated number of males aged 25 to 34 years who received a goods and services benefit is 192,500. Since this estimate is between 100,000 and 200,000, the table below shows that the standard error for Australia will be between 4,300 and 5,800 in the standard error table and can be approximated by interpolation as 5,700 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 186,800 to 198,200 and about nineteen chances in twenty that the value will fall within the range 181,100 to 203,900. This example is illustrated in the following diagram.



4. As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication, only estimates with relative standard errors of 25 per cent or less and percentages based on such estimates are considered sufficiently reliable for most purposes. However, estimates with larger relative standard errors have been included and are preceded by an asterisk (e.g. \*3.4) to indicate they are subject to high standard errors and should be used with caution.

5. Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the relative standard error (RSE) of a proportion is:

$$\text{RSE } (x/y) = \sqrt{[\text{RSE } (x)]^2 - [\text{RSE } (y)]^2}$$

6. Considering the example from paragraph 3 above, the 192,500 males represent 19.8 per cent of the 972,700 male employees aged 25 to 34 years in August 1992. The standard error of 972,700 is approximately 11,000 so the relative standard error is 1.1 per cent. The relative standard error for 192,500 is 3.0 per cent. Applying the above formula, the relative standard error of the proportion is  $\sqrt{(3.0)^2 - (1.1)^2}$  or 2.8 per cent, giving a standard error for the proportion (19.8 per cent) of 0.6 percentage points. Therefore, there are about two chances in three that the proportion of male employees aged 25 to 34 years who had received a goods and services benefit in August 1992 is between 19.2 per cent and 20.4 per cent and nineteen chances in twenty that the proportion is within the range 18.6 per cent to 21.0 per cent.

7. Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their standard errors and the relationship (correlation) between them. An approximate standard error (SE) of the difference between two estimates (x-y) may be calculated by the following formula:

$$\text{SE } (x-y) = \sqrt{[\text{SE } (x)]^2 + [\text{SE } (y)]^2}$$

While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations it is expected to provide a good approximation for all differences likely to be of interest in this publication.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they

may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

## STANDARD ERRORS OF ESTIMATES

Size of estimate	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	
									—number—	Relative standard error (per cent)
200			190	160	180	120	170	140	180	89.0
300	290	280	240	200	220	150	210	170	230	75.2
400	340	330	280	230	250	180	240	200	270	66.6
500	380	370	310	260	280	200	260	220	300	60.5
600	420	410	340	280	310	220	280	240	340	55.9
700	450	440	370	310	330	240	300	260	370	52.2
800	480	470	390	330	350	250	320	270	390	49.2
1,000	540	530	440	370	390	280	360	300	450	44.5
1,300	620	610	500	410	440	320	400	340	510	39.6
1,500	660	650	530	440	470	340	430	360	560	37.0
1,800	720	710	580	480	510	360	470	390	610	34.0
2,000	760	750	610	510	540	380	490	410	650	32.4
2,500	850	840	680	560	600	420	540	450	730	29.2
3,000	920	910	740	610	650	450	590	490	800	26.8
3,500	990	980	800	660	700	480	630	520	870	24.9
4,000	1,050	1,050	850	700	740	510	670	550	930	23.3
4,500	1,100	1,100	900	730	780	540	710	580	990	22.0
5,000	1,200	1,150	940	770	820	560	750	600	1,050	20.9
6,000	1,300	1,250	1,000	830	880	600	810	650	1,150	19.1
8,000	1,450	1,450	1,150	950	1,000	670	930	730	1,350	16.6
10,000	1,600	1,600	1,300	1,050	1,100	730	1,050	800	1,500	14.8
20,000	2,200	2,200	1,750	1,400	1,500	920	1,400	1,050	2,050	10.4
50,000	3,250	3,250	2,600	2,050	2,150	1,200	2,150	1,500	3,150	6.3
100,000	4,300	4,300	3,400	2,650	2,850	1,500	3,000	1,900	4,300	4.3
200,000	5,700	5,600	4,500	3,450	3,700	1,750	4,200	2,450	5,800	2.9
300,000	6,600	6,600	5,200	3,950	4,300	1,900		2,800	6,900	2.3
500,000	8,000	7,900	6,300	4,750	5,200	2,100		3,300	8,400	1.7
1,000,000	10,300	10,100	8,100	6,000	6,600				11,100	1.1
2,000,000	13,000	12,800	10,300	7,500	8,400				14,300	0.7
5,000,000	17,600	17,100	13,900						19,700	0.4
10,000,000	21,800								24,800	0.2

## GLOSSARY

*All employees in main job:* As for employees in main job defined below, but including school students aged 15 to 20 years who also worked as wage and salary earners.

