

Table 40. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2012

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	9	6	6	34	48
Worker characteristics					
Management, professional, and related	18	14	11	51	66
Management, business, and financial	18	20	14	53	67
Professional and related	18	11	10	50	65
Service	8	1	3	19	30
Protective service	4	–	3	16	30
Sales and office	8	6	6	38	52
Sales and related	3	3	3	38	53
Office and administrative support	10	7	8	38	52
Natural resources, construction, and maintenance	4	2	3	24	36
Construction, extraction, farming, fishing, and forestry	1	–	2	16	27
Installation, maintenance, and repair	6	2	3	32	44
Production, transportation, and material moving ...	4	2	2	28	44
Production	5	2	3	33	47
Transportation and material moving	3	2	2	23	41
Full time	11	7	7	39	53
Part time	6	1	2	22	34
Union	13	2	5	44	71
Nonunion	9	6	6	33	46
Average wage within the following categories: ²					
Lowest 25 percent	4	1	1	18	29
Lowest 10 percent	5	–	1	11	20
Second 25 percent	7	3	4	33	46
Third 25 percent	10	6	7	37	52
Highest 25 percent	17	14	11	52	68
Highest 10 percent	19	18	14	55	71
Establishment characteristics					
Goods-producing industries	7	5	2	35	49
Construction	1	1	2	14	25
Manufacturing	9	6	3	43	57
Service-providing industries	10	6	6	34	48
Trade, transportation, and utilities	3	2	2	36	54
Wholesale trade	6	5	3	22	43
Retail trade	1	1	1	40	55
Transportation and warehousing	2	2	4	31	60
Utilities	15	–	–	74	84

See footnotes at end of table.

Table 40. Quality of life benefits: Access, private industry workers, National Compensation Survey, March 2012—Continued

(All workers = 100 percent)

Characteristics	Childcare ¹	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
Information	23	8	11	63	76
Financial activities	22	15	19	56	66
Finance and insurance	27	19	23	66	76
Credit intermediation and related activities	29	15	23	62	75
Insurance carriers and related activities	20	23	22	69	78
Real estate and rental and leasing	—	—	5	21	31
Professional and business services	9	15	8	29	43
Professional and technical services	10	25	14	36	52
Administrative and waste services	6	5	—	12	24
Education and health services	16	2	7	44	55
Educational services	17	6	13	41	48
Junior colleges, colleges, and universities	23	10	21	66	78
Healthcare and social assistance	15	1	6	44	56
Leisure and hospitality	7	1	3	12	24
Accommodation and food services	7	—	3	12	24
Other services	6	4	5	15	24
1 to 99 workers	4	4	3	18	29
1 to 49 workers	4	4	3	16	25
50 to 99 workers	6	4	4	24	41
100 workers or more	15	8	9	54	71
100 to 499 workers	8	5	5	44	62
500 workers or more	25	12	14	68	84
Geographic areas					
New England	11	5	9	40	50
Middle Atlantic	10	6	8	34	48
East North Central	12	7	5	38	49
West North Central	8	5	4	37	48
South Atlantic	9	6	5	33	48
East South Central	6	7	5	40	51
West South Central	10	6	2	35	51
Mountain	8	4	6	27	46
Pacific	9	5	8	30	45

¹ A workplace program that provides for either the full or partial cost of caring for an employee's children in a nursery, day care center, or a baby sitter in facilities either on or off the employer's premises.

² The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National

Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20112012.htm.