

CS 25
331.25
AUS
B



EMPLOYMENT BENEFITS

AUSTRALIA

FEBRUARY TO MAY 1979

CATALOGUE NO. 6334.0

AUSTRALIAN BUREAU OF STATISTICS Canberra

CS
331.255
AVS
B

EMPLOYMENT BENEFITS

AUSTRALIA

FEBRUARY TO MAY 1979

R.J. CAMERON
Australian Statistician

Catalogue No. 6334.0

AUSTRALIAN BUREAU OF STATISTICS

INQUIRIES

If you want to know more about these statistics ring Mr Geoff Winter on Canberra (062) 526576 or our State office, or write to Information Services, ABS, P.O. Box 10, Belconnen, A.C.T. 2616.

For copies of this publication contact Information Services, Canberra (062) 526627 or State offices.

CATALOGUE NO. 6334.0

NOON 4 NOVEMBER 1980

EMPLOYMENT BENEFITS, AUSTRALIA, FEBRUARY TO MAY 1979

CONTENTS

Table		Page
..	Explanatory notes	2
	Type of benefit	
1	States; Capital cities and other areas	4
2	Age	5
3	Industry	6
4	Occupation and full-time or part-time status	8
5	Usual weekly earnings	9
6	Educational attainment	10
7	Duration of employment with current employer	11
8	Overall level of job satisfaction	12
	Number of separate types of benefit	
9	States; Capital cities and other areas	13
10	Age	14
11	Industry	15
12	Occupation and full-time or part-time status	16
13	Usual weekly earnings	17
14	Duration of employment with current employer	18
15	Overall level of job satisfaction	19
	Individual benefits	
16	Low-interest finance : purpose and source of benefit and age of employee	20
17	Superannuation etc. : occupation and age	20
18	Selected benefits : special characteristics and occupation	21
..	Technical note	22

EXPLANATORY NOTES

Introduction

During the period February to May 1979 a Survey was conducted throughout Australia in order to obtain information about a range of employment benefits provided by employers to employees. A preliminary publication *Employment Benefits, Australia, February to May 1979 (Preliminary)* (6332.0), containing a summary of the results of the survey, was published on 9 January 1980.

2. The survey was based on a multi-stage area sample of private dwellings (about 13,500 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.), and covered about one-third of one per cent of the population of Australia. The information was obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers.

Scope

3. The survey included all persons aged fifteen years and over except:

- (a) members of the permanent defence forces
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations
- (c) overseas visitors holidaying in Australia, and
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia.

4. Questions concerning employment benefits were asked only in respect of persons who at the time of the survey were employed wage or salary earners (employees) and who usually worked at least 20 hours a week. Demographic and labour force characteristics shown were as reported by employees at the time of the survey.

Definitions

5. An *employment benefit* was defined as a concession, allowance or other privilege, etc. received in addition to wages or salary and award, etc. minimum provisions under which a person was employed. Not all benefits were received direct from the current employer; some may have been received from other sources by employees as a result of their employment in a particular occupation or industry. Such benefits, e.g. a concession air fare granted by an airline to a travel agency employee, are included in the tables where appropriate. All types of wage and salary payments, including bonuses, payments for leave of various kinds and overaward payments, as well as emoluments received in accordance with award, etc. provisions, e.g. safety clothing, were not considered to be benefits for the purposes of the survey. Definitions of benefits about which information was sought are given in the following paragraphs.

6. *Holiday costs:* Any free or discounted holiday or holiday travel expenses paid for or subsidised as a result of a person's employment at the time of the survey.

7. *Low interest finance:* Finance provided by a lender at a lower rate of interest than the lender's usual rate for the particular purpose for which the loan was made. In some cases finance provided by institutions whose borrowers were restricted to employees of certain organisations, e.g. some credit unions, was included as a benefit. (However, where such institutions made finance available to non-employee members, these persons were not considered to be in receipt of a benefit.)

8. *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.

9. *Housing:* Assistance in the provision of or subsidisation of the costs of accommodation used as a residence by a person or his family. It includes 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.

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

11. *Telephone:* Payment or subsidisation, by the employer, of private telephone charges.

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

13. *Medical:* 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.

14. *Union dues:* 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.

15. *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.

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

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

18. *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.

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

20. The mere availability of or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; only those benefits which were used or taken up were counted.

Classification of industry and occupation

21. Industry is classified according to the *Australian Standard Industrial Classification* (ASIC) 1969 and occupation according to the *Classification and Classified List of Occupations, Revised June 1976*.

Reliability of the estimates

22. Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they may differ from the figures that would have been produced if the information had been obtained from occupants of all dwellings. More information on this topic is given in the technical note, page 22.

Related publications

23. Users may also wish to refer to the following publications which are available on request:

The Labour Force, Australia (6203.0) — issued monthly

Working Conditions, Australia, February to May 1979 (Preliminary) (6333.0)

24. Current publications produced by the ABS are listed in *Catalogue of Publications* (1101.0), which is available free of charge from any ABS office.

Symbols and other usages

* Subject to sampling variability too high for most practical uses. See paragraph 5, page 22 n.e.c. not elsewhere classified

25. Figures have been rounded and discrepancies may occur between sums of the component items and totals.

TABLE 1. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK:
TYPE OF BENEFIT RECEIVED, FEBRUARY TO MAY 1979
(000)

							Australia		
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	State capital cities (a)	Other areas (b)	Total (b)
MALES									
Total employees	1,016.0	778.9	427.6	266.8	244.7	90.0	1,890.6	1,000.6	2,891.2
Holiday costs	76.0	44.8	34.2	12.4	32.0	6.8	127.6	90.6	218.3
Low-interest finance	57.5	62.5	21.0	26.1	22.4	7.4	146.3	54.0	200.4
Goods and services	356.1	290.2	152.6	118.1	90.2	35.3	697.6	361.3	1,058.9
Housing	51.0	31.9	47.3	12.8	29.0	9.7	52.7	141.6	194.4
Electricity, etc.	24.9	14.3	16.6	*	19.0	6.4	26.9	64.0	90.8
Telephone	109.9	83.9	40.2	27.1	30.6	12.7	192.2	118.8	310.9
Transport	94.6	98.8	35.8	29.3	29.2	6.1	217.6	82.9	300.5
Medical	50.3	39.6	21.9	11.0	16.1	8.7	83.9	65.5	149.4
Union dues	25.9	23.8	9.7	8.0	8.8	*	58.7	19.9	78.6
Club fees	29.4	18.3	14.1	*	11.4	*	58.5	23.2	81.7
Entertainment allowance	69.4	49.2	14.9	14.9	18.1	3.2	127.2	45.4	172.7
Shares, etc.	15.7	14.3	7.3	*	*	*	32.9	15.7	48.6
Study leave	22.6	19.9	10.2	11.0	*	2.4	56.7	17.2	73.9
Superannuation, etc.	549.5	398.8	185.0	122.6	103.8	43.9	963.9	483.1	1,447.0
FEMALES									
Total employees	510.1	397.5	193.6	140.8	114.6	36.4	1,022.5	406.5	1,429.0
Holiday costs	17.4	15.2	*	*	*	*	37.7	16.7	54.4
Low-interest finance	17.4	14.2	*	7.4	*	*	44.8	7.7	52.5
Goods and services	191.9	140.4	69.0	60.4	43.9	13.2	388.8	136.2	525.0
Housing	10.0	10.0	7.9	*	*	*	22.8	15.5	37.7
Electricity, etc.	7.4	8.0	*	*	*	*	17.5	8.4	26.0
Telephone	11.2	8.7	*	*	*	*	20.7	9.5	30.3
Transport	12.3	9.9	*	*	*	*	19.1	11.3	30.5
Medical	28.0	11.9	9.3	*	*	*	47.4	16.0	63.5
Study leave	11.4	*	*	*	*	*	20.2	*	25.6
Superannuation, etc.	152.3	101.4	47.4	26.6	18.0	10.6	280.6	94.7	375.4
PERSONS									
Total employees	1,526.1	1,176.4	621.2	407.6	359.4	126.4	2,913.0	1,407.2	4,320.3
Holiday costs	93.4	60.8	40.1	18.4	37.5	7.6	165.4	107.3	272.7
Low-interest finance	74.9	76.7	26.3	33.6	28.9	8.9	191.1	61.8	252.8
Goods and services	547.9	430.7	221.7	178.6	134.1	48.5	1,086.4	497.6	1,584.0
Housing	61.1	41.9	55.2	16.8	32.8	10.7	74.9	157.1	232.1
Electricity, etc.	32.3	22.4	20.8	8.0	21.4	*	44.4	72.4	116.8
Telephone	121.1	92.6	43.7	29.8	32.5	13.3	212.9	128.3	341.2
Transport	106.9	107.9	39.0	31.3	31.3	6.9	236.8	94.2	331.0
Medical	78.3	51.5	31.3	16.4	21.7	10.8	131.4	81.5	212.8
Union dues	28.3	26.5	10.9	8.9	11.4	*	66.5	22.2	88.6
Club fees	33.9	18.9	14.9	*	13.1	*	65.3	24.6	89.9
Entertainment allowance	74.8	51.4	15.6	15.5	18.5	*	134.2	47.8	182.1
Shares, etc.	17.9	17.0	8.5	*	*	*	38.4	17.3	55.7
Study leave	34.0	25.6	14.1	13.1	*	*	77.0	22.6	99.6
Superannuation, etc.	701.7	500.3	232.4	149.2	121.8	54.6	1,244.5	577.8	1,822.4

