

**Table 4-27**  
**Absence rates for full-time employees by sex and industry — Provincial administration**

|                                | 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 <sup>1</sup></b> |           |                             |   |                 |                             |   |                              |                             |   |
| 1999                           | 7.2       | 5.7                         | 1.5                                       | 3.9             | 3.3                         | 0.6                                       | 9.8                          | 8.3                         | 1.5                                       |
| 2000                           | 8.1       | 6.1                         | 2.0                                       | 3.7             | 3.1                         | 0.6                                       | 9.3                          | 7.6                         | 1.6                                       |
| 2001                           | 7.8       | 6.2                         | 1.6                                       | 3.7             | 3.1                         | 0.5                                       | 9.1                          | 7.9                         | 1.3                                       |
| 2002                           | 8.6       | 6.2                         | 2.4                                       | 3.9             | 3.1                         | 0.8                                       | 9.8                          | 7.8                         | 1.9                                       |
| 2003                           | 8.4       | 6.6                         | 1.8                                       | 4.0             | 3.3                         | 0.7                                       | 9.9                          | 8.2                         | 1.6                                       |
| 2004                           | 8.9       | 6.8                         | 2.1                                       | 3.9             | 3.3                         | 0.7                                       | 9.8                          | 8.2                         | 1.7                                       |
| 2005                           | 9.5       | 7.0                         | 2.5                                       | 4.3             | 3.3                         | 1.0                                       | 10.7                         | 8.3                         | 2.4                                       |
| 2006                           | 10.4      | 7.8                         | 2.7                                       | 4.7             | 3.7                         | 1.0                                       | 11.7                         | 9.2                         | 2.5                                       |
| 2007                           | 11.4      | 8.2                         | 3.2                                       | 5.0             | 4.0                         | 1.0                                       | 12.5                         | 10.0                        | 2.5                                       |
| 2008                           | 10.8      | 8.2                         | 2.5                                       | 5.0             | 4.3                         | 0.7                                       | 12.6                         | 10.8                        | 1.8                                       |
| 2009                           | 9.6       | 7.6                         | 2.1                                       | 4.7             | 4.1                         | 0.7                                       | 11.9                         | 10.1                        | 1.7                                       |
| <b>Males <sup>1</sup></b>      |           |                             |   |                 |                             |   |                              |                             |   |
| 1999                           | 5.3       | 4.2                         | F   | 2.8             | 2.5                         | F   | 7.0                          | 6.2                         | F   |
| 2000                           | 6.4       | 5.2                         | F   | 3.0             | 2.6                         | F   | 7.4                          | 6.4                         | F   |
| 2001                           | 7.0       | 5.4                         | 1.6                                       | 3.2             | 2.7                         | 0.5                                       | 8.0                          | 6.9                         | 1.2                                       |
| 2002                           | 6.5       | 4.7                         | 1.8                                       | 3.0             | 2.4                         | 0.6                                       | 7.5                          | 6.0                         | 1.5                                       |
| 2003                           | 7.0       | 5.5                         | 1.5                                       | 3.4             | 2.8                         | 0.5                                       | 8.4                          | 7.1                         | 1.3                                       |
| 2004                           | 7.7       | 5.9                         | 1.8                                       | 3.5             | 2.8                         | 0.7                                       | 8.8                          | 7.0                         | 1.8                                       |
| 2005                           | 7.0       | 4.8                         | 2.2                                       | 3.2             | 2.2                         | 1.0                                       | 7.9                          | 5.5                         | 2.4                                       |
| 2006                           | 8.5       | 5.9                         | 2.6                                       | 3.7             | 2.7                         | 1.0                                       | 9.2                          | 6.6                         | 2.5                                       |
| 2007                           | 8.9       | 6.0                         | 2.9                                       | 3.9             | 2.9                         | 1.0                                       | 9.7                          | 7.2                         | 2.5                                       |
| 2008                           | 9.2       | 6.9                         | 2.2                                       | 4.2             | 3.4                         | 0.7                                       | 10.4                         | 8.6                         | 1.9                                       |
| 2009                           | 7.7       | 5.9                         | 1.8                                       | 3.7             | 3.0                         | 0.7                                       | 9.3                          | 7.6                         | 1.7                                       |
| <b>Females <sup>1</sup></b>    |           |                             |   |                 |                             |   |                              |                             |   |
| 1999                           | 9.1       | 7.1                         | 2.0                                       | 5.0             | 4.2                         | 0.9                                       | 12.5                         | 10.4                        | 2.1                                       |
| 2000                           | 9.6       | 6.9                         | 2.6                                       | 4.4             | 3.5                         | 0.8                                       | 10.9                         | 8.8                         | 2.1                                       |
| 2001                           | 8.5       | 7.0                         | 1.6                                       | 4.1             | 3.5                         | 0.5                                       | 10.1                         | 8.8                         | 1.4                                       |
| 2002                           | 10.6      | 7.6                         | 3.0                                       | 4.8             | 3.9                         | 0.9                                       | 12.0                         | 9.7                         | 2.3                                       |
| 2003                           | 9.6       | 7.6                         | 2.1                                       | 4.5             | 3.7                         | 0.8                                       | 11.2                         | 9.3                         | 1.9                                       |
| 2004                           | 10.0      | 7.6                         | 2.3                                       | 4.3             | 3.7                         | 0.6                                       | 10.8                         | 9.2                         | 1.6                                       |
| 2005                           | 11.6      | 8.8                         | 2.7                                       | 5.3             | 4.3                         | 1.0                                       | 13.3                         | 10.8                        | 2.4                                       |
| 2006                           | 12.2      | 9.5                         | 2.7                                       | 5.6             | 4.6                         | 1.0                                       | 14.1                         | 11.6                        | 2.5                                       |
| 2007                           | 13.3      | 10.0                        | 3.4                                       | 5.9             | 4.9                         | 1.0                                       | 14.8                         | 12.3                        | 2.5                                       |
| 2008                           | 12.2      | 9.3                         | 2.8                                       | 5.8             | 5.1                         | 0.7                                       | 14.5                         | 12.7                        | 1.8                                       |
| 2009                           | 11.3      | 9.1                         | 2.3                                       | 5.6             | 5.0                         | 0.7                                       | 14.1                         | 12.4                        | 1.7                                       |

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.