

**Table 1-5**  
**Absence rates for full-time employees by sex and job tenure, 2009 <sup>1</sup>**

|                    | Incidence |                             |   | Inactivity rate |                             |   | Days lost per worker in year |                             |   |
|--------------------|-----------|-----------------------------|---|-----------------|-----------------------------|---|------------------------------|-----------------------------|---|
|                    | Total     | Illness<br>or<br>disability | Personal<br>or family<br>responsibilities | Total           | Illness<br>or<br>disability | Personal<br>or family<br>responsibilities | Total                        | Illness<br>or<br>disability | Personal<br>or family<br>responsibilities |
|                    | percent   |                             |   |                 |                             |   | days                         |                             |   |
| <b>Both sexes</b>  |           |                             |   |                 |                             |   |                              |                             |   |
| 1 to 12 months     | 7.0       | 4.8                         | 2.2                                       | 2.8             | 2.1                         | 0.8                                       | 7.1                          | 5.2                         | 1.9                                       |
| Over 1 to 5 years  | 8.1       | 5.6                         | 2.4                                       | 3.8             | 2.9                         | 0.9                                       | 9.4                          | 7.1                         | 2.2                                       |
| Over 5 to 9 years  | 8.6       | 6.0                         | 2.6                                       | 4.1             | 3.2                         | 0.9                                       | 10.3                         | 8.0                         | 2.3                                       |
| Over 9 to 14 years | 9.1       | 6.5                         | 2.5                                       | 4.6             | 3.7                         | 0.9                                       | 11.5                         | 9.3                         | 2.2                                       |
| Over 14 years      | 8.5       | 6.4                         | 2.1                                       | 4.6             | 3.9                         | 0.7                                       | 11.5                         | 9.7                         | 1.7                                       |
| <b>Males</b>       |           |                             |   |                 |                             |   |                              |                             |   |
| 1 to 12 months     | 6.2       | 4.2                         | 2.0                                       | 2.6             | 1.9                         | 0.8                                       | 6.6                          | 4.7                         | 1.9                                       |
| Over 1 to 5 years  | 7.0       | 4.7                         | 2.3                                       | 3.4             | 2.4                         | 1.0                                       | 8.4                          | 6.0                         | 2.4                                       |
| Over 5 to 9 years  | 7.3       | 4.8                         | 2.5                                       | 3.6             | 2.6                         | 0.9                                       | 8.9                          | 6.6                         | 2.3                                       |
| Over 9 to 14 years | 7.8       | 5.5                         | 2.4                                       | 4.0             | 3.0                         | 0.9                                       | 9.9                          | 7.6                         | 2.3                                       |
| Over 14 years      | 7.2       | 5.4                         | 1.8                                       | 4.0             | 3.4                         | 0.6                                       | 9.9                          | 8.5                         | 1.4                                       |
| <b>Females</b>     |           |                             |   |                 |                             |   |                              |                             |   |
| 1 to 12 months     | 8.1       | 5.7                         | 2.4                                       | 3.1             | 2.4                         | 0.7                                       | 7.8                          | 6.0                         | 1.8                                       |
| Over 1 to 5 years  | 9.4       | 6.8                         | 2.6                                       | 4.3             | 3.5                         | 0.8                                       | 10.7                         | 8.7                         | 2.0                                       |
| Over 5 to 9 years  | 10.0      | 7.3                         | 2.7                                       | 4.8             | 3.9                         | 0.9                                       | 11.9                         | 9.8                         | 2.2                                       |
| Over 9 to 14 years | 10.4      | 7.8                         | 2.7                                       | 5.4             | 4.5                         | 0.8                                       | 13.4                         | 11.3                        | 2.1                                       |
| Over 14 years      | 10.0      | 7.6                         | 2.4                                       | 5.4             | 4.5                         | 0.8                                       | 13.4                         | 11.4                        | 2.1                                       |

1. Excluding maternity leave. However, men using paid paternity (in Quebec only) and parental leave are currently included in the calculation, but in the near future men on parental leave will be excluded, as are women on maternity leave.