(a) State Capital City Statistical Divisions, as defined in *Census of Population and Housing, 30 June 1976, Local Government Area Code List* (2118.0). (b) Includes the Northern Territory and the Australian Capital Territory.

TABLE 2. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK:
TYPE OF BENEFIT RECEIVED AND AGE, FEBRUARY TO MAY 1979
(000)

	Age group (years)							
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	Total
MALES								
Total employees	296.2	405.9	807.2	567.1	493.3	209.0	112.4	2,891.2
Holiday costs	9.1	29.6	66.5	61.3	30.4	15.7	*	218.3
Low-interest finance	7.4	22.5	65.7	50.6	37.5	10.1	*	200.4
Goods and services	138.4	176.2	292.9	193.7	158.1	64.5	35.1	1,058.9
Housing	18.1	25.6	67.9	41.7	28.0	11.7	*	194.4
Electricity, etc.	9.4	14.4	30.6	17.3	12.0	*	*	90.8
Telephone	7.3	15.7	88.9	93.5	65.2	29.6	10.8	310.9
Transport	12.9	34.1	96.9	77.2	47.5	20.5	11.3	300.5
Medical	12.1	20.2	43.2	34.4	27.3	9.2	*	149.4
Union dues	*	13.6	25.8	18.4	10.7	*	*	78.6
Club fees	*	*	27.6	25.2	14.3	*	*	81.7
Entertainment allowance	*	*	61.6	54.9	35.4	9.8	*	172.7
Shares, etc.	*	*	14.8	17.2	8.8	*	*	48.6
Study leave	*	17.3	32.9	12.3	*	*	*	73.9
Superannuation, etc.	50.5	144.9	431.7	329.2	308.3	124.2	58.3	1,447.0
FEMALES								
Total employees	223.1	328.2	340.5	243.2	208.4	64.8	20.8	1,429.0
Holiday costs	*	12.9	18.2	7.2	*	*	*	54.4
Low-interest finance	*	22.1	16.1	*	*	*	*	52.5
Goods and services	109.1	124.1	118.7	75.9	71.1	26	*	525.0
Housing	11.5	11.1	*	*	*	*	*	37.7
Electricity, etc.	*	8.8	*	*	*	*	*	26.0
Telephone	*	*	*	8.2	*	*	*	30.3
Transport	*	*	10.6	8.5	*	*	*	30.5
Medical	14.1	22.6	12.4	*	*	*	*	63.5
Study leave	*	8.5	8.7	*	*	*	*	25.6
Superannuation, etc.	38.9	89.5	101.9	64.2	57.1	20.7	*	375.4
PERSONS								
Total employees	519.3	734.1	1,147.7	810.3	701.7	273.9	133.2	4,320.3
Holiday costs	15.9	42.3	84.8	68.5	37.2	17.3	*	272.7
Low-interest finance	10.8	44.6	81.8	55.3	39.3	14.5	*	252.8
Goods and services	247.4	300.3	411.6	269.7	229.2	85.6	40.2	1,584.0
Housing	29.6	36.7	74.5	44.1	30.9	13.5	*	232.1
Electricity, etc.	15.3	23.1	34.7	19.6	14.2	*	*	116.8
Telephone	10.2	20.0	95.1	101.8	70.6	31.4	11.0	341.2
Transport	15.7	37.7	107.5	85.7	51.3	21.3	11.5	331.0
Medical	26.1	42.6	55.6	39.1	32.1	14.2	*	212.8
Union dues	*	16.6	27.7	20.6	11.7	*	*	88.6
Club fees	*	*	29.8	27.9	14.8	*	*	89.9
Entertainment allowance	*	7.3	65.4	56.8	37.0	9.8	*	182.1
Shares, etc.	*	*	16.8	19.3	9.9	*	*	55.7
Study leave	8.4	25.8	41.6	17.1	*	*	*	99.6
Superannuation, etc.	89.4	234.4	533.6	393.4	365.3	144.9	61.5	1,822.4

TABLE 3. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : TYPE OF BENEFIT RECEIVED AND INDUSTRY (a), FEBRUARY TO MAY 1979 ('000)

	Agriculture etc.	Mining	Manufacturing	Electricity gas and water	Construction	Wholesale and retail trade
MALES						
Total employees	70.3	73.1	842.2	107.9	237.6	449.8
Holiday costs	*	17.6	37.1	*	13.4	21.1
Low-interest finance	*	*	46.6	12.6	*	17.3
Goods and services	33.7	24.7	373.6	39.8	61.8	262.2
Housing	27.3	28.2	16.4	*	11.4	10.6
Electricity, etc.	20.8	17.3	7.2	*	*	*
Telephone	18.0	*	62.8	13.5	20.0	56.0
Transport	10.9	*	75.7	*	26.1	90.8
Medical	*	14.9	46.9	*	*	15.0
Union dues	*	*	21.9	*	7.1	11.9
Club fees	*	*	14.6	*	*	21.4
Entertainment allowance	*	*	39.1	*	*	47.5
Shares, etc.	*	*	15.0	*	*	10.1
Study leave	*	*	11.4	*	*	7.2
Superannuation, etc.	11.4	44.6	384.7	72.2	71.8	154.6
FEMALES						
Total employees	8.6	7.7	223.2	7.2	10.9	289.6
Holiday costs	*	*	*	*	*	*
Low-interest finance	*	*	*	*	*	*
Goods and services	*	*	106.3	*	*	192.6
Housing	*	*	*	*	*	*
Electricity, etc.	*	*	*	*	*	*
Telephone	*	*	*	*	*	*
Transport	*	*	*	*	*	*
Medical	*	*	*	*	*	7.9
Study leave	*	*	*	*	*	7.1
Superannuation, etc.	*	*	46.5	*	*	44.2
PERSONS						
Total employees	78.9	80.8	1,065.3	115.1	248.6	739.5
Holiday costs	*	18.1	42.1	*	13.8	25.5
Low-interest finance	*	*	47.7	13.1	*	23.0
Goods and services	37.6	25.5	479.9	40.1	64.6	454.8
Housing	28.9	28.9	16.9	*	11.8	12.3
Electricity, etc.	21.1	18.0	8.3	*	*	*
Telephone	18.5	*	67.3	13.5	20.7	61.3
Transport	12.0	*	81.2	*	26.4	98.7
Medical	*	15.1	49.1	*	*	22.1
Union dues	*	*	23.8	*	7.1	13.0
Club fees	*	*	16.3	*	*	22.7
Entertainment allowance	*	*	40.4	*	*	49.1
Shares, etc.	*	*	16.5	*	*	13.2
Study leave	*	*	13.5	*	*	9.8
Superannuation, etc.	11.4	47.1	431.2	77.6	74.1	198.7

For footnote see next page.