*Casual employees:* employees in main job who were not entitled to either annual leave or sick leave in their main job.

*Child care/education expenses:* payment in full or in part by the employer of any expenses incurred in providing child care and/or in the education of an employee's child(ren), e.g. tuition fees, books.

*Club fees:* payment or subsidisation of the employee's membership fee for a club or society (not being a union or professional association) of which he/she was a member. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.

*Current job:* the main job in which employed during the reference week.

*Electricity, gas, oil:* payment or subsidisation by a person's employer of household fuel and/or power expenses, including electricity, gas, oil and firewood.

*Employees in main job:* employed persons aged 15 and over who worked in their main job for an employer for wages or salary, or in their own business either with or without employees, if that business was a limited liability company. This category excludes school students aged 15 to 20 years who also worked as wage and salary earners. Persons who were on workers' compensation and persons who worked solely for payment in kind were excluded from the scope of the survey.

*Employment benefits:* concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages or salary, over award payments, bonuses or payments in lieu of leave. Not all benefits came directly from the current employer but were received by or provided to employees from other sources as a result of their employment in a particular occupation or industry (e.g. a concession air fare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry).

*Entertainment allowance:* regular provision of an amount for entertainment or hospitality expenses, or the reimbursement of expenses regularly incurred for entertainment or hospitality purposes.

*Full-time employees in main job:* employees in main job for whom 'full-time' was the response to the question 'Is your main job full-time or part-time?'

*Goods and services:* goods and services (not included under other headings) provided free or at a discounted price to an employee, e.g. a motor vehicle supplied at a discount price to an employee of a car manufacturer.

*Holiday expenses:* any free or discounted holiday or holiday travel expenses paid for or subsidised as a result of a persons employment at the time of the survey.

*Holiday leave:* provision by employers of paid holiday leave, as collected by responses to the question 'Does your employer provide you with paid holiday leave?'

*Hours worked in main job:* refers to actual hours worked during the reference week.

*Housing:* assistance in the provision of, or subsidisation of the costs of, accommodation used as a residence by a person or his/her family. It included the provision to an employee, as an employee entitlement, of a residence owned by the employer, payment or subsidisation of rent or board, provision of a housing allowance and payment or subsidisation of water, sewerage or general rates payable to local government authorities.

*Industry:* unless otherwise specified, all occurrences of industry in this publication refer to Industry Division as defined by the *Australian Standard Industrial Classification (ASIC) 1983* and relate to main job. However unpublished industry data is available at the Industry Group (3-digit) level.

*Long-service leave:* provision by employers or industries of long-service leave to any employee, as collected by responses to the question 'Does your employer or industry provide long-service leave?'. Persons who 'did not know' whether they were provided with long-service leave were considered to be not in receipt of this benefit.

*Low-interest finance:* finance provided by the employer, or as a result of working for the employer, at a low-interest rate. In cases where the employer was an institution which provided loans to persons other than its own employees, e.g. banks, a benefit was recorded only if the loan was at a lower rate of interest than the lender's usual rate for the particular purpose for which the loan was made. While loans made by lending institutions to non-employee members were not included under this definition, it is nevertheless known that some respondents reported, as low-interest finance, loans provided by institutions whose borrowers were restricted to employees of certain other organisations (e.g. some credit unions set up by companies, public service, etc.).

*Main English-speaking countries:* the United Kingdom, Ireland, Canada, the United States of America, New Zealand and South Africa.

*Main job:* the job in which most hours were usually worked.

*Medical or hospital:* payment or subsidisation by the employer of an employee's medical and/or hospital expenses, etc. and/or benefits fund contributions. Deduction from the employee's wages or salary, where the employee paid the full contribution, was not considered to be a benefit.

