

**Table 2. Retirement benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> National Compensation Survey, March 2009**

(All workers = 100 percent)

Characteristics	All retirement benefits <sup>3</sup>			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
All workers .....	71	57	80	31	29	94	56	39	69
<b>Worker characteristics</b>									
Management, professional, and related .....	83	75	89	47	44	94	62	47	76
Management, business, and financial .....	87	79	91	44	41	95	75	61	81
Professional and related .....	82	73	89	48	45	94	57	42	74
Teachers .....	85	81	94	73	70	95	31	19	63
Primary, secondary, and special education school teachers .....	92	88	96	85	83	97	21	12	56
Registered nurses .....	81	69	85	38	36	94	66	47	71
Service .....	51	34	67	19	18	94	39	20	53
Protective service .....	71	59	84	51	48	94	38	21	56
Sales and office .....	73	57	78	26	23	90	64	44	70
Sales and related .....	67	44	66	15	12	80	61	38	63
Office and administrative support .....	77	64	84	32	30	93	65	48	74
Natural resources, construction, and maintenance .....	70	57	81	32	31	97	56	39	71
Construction, extraction, farming, fishing, and forestry .....	67	53	79	31	31	97	50	34	68
Installation, maintenance, and repair .....	74	61	83	33	32	97	62	45	73
Production, transportation, and material moving ...	70	54	78	28	27	95	58	40	68
Production .....	70	57	80	27	26	97	63	44	71
Transportation and material moving .....	69	52	76	29	27	94	54	35	65
Full time .....	80	67	84	36	35	95	64	46	72
Part time .....	40	23	59	14	12	83	31	15	48
Union .....	92	87	95	80	77	96	42	30	73
Nonunion .....	67	51	77	22	20	92	59	41	69
<b>Wage percentiles:<sup>4</sup></b>									
Lowest 10 percent .....	34	15	44	6	4	69	31	13	40
Lowest 25 percent .....	46	26	57	10	8	82	40	20	51
Second 25 percent .....	72	56	78	26	24	93	60	40	67
Third 25 percent .....	80	68	86	37	35	95	62	46	74
Highest 25 percent .....	88	81	91	54	52	96	65	51	79
Highest 10 percent .....	90	82	92	54	51	95	68	55	80
<b>Establishment characteristics</b>									
Goods-producing industries .....	75	63	83	31	30	96	67	50	75
Service-providing industries .....	70	56	80	31	29	93	54	37	68
Education and health services .....	79	68	86	47	44	94	49	33	68
Educational services .....	88	83	94	75	70	94	32	21	65
Elementary and secondary schools .....	91	87	96	86	83	97	19	10	54
Junior colleges, colleges, and universities .....	87	79	91	56	48	85	62	45	74
Health care and social assistance .....	72	57	80	26	24	93	62	43	69
Hospitals .....	89	77	87	52	48	93	70	49	70
Public administration .....	89	85	96	83	79	95	34	21	60

See footnotes at end of table.

**Table 2. Retirement benefits: Access, participation, and take-up rates,<sup>1</sup> civilian workers,<sup>2</sup> National Compensation Survey, March 2009—Continued**

(All workers = 100 percent)

Characteristics	All retirement benefits <sup>3</sup>			Defined benefit			Defined contribution		
	Access	Participation	Take-up rate	Access	Participation	Take-up rate	Access	Participation	Take-up rate
1 to 99 workers .....	54	38	71	12	11	92	48	32	65
1 to 49 workers .....	49	35	70	10	9	93	45	29	65
50 to 99 workers .....	68	48	71	19	17	89	59	39	66
100 workers or more .....	85	73	86	48	45	94	63	45	72
100 to 499 workers .....	80	64	80	32	29	93	65	46	70
500 workers or more .....	90	81	91	63	60	95	61	44	73
<b>Geographic areas</b>									
New England .....	66	55	83	30	29	96	50	37	73
Middle Atlantic .....	72	62	86	36	34	94	54	41	76
East North Central .....	72	59	81	33	31	93	58	40	68
West North Central .....	73	60	81	31	27	89	58	43	73
South Atlantic .....	72	56	77	30	27	91	63	40	64
East South Central .....	73	56	77	28	26	94	57	37	66
West South Central .....	67	51	77	28	27	96	54	35	64
Mountain .....	69	55	80	27	25	96	56	39	70
Pacific .....	68	55	82	33	32	96	51	37	72

<sup>1</sup> The take-up rate is an estimate of the percentage of workers with access to a plan who participate in the plan, rounded for presentation. See Technical Note for more details.

<sup>2</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>3</sup> Includes defined benefit pension plans and defined contribution retirement plans. The total is less than the sum of the individual items because some employees had access to and participated in both types of plans.

<sup>4</sup> The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20082009.htm](http://www.bls.gov/ncs/ebs/glossary20082009.htm).