TABLE 3. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : TYPE OF BENEFIT RECEIVED AND INDUSTRY (a), FEBRUARY TO MAY 1979 - continued ('000)

	Transport and storage	Communication	Finance, etc.	Public administration and defence (b)	Community services	Entertainment, etc.	Total
MALES							
Total employees	232.2	102.2	186.5	179.8	317.5	92.1	2,891.2
Holiday costs	74.6	*	15.1	7.4	12.8	*	218.3
Low-interest finance	9.1	8.9	58.4	10.5	22.6	*	200.4
Goods and services	64.2	20.4	60.2	20.1	62.9	35.2	1,058.9
Housing	10.5	*	16.7	12.4	43.6	7.7	194.4
Electricity, etc.	*	*	*	*	14.1	*	90.8
Telephone	23.9	11.1	39.7	16.9	33.3	11.0	310.9
Transport	20.9	*	38.0	7.1	11.5	12.2	300.5
Medical	*	*	41.6	*	11.5	*	149.4
Union dues	8.0	*	13.6	*	8.0	*	78.6
Club fees	*	*	23.2	*	*	*	81.7
Entertainment allowance	9.8	*	41.3	*	11.5	11.7	172.7
Shares, etc.	*	*	13.5	*	*	*	48.6
Study leave	*	*	9.4	12.3	17.5	*	73.9
Superannuation, etc.	124.5	84.9	123.0	140.1	208.7	26.6	1,447.0
FEMALES							
Total employees	32.2	28.9	181.6	73.7	458.6	106.8	1,429.0
Holiday costs	11.0	*	8.7	*	13.8	*	54.4
Low-interest finance	*	*	23.2	*	12.1	*	52.5
Goods and services	9.4	*	57.7	7.4	93.3	45.2	525.0
Housing	*	*	*	*	22.6	*	37.7
Electricity, etc.	*	*	*	*	16.7	*	26.0
Telephone	*	*	*	*	7.7	*	30.3
Transport	*	*	*	*	*	*	30.5
Medical	*	*	26.9	*	24.6	*	63.5
Study leave	*	*	*	*	13.2	*	25.6
Superannuation, etc.	8.5	16.1	66.7	49.5	128.7	*	375.4
PERSONS							
Total employees	264.3	131.1	368.2	253.5	776.1	198.9	4,320.3
Holiday costs	85.6	8.2	23.7	10.1	26.6	9.7	272.7
Low-interest finance	10.3	12.6	86.6	13.0	34.7	*	252.8
Goods and services	73.6	25.6	117.9	27.6	156.2	80.4	1,584.0
Housing	10.9	*	19.4	13.4	66.2	13.0	232.1
Electricity, etc.	*	*	*	*	30.9	8.5	116.8
Telephone	24.6	11.9	44.1	18.2	41.0	15.0	341.2
Transport	23.5	*	42.1	8.1	14.5	16.2	331.0
Medical	*	*	68.6	*	36.1	*	212.8
Union dues	8.2	*	16.8	*	10.8	*	88.6
Club fees	*	*	24.6	*	*	*	89.9
Entertainment allowance	10.7	*	44.7	*	12.6	12.6	182.1
Shares, etc.	*	*	15.8	*	*	*	55.7
Study leave	*	*	11.4	15.7	30.7	*	99.6
Superannuation, etc.	133.0	101.1	189.7	189.6	337.4	31.3	1,822.4

(a) At the time of the survey. (b) Excludes defence forces.

TABLE 4. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK: TYPE OF BENEFIT RECEIVED, OCCUPATION AND FULL-TIME OR PART-TIME STATUS, FEBRUARY TO MAY 1979 ('000)

	Occupation group					
	Professional, technical, etc.	Administrative executive and managerial	Clerical	Sales	Farmers, fishermen, timber-getters, etc.	Miners, quarrymen etc.
Total employees	698.1	250.8	859.5	279.1	102.2	29.2
Holiday costs	41.9	26.0	47.7	13.0	*	*
Low-interest finance	48.9	31.6	82.8	7.4	*	*
Goods and services	190.2	111.3	307.8	174.7	40.1	9.9
Housing	47.4	27.7	21.0	*	30.0	7.0
Electricity, etc.	23.3	8.4	7.9	*	20.9	*
Telephone	70.0	103.3	27.9	33.6	19.2	*
Transport	42.7	106.4	29.7	57.5	11.6	*
Medical	39.5	20.7	67.7	*	*	*
Union dues	22.8	20.0	7.8	*	*	*
Club fees	15.8	40.8	12.0	9.6	*	*
Entertainment allowance	35.5	73.2	20.4	36.9	*	*
Shares, etc.	9.2	14.3	12.5	*	*	*
Study leave	39.8	7.8	28.6	*	*	*
Superannuation, etc.	385.4	165.3	424.8	81.4	19.4	18.1

	Occupation group			All employees		
	Transport and communication	Tradesmen, production-process workers and labourers, n.e.c.	Service, sport and recreation	Full-time (a)	Part-time	Total
Total employees	248.1	1,479.6	373.8	4,026.1	294.2	4,320.3
Holiday costs	41.1	78.3	12.1	261.4	11.3	272.7
Low-interest finance	8.6	58.6	12.4	245.4	7.4	252.8
Goods and services	81.4	559.7	108.8	1,496.7	87.3	1,584.0
Housing	12.4	50.9	31.5	229.5	*	232.1
Electricity, etc.	*	25.6	18.7	114.8	*	116.8
Telephone	11.1	64.4	11.3	332.6	8.6	341.2
Transport	12.5	65.7	*	321.2	9.8	331.0
Medical	*	53.1	11.7	206.2	*	212.8
Union dues	8.1	20.3	*	85.7	*	88.6
Club fees	*	*	*	87.3	*	89.9
Entertainment allowance	*	10.3	*	179.5	*	182.1
Shares, etc.	*	11.4	*	55.1	*	55.7
Study leave	*	13.3	*	96.2	*	99.6
Superannuation, etc.	113.6	526.7	87.6	1,772.1	50.3	1,822.4

(a) Employees who usually worked 35 hours or more a week.

TABLE 5. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK: TYPE OF BENEFIT RECEIVED AND USUAL WEEKLY EARNINGS (a), FEBRUARY TO MAY 1979 ('000)

	Usual weekly earnings (b) (\$)										Total (c)
	Under 120	120 and under 140	140 and under 160	160 and under 180	180 and under 200	200 and under 250	250 and under 300	300 and under 350	350 and over		
MALES											
Total employees	249.8	131.5	285.7	410.0	342.1	689.7	331.3	187.9	192.7	2,891.2	
Holiday costs	9.4	*	13.9	23.4	25.2	50.8	38.8	19.9	27.1	218.3	
Low-interest finance	*	*	11.9	23.2	22.8	53.3	35.6	15.6	21.4	200.2	
Goods and services	107.8	60.6	102.8	151.5	123.1	239.5	126.7	68.6	62.1	1,058.9	
Housing	22.9	11.3	16.8	20.0	7.5	38.6	30.5	20.1	24.5	194.4	
Electricity, etc.	13.5	7.4	8.3	8.0	*	17.3	9.6	8.5	11.9	90.8	
Telephone	17.4	*	13.7	19.9	12.1	71.5	55.4	44.3	60.3	310.9	
Transport	17.2	7.8	13.4	20.9	19.1	71.5	60.9	31.6	47.5	300.5	
Medical	10.9	*	11.3	13.2	15.8	36.2	22.3	11.8	18.8	149.4	
Union dues	*	*	*	*	*	15.0	12.3	9.3	13.8	78.6	
Club fees	*	*	*	*	*	14.2	18.5	14.7	19.6	81.7	
Entertainment allowance	*	*	*	*	7.7	27.9	37.6	28.0	41.2	172.7	
Shares, etc.	*	*	*	*	*	11.1	10.3	*	11.6	48.6	
Study leave	*	*	*	*	*	15.9	18.6	*	8.7	73.9	
Superannuation, etc.	46.6	36.8	95.1	170.3	163.5	386.1	229.6	135.9	145.3	1,447.0	
FEMALES											
Total employees	312.7	182.8	258.5	248.3	123.4	181.7	69.2	20.3	7.2	1,429.0	
Holiday costs	7.3	*	*	9.1	8.4	11.0	*	*	*	54.4	
Low-interest finance	*	*	*	13.2	7.8	15.4	*	*	*	52.5	
Goods and services	125.3	80.8	100.4	96.4	43.3	48.3	15.4	*	*	525.0	
Housing	11.8	*	*	*	*	*	*	*	*	37.7	
Electricity, etc.	7.5	*	*	*	*	*	*	*	*	26.0	
Transport	*	*	*	7.2	*	*	*	*	*	30.5	
Medical	10.4	7.3	11.8	14.4	7.5	8.3	*	*	*	63.5	
Study leave	*	*	*	*	*	8.2	*	*	*	25.6	
Superannuation, etc.	38.5	26.6	47.5	81.7	42.3	79.3	33.7	17.4		375.4	
PERSONS											
Total employees	562.5	314.2	544.2	658.3	465.5	871.4	400.5	208.2	199.9	4,320.3	
Holiday costs	16.7	10.2	17.9	32.6	33.6	61.8	45.6	21.9	27.9	272.7	
Low-interest finance	10.6	7.8	17.6	36.5	30.6	68.7	38.8	17.1	22.0	252.8	
Goods and services	233.2	141.4	203.3	247.8	166.4	287.9	142.2	72.8	64.7	1,584.0	
Housing	34.7	16.2	22.8	22.5	10.5	43.5	32.8	20.6	25.2	232.1	
Electricity, etc.	21.0	12.6	12.7	8.9	*	19.7	11.0	9.1	12.6	116.8	
Telephone	24.0	8.7	17.7	23.2	15.0	75.4	58.1	46.5	62.2	341.2	
Transport	23.9	9.1	16.0	28.1	21.8	77.0	63.0	33.2	48.1	331.0	
Medical	21.3	13.2	23.1	27.7	23.4	44.5	22.9	12.6	19.9	212.8	
Union dues	*	*	*	*	7.1	16.7	13.1	10.0	14.4	88.6	
Club fees	*	*	*	*	*	15.8	18.8	15.2	20.1	89.9	
Entertainment allowance	*	*	*	8.6	8.9	38.7	39.8	29.1	42.0	182.1	
Shares, etc.	*	*	*	*	*	13.0	10.6	*	11.6	55.7	
Study leave	*	*	7.1	11.2	7.6	24.1	21.5	7.2	8.7	99.4	
Superannuation, etc.	85.2	63.4	142.6	251.9	205.8	465.4	263.3	148.6	150.0	1,822.4	