*Occupation:* unless otherwise specified all occurrences of occupation in this publication refer to Major Group as defined by the *Australian Standard Classification of Occupations (ASCO) 1986* and relate to main job. However unpublished occupation data are available at the Unit Group (4-digit) level.

*Part-time employees in main job:* all employees for whom 'part-time' was the response to the question 'Is your main job full-time or part-time?'

*Permanent employees:* employees in main job who were entitled to annual leave and/or sick leave in their main job.

*Sector of main job:* is used to classify a respondent's employer as a public or private enterprise. Public sector includes local government authorities, government departments, agencies and authorities created by, or reporting to, the commonwealth and state parliaments. In August 1992 there were 38,900 persons for whom sector could not be determined. These persons were included in private sector for the purpose of this publication.

*Shares, rights or options benefit:* receipt or provision of shares, rights or options in the employer's business as an employee entitlement.

*Sick leave:* provision by employers of paid sick leave, as collected by responses to the question 'Does your employer provide you with paid sick leave?'

*Size of location:* the number of persons employed at the location of the respondent's main job.

*Special benefit:* provision by employer of a holiday expenses, low-interest finance, goods or services, housing, electricity, gas, oil, telephone, transport, medical or hospital, union dues, club or society fees, entertainment allowance, shares rights or options, child care/education expenses or study leave benefit.

*Standard benefit:* provision by employer of holiday leave, sick leave, long-service leave or superannuation benefit.

*Study leave:* time off granted by the employer for attendance at classes during working hours, provided that the course being studied was not undertaken as a condition of employment. Thus apprentices, etc. attending college were not considered to be receiving a benefit, but other students were, even if they lost pay while on study leave or had to make up all of the time they were absent during working hours.

*Superannuation:* membership of a superannuation or retirement benefits scheme, but only if the scheme was arranged or provided by the person's current employer even if the employer did not contribute to the fund.

*Superannuation coverage:* membership of a superannuation or retirement benefits scheme. (There were 246,000 employees covered by schemes not arranged or provided by their employers, and hence not considered to have received a superannuation benefit.)

*Telephone:* payment or subsidisation by the employer of private telephone charges.

*Transport:* assistance with *day-to-day* travelling for *private purposes* including the payment or subsidisation of the cost of travel to and from work by the provision of a vehicle or by other means, e.g. travelling allowance. This type of benefit when used for less frequent purposes, e.g. holidays, was classified as another type of benefit e.g. holiday expenses.

*Union dues/professional association:* payment or subsidisation by the employer of the employee's union membership dues or professional association membership fees. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.

*Wage and salary earner:* refer to *Employees in main job*.

*Weekly earnings in main job:* amount of 'last total pay' from main wage or salary job prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

## SPECIAL DATA SERVICES

### DATA ITEMS AND HOW TO ORDER SPECIAL TABLES FROM THIS SURVEY

The ABS offers a range of unpublished data from this survey upon request. When ordering special tables from this survey, please ensure you identify the **population(s)** and the **data item(s)** which you require. Additional data items are available from the publications *Weekly Earnings of Employees (Distribution), Australia* (6310.0) and *Trade Union Members, Australia* (6325.0).

This section specifies the data items, categories and populations which relate to the survey and includes an order form for special tables. More detailed breakdowns of some data items are available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

Refer to the glossaries in this publication and in *The Labour Force, Australia* (6203.0) for definitions of data items.

### POPULATIONS

- POPULATION 1: All employees in main job (includes persons attending school)
  - POPULATION 2: Employees in main job (excludes persons attending school)
  - POPULATION 3: Employees in main job who worked full-time in their main job (excludes persons attending school)
  - POPULATION 4: Employees in main job who received one or more benefits (excludes persons attending school)
  - POPULATION 5: Employees in main job who were provided with paid sick leave by their employer (excludes persons attending school)
  - POPULATION 6: Employees in main job who were provided with paid holiday leave by their employer (excludes persons attending school)
  - POPULATION 7: Employees in main job whose employer/industry provided long-service leave (excludes persons attending school)
  - POPULATION 8: Employees in main job who were covered by superannuation (excludes persons attending school)
  - POPULATION 9: Employees in main job who received a superannuation benefit (excludes persons attending school)
-

