

**Table 10-1**  
**Absence rates for full-time employees by sex and workplace size — Less than 100 employees**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Under 20 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1999	5.3	3.7	1.5	2.7	2.2	0.5	6.7	5.4	1.3
2000	5.5	3.9	1.5	2.6	2.1	0.5	6.6	5.3	1.2
2001	6.3	4.4	1.8	2.9	2.3	0.6	7.3	5.8	1.5
2002	6.8	4.7	2.1	3.1	2.4	0.6	7.7	6.1	1.6
2003	6.4	4.5	1.9	3.0	2.4	0.6	7.5	6.0	1.5
2004	6.5	4.4	2.2	2.9	2.3	0.7	7.3	5.6	1.7
2005	7.3	5.0	2.3	3.2	2.5	0.7	8.1	6.3	1.8
2006	7.1	4.8	2.3	3.3	2.5	0.8	8.2	6.2	1.9
2007	7.7	5.2	2.4	3.5	2.7	0.8	8.8	6.8	2.0
2008	7.6	5.1	2.6	3.4	2.6	0.8	8.5	6.4	2.1
2009	7.0	4.7	2.2	3.2	2.5	0.7	8.1	6.3	1.8
<b>Males <sup>1</sup></b>									
1999	4.7	3.3	1.4	2.4	2.0	0.4	6.0	4.9	1.0
2000	4.9	3.5	1.4	2.4	2.0	0.4	6.1	5.0	1.1
2001	5.7	4.0	1.7	2.8	2.2	0.5	6.9	5.5	1.4
2002	6.0	4.2	1.8	2.9	2.3	0.6	7.2	5.7	1.5
2003	5.6	3.9	1.7	2.7	2.2	0.6	6.8	5.4	1.4
2004	5.9	3.8	2.1	2.6	2.0	0.6	6.6	5.0	1.6
2005	6.6	4.5	2.1	3.0	2.3	0.7	7.4	5.7	1.6
2006	6.2	4.3	2.0	3.0	2.3	0.7	7.4	5.7	1.7
2007	6.9	4.6	2.2	3.3	2.5	0.8	8.2	6.2	2.0
2008	6.7	4.4	2.3	3.1	2.3	0.8	7.7	5.8	1.9
2009	6.2	4.1	2.0	2.9	2.2	0.7	7.3	5.6	1.7
<b>Females <sup>1</sup></b>									
1999	6.0	4.2	1.8	3.1	2.4	0.7	7.7	6.1	1.6
2000	6.2	4.5	1.7	2.9	2.3	0.6	7.2	5.8	1.4
2001	6.9	4.9	2.0	3.1	2.5	0.7	7.8	6.1	1.7
2002	7.7	5.4	2.3	3.4	2.7	0.7	8.4	6.7	1.8
2003	7.5	5.3	2.1	3.4	2.7	0.7	8.5	6.8	1.7
2004	7.4	5.1	2.3	3.4	2.6	0.7	8.4	6.5	1.9
2005	8.2	5.7	2.5	3.6	2.8	0.8	9.1	7.1	1.9
2006	8.1	5.5	2.7	3.7	2.8	0.9	9.1	6.9	2.2
2007	8.6	5.9	2.7	3.8	3.0	0.8	9.5	7.6	2.0
2008	8.7	5.8	2.9	3.8	2.9	0.9	9.5	7.2	2.3
2009	8.0	5.5	2.5	3.7	2.9	0.8	9.2	7.2	2.0
<b>20 to 99 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1999	6.0	4.5	1.5	3.1	2.6	0.5	7.9	6.6	1.3
2000	6.3	4.8	1.6	3.1	2.6	0.5	7.8	6.5	1.3
2001	7.0	5.2	1.8	3.3	2.8	0.6	8.3	6.9	1.4
2002	7.9	5.7	2.2	3.6	2.9	0.7	9.0	7.2	1.7
2003	7.6	5.6	2.0	3.7	3.0	0.7	9.2	7.5	1.7
2004	7.5	5.5	2.0	3.6	2.9	0.7	8.9	7.2	1.6
2005	8.1	5.8	2.3	3.7	3.0	0.7	9.2	7.4	1.8
2006	8.1	5.7	2.4	3.7	2.9	0.9	9.3	7.2	2.2
2007	8.9	6.2	2.7	4.0	3.1	0.9	10.0	7.8	2.2
2008	8.7	6.1	2.6	3.9	3.1	0.8	9.7	7.7	2.1
2009	8.1	5.7	2.4	3.8	3.0	0.8	9.5	7.4	2.1
<b>Males <sup>1</sup></b>									
1999	5.2	3.8	1.4	2.7	2.3	0.4	6.9	5.7	1.1
2000	5.4	4.0	1.4	2.7	2.2	0.4	6.7	5.6	1.1
2001	6.1	4.6	1.6	3.0	2.5	0.5	7.5	6.3	1.2
2002	6.8	4.8	1.9	3.1	2.5	0.6	7.8	6.3	1.5
2003	6.7	4.9	1.8	3.3	2.7	0.6	8.3	6.8	1.5
2004	6.4	4.6	1.9	3.1	2.5	0.6	7.7	6.2	1.5
2005	6.9	4.9	2.0	3.3	2.6	0.7	8.1	6.5	1.7
2006	7.2	5.0	2.1	3.4	2.6	0.8	8.5	6.6	1.9
2007	7.6	5.2	2.5	3.5	2.6	0.9	8.7	6.5	2.2
2008	7.5	5.0	2.4	3.4	2.6	0.8	8.4	6.4	2.0
2009	7.0	4.8	2.2	3.4	2.5	0.9	8.5	6.3	2.1
<b>Females <sup>1</sup></b>									
1999	7.1	5.4	1.7	3.7	3.1	0.6	9.3	7.8	1.5
2000	7.6	5.8	1.8	3.8	3.2	0.6	9.5	7.9	1.5
2001	8.2	6.2	2.1	3.8	3.1	0.7	9.5	7.7	1.8
2002	9.5	6.9	2.6	4.3	3.4	0.8	10.6	8.6	2.1
2003	8.9	6.6	2.3	4.2	3.5	0.8	10.6	8.6	1.9
2004	9.0	6.7	2.3	4.3	3.5	0.7	10.6	8.8	1.9
2005	9.6	6.9	2.6	4.3	3.5	0.8	10.7	8.7	2.1
2006	9.3	6.5	2.8	4.2	3.2	1.0	10.5	8.0	2.5
2007	10.6	7.6	2.9	4.7	3.8	0.9	11.8	9.5	2.3
2008	10.2	7.4	2.8	4.6	3.8	0.8	11.5	9.4	2.1
2009	9.6	7.0	2.6	4.3	3.5	0.8	10.8	8.9	1.9

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.