(a) Usual earnings at the time of the survey. (b) Earnings for employees not paid weekly have been converted to equivalent weekly amounts. (c) Includes employees who did not provide details of their earnings.

TABLE 7. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : TYPE OF BENEFIT RECEIVED AND DURATION OF EMPLOYMENT WITH CURRENT EMPLOYER, FEBRUARY TO MAY, 1979
(¹000)

	Duration of employment with current employer							Total employees
	Under one year			One year and over				
	Under six months	Six months and under one year	Total	One and under five years	Five and under ten years	Ten years and over	Total	
MALES								
Total employees	334.3	170.7	505.0	963.4	599.2	823.7	2,386.3	2,891.2
Holiday costs	7.5	*	12.7	63.2	54.3	88.1	205.6	218.3
Low-interest finance	*	*	*	47.4	46.8	99.3	193.5	200.4
Goods and services	97.9	63.2	161.2	387.9	221.6	288.2	897.8	1,058.9
Housing	23.1	9.3	32.4	58.7	43.9	60.8	163.4	194.4
Electricity, etc.	15.1	*	21.3	34.4	17.7	17.3	69.5	90.8
Telephone	17.2	11.3	28.6	80.6	75.3	126.5	282.4	310.9
Transport	27.5	20.4	47.9	96.5	66.2	89.9	252.6	300.5
Medical	11.1	*	16.8	39.4	33.4	59.8	132.5	149.4
Union dues	8.4	*	14.3	23.9	16.8	23.6	64.2	78.6
Club fees	8.3	*	10.0	21.1	17.4	33.2	71.7	81.7
Entertainment allowance	12.6	8.9	21.6	43.4	42.0	65.7	151.0	172.7
Shares, etc.	*	*	*	*	10.9	31.4	47.4	48.6
Study leave	*	*	*	29.8	16.4	23.9	69.9	73.9
Superannuation, etc.	42.7	34.8	77.5	362.4	373.9	633.2	1,369.5	1,447.0
FEMALES								
Total employees	237.0	135.0	372.0	607.8	287.0	162.3	1,057.1	1,429.0
Holiday costs	*	*	*	21.8	16.6	9.5	47.9	54.4
Low-interest finance	*	*	*	22.9	16.1	11.2	50.3	52.5
Goods and services	69.5	55.8	125.3	246.0	97.4	56.2	399.7	525.0
Housing	7.4	*	12.8	15.1	*	*	25.5	37.7
Electricity, etc.	*	*	8.1	11.2	*	*	17.8	26.0
Telephone	*	*	*	11.5	7.1	*	24.6	30.3
Transport	*	*	8.8	10.0	*	*	21.5	30.5
Medical	8.1	*	13.2	28.0	13.9	8.3	50.3	63.5
Union dues	*	*	*	*	*	*	8.4	10.1
Club fees	*	*	*	*	*	*	7.0	8.2
Entertainment allowance	*	*	*	*	*	*	7.2	9.3
Shares, etc.	*	*	*	*	*	*	7.0	7.1
Study leave	*	*	*	17.4	*	*	23.0	25.6
Superannuation, etc.	23.7	14.1	37.9	144.1	107.8	85.5	337.5	375.4
PERSONS								
Total employees	571.4	305.7	877.0	1,571.2	886.1	985.9	3,443.3	4,320.3
Holiday costs	10.8	8.3	19.1	84.9	70.8	97.7	253.5	272.7
Low-interest finance	*	*	9.0	70.4	62.9	110.5	243.8	252.8
Goods and services	167.5	119.0	286.5	633.9	319.0	344.4	1,297.4	1,584.0
Housing	30.6	14.7	45.2	73.8	50.4	64.7	188.9	232.1
Electricity, etc.	19.9	9.6	29.4	45.6	22.2	19.5	87.4	116.8
Telephone	20.9	13.3	34.2	92.2	82.5	132.3	307.0	341.2
Transport	32.6	24.2	56.8	106.5	72.4	95.1	274.1	331.0
Medical	19.2	10.9	30.0	67.4	47.2	68.1	182.8	212.8
Union dues	9.6	*	15.9	27.7	18.8	26.2	72.6	88.6
Club fees	9.1	*	11.1	24.6	19.5	34.7	78.8	89.9
Entertainment allowance	14.2	9.6	23.8	45.0	44.9	68.4	158.3	182.1
Shares, etc.	*	*	*	*	12.3	37.1	544.4	55.7
Study leave	*	*	*	47.1	21.3	24.9	92.9	99.6
Superannuation, etc.	66.4	48.9	115.4	506.5	481.8	718.7	1,706.9	1,822.4

(a) Bachelor degree (including nonours), graduate or post-graduate diploma, masters degree or doctorate. (b) Completion of an approved trade/technical apprenticeship or training course, other certificate or diploma in secretarial or business studies, administration, teaching, nursing, etc. (c) Includes employees with other post-school qualifications and those whose qualifications were not classifiable by level. (d) Refers to the highest level of secondary schooling (or equivalent) offered by the education system at the time the employee left school. (e) Includes employees who attended only primary school. (f) Includes employees with no formal education. (g) Includes employees who were still at school.

TABLE 8. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : TYPE OF BENEFIT RECEIVED AND OVERALL LEVEL OF JOB SATISFACTION (a), FEBRUARY TO MAY 1979 ('000)

(000)

Overall level of job satisfaction (a)

Very dissatisfied

Dissatisfied

Neither dissatisfied nor satisfied

Satisfied

Very satisfied

Total

MALES

Total employees

80.5

185.7

351.4

1,591.4

682.2

2,891.2

Holiday costs

*

11.9

25.9

124.7

50.9

218.3

Low-interest finance

*

13.0

29.8

107.9

45.6

200.4

Goods and services

24.7

69.8

122.0

575.6

266.9

1,058.9

Housing

*

10.1

11.7

117.5

52.5

194.4

Electricity, etc.

*

*

8.1

50.7

27.2

90.8

Telephone

*

10.0

21.8

178.5

97.0

310.9

Transport

*

11.2

27.1

155.9

100.8

300.5

Medical

*

*

15.1

88.5

36.8

149.4

Union dues

*

*

*

43.5

24.6

78.6

Club fees

*

*

7.1

41.4

31.4

81.7

Entertainment allowance

*

*

14.6

91.9

59.4

172.7

Shares, etc.

*

*

*

31.0

12.3

48.6

Study leave

*

*

12.1

39.0

15.6

73.9

Superannuation, etc.