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
<b>1 STATE OF USUAL RESIDENCE</b>	<b>ALL</b>	<b>7A BIRTHPLACE AND PERIOD OF ARRIVAL</b>	<b>ALL</b>
New South Wales		Born in Australia	
Victoria		Born outside Australia	
Queensland		Arrived before 1961	
South Australia		Arrived 1961 – 1970	
Western Australia		Arrived 1971 – 1980	
Tasmania		Arrived 1981 – 1990	
Northern Territory		Arrived 1991 to survey date	
Australian Capital Territory			
<b>2 AREA OF USUAL RESIDENCE</b>	<b>ALL</b>	<b>7B BIRTHPLACE (1)</b>	<b>ALL</b>
Metropolitan		Born in Australia	
Non-metropolitan		Born outside Australia	
		Born in main English-speaking countries(a)	
<b>3 REGION OF USUAL RESIDENCE</b>	<b>ALL</b>	Born in other countries	
Standard labour force dissemination regions			
<b>4 SEX</b>	<b>ALL</b>	(a) Comprises UK, Ireland, Canada, South Africa, USA and New Zealand.	
Males			
Females		<b>7C BIRTHPLACE (2)</b>	<b>ALL</b>
<b>5 MARITAL STATUS</b>	<b>ALL</b>	Born in Australia	
Married		Born outside Australia	
Not-married		Oceania	
		New Zealand	
<b>6A FAMILY STATUS (1)</b>	<b>ALL</b>	Europe and the former USSR	
Member of a family		Germany	
Husband or wife		Greece	
With dependants present		Italy	
Without dependants present		Netherlands	
Sole parent		United Kingdom and Ireland	
Other family head		Yugoslavia and former Yugoslav Republics	
Full-time student aged 15-24(a)		The Middle East and North Africa	
Other child(b) of married couple or family head		Lebanon	
Other relative of married couple or family head		Southeast Asia	
Not a member of a family		Malaysia	
Living alone		Philippines	
Not living alone		Viet Nam	
Family status not determined		Northeast Asia	
		China	
(a) Excludes persons aged 20-24 attending school.		The Americas	
(b) Aged 15 and over.		Other	
		India	
<b>6B FAMILY STATUS (2)</b>	<b>ALL</b>	(a) Includes Southern Asia and Africa (excluding North Africa).	
Member of a family			
Husband or wife		<b>8 AGE</b>	<b>ALL</b>
With children aged 0-14 present		15-19	
Without children aged 0-14 present		20-24	
Sole parent		25-34	
With children aged 0-14 present		35-44	
Without children aged 0-14 present		45-54	
Other family head		55-59	
Full-time student aged 15-24(a)		60-64	
Other child(b) of married couple or family head		65 and over	
Other relative of married couple or family head			
Not a member of a family		<b>9 OCCUPATION OF MAIN JOB</b>	<b>ALL</b>
Living alone		Managers and administrators	
Not living alone		Professionals	
Family status not determined		Para-professionals	
		Tradespersons	
(a) Excludes persons aged 20-24 attending school.		Clerks	
(b) Aged 15 and over.		Salespersons and personal service workers	
		Plant and machine operators, and drivers	
		Labourers and related workers	

Note: Data available at Unit Group (4-digit) level.

