

**Table 1-12**  
**Absence rates for full-time employees by sex and union coverage**

	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>Unionized</b>									
<b>Both sexes 1</b>									
1999	7.7	6.2	1.5	4.6	4.0	0.6	11.5	10.1	1.4
2000	8.0	6.4	1.6	4.5	3.9	0.6	11.2	9.8	1.5
2001	8.6	6.8	1.7	4.8	4.2	0.7	12.0	10.4	1.6
2002	9.6	7.5	2.2	5.1	4.4	0.8	12.8	10.9	1.9
2003	9.3	7.4	2.0	5.2	4.4	0.8	12.9	11.0	1.9
2004	9.5	7.4	2.1	5.2	4.5	0.8	13.0	11.1	1.9
2005	10.0	7.7	2.3	5.3	4.4	0.8	13.2	11.1	2.1
2006	10.3	7.8	2.5	5.4	4.5	1.0	13.6	11.2	2.5
2007	10.6	8.1	2.5	5.6	4.6	1.0	14.0	11.6	2.4
2008	10.6	8.0	2.6	5.5	4.6	1.0	13.9	11.5	2.4
2009	10.3	7.8	2.5	5.5	4.5	1.0	13.7	11.3	2.5
<b>Males 1</b>									
1999	6.5	5.3	1.3	4.0	3.5	0.5	10.0	8.8	1.2
2000	6.8	5.5	1.3	3.9	3.4	0.5	9.7	8.5	1.2
2001	7.5	6.0	1.5	4.3	3.8	0.5	10.8	9.4	1.4
2002	8.0	6.2	1.9	4.4	3.8	0.7	11.0	9.4	1.6
2003	8.0	6.3	1.7	4.6	3.9	0.7	11.4	9.7	1.7
2004	8.2	6.2	2.0	4.6	3.8	0.7	11.4	9.6	1.8
2005	8.6	6.6	2.0	4.6	3.9	0.7	11.6	9.7	1.9
2006	8.8	6.6	2.2	4.8	3.9	0.9	11.9	9.8	2.1
2007	9.0	6.6	2.4	4.8	3.8	1.0	11.9	9.6	2.4
2008	9.0	6.6	2.4	4.8	3.8	1.0	12.0	9.6	2.4
2009	8.8	6.4	2.4	4.9	3.8	1.0	12.2	9.6	2.6
<b>Females 1</b>									
1999	9.3	7.6	1.8	5.5	4.8	0.7	13.9	12.1	1.8
2000	9.6	7.7	1.9	5.4	4.7	0.7	13.5	11.7	1.8
2001	10.0	8.1	2.0	5.5	4.7	0.8	13.8	11.8	2.0
2002	11.7	9.1	2.6	6.2	5.2	0.9	15.4	13.1	2.3
2003	11.1	8.8	2.2	6.0	5.2	0.9	15.1	12.9	2.2
2004	11.1	8.8	2.3	6.1	5.3	0.8	15.3	13.3	2.0
2005	11.8	9.2	2.7	6.2	5.2	1.0	15.4	13.0	2.4
2006	12.2	9.4	2.9	6.4	5.2	1.2	15.9	13.0	2.9
2007	12.6	9.9	2.7	6.7	5.7	1.0	16.7	14.3	2.4
2008	12.5	9.7	2.8	6.5	5.5	1.0	16.2	13.8	2.4
2009	12.0	9.3	2.7	6.2	5.3	0.9	15.6	13.3	2.3
<b>Non-unionized</b>									
<b>Both sexes 1</b>									
1999	5.1	3.6	1.5	2.5	2.0	0.5	6.3	5.1	1.2
2000	5.5	4.0	1.5	2.6	2.1	0.5	6.4	5.2	1.2
2001	6.3	4.5	1.8	2.7	2.1	0.6	6.8	5.3	1.4
2002	6.8	4.7	2.1	2.9	2.3	0.6	7.3	5.6	1.6
2003	6.6	4.6	2.0	2.9	2.3	0.6	7.4	5.8	1.6
2004	6.7	4.6	2.1	2.9	2.3	0.7	7.3	5.7	1.6
2005	7.4	5.1	2.3	3.2	2.5	0.7	7.9	6.2	1.7
2006	7.2	4.9	2.3	3.2	2.4	0.8	7.9	5.9	2.0
2007	7.8	5.3	2.5	3.4	2.6	0.8	8.4	6.4	2.0
2008	7.7	5.1	2.6	3.3	2.5	0.8	8.2	6.2	2.0
2009	7.1	4.9	2.3	3.2	2.4	0.7	8.0	6.1	1.9
<b>Males 1</b>									
1999	4.5	3.1	1.4	2.2	1.8	0.4	5.5	4.4	1.0
2000	4.8	3.4	1.4	2.3	1.9	0.4	5.7	4.6	1.0
2001	5.4	3.8	1.6	2.4	1.9	0.5	6.0	4.8	1.2
2002	6.0	4.1	1.9	2.6	2.0	0.6	6.5	5.0	1.5
2003	5.7	3.9	1.8	2.6	2.0	0.6	6.5	5.0	1.5
2004	5.8	3.8	2.0	2.6	1.9	0.6	6.4	4.9	1.5
2005	6.5	4.4	2.1	2.8	2.2	0.6	7.1	5.5	1.6
2006	6.4	4.3	2.1	2.9	2.1	0.7	7.1	5.3	1.8
2007	6.8	4.5	2.3	3.0	2.2	0.8	7.4	5.4	2.0
2008	6.7	4.4	2.4	2.9	2.1	0.8	7.3	5.3	2.0
2009	6.2	4.2	2.1	2.8	2.1	0.7	7.1	5.2	1.9
<b>Females 1</b>									
1999	6.0	4.3	1.7	3.0	2.4	0.6	7.5	6.0	1.5
2000	6.5	4.7	1.7	3.0	2.4	0.6	7.5	6.1	1.4
2001	7.3	5.3	2.1	3.1	2.5	0.7	7.8	6.1	1.7
2002	7.9	5.5	2.4	3.3	2.6	0.7	8.3	6.6	1.7
2003	7.7	5.5	2.3	3.4	2.7	0.7	8.5	6.8	1.7
2004	7.8	5.5	2.3	3.5	2.7	0.7	8.7	6.9	1.8
2005	8.5	5.9	2.5	3.6	2.9	0.7	9.1	7.3	1.9
2006	8.2	5.6	2.6	3.6	2.7	0.9	9.0	6.8	2.2
2007	9.2	6.4	2.8	3.9	3.1	0.8	9.7	7.7	2.0
2008	9.0	6.2	2.8	3.8	3.0	0.8	9.6	7.5	2.1
2009	8.2	5.8	2.5	3.7	2.9	0.7	9.2	7.3	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.