28.8

72.1

171.7

810.2

364.2

1,447.0

FEMALES

Total employees

43.4

93.4

156.4

713.2

422.6

1,429.0

Holiday costs

*

*

*

23.2

23.4

54.4

Low-interest finance

*

*

8.3

24.7

14.2

52.5

Goods and services

14.1

30.8

63.9

256.4

159.8

525.0

Housing

*

*

*

21.0

10.8

37.7

Electricity, etc.

*

*

*

12.3

9.6

26.0

Telephone

*

*

*

13.5

13.7

30.3

Transport

*

*

*

11.4

14.9

30.5

Medical

*

*

*

30.4

23.5

63.5

Study leave

*

*

*

14.0

*

25.6

Superannuation, etc.

*

21.6

41.1

186.8

120.0

375.4

PERSONS

Total employees

123.9

279.1

507.8

2,304.6

1,104.8

4,320.3

Holiday costs

*

15.5

29.1

147.9

74.3

272.7

Low-interest finance

*

18.3

38.1

132.5

59.8

252.8

Goods and services

38.8

100.5

185.8

832.0

426.7

1,584.0

Housing

*

11.1

15.1

138.5

63.3

232.1

Electricity, etc.

*

*

11.5

63.0

36.7

116.8

Telephone

*

12.1

22.6

192.0

110.7

341.2

Transport

*

12.8

29.5

167.4

115.7

331.0

Medical

*

9.5

21.2

118.8

60.3

212.8

Union dues

*

*

*

49.2

28.2

88.6

Club fees

*

*

7.7

41.7

38.3

89.9

Entertainment allowance

*

*

15.3

95.5

63.1

182.1

Shares, etc.

*

*

*

36.3

14.0

55.7

Study leave

*

9.2

14.2

53.0

21.5

99.6

Superannuation, etc.

34.6

93.7

212.8

997.0

484.2

1,822.4

(a) Overall level of job satisfaction was given by employees in response to a direct question on overall feelings about the job.

TABLE 9. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : NUMBER OF SEPARATE TYPES OF BENEFIT RECEIVED, FEBRUARY TO MAY 1979 ('000)

Number of separate types of benefit	Australia									
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	State capital cities (a)	Other areas
MALES										
None	231.4	206.0	115.7	63.3	61.7	19.3	3.4	8.9	470.7	238.9
One or more	784.6	572.9	312.0	203.5	183.0	70.7	19.7	35.2	1,419.9	761.7
One	395.5	251.1	153.0	94.9	74.6	29.5	3.1	21.2	676.1	346.9
Two	203.2	166.3	84.4	59.3	45.7	21.2	5.8	7.5	398.9	194.5
Three	99.5	88.9	38.5	24.3	28.3	11.8	6.2	3.6	179.7	121.5
Four	41.2	27.5	21.1	13.7	17.9	4.2	2.8	*	78.7	50.6
Five or more	45.2	39.1	15.0	11.2	16.4	4.0	*	*	86.5	48.1
Total	1,016.0	778.9	427.6	266.8	244.7	90.0	23.0	44.1	1,890.6	1,000.6
FEMALES										
None	191.0	169.9	79.7	56.8	51.3	14.6	3.2	7.5	398.4	175.5
One or more	319.1	227.6	113.9	84.0	63.3	21.8	5.9	19.5	624.0	231.0
One	216.8	151.0	78.2	58.4	42.2	13.7	2.6	14.7	411.4	166.1
Two	64.6	55.1	26.8	17.1	14.6	6.5	*	3.4	146.7	43.7
Three	28.0	16.1	5.1	6.4	3.6	1.5	*	*	49.4	12.9
Four or more	9.7	*	*	*	2.9	*	*	*	16.5	8.3
Total	510.1	397.5	193.6	140.8	114.6	36.4	9.1	26.9	1,022.5	406.5
PERSONS										
None	422.4	375.9	195.4	120.1	113.1	33.9	6.6	16.4	869.1	414.5
One or more	1,103.7	800.5	425.9	287.5	246.3	92.5	25.6	54.7	2,043.9	992.7
One	612.3	402.1	231.2	153.3	116.8	43.2	5.7	36.0	1,087.4	513.1
Two	267.8	221.5	111.2	76.4	60.3	27.7	8.1	10.9	545.6	238.3
Three	127.5	105.1	43.6	30.7	31.9	13.2	6.8	4.7	229.1	134.4
Four	47.6	31.6	24.1	15.1	20.3	4.4	3.0	*	90.5	57.0
Five or more	48.5	40.2	15.8	12.0	16.9	4.0	*	*	91.2	50.0
Total	1,526.1	1,176.4	621.2	407.6	359.4	126.4	32.2	71.1	2,913.0	1,407.2

(a) State Capital City Statistical Divisions, as defined in Census of Population and Housing, 30 June 1976, Local Government Area Code List (2118.0).

TABLE 10. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK :
NUMBER OF SEPARATE TYPES OF BENEFIT RECEIVED AND AGE, FEBRUARY TO MAY 1979
(⁰⁰⁰)

Number of separate types of benefit	Age group (years)							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
None	113.7	110.3	169.1	121.9	108.3	55.0	31.1	709.6
One or more	182.5	295.5	638.1	445.2	385.0	154.0	81.3	2,181.6
One	122.6	151.5	287.4	176.7	172.7	67.2	44.9	1,023.0
Two	36.1	87.6	166.6	121.0	112.9	49.4	19.7	593.4
Three	16.2	38.1	88.1	71.0	58.7	21.2	7.9	301.2
Four	*	13.1	52.8	30.7	16.1	7.5	*	129.9
Five or more	*	*	43.2	45.8	24.6	8.7	*	134.1
Total	296.2	405.9	807.2	567.1	493.3	209.0	112.4	2,891.2
FEMALES								
None	78.6	119.7	133.5	107.6	94.8	27.4	12.5	574.0
One or more	144.5	208.5	207.0	135.6	113.6	37.5	8.4	855.1
One	104.9	132.7	138.8	96.1	78.1	21.0	*	577.5
Two	24.5	52.4	45.8	29.3	27.8	9.6	*	190.4
Three	12.5	19.6	11.5	*	*	*	*	62.3
Four or more	*	*	11.0	*	*	*	*	24.8
Total	223.1	328.2	340.5	243.2	208.4	64.8	20.8	1,429.0
PERSONS								
None	192.3	230.0	302.7	229.5	203.1	82.4	43.5	1,283.6
One or more	327.0	504.1	845.0	580.8	498.6	191.5	89.7	3,036.6
One	227.6	284.1	426.2	272.8	250.8	88.2	50.9	1,600.5
Two	60.6	140.1	212.3	150.4	140.7	59.0	20.7	783.9
Three	28.8	57.7	99.6	77.9	64.1	27.2	8.1	363.5
Four	*	15.0	61.2	32.2	17.4	7.9	*	148.1
Five or more	*	*	45.7	47.6	25.6	9.0	*	140.7
Total	519.3	734.1	1,147.7	810.3	701.7	273.9	133.2	4,320.3

TABLE 11. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : NUMBER OF SEPARATE TYPES OF
BENEFIT RECEIVED AND INDUSTRY, FEBRUARY TO MAY 1979
(⁰⁰⁰)