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
<b>10 INDUSTRY OF MAIN JOB</b>	<b>ALL</b>	<b>16 WEEKLY EARNINGS IN MAIN JOB(\$)</b>	<b>ALL</b>
Agriculture, forestry, fishing and hunting		Under 40	
Mining		40 and under 80	
Manufacturing		80 " 120	
Electricity, gas and water		120 " 160	
Construction		160 " 200	
Wholesale and retail trade		200 " 240	
Transport and storage		240 " 280	
Communication		280 " 320	
Finance, property and business services		320 " 360	
Public administration and defence		360 " 400	
Community services		400 " 440	
Recreation, personal and other services		440 " 480	
		480 " 520	
		520 " 560	
		560 " 600	
		600 " 640	
		640 " 680	
		680 " 720	
		720 " 760	
		760 " 800	
		800 " 840	
		840 " 880	
		880 " 920	
		920 " 960	
		960 " 1000	
		1000 " 1040	
		1040 " 1080	
		1080 and over	
Note: Data available at Unit Group (3-digit) level.		<b>17 WEEKLY EARNINGS IN ALL JOBS(\$)</b>	<b>ALL</b>
<b>11 FULL-TIME AND PART-TIME EMPLOYEE IN MAIN JOB</b>	<b>ALL</b>	Under 40	
Full-time employee		40 and under 80	
Part-time employee		80 " 120	
		120 " 160	
		160 " 200	
		200 " 240	
		240 " 280	
		280 " 320	
		320 " 360	
		360 " 400	
		400 " 440	
		440 " 480	
		480 " 520	
		520 " 560	
		560 " 600	
		600 " 640	
		640 " 680	
		680 " 720	
		720 " 760	
		760 " 800	
		800 " 840	
		840 " 880	
		880 " 920	
		920 " 960	
		960 " 1000	
		1000 " 1040	
		1040 " 1080	
		1080 and over	
<b>12 FULL-TIME AND PART-TIME WORKERS</b>	<b>ALL</b>		
Full-time workers			
Part-time workers			
<b>13 HOURS WORKED IN MAIN JOB</b>	<b>ALL</b>		
0 or less than 1 hour			
1-14			
15-19			
20-24			
25-29			
30-34			
35			
36-39			
40			
41-44			
45-48			
49 and over			
<b>14 HOURS WORKED IN ALL JOBS</b>	<b>ALL</b>		
0 or less than 1 hour			
1-14			
15-19			
20-24			
25-29			
30-34			
35			
36-39			
40			
41-44			
45-48			
49 and over			
<b>15 SECTOR OF MAIN JOB</b>	<b>ALL</b>		
Public			
Private			
Don't know			
		<b>18 NUMBER OF BENEFITS</b>	<b>ALL</b>
		None	
		One	
		Two	
		Three	
		Four	
		Five	
		Six and over	

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
<b>19 NUMBER OF STANDARD BENEFITS (COMPRISES HOLIDAY, SICK, LONG-SERVICE LEAVE AND SUPERANNUATION)</b>	2,3,4	<b>27 TYPE OF TELEPHONE BENEFIT</b>	2,3,4
None		Rent paid or subsidised by employer	
One or more		Calls paid or subsidised by employer	
		Not provided	
<b>20 NUMBER OF SPECIAL BENEFITS (EXCLUDES HOLIDAY, SICK, LONG-SERVICE LEAVE AND SUPERANNUATION)</b>	2,3,4	<b>28 TYPE OF TRANSPORT BENEFIT</b>	2,3,4
None		Vehicle only provided by employer	
One or more		Restricted to travel to and from work	
		Not restricted	
		Expenses only paid for by employer	
		Restricted to travel to and from work	
		Not restricted	
		Vehicle and expenses provided	
		Not provided	
<b>21 TYPE OF BENEFIT</b>	2,3,4	<b>29 TYPE OF STUDY BENEFIT</b>	2,3,4
No benefits		Study as a condition of employment	
Holiday expenses		All time-off made up	
Low-interest finance		All time-off not made up	
Goods or services		Some or all paid for	
Housing		None paid for	
Electricity, gas, oil		Not provided	
Telephone			
Transport			
Medical or hospital			
Union or professional association fees			
Club or society fees			
Entertainment allowance			
Shares, rights or options			
Study leave			
Superannuation			
Child care education/expenses			
Sick leave			
Holiday leave			
Long service leave			
<b>22 SOURCE OF HOLIDAY EXPENSES BENEFIT</b>	2,3,4	<b>30 AMOUNT OF PAID HOLIDAY LEAVE</b>	6
Current employer		0 weeks	
Other source		1-2 weeks	
Not provided		3 weeks	
		4 weeks	
		5 weeks	
		6 weeks	
		7 weeks and over	
		Don't know	
<b>23 SOURCE OF FINANCE BENEFIT</b>	2,3,4	<b>31 ABILITY TO ACCRUE HOLIDAY LEAVE</b>	6
Current employer		Can accrue holiday leave	
Other source		Cannot accrue holiday leave	
Not provided		Don't know	
<b>24 PURPOSE OF FINANCE BENEFIT</b>	2,3,4	<b>32 PROVISION OF SICK LEAVE</b>	1,2,3,4,5
To purchase or improve house or land		Paid sick leave	
To purchase a motor vehicle		No paid sick leave	
Other		Don't know	
Not provided			
<b>25 SOURCE OF GOODS BENEFIT</b>	1,2,3,4	<b>33 PROVISION OF PAID HOLIDAY LEAVE</b>	1,2,3,4,6
Current employer		Paid holiday leave	
Other source		No paid holiday leave	
Not provided		Don't know	
<b>26 TYPE OF HOUSING BENEFIT</b>	2,3,4	<b>34 PROVISION OF LONG-SERVICE LEAVE</b>	1,2,3,4,7
Employee entitlement		Long-service leave	
Employer subsidy		No long-service leave	
Housing allowance		Don't know	
Rates			
Not provided			
		<b>35 SUPERANNUATION COVERAGE</b>	2,3,4,9
		Covered	
		Not covered	
		<b>36 SOURCE OF SUPERANNUATION COVER</b>	2,3,4,9
		Current employer	
		Other source	
		Not covered	

