

Table 39. Quality of life benefits: Access, civilian workers,¹ March 2019

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
All workers	11	7	8	44	54
Worker characteristics					
Management, professional, and related	17	14	13	59	70
Management, business, and financial	18	22	15	60	69
Professional and related	17	11	13	58	70
Teachers	13	3	7	54	66
Primary, secondary, and special education school teachers	9	2	3	52	65
Registered nurses	24	4	13	81	88
Service	8	1	6	28	38
Protective service	10	2	7	41	57
Sales and office	9	7	7	44	56
Sales and related	5	5	4	39	53
Office and administrative support	10	8	9	48	58
Natural resources, construction, and maintenance	7	2	4	29	37
Construction, extraction, farming, fishing, and forestry	6	1	4	24	28
Installation, maintenance, and repair	8	2	5	35	45
Production, transportation, and material moving ...	5	2	3	43	54
Production	7	3	3	46	52
Transportation and material moving	3	2	4	41	55
Full time	12	8	9	49	60
Part time	5	2	4	26	36
Union	16	3	12	57	78
Nonunion	10	7	7	42	50
Average wage within the following categories: ³					
Lowest 25 percent	4	1	3	27	36
Lowest 10 percent	4	1	3	19	27
Second 25 percent	8	4	6	40	51
Third 25 percent	12	7	10	50	61
Highest 25 percent	20	16	14	62	73
Highest 10 percent	22	21	18	64	77
Establishment characteristics					
Goods-producing industries	9	6	4	45	51
Service-providing industries	11	7	9	44	55
Education and health services	15	4	9	52	65
Educational services	14	4	8	58	72
Elementary and secondary schools	9	2	3	52	67
Junior colleges, colleges, and universities	27	8	20	77	90
Health care and social assistance	16	4	10	49	61
Hospitals	35	3	18	83	95
Public administration	17	6	17	64	81

See footnotes at end of table.

Table 39. Quality of life benefits: Access, civilian workers,¹ March 2019—continued

(All workers = 100 percent)

Characteristics	Childcare ²	Flexible workplace	Subsidized commuting	Wellness programs	Employee assistance programs
1 to 99 workers	5	6	5	26	33
1 to 49 workers	4	6	6	21	29
50 to 99 workers	8	5	5	38	47
100 workers or more	16	8	10	62	75
100 to 499 workers	9	7	7	53	67
500 workers or more	24	10	14	73	85
Geographic areas					
Northeast	15	7	10	42	55
New England	17	9	12	47	59
Middle Atlantic	14	6	9	41	54
South	10	7	6	48	54
South Atlantic	12	8	7	49	56
East South Central	6	5	3	46	55
West South Central	10	7	6	47	50
Midwest	9	7	5	43	55
East North Central	9	7	5	42	53
West North Central	8	5	6	44	58
West	10	6	12	40	54
Mountain	9	8	9	41	54
Pacific	10	6	13	39	53

¹ Includes workers in private industry and state and local government. See Technical Note for further explanation.

² 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.

³ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using wage data for March 2019.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.