Number of separate types of benefit								
Industry	One or more						Total	Total employees
	None	One	Two	Three	Four	Five or more		
MALES								
Agriculture, forestry, fishing and hunting	17.1	19.6	10.2	9.4	8.1	*	53.2	70.3
Mining	7.7	22.5	12.1	10.3	15.0	*	65.4	73.1
Manufacturing	231.8	296.1	185.1	73.7	28.2	27.3	610.3	842.2
Electricity, gas and water	22.1	38.1	26.9	17.4	*	*	85.8	107.9
Construction	103.0	77.1	33.8	12.4	*	*	134.6	237.6
Wholesale and retail trade	106.9	160.3	86.8	42.7	23.9	29.3	342.9	449.8
Transport and storage	50.5	71.4	64.0	30.3	7.9	8.0	181.7	232.2
Communication	12.4	50.4	27.1	10.0	*	*	89.8	102.2
Finance, insurance, real estate and business services	27.8	42.3	27.0	34.2	21.1	34.0	158.8	186.5
Public administration and defence	32.9	84.5	39.8	17.4	*	*	146.9	179.8
Community services	68.2	130.9	63.5	35.3	8.2	11.4	249.3	317.5
Entertainment, recreation, restaurants, hotels and personal services	29.1	29.8	17.0	7.9	*	*	62.9	92.1
Total	709.6	1,023.0	593.4	301.2	129.9	134.1	2,181.6	2,891.2
FEMALES								
Manufacturing	90.9	93.3	32.3	*	*	*	132.3	223.2
Wholesale and retail trade	80.5	156.0	40.2	9.8	*	*	209.2	289.6
Transport and storage	11.1	12.2	*	*	*	*	21.0	32.2
Communication	11.0	8.7	*	*	*	*	17.8	28.9
Finance, insurance, real estate and business services	66.5	59.6	27.9	21.1	*	*	115.1	181.6
Public administration and defence	20.9	36.6	14.2	*	*	*	52.7	73.7
Community services	227.9	151.2	56.5	17.6	*	*	230.7	458.6
Entertainment, recreation, restaurants, hotels and personal services	51.9	43.9	5.9	*	*	*	54.9	106.8
Other industries (a)	13.2	16.0	*	*	*	*	21.3	34.5
Total	574.0	577.5	190.4	62.3	24.8	*	855.1	1,429.0
PERSONS								
Agriculture, forestry, fishing and hunting	20.5	23.4	10.4	10.0	8.7	*	58.4	78.9
Mining	12.0	24.1	13.0	10.8	15.5	*	68.8	80.8
Manufacturing	322.7	389.4	217.3	78.4	29.5	28.0	742.6	1,065.3
Electricity, gas and water	23.0	43.8	27.5	17.4	*	*	92.0	115.1
Construction	107.6	82.0	35.3	12.4	*	*	140.9	248.6
Wholesale and retail trade	187.3	316.3	127.0	52.5	26.5	29.9	552.1	739.5
Transport and storage	61.6	83.6	69.0	32.7	9.2	8.2	202.7	264.3
Communication	23.5	59.0	32.5	12.0	*	*	107.7	131.1
Finance, insurance, real estate and business services	94.3	101.9	54.9	55.3	26.2	35.5	273.8	368.2
Public administration and defence	53.8	121.1	54.0	19.4	*	*	199.7	253.5
Community services	296.1	282.1	120.0	52.9	12.0	13.0	480.0	776.1
Entertainment, recreation, restaurants, hotels and personal services	81.1	73.6	22.9	9.6	*	7.0	117.8	198.9
Total	1,283.6	1,600.5	783.9	363.5	148.1	140.7	3,036.6	4,320.3

(a) Includes agriculture, forestry, fishing and hunting, mining, and construction.

TABLE 12. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : NUMBER OF SEPARATE TYPES OF BENEFIT RECEIVED, OCCUPATION AND FULL-TIME OR PART-TIME STATUS, FEBRUARY TO MAY 1979 ('000)

Occupation group and full-time or part-time status	Number of separate types of benefit							Total employees
	One or more							
	None	One	Two	Three	Four	Five or more	Total	
MALES								
Professional, technical, etc.	48.0	156.4	92.1	48.4	20.9	29.6	347.3	395.3
Administrative, executive, managerial	15.7	35.2	46.7	48.0	29.9	53.3	213.0	228.7
Clerical	40.4	118.9	79.4	41.1	16.8	11.7	267.9	308.3
Sales	23.6	47.6	31.5	19.4	15.5	15.6	129.5	153.1
Farming, fishing, timbergetting, etc.	31.9	23.6	12.9	11.2	7.0	*	61.0	93.0
Mining and quarrying	*	10.2	*	*	*	*	24.0	29.2
Transport and communication	56.5	81.4	47.4	21.6	*	*	158.7	215.3
Trades and production-process workers and labourers, n.e.c.	435.2	492.7	250.7	91.2	26.1	12.0	872.7	1,307.9
Service, sport and recreation	53.0	57.1	27.8	17.2	*	*	107.3	160.3
Total	709.6	1,023.0	593.4	301.2	129.9	134.1	2,181.6	2,891.2
Full-time (a)	689.0	994.6	586.8	298.7	129.3	132.0	2,141.4	2,830.4
Part-time	20.7	28.4	*	*	*	*	40.2	60.9
FEMALES								
Professional, technical, etc.	122.7	115.3	45.3	15.3	*	*	180.1	302.7
Administrative, executive, managerial	*	9.1	*	*	*	*	17.0	22.1
Clerical	185.0	229.2	91.9	32.6	12.5	*	366.2	551.2
Sales	29.5	75.6	15.3	*	*	*	96.4	126.0
Transport and communication	13.2	13.4	*	*	*	*	19.6	32.8
Trades and production-process workers and labourers, n.e.c.	86.9	68.8	14.5	*	*	*	84.7	171.6
Service, sport and recreation	128.7	61.0	15.2	*	*	*	84.8	213.5
Total (b)	574.0	577.5	190.4	62.3	24.8	*	855.1	1,429.0
Full-time (a)	441.1	502.5	171.8	57.7	22.6	*	754.6	1,195.7
Part-time	132.9	75.0	18.6	*	*	*	100.5	233.4
PERSONS								
Professional, technical, etc.	170.7	271.7	137.3	63.8	23.0	31.6	527.4	698.1
Administrative, executive, managerial	20.8	44.3	50.3	49.3	31.3	54.9	230.0	250.8
Clerical	225.4	348.1	171.2	73.7	27.8	13.2	634.1	859.5
Sales	53.1	123.2	46.8	23.1	16.4	16.4	225.9	279.1
Farming, fishing, timbergetting, etc.	34.9	28.7	13.5	11.2	7.6	*	67.3	102.2
Mining and quarrying	*	10.2	*	*	*	*	24.0	29.2
Transport and communication	69.7	94.8	51.5	23.7	*	*	178.4	248.1
Trades and production-process workers and labourers, n.e.c.	522.1	561.5	265.1	92.7	26.1	12.0	957.4	1,479.6
Service, sport and recreation	181.7	118.1	43.0	23.0	*	*	192.1	373.8
Total	1,283.6	1,600.5	783.9	363.5	148.1	140.7	3,036.6	4,320.3
Full-time (a)	1,130.0	1,497.1	758.7	356.4	145.3	138.5	2,895.9	4,026.1
Part-time	153.6	103.4	25.2	7.1	*	*	140.7	294.2

(a) Employees who usually worked 35 hours or more a week. (b) Includes farming, fishing, timbergetting, mining and quarrying occupations.

TABLE 13. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : NUMBER OF SEPARATE TYPES OF BENEFIT RECEIVED AND USUAL WEEKLY EARNINGS (a) FEBRUARY TO MAY 1979 ('000)

Usual weekly earnings (a) (\$)	Number of separate types of benefit							Total employees
	None	One or more					Total	
		One	Two	Three	Four	Five or more		
MALES								
Under 120	93.3	97.7	30.6	15.7	*	7.7	156.5	249.8
120 and under 140	40.0	52.1	23.3	9.2	*	*	91.5	131.5
140 " " 160	103.1	110.7	40.9	19.2	8.4	*	182.6	285.7
160 " " 180	135.6	152.3	75.2	32.5	7.0	7.4	274.4	410.0
180 " " 200	92.3	138.3	72.1	26.2	10.1	*	249.8	342.1
200 " " 250	149.7	241.7	169.7	77.1	27.9	23.5	540.0	689.7
250 " " 300	33.2	108.5	79.9	53.3	27.1	29.2	298.1	331.3
300 " " 350	22.5	50.0	48.9	32.3	15.4	18.9	165.5	187.9
350 and over	16.3	49.4	41.3	30.3	22.4	33.2	176.4	192.7
Total (b)	709.6	1,023.0	593.4	301.2	129.9	134.1	2,181.6	2,891.2
FEMALES								
Under 120	149.2	123.2	27.7	7.6	*	*	163.4	312.7
120 and under 140	79.1	78.5	17.7	*	*	*	103.6	182.8
140 " " 160	113.5	108.7	27.9	*	*	*	145.0	258.5
160 " " 180	89.9	96.5	45.7	13.8	*	*	158.4	248.3
180 " " 200	46.0	45.3	18.9	10.9	*	*	77.4	123.4
200 " " 250	59.9	73.6	32.0	10.7	*	*	121.8	181.7
250 " " 300	21.5	29.2	13.8	*	*	*	47.8	69.2
300 and over	*	12.1	*	*	*	*	22.7	27.4
Total (b)	574.0	577.5	190.4	62.3	24.8	*	855.1	1,429.0
PERSONS								
Under 120	242.5	220.9	58.3	23.4	8.3	9.0	319.9	562.5
120 and under 140	119.1	130.6	41.0	14.5	*	*	195.1	314.2
140 " " 160	216.7	219.4	68.8	25.4	10.5	*	327.5	544.2
160 " " 180	225.4	248.8	121.0	46.4	8.7	8.0	432.9	658.3
180 " " 200	138.3	183.6	91.1	37.1	12.4	*	327.2	465.5
200 " " 250	209.7	315.4	201.8	87.7	31.7	25.1	661.7	871.4
250 " " 300	54.7	137.7	93.8	56.2	27.9	30.3	345.9	400.5
300 " " 350	26.4	60.5	51.0	33.8	16.5	19.9	181.8	208.2
350 and over	17.1	50.9	44.4	30.7	23.1	33.7	182.8	199.9
Total (b)	1,283.6	1,600.5	783.9	363.5	148.1	140.7	3,036.6	4,320.3

(a) Usual earnings at the time of the survey. Earnings for employees not paid weekly have been converted to equivalent weekly amounts. (b) Includes employees who did not provide details of their earnings.