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
<b>37 STUDY AS A CONDITION OF EMPLOYMENT</b>	<b>2,3,4</b>	<b>38 PERMANENT OR CASUAL EMPLOYEE IN MAIN JOB</b>	<b>ALL</b>
Not studying		Permanent employee	
Studying		Casual employee	
Is condition of employment			
Not condition of employment			
Still at school			
		<b>39 SIZE OF LOCATION, MAIN JOB</b>	<b>ALL</b>
		Less than 10 employees	
		10 - 19	
		20 - 99	
		100 or more	
		Don't know	

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## SUPPLEMENTARY AND SPECIAL SURVEYS

The supplementary and special surveys collect data on particular aspects of the labour force. It may be possible to order Unit Record Tapes on the following supplementary and special surveys by contacting the ABS (see below for contact numbers).

<i>Title of Publication</i>	<i>Catalogue No.</i>
Alternative Working Arrangements, Australia, March to May 1982, September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia, May 1988 to April 1989	6317.0
Career Paths of Persons with Trade Qualifications, Australia, 1989	6243.0
Career Paths of Qualified Nurses, Australia, 1989	6277.0
Child Care, Australia, May 1969, 1973, 1977; June 1980; November 1984; June 1987; November 1990	4402.0
Employment Benefits, Australia. Annually. Latest issue July 1992	6334.0
How Workers Get Their Training, Australia, 1989	6278.0
Income Distribution Survey, Australia, Persons with Earned Income, 1986, 1990	6546.0
Job Search Experience of Unemployed Persons, Australia. Annually. Latest issue July 1992	6222.0
Labour Force Experience, Australia. Annually. Latest issue March 1992	6206.0
Labour Force Status and Educational Attainment, Australia. Annually. Latest issue February 1992	6235.0
Labour Force Status and Other Characteristics of Families, Australia. Annually. Latest issue June 1992	6224.0
Labour Force Status and Other Characteristics of Migrants, Australia, September 1990	6250.0
Labour Mobility, Australia. Annually. Latest issue February 1992	6209.0
Multiple Jobholding, Australia. Four-yearly. Latest issue July 1991	6216.0
Participation in Education, Australia. (Formerly Labour Force Status and Educational Attendance). Annually. Latest issue September 1991	6272.0
Persons Employed at Home, Australia, March 1992	6275.0
Persons Not in the Labour Force, Australia. Annually. Latest issue September 1991	6220.0
Persons Who Had Re-entered the Labour Force, Australia, May 1985, May 1987, May 1990	6264.0
Persons Who Have Left the Labour Force, Australia, November 1985, April 1988, April 1991	6267.0
Retirement and Retirement Intentions, Australia, November 1989	6238.0
Successful and Unsuccessful Job Search Experience, Australia. Two-yearly. Latest issue July 1992	6245.0
Superannuation, Australia, February 1974, September to November 1982, November 1988, November 1991	6319.0
Trade Union Members, Australia. Two-yearly. Latest issue August 1990	6325.0
Transition From Education to Work, Australia. Annually. Latest issue May 1992	6227.0
Underemployed Workers, Australia, May 1988, May 1991	6265.0
Weekly Earnings of Employees (Distribution), Australia. Annually. Latest issue August 1992	6310.0

### LABOUR FORCE INQUIRIES



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Please specify your special data request(s) on the order form provided on the following page.