TABLE 14. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : NUMBER OF SEPARATE TYPES OF BENEFIT RECEIVED AND DURATION OF EMPLOYMENT WITH CURRENT EMPLOYER, FEBRUARY TO MAY 1979 ('000)

(000)

Period with current employer	Number of separate types of benefit							Total employees
	None	One or more					Total	
		One	Two	Three	Four	Five or more		
MALES								
Under one year	240.5	160.6	52.7	27.6	13.3	10.2	264.4	505.0
Under six months	169.9	103.9	29.6	17.6	*	*	164.4	334.3
Six months and under one year	70.6	56.7	23.1	10.0	*	*	100.0	170.7
One year and over	469.1	862.3	540.8	273.5	116.6	123.9	1,917.2	2,386.3
One and under five years	268.1	370.5	180.6	72.5	40.1	31.6	695.4	963.4
Five and under ten years	102.0	216.0	144.0	74.9	30.1	32.2	497.2	599.2
Ten years and over	99.0	275.8	216.2	126.1	46.4	60.2	724.6	823.7
Total	709.6	1,023.0	593.4	301.2	129.9	134.1	2,181.6	2,891.2
FEMALES								
Under one year	200.0	132.7	26.7	9.5	*	*	172.0	372.0
Under six months	136.0	78.6	15.7	*	*	*	101.0	237.0
Six months and under one year	64.0	54.1	11.0	*	*	*	71.0	135.0
One year and over	373.9	444.8	163.7	52.8	21.6	*	683.2	1,057.1
One and under five years	227.2	267.6	80.4	24.0	8.6	*	380.6	607.8
Five and under ten years	102.2	110.9	52.9	13.9	7.0	*	184.8	287.0
Ten years and over	44.5	66.3	30.4	14.9	*	*	117.8	162.3
Total	574.0	577.5	190.4	62.3	24.8	*	855.1	1,429.0
PERSONS								
Under one year	440.5	293.3	79.3	37.1	15.2	11.3	436.4	877.0
Under six months	306.0	182.5	45.3	22.7	8.2	*	265.4	571.4
Six months and under one year	134.5	110.8	34.0	14.4	7.0	*	171.0	305.7
One year and over	843.0	1,307.1	704.5	326.3	132.9	129.4	2,600.4	3,443.3
One and under five years	495.3	638.1	261.0	96.5	46.9	33.5	1,076.0	1,571.2
Five and under ten years	204.2	326.9	196.9	88.8	35.1	34.2	682.0	886.1
Ten years and over	143.5	342.1	246.6	141.0	50.9	61.7	842.4	985.9
Total	1,283.6	1,600.5	783.9	363.5	148.1	140.7	3,036.6	4,320.3

TABLE 15. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK : NUMBER OF SEPARATE TYPES OF BENEFIT RECEIVED AND OVERALL LEVEL OF JOB SATISFACTION (a), FEBRUARY TO MAY 1979 ('000)

	Number of separate types of benefit							Total employees
	One or more							
	None	One	Two	Three	Four	Five or more	Total	
MALES								
Very dissatisfied	28.4	34.2	9.8	*	*	*	52.1	80.5
Dissatisfied	61.6	66.2	31.2	14.3	8.4	*	124.1	185.7
Neither dissatisfied nor satisfied	92.3	137.7	65.3	33.9	11.7	10.4	259.1	351.4
Satisfied	388.9	548.2	338.6	171.0	73.6	71.0	1,202.5	1,591.4
Very satisfied	138.4	236.7	148.5	77.0	33.2	48.4	543.8	682.2
Total	709.6	1,023.0	593.4	301.2	129.9	134.1	2,181.6	2,891.2
FEMALES								
Very dissatisfied	23.4	15.8	*	*	*	*	19.9	43.4
Dissatisfied	41.2	38.2	7.8	*	*	*	52.2	93.4
Neither dissatisfied nor satisfied	56.0	72.2	22.3	*	*	*	100.5	156.4
Satisfied	299.8	274.9	97.5	28.8	12.2	9.5	413.4	713.2
Very satisfied	153.6	176.3	59.7	23.4	9.5	*	269.0	422.6
Total	574.0	577.5	190.4	62.3	24.8	*	855.1	1,429.0
PERSONS								
Very dissatisfied	51.8	50.0	13.0	*	*	*	72.1	123.9
Dissatisfied	102.8	104.4	39.0	19.3	9.6	*	176.3	279.1
Neither dissatisfied nor satisfied	148.2	209.9	87.6	38.1	13.6	10.4	359.5	507.8
Satisfied	688.7	823.1	436.1	199.8	83.7	73.1	1,615.9	2,304.6
Very satisfied	292.0	413.0	208.2	100.4	38.3	52.9	812.8	1,104.8
Total	1,283.6	1,600.5	783.9	363.5	148.1	140.7	3,036.6	4,320.3

(a) Overall level of job satisfaction was given by employees in response to a direct question on overall feelings about the job.

TABLE 16. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK AND RECEIVED A LOW-INTEREST FINANCE BENEFIT: PURPOSE AND SOURCE OF BENEFIT AND AGE, FEBRUARY TO MAY 1979 ('000)

Age group (years)	Purpose of benefit (a)			Source of benefit		
	To purchase or improve house or land	To purchase a motor vehicle	Other	Current employer	Other source(s)	Total
MALES						
15-24	*	17.4	9.1	19.0	10.9	29.9
25-34	41.5	19.1	11.8	44.7	21.0	65.7
35-44	36.5	14.1	7.7	32.0	18.6	50.6
45-54	24.1	11.7	*	23.8	13.7	37.5
55 and over	10.3	*	*	11.6	*	16.7
Total	116.9	67.7	35.4	131.1	69.2	200.4
FEMALES						
15-24	8.6	11.5	*	18.2	7.3	25.5
25-34	*	8.0	*	10.0	*	16.1
35 and over	*	*	*	*	*	10.9
Total	22.2	23.2	9.2	33.6	18.9	52.5
PERSONS						
15-19	*	8.1	*	7.2	*	10.8
20-24	13.2	20.9	12.6	30.1	14.6	44.6
25-34	48.1	27.0	13.5	54.7	27.1	81.8
35-44	39.9	15.7	7.9	34.5	20.8	55.3
45-54	24.1	12.9	*	23.8	15.5	39.3
55 and over	10.7	*	*	14.5	*	21.0
Total	139.1	90.9	44.5	164.8	88.1	252.8

(a) Employees who used the benefit(s) for more than one purpose are counted more than once. Hence totals obtained from this section of the table will exceed those shown under 'source of benefit'.