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2. The current cost of special tables is as follows —

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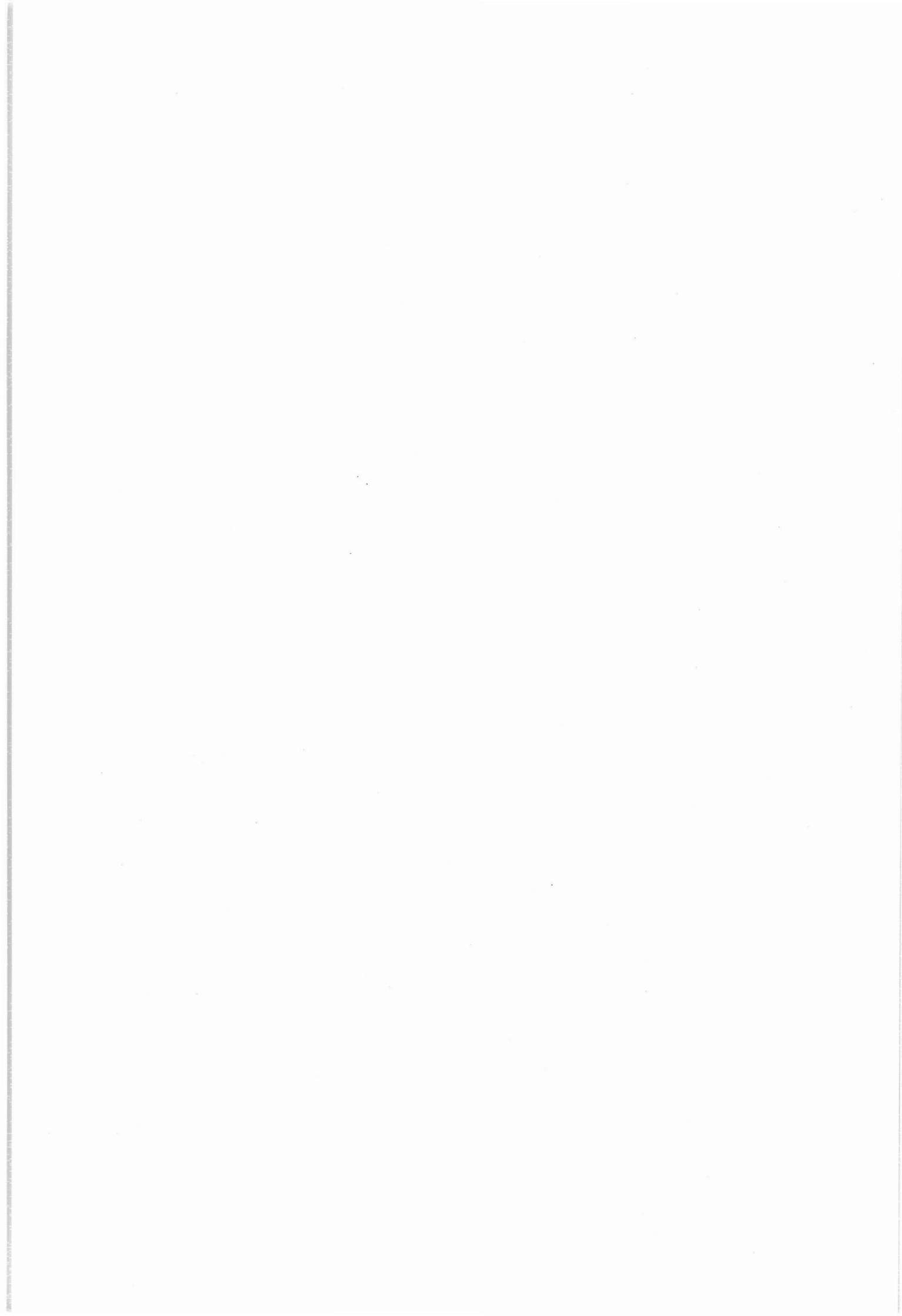
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