TABLE 17. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK AND RECEIVED A SUPERANNUATION BENEFIT: AGE AND OCCUPATION, FEBRUARY TO MAY 1979 ('000)

Occupation group	Age group (years)							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
Total employees	519.3	734.1	1,147.7	810.3	701.7	273.9	133.2	4,320.3
Professional, technical, etc.	*	49.7	142.6	91.7	66.8	26.0	*	385.4
Administrative, executive, managerial	*	*	38.8	51.2	43.6	20.1	*	165.3
Clerical	44.7	99.3	129.0	64.6	56.9	20.9	9.3	424.8
Sales	*	8.3	27.9	17.9	14.5	*	*	81.4
Farmers, fishermen, timber-getters, etc.	*	*	*	*	*	*	*	19.4
Miners, quarrymen and related workers	*	*	*	*	*	*	*	18.1
Transport and communication	*	10.6	28.1	32.6	25.8	8.3	*	113.6
Tradesmen, production-process workers and labourers, n.e.c.	24.8	50.4	125.9	116.3	127.8	54.0	27.6	526.7
Service, sport and recreation	7.4	7.3	26.2	13.0	21.4	9.0	*	87.6
Total	89.4	234.4	533.6	393.4	365.3	144.9	61.5	1,822.4

TABLE 18. EMPLOYEES WHO USUALLY WORKED 20 HOURS OR MORE A WEEK: SELECTED BENEFITS RECEIVED AND OCCUPATION, FEBRUARY TO MAY 1979 ('000)

Type and source of benefit	Occupation group										Total
	Professional, technical, etc	Administrative, executive, managerial	Clerical	Sales	Farmers, fishermen, timber-getters, etc.	Miners, quarrymen and related workers	Transport and communication	Tradesmen, production-process workers and labourers, n.e.c.	Service sport and recreation		
Total employees	698.1	250.8	859.5	279.1	102.2	29.2	248.1	1,479.6	373.8	4,320.3	
Holiday costs											
From current employer	31.0	23.3	37.6	12.0	*	*	39.1	75.7	9.5	240.6	
From other source(s)	10.9	*	10.1	*	*	*	*	*	*	32.1	
Total	41.9	26.0	47.7	13.0	*	*	41.1	78.3	12.1	272.7	
Goods and services											
From current employer	127.9	93.4	243.6	165.5	38.7	9.0	67.9	507.7	89.0	1,342.7	
From other source(s)	62.3	17.9	64.2	9.2	*	*	13.6	52.0	19.8	241.3	
Total	190.2	111.3	307.8	174.7	40.1	9.9	81.4	559.7	108.8	1,584.0	
Housing (a)											
Employee entitlement	38.7	17.4	10.3	*	26.7	*	9.4	35.2	24.6	171.4	
Employer subsidy	*	*	*	*	*	*	*	8.2	*	34.8	
Total (b)	47.4	27.7	20.9	*	30.0	7.0	12.4	50.9	31.5	232.1	
Telephone (a)											
Rent paid by employer	59.8	93.6	24.3	28.4	18.8	*	9.0	58.6	10.8	303.5	
Calls subsidised by employer	10.2	9.7	*	*	*	*	*	*	*	37.8	
Total	70.0	103.3	27.9	33.6	19.2	*	11.1	64.4	11.3	341.2	
Transport											
Vehicle only provided by employer	17.2	61.9	11.1	33.0	*	*	*	22.2	*	155.3	
Expenses only paid for by employer	20.8	24.7	16.4	14.2	*	*	7.2	34.5	*	125.5	
Vehicle and expenses provided	*	19.7	*	10.2	*	*	*	9.1	*	50.1	
Total	42.7	106.4	29.7	57.5	11.6	*	12.5	65.7	*	331.0	
Study leave											
Paid time off allowed by the employer and all time off not required to be made up by the employee	34.1	7.8	25.2	*	*	*	*	11.3	*	85.4	
Total (c)	39.8	7.8	28.6	*	*	*	*	13.3	*	99.6	

(a) Benefits in these groups are in a hierarchical order such that employees included under one benefit were not asked whether or not they also received the other benefit(s). (b) Includes employees who received a housing allowance and/or rates. (c) Includes employees allowed time off work for study purposes who were required to make up all of the time they were absent from work and 8,300 employees allowed unpaid time off work who were not required to make up all of the time they were absent.

TECHNICAL NOTE

Estimation procedure

The estimates are derived from the population survey by use of a complex ratio estimation procedure, which ensures that the survey estimates conform to an independently estimated distribution of the population by age and sex, rather than to the age and sex distribution within the sample itself.

Reliability of the estimates

2. Since the estimates are based on information obtained from occupants of a sample of dwellings they are subject to sampling variability, that is, they may differ from the figures that would have been produced if all dwellings had been included in the surveys. 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 figure 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.

3. An example of the calculation and use of standard errors is as follows:

From the table it can be seen that the estimate of 101,100 persons in the Communication industry in Australia who received a 'Superannuation, etc.' benefit has a standard error of about 6,200 and 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 within the range 94,900 to 107,300 and about nineteen chances in twenty that the value will fall within the range 88,700 to 113,500.

4. As the standard errors in the table show, the smaller the estimate the higher is the relative standard error. Very small estimates would thus be subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. Therefore, estimates below the levels shown in the table, and percentages based upon such estimates, have not been included. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

5. The standard errors of estimates relating to agricultural employment are generally somewhat higher than the standard errors of other estimates of the same magnitude. Estimates for females also tend to have higher standard errors than estimates of equivalent size for males in similar categories.

6. Published figures may be used to calculate percentages. The reliability of an estimated percentage, computed by using sample data for both numerator and denominator, depends upon both the size of the numerator and the size of the denominator. However, the relative standard error of an estimated percentage can be approximated by the relative standard error of the numerator. The relative standard errors of the numerators can be obtained from the table below.

7. An example of the calculation and use of standard errors of estimated percentages is as follows:

From Table 11 it can be seen that about 28 females in every 100 in the public administration and defence industry in Australia receive no benefits and that the numerator of this rate is 20,900. From the standard error table it will be seen that the relative standard error of the numerator is approximately 16.0 per cent. The standard error on this rate is given by

$$\begin{aligned}\text{Standard error} &= \frac{16.0}{100} \times 28 \\ (\text{Rate}) &= 4.5\end{aligned}$$

Therefore, there are about two chances in three that the rate that would have been obtained if all dwellings had been included in the survey is in the range 23.5 to 32.5 per 100 and about nineteen chances in twenty that it is in the range 19.0 to 37.0 per 100.

8. Published figures may also be used to estimate the difference between two survey estimates (estimates of numbers, rates, or percentages). Such a figure is itself an estimate and is therefore subject to sampling error. The sampling error of the difference between two survey estimates depends on the standard errors of the original estimates and on the relationship (correlation) between the two original estimates. An approximate standard error of the differences between two estimates (x-y) may be calculated using the following formula:

Standard error (x-y)

$$= \sqrt{(\text{standard error (x)})^2 + (\text{standard error (y)})^2}$$

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

9. An example of the use of the above formula is as follows. The difference between the estimates of persons at the Australia level in the manufacturing industry and the wholesale and retail trade industry receiving superannuation benefits is 431,200 - 198,700 =

232,500. The standard error of this estimate is calculated as follows. From the table, the standard errors of each of the two original estimates can be approximated as 10,500 and 8,500 respectively. Therefore, the standard error of the difference is given by

Standard error of (431,200 - 198,700)

$$\begin{aligned}&= \sqrt{(10,500)^2 + (8,500)^2} \\ &= 13,500 \text{ (rounded to the nearest 100).}\end{aligned}$$

Thus there are about two chances in three that the difference that would have been obtained, if all dwellings had been included in the survey is within the range 219,000 to 246,000 and about nineteen chances in twenty that this difference is between 205,500 and 259,000.

10. 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. 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 only 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 : PERSONS

Size of estimate	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia	
									Relative standard error	(per cent of estimate)
2,000						540				
2,500						600				
3,000						650				
3,500				930	930	680	930	850		
4,000				980	1,000	730	980	890		
4,500				1,000	1,000	760	1,000	930		
5,000			1,400	1,100	1,100	790	1,100	960		
6,000			1,500	1,200	1,200	840	1,200	1,000		
7,000	2,000	1,900	1,600	1,200	1,300	890	1,200	1,100	1,900	27.3
8,000	2,100	2,100	1,700	1,300	1,300	940	1,300	1,100	2,000	25.0
9,000	2,300	2,200	1,800	1,400	1,400	980	1,400	1,200	2,100	23.9
10,000	2,400	2,200	1,900	1,400	1,500	1,000	1,400	1,200	2,200	22.0
15,000	2,800	2,700	2,200						2,700	18.2
20,000	3,200	3,000							3,200	16.0
50,000									4,600	9.2
100,000									6,200	6.2
200,000									8,100	4.1
500,000									11,000	2.2
1,000,000									14,000	1.4
2,000,000									17,000	0.9
5,000,000									24,000	0.5